

GRADUATE PROGRAMME 2021

*“I want new
experiences
and a varied
career”*

*“I can with
ScottishPower”*

WWW.SCOTTISHPOWER.COM/CAREERS

OUR GRADUATE PROGRAMMES

Our recent change to generating 100% green energy is part of a commitment and investment in our future and an investment in yours. Over the two years you'll spend on the graduate programme you'll see new challenges and opportunities, working in different areas of the business or your chosen specialism, and meeting a network of colleagues and fellow graduates within our businesses. It's designed to bring out the best in you and to introduce you to how we structure and operate and manage a major and innovative energy business. In this leaflet you'll find some key facts and hear from some of our people and their stories about how they find working at ScottishPower. Visit our website to find out more and to apply.

"I want to be open to every opportunity"

"I can with ScottishPower"

BUSINESS PROGRAMMES

Our business graduates work across our businesses and in a variety of functions and roles. Ideal degrees for this area are Business, Economics, Maths, Physics, Finance and Accounting. Find out more on our website.



"I assumed that banking and finance would be the typical path for accounting graduates, but the ScottishPower building caught my eye when it opened so I had a look at their website. The Graduate Programme is for two years, doing six month rotations. I've worked on Reporting, then in Wholesale, which deals with Energy Trading and Generation, and I'm now in the Networks business. I've enjoyed them all in different ways. The thing about ScottishPower is that, in some ways, it's like three major businesses rolled into one. Every time I move, I'm having completely new experiences and learning new things. Add in all the international opportunities that come with being part of Iberdrola, and you could have an entirely varied career within a single company."

Chimuka – Finance Graduate



***"I want to make
IT matter to
real people"***

"I can with ScottishPower"

"I came to Scotland from France to study a Masters in Information Security and I joined ScottishPower not long after I graduated, in 2017. I've worked in different teams since, first in the IT Security Team working on cybersecurity issues, then in the Web Development Team working on analytic projects. From here, I'm now specialising and focusing on the newer technologies, like process automation or Chatbots developing systems that make things better for colleagues and customers, making processes more efficient. There's a lot of change coming in IT, which makes ScottishPower a great place to work".

Gabriel – IT Graduate

IT PROGRAMME

IT plays a critical role in helping us achieve our aims which is why we are beginning an IT Transformation Programme which will reach all parts of our business. On our IT programme you'll see the different ways we use IT and Digital technologies to help the businesses deliver for customers and colleagues. Ideal degrees would include the full range of information technology and computer science subjects. Find out more and apply on our website.



"I've always been interested in how things work, so I jumped at the chance to escape the classroom and spend a year in industry with ScottishPower before I went to University. Then, after I graduated, I joined SP Energy Networks and I've been here ever since. Now, I work on the system design for our transmission network. It's a huge responsibility these are projects that can cost more than a billion pounds, with an impact that lasts for decades. It makes me proud to be part of a business like that".

Kirsten – Lead Design Engineer

***"I want to help deliver a network
that works for everybody"***

"I can with ScottishPower"

ENGINEERING PROGRAMMES

As you'd expect our engineering opportunities cover most engineering disciplines and some you wouldn't expect. From Networks to Renewables our engineers work on a huge range of projects. Ideal degrees encompass Electrical and Mechanical, Civil, Surveying, and Renewable Energy. Find out more and apply on our website.

PLACEMENTS AND SCHOLARSHIPS

Our summer placements last around 12 weeks and give a great insight into the energy industry, to ScottishPower and how we are working to make a change. It's a great way to launch a career in energy and many of our placement interns go on to graduate roles. It's a paid placement with work on real projects. Find out more and register on our website at www.scottishpower.com/summerplacements.

Scholarships are available through selected Universities and are designed to encourage the next generation of energy professionals. To see if there is one near you, check out our website www.scottishpower.com/scholarships.

WORKING WITH OUR COMMUNITIES AND OUR PARTNER ORGANISATIONS

As a leading energy company, we are working to attract and retain a diverse pool of talent at all levels in the organisation. To do this we partner with organisations including:



GRADUATE APPLICATION PROCESS



1. ONLINE APPLICATION

Applications open at the beginning of October until early November

2. ONLINE TESTING & VIDEO INTERVIEW

Ongoing throughout the application stage until December

3. ASSESSMENT CENTRE

A variety of dates will be available commencing in December through to January/February