

BOOTH WELSH
Integrated Engineering Services

GRADUATE PROGRAMME GUIDE



#collaboratetoinnovate



Welcome to the Booth Welsh Graduate Brochure

We're pleased to introduce you to the diverse opportunities available within our graduate programme. While Booth Welsh is known for its engineering expertise, our programme offers much more. From marketing and people management to commercial roles, finance, and beyond, we provide pathways for a wide range of skills and career aspirations.

In this brochure, you'll learn about who we are, what we do, and the structure of our graduate programme, as well as the variety of roles across disciplines that make Booth Welsh an exciting place to grow your career.



Hi, my name is Martin Welsh, and I am the CEO of Booth Welsh. I have been with the company since 1989, taking on a variety of roles, and I believe that we have a culture unlike most businesses today.

Booth Welsh was founded in 1989 by John B. Welsh, my father. Starting with just two employees in Ardeer, Stevenston, Ayrshire, we have grown into a business employing over 300 people, working nationally and internationally across a wide range of industries. Over the years, the business has evolved in many ways, but one thing that has remained constant is our culture. We genuinely care about our people and work hard to look after everyone who joins the Booth Welsh team.

Our culture was shaped in the early days, when family members and trusted professionals from our network formed the foundation of the company.

This culture of trust, understanding, and mutual respect became a pillar of the business, and it remains a defining part of who we are today.

Now in the fourth phase of our evolution, Booth Welsh is privately owned by a management team—many of whom have been with the business for over 20 years. It's this stability and commitment that allows us to provide an environment where people can grow, thrive, and succeed together.

We're excited about what the future holds and are always looking for talented, ambitious individuals to join us. If you're looking to start your career with a company that values its people and offers opportunities to grow and make an impact, we invite you to explore our graduate programme.


MARTIN WELSH
CEO

Our Strategy

We believe that engineering is about more than just building structures or designing systems – it is about creating a better world for all of us.

Whether we are developing innovative solutions to complex engineering challenges or working with clients to improve their operations and processes, we're committed to making a positive impact on the world around us. Our approach is rooted in collaboration. We believe that by working together, across government, partnerships, and academia, we can achieve better outcomes.



Who We Are

We are an engineering technology company.

300+
people

What We Do

We develop solutions through **multi-discipline engineering**, supporting clients to optimise their operations. Using our knowledge of **automation, digitalisation and Industry 4.0, to innovation** we can embed intelligent technologies in our solutions, adding value to client operations. We have a dedicated workforce of 300+ people working on projects across the globe.



How We Get There

- We **develop and nurture** the talent of entire workforce, empowering people to do better every day and enhancing their health, wellbeing and fulfilment.
- We practice open and **collaborative** working with colleagues, clients and other stakeholders, leveraging key talent to be leaders in thinking and practice.
- We are **visionary** and ambitious, promoting creative, innovative and agile ways of working.
- We aspire to make a **positive** impact on the environment.

Our markets



Life & Chemical Sciences

Assisting pharmaceutical companies to maximise efficiency through the use of technology



Energy

World-beating engineering solutions reducing costs in the Energy industry



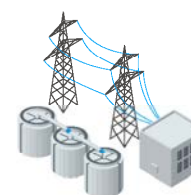
Nuclear & Defence

Over 20 years' experience working in highly regulated industries including Nuclear power & Defence



Food & Beverage

Using our wide expertise to meet the requirements and demand in a booming industry



Utilities

We provide an independent service to our clients engineering the optimum solution every time



Manufacturing

We have great experience in reducing costs and improving production processes for our clients

Our Mission Through Collaboration, We Engineer a Better Future

ABOUT THE PROGRAMME

Our Graduate Development Programme is designed to kickstart your career with a practical approach. Over 24 months, you may engage in rotations across various departments (dependent on location and contract), gaining a holistic understanding of our organisation and its operations.

As part of a wider cohort of graduates, you'll have the chance to collaborate with peers, share experiences, and build lasting professional relationships. From day one, you'll be supported by a buddy to help you settle in. You'll also have a mentor by your side, offering guidance, expertise, and encouragement to ensure your journey as a graduate is both successful and rewarding.

ABOUT THE ROLE

At Booth Welsh, we ensure you have the right support network to succeed in your role and grow professionally. The graphic below outlines the key people who will guide and assist you throughout your journey—your Line Manager, Buddy, and Mentor. Each plays a unique role in helping you settle in, develop, and achieve your goals.

SUPPORT TO HELP YOU THRIVE

At Booth Welsh, we ensure you have the right support network to succeed in your role and grow professionally. The graphic below outlines the key people who will guide and assist you throughout your journey—your Line Manager, Buddy, and Mentor. Each plays a unique role in helping you settle in, develop, and achieve your goals.



LINE MANAGER

Your line manager is your primary supervisor, responsible for overseeing your day-to-day work, setting objectives, and providing guidance to help you succeed in your role. They manage your performance, ensure alignment with company goals, and support your professional development through regular check-ins and feedback.



BUDDY

A buddy is a peer-level colleague assigned to help you settle into the company. They offer informal guidance, answer practical questions about the workplace, and help you navigate the company culture. A buddy is someone you can turn to for advice on everyday matters, helping you feel comfortable and connected as you settle into your role.

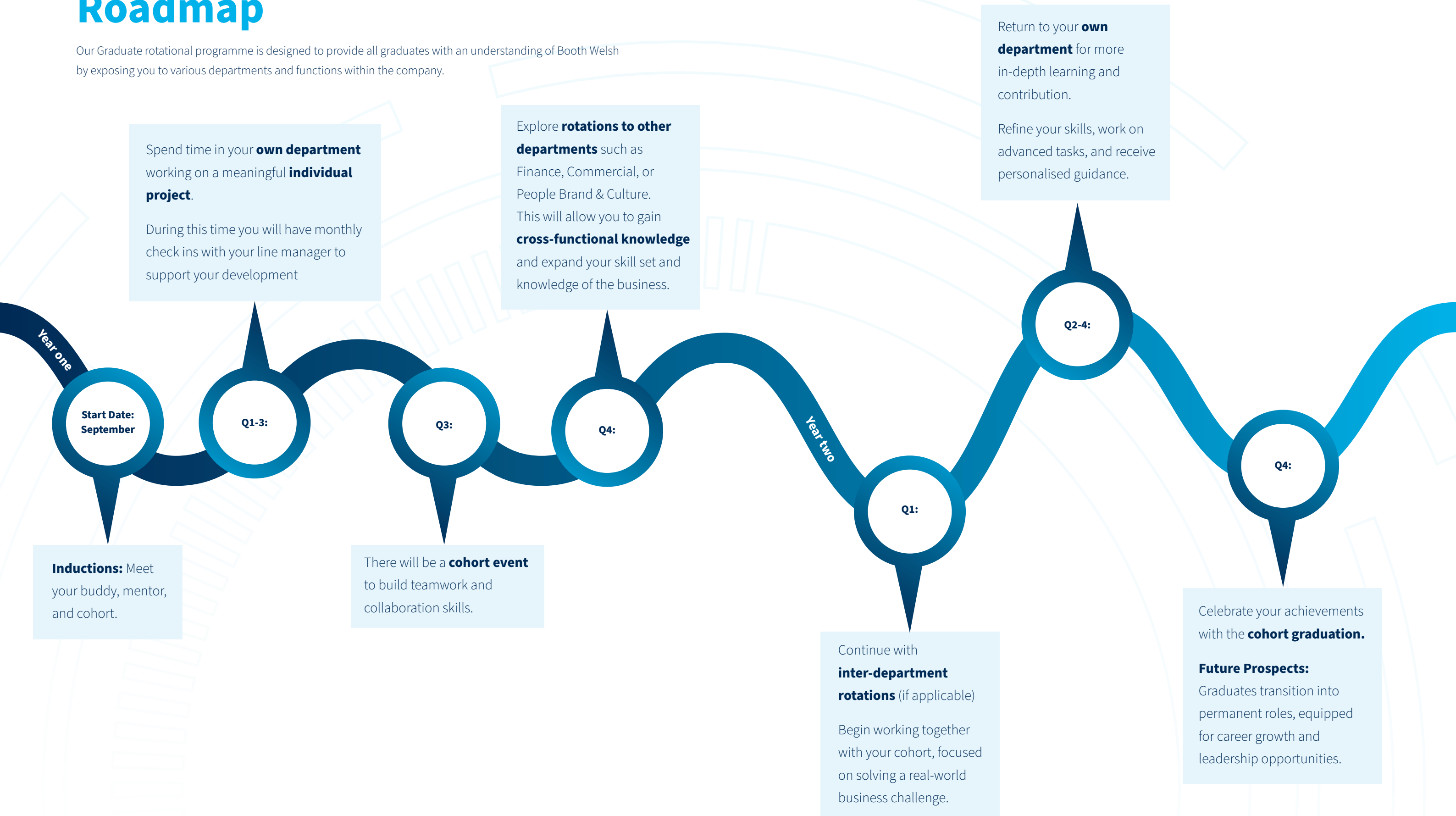


MENTOR

A mentor is an experienced professional who provides long-term guidance and support to help you achieve your career goals. They focus on your overall growth by sharing their knowledge, offering career advice, and encouraging you to explore new opportunities. Mentors are a source of inspiration and support for both personal and professional development.

Graduate Programme Roadmap

Our Graduate rotational programme is designed to provide all graduates with an understanding of Booth Welsh by exposing you to various departments and functions within the company.



Roles



PROJECT MANAGEMENT

Develop the skills to deliver projects effectively, ensuring they meet timelines, budgets, and stakeholder requirements. This role provides hands-on experience with agile teams, advanced project tools, and structured mentoring to prepare you for managing complex client demands.



SYSTEMS ENGINEERING

Work on optimising control systems for reliability and performance across various industries. You'll engage in all aspects of project development, from design and testing to commissioning and ongoing support, using industry-leading technologies and methodologies.



PROCESS ENGINEERING

Contribute to projects across industries, supporting HAZOP leadership, risk assessments, and chemical engineering design. You'll gain experience in areas such as equipment sizing, process modeling, and compliance with regulations like COMAH and ATEX, while also working on sustainability, energy optimisation, and environmental impact reduction.



MECHANICAL ENGINEERING

Experience diverse projects, from mechanical and piping design to installation and maintenance. You'll work on problem-solving challenges, collaborate with manufacturers and subcontractors, and engage in site work to deliver solutions that meet client needs, budgets, and timelines.



ELECTRICAL ENGINEERING

Work on critical electrical systems, from power distribution and motor control to commissioning and maintaining complex assets. You'll gain hands-on experience in designing and delivering solutions for sectors like nuclear and pharmaceutical, collaborating within multi-discipline teams to meet client objectives.



INSTRUMENT ENGINEERING

Play a key role in designing, integrating, and maintaining instrumentation and control systems across industries. You'll gain experience in equipment specification, control panel design, system integration, and ensuring compliance with industry standards like Functional Safety and Hazardous Area regulations. This role offers a mix of design, technical problem-solving, and project coordination to build a broad engineering skill set.



IT AND CYBERSECURITY

Gain insights into maintaining and securing infrastructure across our own and client sites. You'll engage with areas such as cybersecurity, service delivery, IT procurement, project management, ERP systems, software applications, and asset management, while contributing to strategic development initiatives.



FINANCE

Develop an understanding of fiscal management and its interaction with other business areas like Engineering. You'll gain hands-on experience in procurement, purchasing, invoice payment, and business accounting—key elements in delivering successful projects.



COMMERCIAL

Support projects from initial client engagement to completion, working across Project Controls and Commercial Management. You'll learn to manage costs using NetSuite, evaluate estimates and contracts, and oversee project administration, including client interactions and change management. With hands-on experience and CPD opportunities, you'll develop key commercial skills essential for project delivery success.



PEOPLE, BRAND, AND CULTURE

At Booth Welsh, our People, Brand, and Culture team brings together HR and Marketing to drive an inclusive, collaborative, and purpose-driven workplace. You'll gain experience in employee engagement and retention strategies while contributing to campaigns that promote our employer brand both locally and globally. This role offers insights into the full employee lifecycle, from talent attraction and development to enhancing the employee experience and embedding social value into everything we do.

You'll also play a role in promoting Booth Welsh's story—creating content, managing events, and ensuring our communications reach everyone. Collaborating across teams, you'll see how we align people-focused strategies with business goals, fostering a culture where employees thrive and feel connected.



COMPLIANCE (HEALTH, SAFETY, ENVIRONMENTAL, AND QUALITY)

Our HSEQ principles are central to Booth Welsh's success, ensuring we meet the highest standards in safety, quality, and sustainability. This role will immerse you in our commitment to:

Health & Safety: Learn how we maintain a zero-harm culture through training, risk management, and open communication.

Quality: Understand how we exceed client expectations by adhering to rigorous standards and ensuring excellence across all projects.

Environmental Sustainability: Join our efforts as a planet-positive organisation, contributing to innovative strategies that reduce environmental impact and champion sustainable practices.

You'll work across teams to see how HSEQ shapes every aspect of the business, from project design to day-to-day operations, while supporting initiatives that drive positive outcomes for both people and the planet.

Working Pattern/Location

The programme follows a 35.25-hour workweek (site dependent) spread across five days.

Typical business hours are 9:00 AM to 5:00 PM from Monday to Thursday, with an early finish at 4:00 PM on Fridays to kickstart your weekend.

After completing the initial three-month training period, you'll have the flexibility to adopt a hybrid working arrangement. This typically involves spending 60% of your time in the office and 40% working from home, although the exact balance may vary depending on your role, team needs, and individual circumstances.

Success Stories

Matthew Montgomerie, Multi-discipline Engineer:



“I’m a multi-discipline engineer at Booth Welsh, sitting across the Process Engineering and Control System Engineering departments. At Booth Welsh I am provided job autonomy whilst delivering collaborative projects to our customers. The diversity of industrial clients, engineering deliverables and project phases that make-up the day to day working life at Booth Welsh has made it a very engaging place for me to work. I started as a graduate at Booth Welsh in 2018 and have been provided, and encouraged to take, opportunities which have allowed me to develop my own unique career path and skillset.”

Lewis Earley, Junior Project Engineer:



“I joined the BW team in 2023 as a Graduate Project Manager. I have a background in Risk Management and although I had no previous experience in the engineering sector, I have learned along the way, building my skillset, and being given opportunities to lead my own projects. Booth Welsh has been the ideal place to kickstart my career as a graduate; the team are very welcoming, I have made some great friends and the support I have received has helped me flourish.”

Emma Gordon, Graduate HR Assistant:



“Since graduating with my Masters degree, my current role as a Graduate HR Assistant has allowed me to use the experience I have gained academically into real life situations. Working at Booth Welsh has also provided me with various opportunities to grow and develop professionally, whilst working for company that values a positive workplace culture and collaboration across all aspects of the business”



Professional Development & Performance Reviews

Our continuous development process leverages and optimises the performance of Booth Welsh employees, providing a pathway for development aligned with our strategic goals and values.

You will have an opportunity to set objectives and development goals at regular intervals with your line manager. Clear and honest feedback will be given on your performance and help you align any areas for further development.

You will receive 6% incremental pay increase subject to 6-monthly reviews for a 2-year period.



Benefits of Being Part of Booth Welsh

At Booth Welsh, we believe in supporting our employees both inside and outside of work, offering a range of benefits designed to enhance your wellbeing, lifestyle, and personal growth.



WESTFIELD HEALTH:

Access to a health cash plan, ensuring your physical and mental wellbeing are supported.



WESTFIELD REWARDS:

Enjoy exclusive discounts and rewards on everyday purchases and experiences.

Competitive Pension Scheme: With contributions from both you and Booth Welsh, this helps you build financial security for retirement.



ONSITE GYM AND FITNESS SUPPORT:

Stay active with access to our onsite gym and sessions led by an in-house fitness coach.



ELECTRIC CAR CHARGING:

Embrace sustainability with convenient onsite electric car charging points.



HOLIDAY BOOST SCHEME:

Through this scheme you can purchase up to three additional day holidays to add to your 33 days.



SALARY SACRIFICE FOR ELECTRIC VEHICLES:

This benefit allows you to lease an electric vehicle in a tax-efficient way by spreading the cost through pre-tax deductions from your salary.



CYCLE TO WORK SCHEME:

Make your commute healthier and more eco-friendly with support for purchasing a bike through our cycle-to-work programme



CAFE ZERO:

Enjoy free barista-made drinks at Café Zero in our head office, a space designed for you to relax, recharge, and connect with colleagues during your workday.

Our Culture at a Glance



COLLABORATION & INNOVATION

We thrive on teamwork and innovative solutions that shape a better future.



PEOPLE-CENTRIC

Empowering you to reach your full potential.



DIVERSITY & INCLUSION

A workplace where everyone's voice is valued and respected.



SUSTAINABILITY

Committed to making a positive impact on the planet and our communities.



WORK-LIFE BALANCE

Flexible working arrangements that support your well-being.



CONTINUOUS IMPROVEMENT

Encouraging innovation and feedback to drive progress.



RECOGNITION & GROWTH

Celebrating achievements and offering clear career advancement paths.



Thank you for taking the time to explore the opportunities available through the **Booth Welsh Graduate Programme.**

We hope this brochure has given you a clear insight into who we are, what we do, and how you could play a vital role in shaping our future while building an exciting career for yourself.

IMPORTANT INFORMATION

- **How to Apply:** Send your CV to graduaterecruitment@boothwelsh.co.uk
- **Application Deadline:** 6th of February 2025
- **Interview Process:** Assessment Centre format.
- **Salary:** £28,640
- **Start Date:** August/ September
- **Locations:** Head Office is 3 Riverside Way Irvine, North Ayrshire
- Must have the **right to work in the UK**
- **Contact for Queries:** people@boothwelsh.co.uk