

## Your Graduate or Apprenticeship Programme

You bring the passion to innovate and we'll give you the power to change

### Section 1 – Your Programme

If you're a graduate, school leaver or taking a new career direction and are keen to embark on a stimulating career, or an undergraduate or school leaver looking for an internship or apprenticeship, together we can develop truly innovative engineering solutions in a collaborative, intrapreneurial, positive and fail-safe way.

Our strategy is based around the future of work. The main impetus is taken from our own business strategy but also the discussion raging now around the impact of new technology and Industry 4.0. The discussion is now shifting to considering the implications for jobs and skills sets for the future. What does this mean for our people? How do we ensure that you not only survive but thrive during the transition and beyond into a new world of opportunity and potential?

We are excited to be able to offer a range of opportunities whether you are interested in our Graduate Development Programme, a Graduate Level Apprenticeship, or a Modern or Foundation Level Apprenticeship; we are confident that we can offer a truly rewarding experience.

We have a wealth of knowledge within the business and with knowledge transfer and life long learning at the heart of our people development strategy, you are assured of an inspiring and collaborative work experiences learning from the experts in their fields.

We advertise current vacancies right here on this site however, as many of our most successful and enduring relationships have come from speculative enquiries, we encourage you to get in touch on the link telling us what you're interested in and how you would like to help us innovate, collaborate, deliver excellence and future proof the business.

### Section 2 - Your Pathway

We will provide you with a career pathway designed in such a way as to ensure you gain the following:

- A clearly defined, self designed 2-4 year development plan aligned with your career aspirations to make you truly business ready on completion.
- Active career management, professional and personal development and performance management via our performance and development framework known as **My Pursuit of Excellence (MPOE)**. This framework is about leveraging and optimising the performance of Booth Welsh employees and providing a pathway for development aligned with our mission, vision and values.
- Wide ranging and immersive experiences across your preferred engineering or technical disciplines, project management, commercial awareness, business acumen and soft skills development. With this approach we aim to foster internal mobility and create an agility within the organisation giving us a commercial advantage in project delivery.

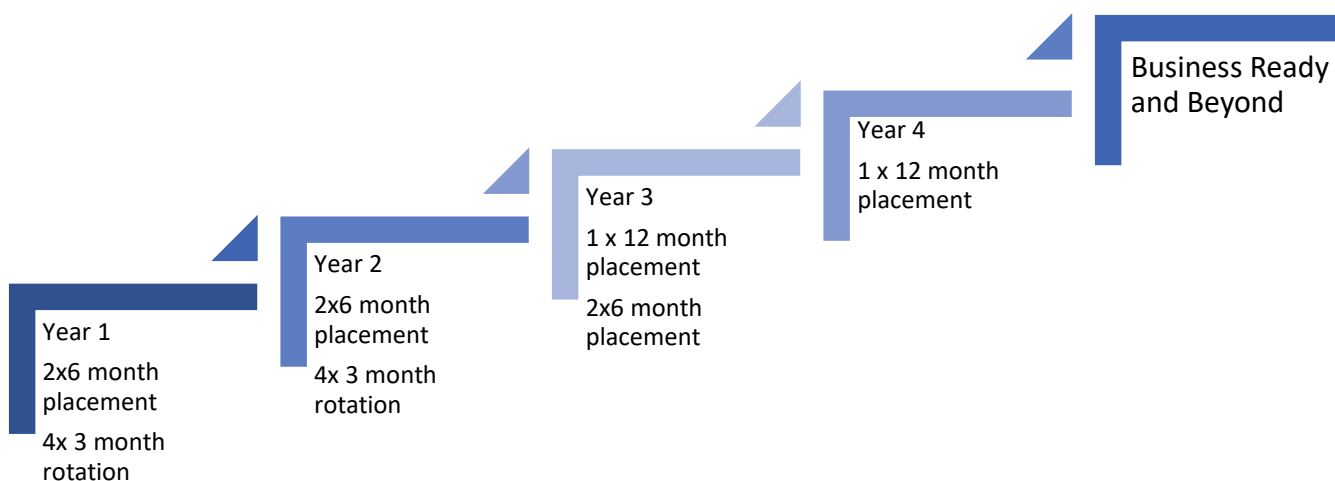
#### BOOTH WELSH

3 Riverside Way, Irvine, Ayrshire, KA11 5DJ, United Kingdom  
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# BOOTH WELSH

Integrated Engineering Services

- True career customisation, moving away from the traditional linear model of education, employment, retirement. At BW we recognise the importance of lateral moves and rotational opportunities, including placement abroad.
- Capability to undertake a wide array of organised and self-directed development both specific to your career aspirations but also softer skills like team working, personal effectiveness, networking, consulting and influencing skills; to encourage truly collaborative working and design thinking.
- Exposure to working with a range of engineers and across the wider business from our most senior and experienced engineers and experts in their field; to your own peer group of graduates and junior engineers and on live client project teams; all in a truly collaborative and fail-safe environment.



## Section 3 Your Placement Opportunities

Discipline	Description	Placement Duration
Project Management	Getting things to happen how they should, when they should and within budget is both a science and an art. On this placement, you will learn exactly how it's done. Over the course of the programme, you will be developed through participation in agile client project teams and assignments using our project execution models and latest software reporting platforms, within a structured mentoring and development framework. From design and manufacture to in service support and capability enhancement projects, whatever the task at hand, risks need to be identified, stakeholder requirements satisfied and the whole thing delivered on time and to budget. This placement will help you to build strong relationships with colleagues in commercial, financial and procurement functions and within this professional network, you will	1 week 3 months 6 months 12 months

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Registered Number: 2374159

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	develop the skills you need to tackle even the most complex of project or client demands.	
Systems Engineering	Our Systems Engineering team ensures that our clients' systems remain reliable, fit for purpose and achieving optimal performance. This involves looking at both the bigger picture and the intricate detail which is quite an undertaking when dealing with complex process control systems. Our team's knowledge base grows steadily and now covers a very wide range of mainstream distributed control system products and technologies all of which you will have the opportunity to become involved in. Our experience covers all project sizes, from small PLC/SCADA applications, to large scale batch process control systems – across a variety of industry sectors. We cover all aspects of project development, from FEED studies and design, through to configuration, testing, documentation and commissioning as well as ongoing support and maintenance.	1 week 3 months 6 months 12 months
Process Engineering	During this placement or rotation, you will join our team of Process Engineers & Consultants working across a number of industry sectors, providing expertise & support to our clients including HAZOP leadership, reporting and follow-up, Process Hazard Risk Assessment (PHRA), Process and Chemical Engineering Design and Verification, to include equipment sizing, relief calculations, process modelling, and development of User Requirement Specifications (URS). You will also be involved in supporting legislative and regulatory operational requirements including COMAH, IPPC, PER, ATEX, IEC61508/11, and environmental impact assessment as well as providing advice on client process around sustainability and energy utilisation, process optimisation and modelling and environmental impact reduction.	1 week 3 months 6 months 12 months
Mechanical Engineering	Mechanical engineering is not just one area but many and varied. Over the course of 2-4 years, you will get to experience the breadth of this work from design projects, to installation, commissioning and maintenance. In this varied placement, you could be producing drawings, working with manufacturers, subcontractors and the supply chain on anything from manufacture to installation, commissioning and decommissioning. Similarly, you could be working on complex problem-solving exercises brought to us by our clients looking for solutions on existing processes and systems. Undoubtedly, there will be varied site work and project management, engaging with stakeholders to ensure delivery on budget and to programme.	1 week 3 months 6 months 12 months
Electrical and Electronic Engineering	Electrical and electronic engineering is all around us from fitting out complex systems to designing artificial reality products, we provide our customers with solutions to ensure the capability, reliability and availability of their critical assets. On this placement or rotation, you will spend your time getting involved in anything from complex nuclear projects to designing, commissioning or maintaining complex pharmaceutical manufacturing processes. Day to day you could be	1 week 3 months 6 months 12 months

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	working on electrical power distribution, or electrical control and instrumentation currently involving both analogue and digital systems within multi discipline teams delivering solution to our clients' problems.	
Commercial and QS	On this varied and exciting programme, you will be providing commercial support to elements of our multi-million pound bids or refresh of our existing contracts. You will also have the opportunity to work on BD and help the team to develop new opportunities. This placement could involve you in any part of the business and once you have a real handle on what we're about and how we do things, you will specialise in an area that suits your strengths and aspirations. With a QS focus or qualification, you will have the opportunity to assist senior staff in the issue and management of records and documentation relating to contract accounts, prompt and regular submission of main contract payment applications and collection, preparation of draft sub-contracts, monitoring of sub-contractor performance, and assist senior staff in design cost control/value engineering.	1 week 3 months 6 months 12 months
IT/IM	Being based across our own and multiple client sites, we have an infrastructure that we need to maintain and keep secure. You will gain an insight into all of our security, cyber defence and information assurance in addition to core activities such as service delivery, project management, IT procurement, strategic development, technical application, ERP systems and software and asset management.	1 week 3 months 6 months 12 months
Finance	With turnover of £18.5, it is definitely fair to say that our financial management needs just as much expertise as our projects. Over the course of your programme, you will understand the complexities of corporate accounting and financial management. This includes management accounting and business tax accounting working across many different projects and for a wide variety of our clients big and smaller which will give you an excellent variety of experience and insights that are otherwise hard to come by perhaps in larger organisations.	1 week 3 months 6 months 12 months
QSHE	Working as part of the multidisciplinary Quality, Safety, Health and Environment team, you'll ensure that we plan, advise and assess operations across multiple client sites and our Head Office to guarantee that our employees are safe and equipped to deliver the quality service for which we are renowned. You will assist in managing the working environment, our knowledge provision, procedures and organisational support to allow our teams to do their jobs and comply with the law, local procedures and best practice. You will undertake a wide variety of challenging and exciting projects which have the potential to cover the full breadth of the combined disciplines including risk assessment, incident investigation, project planning and ensuring that thought	1 week 3 months 6 months 12 months

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	leadership, continuous improvement, knowledge transfer and best practice prevail.	
Human and People Strategy	To be effective, our people need engagement, communication, infrastructure and an EVP that fits with their aspirations; and that's where excellent management of our people comes in. On this placement you will learn how we support and make the most of our most important asset. You will learn about each stage of the full employee life cycle from attraction through to retention strategies, employment law and employee relations, management information, people strategy and change projects. You will see how we partner with the business to create strategies that find and retain the best people and develop the skills our business needs to be future proof. Project by project, you will learn how to support the business and each discipline within it.	1 week 3 months 6 months 12 months
Procurement and Supply Chain	Do you know how many parts go into an electrical panel, manufacturing production line or nuclear power plant? Whether we are designing, building, operating, managing, or maintaining vital assets on behalf of our clients, one thing guaranteed – the supply chain lies at the heart of our operations and plays a pivotal role in our business success. Working integrally across all projects, optimising our demand planning, sourcing, supplier relationships and effective inventory management is key to delivery for our clients. Joining our Procurement and Supply Chain Management team presents you with a great opportunity to embark on a career which is immensely varied and always interesting. Over the duration of the programme you'll learn about how we make 'build vs. buy' decisions, design supply chains, provide sourcing expertise and leverage third party relationships to maximise value and support our business strategy.	1 week 3 months 6 months 12 months
Marketing and Communications	Our Marketing and Comms team is the voice of the company. The team manages all aspects of the BW brand, develops our marketing strategies, fosters important networks and relationships and grows the company's local and global brand. In this placement you will be helping BW to ensure the right people get the right messages, in the right way and at the right time. The role is as diverse as it is exciting. During a typical week you might write a summary document for the Managing Director, promote our digital technology solutions to new clients, work on the branding for our website development, develop product marketing strategies, or manage internal, external and even international networking events including VIP visits. You will also assist with developing and coordinating our media comms, running all social media operations including our very successful internal comms platform. With technology advancing at an astounding rate, this is a great opportunity to get involved and help us to become tomorrow's Booth Welsh, today.	1 week 3 months 6 months 12 months

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