

geotechnical and environmental consultants



Become a part  
of an AMAZING  
work family!

Do you want to work in an environment where you truly feel like a part of a team? An environment where your ideas are welcomed, and your contributions valued?

**We are looking for enthusiastic, driven and motivated graduates to join the Ground & Water family.**



# Graduate Development Programme



We want to make a positive impact on peoples' lives and the environment, by creating the very best work family and doing business in the right way, together.

An incredible, trusted and inspired team, will enable us to all work towards realising our shared vision of being the leading provider of contaminated land and geotechnical services, delivered on-time and on budget. And we'd like you to join us for the journey.

**If you have a degree in one of the Earth Sciences or Engineering and want to be part of this amazing organisation, working with a fantastic team of individuals, then get in touch.**



## About You

- You will have high standards, a thirst to improve and develop and an eagerness to learn and excel in this industry.
- You will need to have a sense of fun and adventure, be adaptable, ambitious and a keen problem solver.
- You will be a team player, with an eye for detail and open to ideas facilitating collaborative and creative working.
- No job will be too large (or too small) and you will greet every opportunity with enthusiasm and dedication to getting the job done.

If this sounds like you, then, send us your CV with a covering letter to: [jobs@groundandwater.co.uk](mailto:jobs@groundandwater.co.uk) and tell us why you are right for us!



# Graduate Development Programme



## About Us

We are a dynamic and energetic company that truly cares about our team. We are friendly and accessible, always improving and moving forward. Every action is determined by our values and followed with reflection, 'how could we have done that better?' We take pride in our work, striving to be the best we can, embracing new challenges and ways of working.

Our mission of providing quality geotechnical and contaminated land services to all our clients can only be achieved by creating an inspiring and happy culture for our team to achieve their full potential.

See what Rob and Alec have to say about our company culture.

## How does it work?

You will be given responsibility from day one. Ground & Water works at a fast pace, but you will be fully supported by a personal mentor. You will shadow this experienced team member in the early days, while following a structured induction programme, that will allow you to hone your craft and develop your engineering judgement.

We are big on personal touches and individuality at Ground & Water and your welcome will help you feel at home and comfortable with your new teammates. Here's what Aaron had to say about his early days with us.

You will receive regular reviews, with the first after four weeks into the job – we want to make sure you are happy, confident and feel supported in your new role. You will work with technical checklists that will allow you to set goals and measure your learning and accomplishments.

Strong advocates of employee voice, you will have plenty of opportunity to feedback on how you are settling into the role and your views will be listened to, just ask James.

**We want to hear your ideas!**

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GU34 3NB



## Career Development

For up to 12 months you will fulfil a Technician role, underpinning your academic knowledge with practical tasks through exposure to a wide range of site works. From there you will transition into the interpretative reporting side of the role, beginning to manage your own projects from inception to completion. You will take on more responsibility in the wider company, developing yourself and your analytical skills further alongside the full support of our team.

Progression and development are our thing, so your journey with us will be punctuated with a variety of CPD sessions, opportunities to attend seminars, webinars and conferences and benefit from the wide array of talent and experience of our knowledgeable team, Anna agrees.

Following completion of the graduate programme, we will work with you to further develop your career in a direction that is rewarding and fulfilling for you, looking at next steps, industry desires and goals.

We will support you as you embark on the next step of your Ground & Water journey, helping to shape your future aspirations.

We can support you in gaining chartership, sponsoring accreditation and any further educational initiatives you may want to undertake. We believe personal development is fundamental to personal fulfilment, so we want to help you embark on your Ground & Water adventure where you can achieve and succeed in your personal goals and dreams, not just in your career.

It's a full team effort at Ground & Water and you will have opportunities to help grow and shape the organisation, taking on mentoring duties of your own to help the next generation of geotechnical and environmental engineers. Natasha and Aubyn both joined as graduate engineers. Here's what they had to say about our graduate programme.

## Interested? Then we'd like to hear from you.

Email: [jobs@groundandwater.co.uk](mailto:jobs@groundandwater.co.uk) Tel: 0333 600 1221

## What our team members say



At Ground & Water, you get to join a family and have the opportunity to learn so much on the job. The experience I have gained since joining the company is comprehensive, the relationships invaluable. **Natasha**



I like how as a graduate engineer I am given whole projects to manage from inception to completion, not just in snippets or endless background tasks like logging. **Aubyn**



Ground & Water is a great place to gain experience and learn on the job! The friendly environment allows for knowledge from more experienced engineers to be passed down to you easily. **Anna**