

# JBA CONSULTING GRADUATE SCHEME

Our Graduate Scheme is bespoke two-year in-house learning programme aimed at providing a comprehensive foundation for your future career with us.

It gives you the opportunity to learn about different facets of our business, to work with a wide range of staff and, where appropriate, to try different disciplines first hand.

The Graduate Scheme is aligned to our wider Learning and Professional Development Framework so you'll see a seamless transition with the industry respected training and learning support we provide across all staff grades.



## Your development

As well as learning on the job, you will follow a dedicated development and training programme that is common to all graduates. The programme will help you develop technical skills relevant to your professional discipline(s) as well as work skills that are generic across all areas of JBA business.

Our suite of phased development modules paces your learning, with an initial focus on interactive e-learning based learning to provide the groundwork for hands-on tutor-led training later on. These modules will help you to develop and refine those all-important consultancy skills, including communication, problem solving, team working, organisation and time-management, as well as giving you a flavour of the project management and business acumen skills you'll want to cultivate going forward. These will go hand in hand with technical training that is relevant to your role and discipline, so that you get a flying start with respect to understanding and applying industry best practice and gain first-hand experience in relevant software tools and methodologies.

## Support networks

JBA provides a great environment in which to learn. As well as direct support from your team leader and colleagues with your team and office, you'll be mentored by our dedicated Graduate Scheme Coordinator, who will help you develop personalised goals and provide advice and guidance if needed.

Depending on interests and preferences, you might also be offered the chance to undertake one or

more six-month placements within different teams to broaden exposure to different work streams, but you'll always first join us at the office that is intended as your ultimate place of work on completion of the Graduate Scheme. For example, if you are joining as a graduate within water management disciplines, a rotation might include placements in teams working on fluvial flood modelling, coastal flood management and water resource hydrology projects.

At the end of the Scheme you'll be able to showcase what you have learned and achieved to your managers and the Graduate Scheme Coordinator in a review meeting, which will also provide an opportunity to discuss your ambitions going forward.

## Working towards chartered membership of professional bodies

Our Graduate Scheme will help you build the competences you will need when applying to join professional institutions and in your third year with us you'll gain a one-to-one mentor who will guide you through this progress.

We are also approved by the Institution of Civil Engineers (ICE) to operate their structured training programme, which is designed to provide the specialist skills, knowledge and experience needed for professional membership of ICE. Any young engineer who is aiming to register with the Engineering Council can ask to be formally enrolled onto the ICE Training Scheme by JBA. Engineering graduates can participate fully in both the Graduate Scheme and the ICE Training Scheme, as these are complementary.