

Job Title: Leadership Graduate Scheme	Business Area/Function: Central	Date Produced / Last Updated: 18/08/2021
Reports To: Anastasia Womack	Location: Various	Reference:

General Overview:

ENGIE Graduate Scheme

The world around us is changing rapidly, transforming the way people access and consume energy and placing an increasing demand on a growing services sector. We need sustainable energy sources, smart efficient technologies and the ability to integrate these capabilities. We're looking for the next generation of leaders who will continue to innovate across the different areas of our business.

Our award-winning scheme offers ENGIE graduates the exciting opportunity to gain insight and experience into one of the UK's largest services and energy company. Our graduate scheme is an operational leadership programme offering a variety of rotations across our diverse business. Whether your focus is energy or services, commercial or finance, HR or construction, we'll help you find and develop your potential. Your career is at the heart of our programme, with supported development and training across your two year journey.

Operational Leadership Graduate Scheme Overview

ENGIE is the largest energy and services company in the UK, helping to create efficient and sustainable business environments for our customers that deliver lifelong impact. The services industry is experiencing the largest changes of the last century, join us to drive the change and support the transition at one of the world's leading services companies.

Your Graduate Journey

We need graduates who can help us develop solutions and make a difference. No matter what your background, if you are imaginative, driven and committed - we want to talk to you. We will give you the chance to work on exciting tangible projects and the opportunity to make decisions, mistakes and learn from our experienced teams. You will experience four placements in which you will work in a variety of roles with real responsibility, giving you the chance to make an immediate impact. Supported all the way by our Early Careers team, we will help you to unlock your leadership potential.

The opportunities at ENGIE are vast. This structured programme will span across many sectors within our divisions, providing an unrivalled understanding of how we deliver our services. By experiencing both the services and energy sectors, you will develop your understanding of the whole business, and gain insight of how we are driving change in the marketplace to facilitate decarbonisation.

Your Placements

Over the duration of the scheme, you will be able to experience some of the following areas:

- Joining our services team at iconic stadiums across the UK

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- Supporting on some of the UK’s biggest hospitals to keep them performing at their best
- Helping our Urban Energy team transform our cities by delivering heating, cooling and power at our growing number of district energy schemes
- Supporting the business development team to oversee bids, estimations and procurement – be part of our next successful £200m energy and services tender
- Work on our energy contracts ensuring we meet our goal of ‘making zero carbon happen’
- Be part of the electric vehicle revolution, supporting our national charge point roll out
- Overseeing the mobilisation of different construction contracts across the country, including new builds, land buying and later living
- Being part of our commercial team for the opportunity to understand commercial and business strategy
- Assist in the operational management as we decommission nuclear power stations
- Changing the lives of people and communities through our local council service
- Providing critical contract support to our asset and operational teams

As our business continues to adapt and evolve, it is increasingly important that the graduate scheme plays a part in meeting the needs of our business. We are committed to providing you with interesting and robust placements that offer the opportunity to gain plenty of experience, be responsible for key projects and be accountable for your own development.

You will be asked to complete one mandatory commercial/procurement placement and one mandatory operational/facilities management placement during the scheme. We ask you to complete these mandatory placements to ensure you have exposure and experience to all areas of our business, allowing you to build a range of different skillsets and aid your ability to become a leader in the future.

Being fully mobile is key to maximising the value of your placements. Although some placements may be home based, the majority will be on site. ENGIE is such a large and diverse company, so your placements could be based anywhere in the UK. You must be willing to relocate within the UK throughout the programme. You will be supported throughout any relocations pastorally and financially.

Your Development

At ENGIE, we are committed to helping you to reach your potential. As a Graduate, you will undertake a development journey challenging you to think like a leader from day one.

You’ll start having constructive, one-to-one conversations about your development goals early, forming a personal development plan to guide you through the Graduate scheme. We offer our graduates regular career conversations through our training partners, pair you with a senior manager as your mentor, and a buddy to help you feel comfortable and part of the team. Each placement offers the opportunity to work alongside established managers, expanding your network, growth and development.

Across the two years, you will undertake a minimum of 25 days formal training - supporting your growth, providing industry recognised leadership qualifications, and helping you connect with the community of graduates you will be a part of. You’ll develop communication and negotiation skills, learn how to lead and motivate teams, and attend residential development weeks designed to get you thinking about your own individual leadership style.

We’ll be by your side here throughout your career, helping you progress through technical, professional and leadership skills training, on-the-job learning, shadowing and much more. You will experience a genuine commitment to your personal development that stretches far beyond the scheme, and into your long-term career with ENGIE.

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Qualifications or Required Experience:

To us, it doesn't matter who you are. If you share our energy, values and vision, we want to work with you.

Essential

- Have achieved or be working towards a 2:1 Bachelor's degree or equivalent in any subject area. Grades below 2:1 will be considered given relevant skills and experience are demonstrated.
- Able to relocate throughout the programme.
- Driven, proactive and a self-motivated attitude. Able to work on your own initiative and take responsibility and accountability for your work and development.
- A team focus, with the ability to interact and build rapport with a wide variety of individuals, as well demonstrate strong listening skills.
- An inclusive attitude to working, pursuing opportunities to include, recognise and engage others who have skills, interests or experiences that are different from your own.
- Analytical thinker, with the ability to make objective, rational decisions with available information.
- You put people first and have a genuine passion for delivering real change in the communities we serve.
- Shows integrity and will uphold the values of our organisation.
- Excellent communication skills, with the ability to lead, motivate and inspire others and build team morale.
- Adaptable and able to respond well to change or pressure.

Desirable

- Previous leadership experience (either through work or through extra-curricular activities)
- Previous work experience, ideally within a relevant field
- Previous customer services experience

Application

- Candidates must submit an up-to-date CV and a Cover Letter outlining their motivations for applying to ENGIE. Any applications missing either requirement will not be progressed
- Assessment centres will be held in December 2021. Please note we will assess all candidates at the same time using the same materials to find the next generation of leaders to join our graduate programme.

Level
5B

Pay Grade:

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