

Ready

to start your own
Stantec story?



Introduction

We're excited to announce that applications for our 2025 Graduate Programme are now open.

Your long-term career with one of the top design firms in the world starts here!

Stantec is a global leader in sustainable design, planning, and scientific consulting. Our technical specialists are at the forefront of innovations that help communities plan for climate change, enhance biodiversity and environmental health, provide social value, develop economic opportunities, and create a sense of place and well-being.

The Stantec community unites more than 31,000 colleagues working in over 450 locations across 6 continents.

We envision a world where infrastructure has a positive outcome for everyone, water is protected, natural systems are valued, biodiversity is respected, economies are circular, nothing gets wasted, development is responsible, everyone can access renewable energy, and society is just. Great things happen when people with talent and determination come together to create what couldn't be done alone.

At Stantec, we don't just know this - we live it - and we're looking for people like you who do the same.



Why Stantec?

Create your own path

Design your career through our professional development programmes, continuing education programmes, and professional association memberships. Whether you're interested in leading an area of the business, specialising in project management, or a subject-matter expert, we put people first and have the resources and world-renowned experts to get you on the right path.

Make a difference in your community

As a professional services firm, we do more than design with community in mind; we also give with community in mind. From charity fundraisers to participation in local initiatives, we find creative ways to grow and support our communities. Be part of a team that takes an active role in your community.

Build relationships

At Stantec, you'll have the opportunity to form many lasting relationships, partnering with client groups throughout the project life cycle to support the many communities we serve. These relationships will contribute to your success, the success of our clients, our projects, and communities, and show how we're truly better together.

LandAid

Stantec named 'Partner of the Year' at LandAid Awards

We're proud to support LandAid, a charity working to bring an end to youth homelessness. Last year, nearly 136,000 young people in the UK approached their local council for housing support because they were facing, or at risk of facing, homelessness.



World's Best Employers

Forbes

Top Global Design Firms

ENR

World's Most Sustainable Companies of 2024

TIME

World's Top Female-Friendly Corporations

Forbes

Best Place to Work

New Civil Engineer

International Consultancy of the year

New Civil Engineer



Who we are

We've been working with clients and communities in the UK for over 150 years. With over 3000 people working in integrated regional teams across the UK and Ireland, we plan, design, deliver and manage the developments and infrastructure needed to support the creation of sustainable, healthy and prosperous communities.

We work across energy, water, major infrastructure, environmental services and much more. Our recent work includes the largest smart water network scheme in the UK to completely automate clean water networks; guidance on how to define social value; the first ever wastewater treatment works to deliver biodiversity net gain; championing a radical concept to harness energy from stationary EVs; reimagining residential developments to move beyond traditional on-plot parking; multi-disciplinary services for the first major pumped storage scheme to be built in the UK in over forty years; a walking and cycling network to change how people travel and improve safety; and the first design guidance document of its kind to prioritise walking and cycling over the needs of cars.

Global reach. Local presence.

Click to view information on each of Stantec's services in the UK&I



UK&I services

A	Acoustics & Vibration
	Alternative Project Delivery
	Applications Engineering
	Architecture
	Assessments & Permitting
	Asset Management
	Asset Rehabilitation & Upgrades
	AV Engineering
B	Bridge Inspections & Assessments
	Bridge Maintenance
	Buildings Engineering
C	Campus Planning & Delivery
	Carbon Footprinting & Accounting
	Carbon Management
	Civil Engineering
	Climate Advisory Services
	Climate Change Risk Assessment
	Coastal & Marine Ecosystems
	Commercial & Cost Management
	Commercial Order Management Systems
	Commissioning & Validation
	Community & Stakeholder Engagement
	Community Development

	Computing Platforms & Advanced Analytics
	Construction Management & Inspection
D	Data Analytics & Visualisation
	Detailed Engineering & Design
	Due Diligence & Consulting
E	Ecosystem Restoration
	EHS Compliance
	Electrical Engineering
	Energy Audits
	Environmental Services
	Environmental, Health & Safety Compliance
F	Feasibility Studies & Design
	Flood Resilience
G	Geospatial
	Geotechnical Engineering & Materials Testing
H	Heritage
	Hydrogen Mapping
	Hydrology & Geochemistry
I	Industrial & Logistics Consultancy
	Information Management Systems
	Infrastructure Management & Pavement Engineering
	Intelligent Transportation Systems
L	Land Use Planning

	Landscape Architecture
	Licencing
	Lighting Design
M	Management & Technology Consulting
	Material Handling Systems
	Mechanical Engineering
	Microgrids & Grid Modernisation
	Mine Water Treatment
N	Natural Capital & Natural Resource Economics
	Nature Based Solutions
	Nutrient Neutrality
	Numerical Modelling Solutions
O	Operational Readiness
P	Planning, Consenting & Approvals
	Process Engineering
	Project & Programme Management
	Project Planning, Design & Delivery
R	Research & Benchmarking
	Resilient Adaptation & Mitigation
	Risk Assessments
	Road User Charging
S	Smart Cities
	Smart Mobility

	Strategic Water Resources
	Strategy & Planning
	Structural Engineering
	Surveying & Mapping
	Sustainability
	Systems Engineering & Integration
T	Technical Writing & Editing
	Traffic Engineering
	Transmission & Distribution
	Transport Modelling & Assessment
	Transport Planning
	Tunnelling
U	Urban Planning & Design
V	Venue Logistics Planning
W	Waste Logistics & Collection
	Water networks and treatment
	Water resources and networks
	Water treatment

Stantec Together ❤️

Our success is testament to the enthusiasm, dedication and commitment of our people. We are focused on identifying and implementing working practices that promote wellbeing, sustainability, and inclusivity. Through this, we actively support all our people in meeting their career goals, now and in the future.

Work-life balance is much more than managing working hours effectively, it is also about behaviour and understanding that this needs to be encouraged in leadership, individuals and across working practices. The WorkLife Charter sets out the eight work-life values which champion a culture of trust, support, and flexibility.

Building a sense of community is fundamental in everything we do. We host a number of social events throughout the year online and in-person, from quizzes to football tournaments to cycling groups.



Stantec in the Community

Through donations, sponsorships, and volunteering, we connect with our communities and help strengthen them in meaningful ways.

We also put our focus on equity and diversity partnerships. By 2030, we aim to invest a further £24 million into community organisations around the globe, taking our total to £47 million since starting this initiative in 2007.

Stantec in the Community Week (SITC)

During a worldwide week of community service across the Company, SITC events highlight the local initiatives we are passionate about and the causes we support.

The Big Bang Fair, Engineering UK partnership

We partner with Engineering UK each year to support the Big Bang UK Young Scientists & Engineers Competition. We are proud sponsors and judges of the Stantec Developing Future Communities Award, which allows pupils attending to enter a design that uses science and engineering to help make communities' lives better.

Inspiring the Next Generation

We are happy to announce an award win, the STEM Inspiring the Next Generation award at the Somerset Business Awards.

The submission focused on the extent and impact of our work in Somerset, led by the Taunton Office STEM team. In line with Stantec's culture of doing what is right, their STEM ambassadors volunteered their time because they are passionate about engaging with younger members of the local community. They also benefited from the opportunity to enhance their personal development by boosting communication, confidence and creativity skills. The volunteers openly shared their successes, discussing them during office forums to inspire and motivate colleagues and to advance a culture of fairness and inclusion.

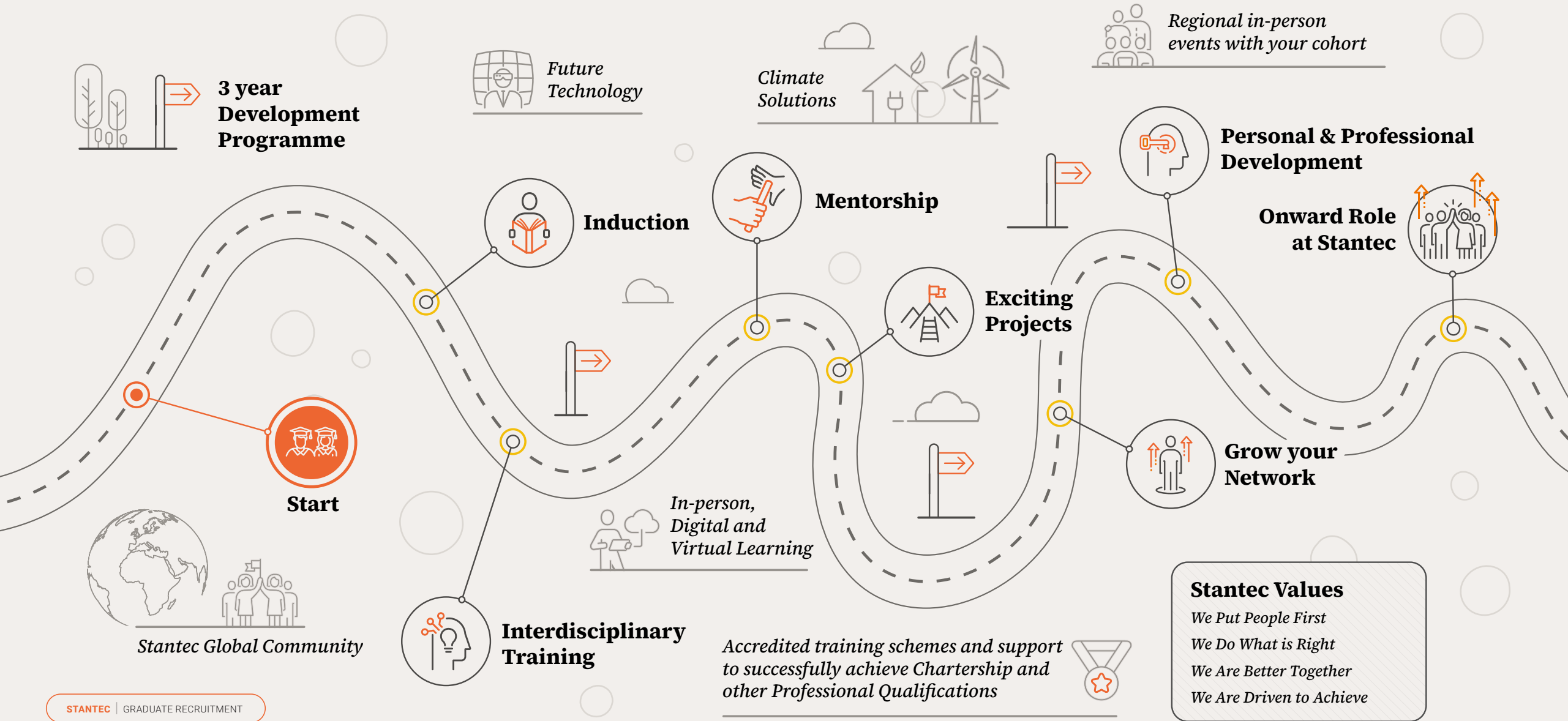
Through their journeys and positive experiences, our STEM volunteers have engaged with and influenced hundreds of students of all ages and abilities, by delivering these activities, students can begin to appreciate and pursue STEM through the opportunities out there on their doorstep.

"When creating content for primary school children I had to think creatively about how to present different career paths into STEM roles in a way which would engage. I really enjoyed the challenge and that it was different to my every-day work and hopefully provided some inspiration!"

Thea Harland, Graduate Transport Planner



Stantec UK&I Graduate Programme



Developing Professionals Group

Our people are our most valuable asset. In order to walk the talk, more than 20 years ago we created the Developing Professionals Group (DPG) to give employees who are in the early stages of their career the chance to develop both technically and professionally; to meet their colleagues and really be part of our global organisation.

The DPG actively works to combine the energy and innovative minds of our developing professionals (DPs) with the wisdom and experience of our company leadership. Since its inception, the group has grown into a global network with members in all corners of the world. The DPG is a truly international network that, in addition to planning regional and local activities, really gives a voice to our DPs.

“The DPG is a great space to share ideas and learn from each other. This global community of colleagues at different stages of their careers offers a platform for people to grow their network and grow as individuals. I have been able to connect with people across the business and discover new skills. It’s inspired me to take the opportunity to lead the UK&I chapter to support other developing professionals with their career paths.”

Olohije Akpengbe, Assistant Transport Planner

Bring your authentic self to work

We create opportunity by inviting, embracing, and celebrating differences.

Our UK & Ireland Employee Resource Groups work together on initiatives to create a welcoming, inclusive and supportive environment for all. These groups support the efforts of our Inclusivity & Diversity council. Other Employee Resource Groups in the UK&I are: Persons with Disabilities (PWD@Stantec); Women@Stantec; Indigenous Connections@Stantec; Pride@Stantec; BLK ERG@Stantec; Military and Veteran Advocates (MAVA@Stantec); Asians@Stantec and Latinos in Stantec (LIS).



Socials at Stantec

At Stantec, you will build your career and develop alongside like-minded professionals. Collaboration is fostered through fun and engaging team activities, knowledge-sharing sessions and social events, to help you to form long-term relationships with your colleagues that can extend beyond the workday



Neurodiversity

Neurodiversity includes Autism, ADHD, Dyslexia, Dyscalculia, Tourette's, Dyspraxia, Delayed Language Development and Acquired Brain Injury.

What are we doing about it?

At Stantec, we set up our Neurodiversity Employee Resource Group (ERG) to celebrate and embrace the unique minds and strengths of our neurodivergent colleagues enabling everyone to be their authentic selves at work. We support those who are diagnosed as, or think they may be, neurodivergent and those with neurodivergent family members seeking support in the UK & Ireland.

What are we doing to help?

In our offices we have created thoughtful and accommodating workspaces and environments. We thought carefully about our choices of colour, furniture, textiles and finishes to create a calm and creative environment, reducing unnecessary additional stimuli.

How does this affect you?

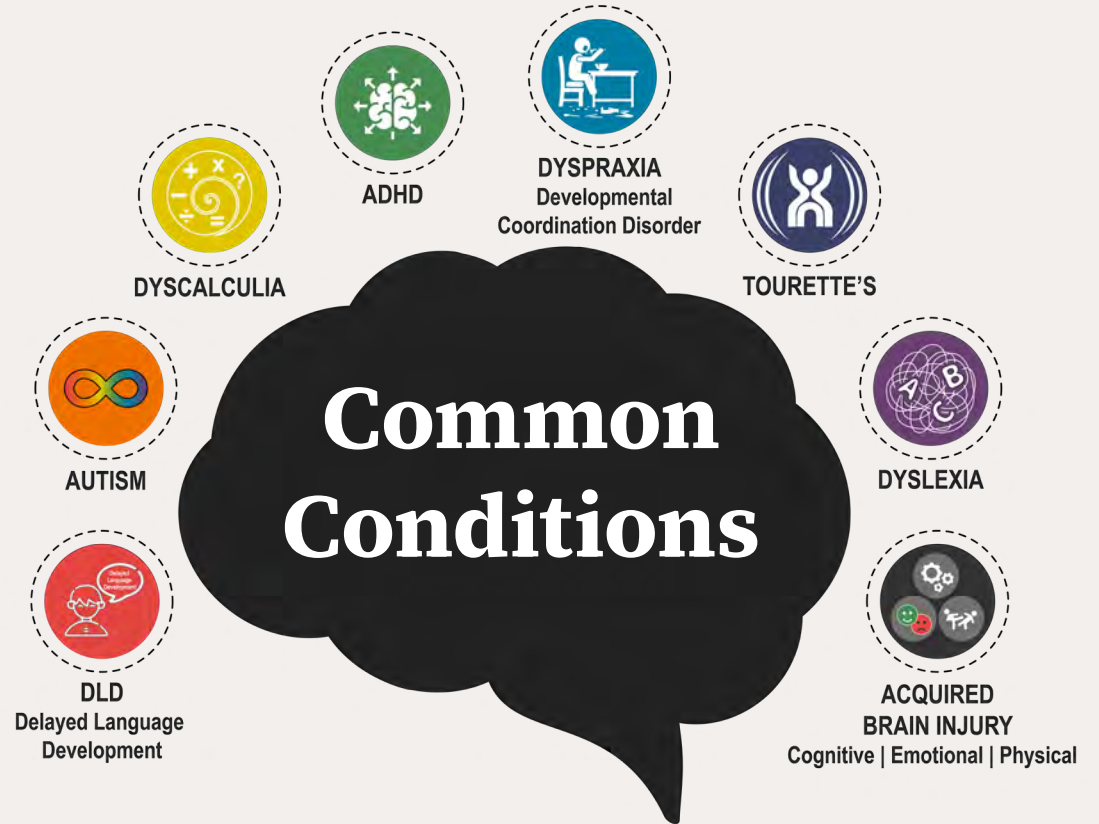
During the application process we can work with you to ensure that you have the best experience possible. This can include making adaptations to the recruitment process to ensure that you have equal opportunities and experiences.

What do you need to do?

We believe in open, honest conversation. If you need any additional support during the application process please ask our team who can discuss this with you.

"Our Neurodiversity ERG is a safe space, and employee voice challenging the business. My brain enables me to think, work, and live differently, at Stantec I've found a culture that fully embraces the personal side of its people."

Martin Scragg, Neurodiversity ERG Lead



We are a founding member of Neurodiversity in Business, a new organisation which will function as a business-led industry forum to support neurodivergent individuals in the workplace.



We have completed Lexxic's new Neurodiversity Smart@ assessment, and based on this we are delighted to be accredited as 'Neurodiversity Smart@: Committed'.

Meet our graduates



Balint Sido Graduate Hydraulic Engineer

My role at Stantec as a hydraulic engineer graduate is a slight departure from my degree of chemical engineering but applies a lot of the principles of fluid dynamics that I covered in my studies. Essentially, hydraulics considers the physics and flow of fluid through a system, which, of course, is a major factor in the water industry. Much of my role involves simulations, modelling, and sense testing systems to establish that fluids will be able to pass the flows they are required to.



It stood out to me as a strong, forward-thinking, and renowned firm in the engineering industry, which aligned strongly with the kind of company I was looking to work for.

What attracted you to a career at Stantec?

I came across Stantec quite accidentally during my job search in my final year of uni. It stood out to me as a strong, forward-thinking, and renowned firm in the engineering industry, which aligned strongly with the kind of company I was looking to work for. When searching for a role, I prioritised finding a company that had a track record of finding creative solutions to the problems of today while working towards a clean future.

Being a large, multinational company, Stantec offers fantastic career progression with mentorship that comes from seasoned and experienced seniors. Particularly in engineering, this is key to learning quickly and effectively on the job. Following my productive interview with my prospective line manager, I knew this company would be a great fit for me!



Jonny Dodkins Graduate Air Quality Consultant

I'm a graduate air quality consultant. In my role, I assist with, and complete, air quality assessments of various scales for a wide range of residential, energy, and water projects. I also provide technical support on air quality monitoring and educational projects. My work is varied, and I have opportunities to pick up different kinds of projects based on what I enjoy doing the most, which has made my first year both interesting and challenging.



I was exposed to new things in ecological modelling, I was sufficiently challenged with a number of issues to address, and I was well supported by my team.

What has been the standout project for you during your time at Stantec?

I've worked on a number of air quality assessments for residential schemes, but one in particular, a residential development to the south of Bristol, the city I live in, was a highlight. I assessed the impact of increased traffic flows on air quality at sensitive residences and ecological sites near the Grove Farm development. This project stood out for a number of reasons—I was exposed to new things in ecological modelling, I was sufficiently challenged with a number of issues to address, and I was well supported by my team. The added bonus? Working on a project in my home city and assessing some areas I frequently visit.

Meet our graduates



Beatriz Mendes Graduate Project Manager

I'm a graduate project manager supporting the Water group in our Brighton office. I joined Stantec in September of 2023 and was lucky enough to get to work with a very knowledgeable and supportive team that has shown me the best of project management.



Stantec has continuously pushed for my professional development and aided me whenever I was interested in a new opportunity or cause...

How has your personal and professional development been supported at Stantec?

Stantec has continuously pushed for my professional development and aided me whenever I was interested in a new opportunity or cause, examples being the Developing Professionals Group (DPG) and the Winnovators competition. Winnovators is a Stantec initiative that started in Australia, and the objective is to find innovative solution to problems happening in less developed areas around the globe. This year we're working on Papua New Guinea.

Stantec also provides great in-house training and has various partnerships with external organisations to provide employees with access to training, not just relevant to their roles, but also to their interests.



Mia Macfee Graduate GIS Analyst

I joined Stantec in October 2023 as a graduate geographic information system (GIS) analyst in the Leeds office. My role within the Digital Services team involves working on projects across the UK water industry. We strive to deliver meaningful data-driven insights to projects as innovatively and efficiently as possible for both internal teams and clients. This can take the form of data visualisation via maps, dashboards, and Environmental Systems Research Institute (Esri) experiences, or the development of unique automated geospatial analysis tools, to help streamline and optimise project work.



It was rewarding to be using data-driven techniques to inform decision-making towards improved river health.

What has been the standout project for you during your time at Stantec?

Since joining Stantec, I've worked analytically on a range of projects that include GIS-based contaminated land and pollution pathway assessments. Working with my team, I tested the performance and viability of multiple, newer smart monitor types for observing water quality, both in the wastewater network for signalling levels and in the river watercourse. It was rewarding to be using data-driven techniques to inform decision-making towards improved river health.

Meet our graduates



Abbie Webb Graduate Civil Engineer

I started at Stantec in September 2023 as part of the London civil engineering team. During my time here, I have had the opportunity to work on a large variety of projects across the UK at various stages ; from the preliminary planning stage to detailed design. The variety in projects I have worked on so far has enabled me to develop a broad foundational knowledge of master-planning, detailed design and CAD, which will allow me to progress in this industry and pursue chartership.



The variety in projects I have worked on so far has enabled me to develop a broad foundational knowledge of master-planning, detailed design and CAD, which will allow me to progress in this industry and pursue chartership.

What has been the standout project for you during your time at Stantec?

The Dunsfold Aerodrome project has certainly been a highlight for me, as it has allowed me to focus on a specific discipline and develop my skills in that area. The Dunsfold Aerodrome in Surrey is set to become a residential village, which will benefit the local community by helping the district to meet local housing targets in the upcoming years. I have been working on the 'Earthworks Remediation' for this site, which has produced some very unique challenges regarding PFAS contamination, and as a result has encouraged the team and myself to develop some innovative solutions to help the project along.



Maeve Whelan Graduate Planner

I work as a graduate planner in the Leeds office. As planners, we collaborate with developers and a variety of technical teams to gain planning permission for various developments, helping to determine if they are sustainable, comply with regulations, and benefit communities. Our role includes navigating planning policy and regulations, preparing planning applications, advising on land use, and project management.



Given the wide variety of projects my team works on, every day is different. One morning I can be working on a solar farm in Kent and in the afternoon a settlement extension in Yorkshire.

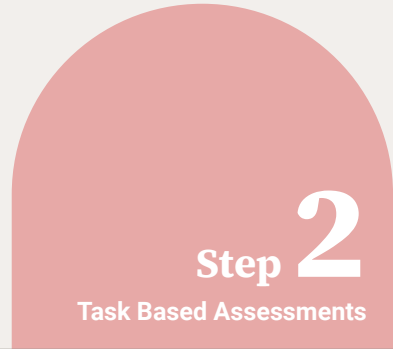
What do you enjoy most about your role?

Since joining Stantec, I've enjoyed working on major projects in my region and nationwide. Given the wide variety of projects my team works on, every day is different. One morning I can be working on a solar farm in Kent and in the afternoon a settlement extension in Yorkshire. This makes the role very exciting and challenging. As town planning consultants, we work closely with developers and technical teams, and I have really enjoyed meeting many different people as part of this.

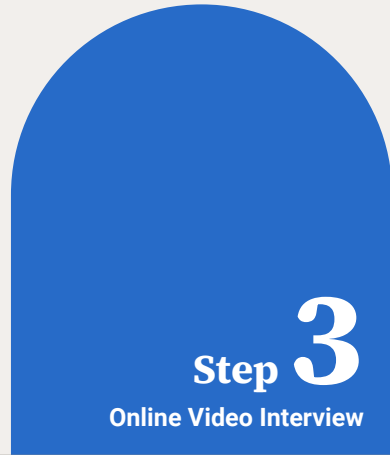
Graduate Application Process



Before you apply, review our GenAI policy and review the Graduate Q&A on our website.
Make sure you adapt your CV and cover letter to demonstrate your interest in the role.



We will invite you to complete a series of intuitive task-based assessments. These will allow us to see beyond your resume and assess your potential for growth and success within our team.



Next, we will invite you to an online video interview. This will be an opportunity to tell us more about you and your experience, career aspirations and motivations for applying.



The final stage is an interview with the hiring manager and another team member. It could be in person at one of our offices or online via video call.

As much as it's about us finding out about you, it's an opportunity for you to find out more about the team and the day-to-day of the role, so please come prepared with questions!



If successful, we will call you to discuss your offer and send you an official contract.

For further information on our application process, please see:

Graduate Programme FAQs

Can I apply for more than one role?

Yes. Please tailor your cover letter to each specific role. Ensure you only apply for office locations you would like to be based in or see yourself relocating to.

When do job applications close?

We strongly recommend applying as soon as possible as adverts could close earlier if we have sufficient applicants.

What happens after I submit my application?

Once you submit your application, our emerging talent team will do the initial screening. We aim to get back to everyone within three months, but this may vary. Due to applicant volumes, we are unfortunately unable to provide individual updates.

What happens if I am unsuccessful after the first stage?

We will notify you by email. Unfortunately, we cannot provide individual feedback due to the volume of applications received.

What degree disciplines do you recruit?

Please review the job advert for the specific degree discipline required. If you are still unsure, please email Careers.UK&I@stantec.com.

When does the graduate programme start?

Most of our graduates start in September. If an immediate start is required, this is stated in the job advert.

Does Stantec have a career development group?

Yes, we do. The Developing Professionals Group (DPG) gives employees in the initial stages of their career the chance to develop both technically and professionally and enables national and global collaboration. It's a truly international network that, in addition to regional and local activities, really gives a voice to our Developing Professionals.

Do you provide a permanent contract?

Stantec UK&I is proud to provide all graduates with a permanent full-time contract, supporting a long-term commitment to Stantec's early career professionals.

What does the Graduate Development Programme involve?

Your Professional Development Programme includes core training throughout your first three years at Stantec. The programme provides an enhanced training period and a community to engage with throughout your initial Professional Development. Once you've completed the three-year graduate core training period, you will continue to receive training and mentorship tailored to support your journey to becoming professionally chartered or qualified.

Where will I be based?

We have a national presence across the UK and Ireland. Not every discipline recruit in every office, so please check the job advert for the specific location.

Do you offer a rotational graduate programme?

Whilst we don't offer a formal rotational programme, we do encourage you to work with your mentor and manager to make the most of the extensive array of opportunities available across our sectors and geographies. Our multidisciplinary teams, the Graduate Programme, the Developing Professionals Group and our Communities of Practice can all help you get connected and develop your career in an exciting and growing business.

What is your stance on the use of Gen AI in our recruitment process?

AI can be a valuable tool to enhance your application, however it shouldn't replace your unique voice. Read our advice [here](#).



Join us in delivering transformative major projects

Please click on the circles to view more information on each of Stantec's major projects across UK and Ireland

We believe major infrastructure programmes should deliver real social value and economic development outcomes to the communities they serve.

At Stantec, we are proud to have worked on some of the biggest and most transformative projects across the globe that address climate change, economic development, social inequality, adaptability and resilience.

We deal with today's challenges, but also keep a fairer, better tomorrow in sight, looking at how we deliver clean growth, support radical changes in our economy and meet the needs of future communities.

Join a team that redefines what's possible.

Find out more

Climate Solutions

We know our greatest influence on improving climate outcomes stems from the creative, innovative, and integrated Climate Solutions we provide to our clients and communities.

Digital (Stantec.io)

Our experts are working with digital solutions teams to develop creative, technology-forward approaches.

Energy Transition

Helping to ease our energy sector's evolution into a resilient, sustainable future.

Inclusion & Diversity

Leading with inclusion brings our work to the next level.

Employee Benefits

Competitive and flexible, our benefits focus on your wellbeing as a Stantec employee.

Our Locations

Take a look at all of our offices throughout the UK and Ireland.

Connect with us



Contact us for more information:

careers.UK&I@stantec.com

Tel: +44(0) 1925 845000

[Stantec.Jobs](#)

[#StantecCareers](#) [#StantecNextGen](#)



**With every community,
we redefine what's possible**