

A group of four young professionals, two men and two women, are posed for a photograph. One man is sitting on a large, light-colored wooden crate, while the other three are standing behind him. They are all smiling and looking towards the camera. The background is a solid purple wall, and the floor is also purple. The lighting is bright and even. The overall mood is professional and positive.

BUUK Infrastructure
2025 Engineering Graduate Scheme

Welcome to BUUK Infrastructure

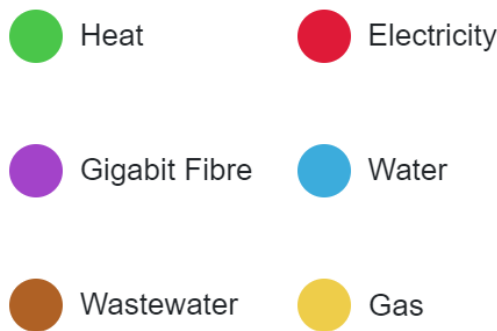
BUUK Infrastructure (BUUK) is an independent provider of last-mile utility networks. BUUK has been a major force for change and innovation for 30 years, championing competitive markets, improving efficiencies, creating customer choice and rising to the challenges of the Future Homes Standard and Net Zero.

Our group of companies design, construct, own and operate utility infrastructure networks throughout England, Wales and Scotland. We are the only partner to the new-build sector delivering infrastructure for all utilities – from gas, electricity, water and wastewater to future-proof fibre and heat networks. Our customers include national and regional house builders, developers, landowners, and contractors.

We know the utilities sector has a critical role in shaping a greener future. That’s why our group includes smart-energy technology businesses leading the way in smart controls for heat pumps and energy aggregation solutions, to optimise energy storage and decarbonise homes. From the very start, our businesses, people, processes and innovations have been constantly evolving – just like the world around us.

We have over 30,000 discrete networks, providing utility services to over 2 million homes and businesses across the UK. We construct, then own and operate in perpetuity, these essential utility infrastructure assets. For example, at our London King’s Cross site, we own all seven energy networks, including a primary electricity substation. Additionally, we manage an energy centre and cooling pod.

We provide traditional and next-generation utility infrastructure solutions:



Our diverse businesses also have interests in several utility-related retail businesses, providing telephony and data, water, wastewater, and heat-energy services directly to end consumers connected to our networks.

Our companies primarily choose to build new networks using our own skilled workforce, and the prime purpose of our graduate scheme is to develop the skills of our next generation of professionals and leaders in our business.

BUUK employ over 2,000 people across the UK and we have some fantastic careers to offer.

Great Place to Work®

BUUK are proud of our supportive culture which has helped us to attract, develop and retain the best people in the industry. In fact, we have been recognised by our employees as a Great Place to Work® since 2018, in the Super-Large Best Workplaces™ category.



About Us

Our Mission, Vision and Values

Our Values are BUUK’s guiding principles for the behaviours and professional conduct we expect our employees to demonstrate in their work.



The Mission

To earn customer loyalty and drive business growth by providing consistently excellent service



The Vision

Be the leading utility partner to accelerate the UK towards net zero for all our customers



BE CUSTOMER FOCUSED

- ✓ We listen to our customers and act on what they tell us
- ✓ We innovate to take problems and effort away from our customers much better than our competitors
- ✓ Our decisions are based upon what is right for the customers in front of us



BE ENVIRONMENTALLY ACCOUNTABLE

- ✓ We respect the environment when making decisions
- ✓ We choose to be responsible
- ✓ We understand that caring for others requires us to care for the environment



BE SAFE, BE WELL

- ✓ We demonstrate care by looking after ourselves and those around us
- ✓ We keep ourselves safe and well every day
- ✓ We voice concerns, and apply learning



BE TRUSTED

- ✓ We keep our promises
- ✓ We do the right thing, not just the easy thing
- ✓ We are honest, decent, respectful and balanced

Our Graduate Scheme

This programme will last up to 3 years and will develop your understanding of how BUUK operates, and you’ll complete rotations in multiple different functions.

Our aim is to equip you with the range of skills and breadth of experience you need for a successful career. As you progress through the scheme, you will build knowledge in how BUUK drives business growth by providing consistently excellent service to ensure repeat business.

We understand that everyone’s career and ambitions are different, so every graduate’s journey with us is unique. We have designed a scheme with placements to allow you to shape your career according to your own ambitions.

Our Graduate Engineers shall embark on a programme to gain all round knowledge and understanding of the BUUK businesses. They can stream to either multi utility construction, electricity, water, fibre, or heat & energy centres; being involved in the design, construction, testing, commissioning of the asset and the continued maintenance and

asset management in perpetuity. Our graduates also get involved in specific projects to gain experience.

Graduate Engineers will be supported to attain the professional status of Incorporated Engineer within three years and Chartered Engineer within five years with a relevant engineering institution and accredited with the Engineering Council. The Graduate Engineer Scheme is approved by relevant engineering institutions.

Future Career

After completing the scheme, you will be given a position that best suits the skills you have developed over the programme, balanced with the needs of the business. We have an excellent track record in continuing to support our graduates with very high retention and promotion rates.

Development and Support

Throughout the scheme there will be varied learning opportunities to gain practical experience through placements and projects. BUUK will also help you to develop softer skills such as communication, collaboration, presentation and management.

We will support your professional development through blended learning and networking opportunities, and you will have access to our early careers alumni. You will receive one-to-one support throughout the programme from both your line manager and an allocated mentor.

Mentors

Each graduate will be assigned a mentor who will support them in their career journey. A mentor has received additional training to prepare them to act as a guide for professional development and career advice.

Reviews

Graduates will have discussions with their line manager periodically to monitor progress. These reviews will ensure that objectives are being met and will provide an opportunity to discuss personal and professional development.

Success Story

William Izod, Technical Manager – Asset Adoption

“Following completion of a Mathematics Degree, I joined BUUK as an Engineering Support Officer in the Multi Utility (MU) Design team. Within the 4 years I spent in the MU Design team I took on several roles such as Team Leader, Trainer & Key Infrastructure Project Designer. This experience, coupled with the availability to go on a multitude of both internal and external training courses in areas of Engineering, Health and Safety and Management and Leadership, have enabled me to develop quickly as both an Engineer and a Manager.

The variety in work and the support of colleagues and mentors within the business has helped pave my career to my current role within the Asset Adoption Department. I am looking forward to the further challenges and opportunities that BUUK can offer.”

Current Graduate Experience

Athira Sudhakaran, Graduate – Engineering

“I studied for a Bachelors in Electronics and Communications Engineering in my native India and undertook a Masters in Electronics and Electrical Engineering in the UK, at Swansea university. Leaving home, for my Masters was my first time out of India. Whilst I am a long way from home, I have found a community on the graduate scheme. I have made lifelong friends and although we are in different businesses and different parts of the country, we do share our knowledge and experiences with each other.”

The culture here at BUUK is positive and the working environment is really supportive, my colleagues are all helpful, accommodating and welcoming and everybody is happy to give advice and support. I feel like I am always treated like a person first and get support both personally as well as professionally.

My favourite thing about the Engineering Graduate Scheme is that you are not limited to working within one team or one specialism. Through the rotations you have the opportunity to work in different teams learning so many new skills and developing and deepening your understanding of the company.”

Dex Mendenilla, Graduate – Engineering

“After studying for a degree in Mechanical Engineering at Swansea University, I was keen to find graduate scheme where I could develop as an engineer and gain as many skills as possible across a range of areas and utilities. The BUUK graduate scheme has definitely given me these opportunities through the rotations offered. The rotations are also great way of networking and making connections with people.”

I cannot narrow it down to a single favourite thing about the scheme, professionally I am given the opportunity to work on a range of exciting projects, being involved in these is always something that I always excitedly share with my family and friends. On a personal level, the relationships I have developed with the other graduates, who I consider to be more than just colleagues, they are my friends is a great aspect of this programme. I have a network of people who understand how I feel, and I can talk to it is also a great forum for us all to share ideas and knowledge.

The culture at BUUK is very inclusive, I have always felt able to share my ideas and thoughts – I was nervous of this at first, I was often the least experienced person in the room, but I quickly realised how supportive and encouraging people are here. I am not afraid to speak up and people really value different opinions, and we are all able to add value to discussions.”

The Package BUUK Offer

Salary

Our starting salary is £31,421 and will be reviewed bi-annually in April and October, commencing after the completion of a six-month probationary period. Pay increases are subject to excellence in performance, achievement of objectives and portfolios being kept up to date where appropriate. Salaries are also increased annually in January to reflect the current rate of inflation.

Benefits

BUUK offer a competitive range of benefits to support our culture and working environment. These include a company pension scheme, life assurance, sick pay, innovation reward scheme, long service awards, recruitment incentive scheme when recommending friends and family for vacant positions, and enhanced family-friendly policies including maternity, paternity and adoption pay.

We also have a flexible benefits scheme which includes the ability to purchase gym membership, tech vouchers and bicycles as well as a corporate perks scheme which includes discounts at cinemas, restaurants and high street shops.

At BUUK your health and wellbeing matters to us, so we provide access to a range of resources, including webinars and exercise classes as well as an Employee Assistance Programme (EAP) that offers confidential support and counselling. We also offer every employee an annual health screening with a private healthcare provider.

We understand that work/life balance is important, so each employee is entitled to 33 days annual leave per annum (including bank holidays) and the opportunity to purchase up to an additional 10 days.

Location

Various locations in the mainland UK, these will vary in line with your rotations. These could include, Woolpit, Suffolk, London and Cardiff.

Hours of Work

Normal hours of work are 37.5 per week Monday to Friday.

Standby

Graduate Engineers may be asked to be available out of hours to deal with emergency situations and be a member of the standby rota as they progress within the business. Standby will be predominantly based from home and employees accrue a standard payment.

Start Date

Successful candidates will start in September 2025. If you have any queries about this date, please call our Recruitment team for discussion

Driving Licence

Applicants should either hold a driving licence or be in the process of obtaining one.

Pre-employment Checks

Qualifications

If you are selected to attend the assessment day, you will be required to provide proof of your qualifications in the form of original certificates, to show that you have attained all the qualifications that you have declared on your application form.

Offers of employment are conditional upon gaining a relevant Bachelor's or Master's degree, and BUUK require a minimum grade of 2.1. In the case of predicted grades, you will be required to provide formal evidence of the grades you achieve as soon as possible once you receive your results.

Right to Work in the UK

You must have the right to work in the UK. If you are invited to attend the assessment day, you will also be required to bring with you your Right to Work documentation; for example, your passport, visa or share code.

References

Appointments are subject to satisfactory references being obtained prior to commencement of employment.

Fitness for work

Completion of a 'fitness for work' medical assessment is required prior to commencement of employment.

The Recruitment Process

Stage 1 – Application

To apply for one of our Graduate positions, please go to [BUUK Careers](#). Please include an up-to-date CV (ensure your correct email and telephone number is clearly included) and a covering letter explaining why you are interested in the programme. There will also be a few questions to answer, so please be prepared to answer these in as much detail as possible as this will assist in your application process.

Stage 2 – Telephone Interview

The Recruitment team will give you a call to go through your CV, covering letter and experience. Now is a good time to talk about your degree and career aspirations, as well as what interests you about the company. Some of the questions asked may be competency based, so try to relate these to your skills or experience where possible.

A member of the Recruitment team will contact you during the days following your telephone interview to let you know the outcome and provide any feedback. If successful, you will be invited to attend our Graduate assessment day.

Stage 3 – The Assessment Day (Tuesday 17th December 2024 in Milton Keynes)

Those who meet the criteria and pass the telephone interview will be invited to our assessment day. Please advise us of any adjustments that you may need, or personal circumstances that could affect your attendance or participation before attending the assessment day so that we are able to support you.

Please bring evidence of your right to work in the UK with you, along with certificates for all relevant qualifications/predicted grades so that we can take copies. If you are unsuccessful at securing a position, the copies will be destroyed.

The assessment day is designed to get an understanding of what drives you and what your career aspirations are. It will also give you the opportunity to ask any questions you may have about the position in more detail, as well as meeting BUUK colleagues who you may be working alongside if you are successful in obtaining a position.

On the day you can expect the following:

- Introduction to BUUK
- Ice breaker session
- Assessments:
 - Timed English assessment
 - Timed Mathematics Technical assessment
- Team building exercise
- Summary of the day/feedback
- Advice on next steps, including second interview dates and when you should expect to hear the outcome.

Please note that any equipment required for the assessments (such as calculators) will be provided.

Travel and Refreshments

BUUK will refund your return travel expenses to and from the venue, so please keep your receipts. Lunch and other refreshments will be provided, and we will request details of any dietary requirements closer to the time.

Assessment and Notification

Following completion of the assessment day, we will score candidates on their performance considering all activities completed. Those who are successful will be invited to Stage 4, to attend a more in-depth interview. Those who have been unsuccessful at the assessment day will also be notified and feedback can be provided upon request.

Stage 4 – Second Interview (if applicable)

This is the final stage of the process, and you will be interviewed by two managers who will ask you a number of competency-based questions to find out more about you, your experience, and what you are hoping to get out of the scheme. They will also want to hear about your career aspirations once you have completed the scheme. At this interview you will also be required to deliver a presentation, details of which will be provided ahead of your interview.

Completion of the Process

Following final interviews, we will notify you by telephone within two weeks to let you know if you have been successful. Those who have been successful will then be sent a conditional offer of employment. Those who have been unsuccessful will also be notified, and feedback can be provided upon request.

Queries and Contact

If you require any further information, please contact the Recruitment team on 01359 308260 or email recruitment@bu-uk.co.uk.