

The Power to Succeed

Graduate Opportunities

At ScottishPower,
we believe we can
make a world of
difference...





A Message from Keith Anderson

Chief Corporate Officer



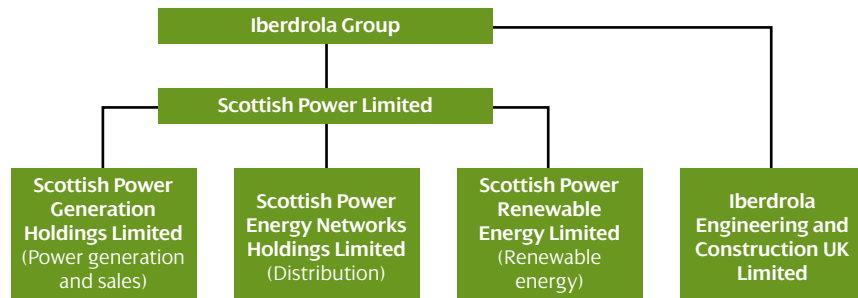
We're making a world of difference

ScottishPower is part of the Iberdrola Group, a global energy company and world leader in wind energy with operations focused in the UK, US, Brazil, Mexico and Spain.

At ScottishPower we believe in making a world of difference. Can an energy supplier make this claim? We think so. That's why we're committed to focusing on the things that matter to our customers and changing things for the better.

- We're committed to continuing to be a UK leader in renewable energy solutions
- We're committed to helping our customers become more energy efficient
- We're committed to being socially aware and engaged in the community
- We're committed to helping customers find our best deal for them
- We're committed to listening and making improvements to our service

Here is how we function/operate



A Message from Sheila Duncan

Human Resources Director

Why Join ScottishPower?

No matter what your interests are there is a place for you in ScottishPower.

As a company we are investing in our energy future, developing pioneering renewable generation and smarter networks to provide sustainable solutions for generations to come.

Like any forward looking organisation, ScottishPower provides a range of essential internal services including HR, Health and Safety, Finance, IT and Security. These services are delivered by a centralised Corporate function to ensure a consistent level of service is available to each of our Businesses.

Bringing these key services together removes duplication, speeds up decision making and provides a platform to deliver best practice across the Company. Our Corporate Centre is fully aligned with the Iberdrola operational model which encourages international coordination and control through a series of integrated systems, practices and procedures.



What to expect

At ScottishPower, we believe we can make a world of difference. But we can only do it if we have the right people working with us. Skills in the energy sector are in high demand, so we grow and develop our own future talent. And we're passionate about it. We have lots of exciting career opportunities for talented graduates here and in other innovative initiatives in our business.

What does the Graduate Programme involve?

Lasting for two years, our schemes involve on-the-job experience and a number of different placements, giving you exposure to a wide network of colleagues and fellow graduates within ScottishPower. You'll be involved in professional training and have excellent development opportunities with real experience in the discipline of your choice. Our Engineering schemes are accredited by various professional bodies such as IET, IMechE and IChemE.

What do we look for in our graduates?

We need talented, ambitious, hard-working and flexible people who have or are expecting to get an honours degree (please see individual programmes for entry requirements). But it takes more than that to make a difference. As well as qualifications, you should be able to demonstrate some very special personal qualities. Above all, you must share our passion for excellence and the ability to work as part of a strong team to deliver results and impress our customers.

Rewards and benefits

Join the ScottishPower team and you'll enjoy a variety of benefits and rewards, including an attractive starting salary of £26,000, stake holder pension scheme, generous holiday entitlement, subsidised gym facilities and access to our occupational health department.



Meet our graduates



Christopher Kungu **Engineering**

Getting the Iberdrola Fundacion Scholarship first got me involved and interested in ScottishPower. It was this positive experience and hearing about the big increase in investment that led me to apply. The process was straight forward. All the graduates are pretty close and I've met some good friends in the programme. The best thing has been the ability to spend time in each business area to get a taste of what they do. Not only have I been able to learn more about the company but I've also made contacts with people who I know I can go back to later on in my career.



Stephanie Rogan **Regulation**

As an ambitious graduate I wanted a company with real opportunities. It's difficult to find another employer that offers so much and who'll support your development. I was impressed that all the staff were content, friendly and highly competent. To me, the application process seemed fairer than other large employers, I felt that Scottish Power allowed me to shine through at interview. As a graduate of the 2012 intake I'd say we've become a close knit bunch and the graduate programme has helped me to become a much more confident and professional individual.



Graeme Duncan **Engineering**

I was part of the Power Academy scholarship at Strathclyde University, this was great as the company who sponsored me was ScottishPower. I also worked for ScottishPower every summer, giving me an excellent understanding of the company before I joined the graduate scheme – I definitely knew that's where I wanted to work! Throughout the scheme I feel I have been supported to do my best and have made great contacts. I am almost coming to the end of my two year programme and I have secured a role that I am really excited about.

About SP Energy Networks

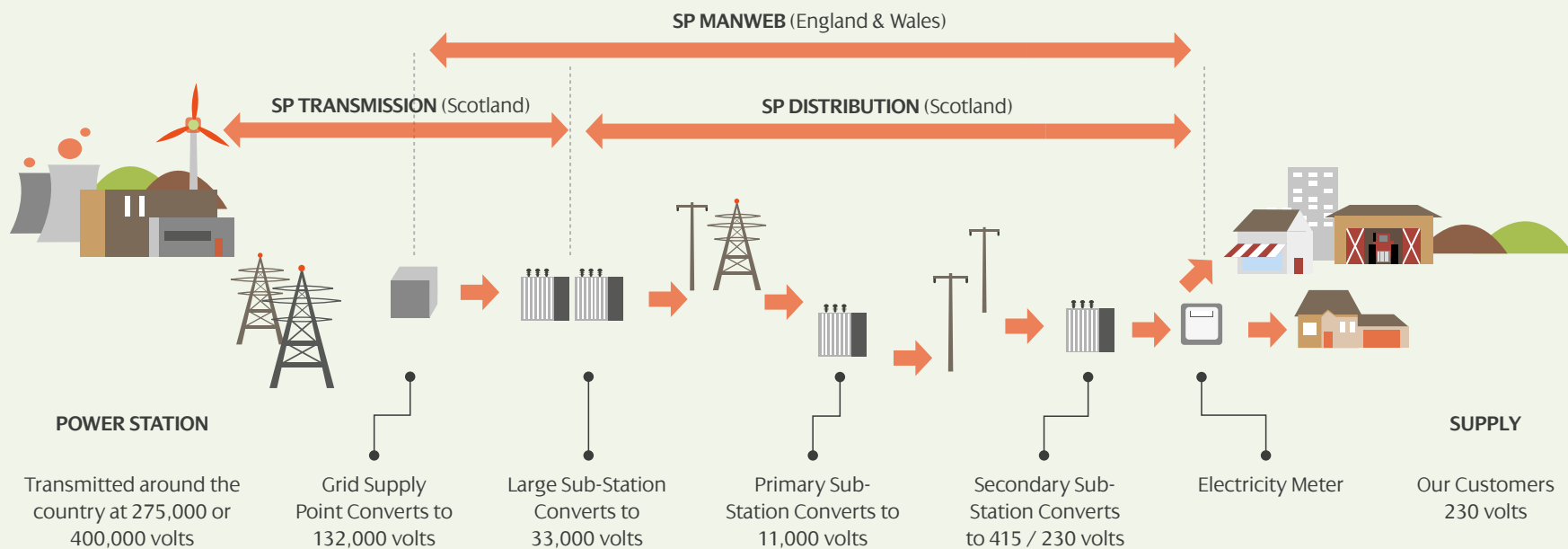
We are the regional electricity transmission and distribution company delivering electricity to 2 million customers in the South of Scotland and 1.5 million customers in Merseyside, Cheshire, North Wales and North Shropshire. Our workforce of over 2,500 internal employees is spread widely across 34 locations.



Our Role

SP Energy Networks delivers electricity to every household and business within our licence areas, regardless of which energy supplier customers pay their bills to. Our responsibility is to deliver electricity safely 24 hours a day. In the event there is a fault in our network, it is our responsibility to fix it in a timely manner and deliver excellent customer service to those without power.

"We know that having the right people, with the right skills, in the right place is essential for efficient and effective delivery."



Our Network

We are the licensed Electricity Distributor for Central and Southern Scotland (SPD) and for Merseyside, Cheshire, North Wales and North Shropshire (SPM). We also own and maintain the high voltage electricity transmission network in Central and Southern Scotland (SPT).

We have 30,000 substations (one substation for every 100 customers), more than 40,000km overhead lines (once around the globe), and 65,000km of underground cables.

Our network is vast and to replace it today would cost more than £10bn.

SPM 1.5 million customers

Liverpool

Caernarfon

Bangor

Wrexham

Chester

Aberystwyth

SPD 2 million customers

Edinburgh

Berwick-upon-Tweed

Glasgow

Stirling

Dumfries

We are a substantial employer with a workforce of 2,500 internal employees based at 17 locations in the South of Scotland and 17 locations in England and Wales. We operate in 3 of the UK's largest cities (Glasgow, Edinburgh and Liverpool) accounting for 1.6m (43%) of our distribution customers, as well as 3 significant rural areas (Scottish Borders, Dumfries and Galloway and North Wales).

Our Unique Challenges

We are the only Distribution Network Operator (DNO) to operate in Scotland, England and Wales.

The UK target is to reduce carbon emissions by 80% by 2050.

Our network is expanding to accommodate renewable generation more quickly than any other DNO. We know that having the right people, with the right skills, in the right place is essential for efficient and effective delivery. With the growth of our industry and the new challenges associated with the low carbon future, it's clear that we need to recruit and train new staff.

To attract and develop the skills for the future across our supply chain from within our local communities – we will deploy a range of recruitment and training channels including graduates, apprentices and trainees. We plan to directly recruit up to 1,500 new staff between now and 2023 to deliver our investment plans and meet our customer service targets.



About Generation and Retail

Retail & Generation employs over 3,000 people within the UK and brings a dynamic set of departments together under one umbrella, all with the desire to deliver outstanding service to our customers, including Generation, Sales, Customer Service, Marketing and Operations.



Energy Retail

- Our Retail arm works extremely hard on behalf of our customers. It manages pricing, selling, metering, billing, customer service and cash collection for gas and electricity supply, to both business and domestic customers.
- We have around 5.6 million customers within our portfolio, which includes our Domestic, SME (Small Business) and I&C (Industrial and Commercial) customers.



Gillian Blessing, Energy Retail

I was attracted to ScottishPower Energy Retail as it covers a whole range of departments including Marketing, Operations and Customer Service. Being exposed to different areas of the business has been a fantastic opportunity.

Generation

- Our Generation business is focused on delivering competitive energy from across its portfolio while minimising the environmental impact of our activities.
- Generation has responsibility for operating and maintaining our generating portfolio. Generation is organised around the physical assets of coal, gas and hydro-electric power stations along with our Daldowie facility near Glasgow which manufactures fuel pellets from sewage sludge.



Where we operate

Retail Sites

We have 2 purpose built facilities in our Energy Retail Campus at the International Technology Park in Blantyre and additional sites at Falkirk, Deeside, Lister Drive, Rhostyllen and Warrington.

Generation Sites

Pumped Storage

Cruachan Power Station is a pumped storage hydro power station. It can produce electricity for the grid in 2 minutes – or 30 seconds if its turbines are already primed on 'spinning reserve'.

Hydro Electric

ScottishPower's two hydro-electric schemes, at Lanark and Galloway in the south of Scotland, are the company's oldest generating sites.

Coal

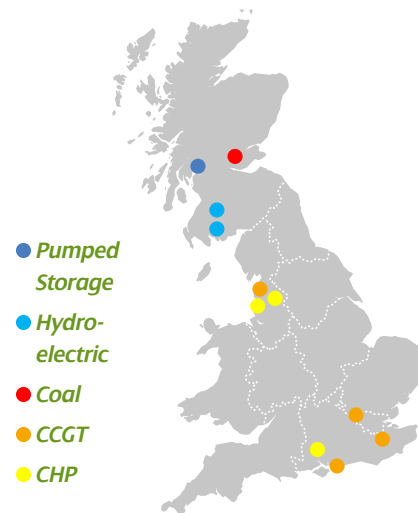
Longannet Power Station in Fife, with its four 600 MW generating units is the second largest power station in the UK.

Combined Cycle Gas Turbine

Damhead Creek Power Station on the Hoo Peninsula in Kent was built and commissioned in 2000 and is capable of generating 793 MW of electricity. Rye House Power Station in Hertfordshire, was commissioned in 1993 and has a capacity of 715 MW. Shoreham Power Station in Portslade, East Sussex has a capacity of 400 MW. Hatfield Moor Gas Storage facility, in Doncaster was commissioned in February 2000 and makes use of a depleted gas field to store sufficient gas to meet the peak demands of 250,000 domestic customers.

Combined Heat and Power

ScottishPower operates three Combined Heat and Power (CHP) plants on behalf of a number of customers: Pilkington (Glass), Basingstoke Hospital and Blackburn Mill.



Our Unique Challenges

- We operate in one of the most competitive energy markets – our principle focus is on reliability and flexibility to cope with the fluctuating demand in the UK.
- The introduction of a capacity mechanism presents one of the biggest UK market changes in recent years. This poses a significant challenge in terms of long-term investment in future generation plants.
- Government legislation has increasingly obligated suppliers to install energy efficiency measures with CO₂ targets being set. These have evolved through CERT (Carbon Emissions Reduction Target) and CESP (Community Energy Saving Programme) and now we have started ECO (Energy Companies Obligation). These efficiency schemes will cost hundreds of millions of pounds over the next 2-3 years and beyond.
- The UK is about to enter a renewal phase of its major energy infrastructure including new generation capacity, network infrastructure and the roll out of smart metering. It is predicted that this will require some £200bn expenditure by 2020.
- In terms of pressures, there is increasing political and media pressures on the rising costs of energy bills.



About ScottishPower Renewables

ScottishPower Renewables is part of Iberdrola, a world leader in wind power. We became the first UK developer to reach an installed generating capacity of 1,000 MW in 2011, securing our position at the forefront of the renewable energy industry.

With onshore wind and marine energy projects throughout the UK and Ireland, and offshore wind developments throughout the world, securing a career with ScottishPower Renewables is a very exciting prospect.

Our Locations

The ScottishPower Renewables & Global Offshore business headquarters is in Glasgow and we currently have offices in London, Paris, Berlin and Madrid.





Onshore Wind

Our onshore portfolio is experiencing strong and consistent growth. The team behind this must ensure developments are in line with planning legislation and that they enhance and benefit the communities and environments in which they are located during construction and beyond. Our operations staff must ensure maximum availability of our assets throughout the UK and Ireland and co-ordinate maintenance for a portfolio of 24 operational windfarms including Whitelee, one of Europe's largest windfarms with a generating capacity of 539 MW.

Offshore Wind

As a world leader in Renewables, the Iberdrola Group will play a significant part in the development of the offshore wind market.

Our offshore team are responsible for the development, construction and operation of all international offshore projects for the Iberdrola Group. We are actively investing in offshore wind and will require the right people to support our activities.

The West of Duddon Sands Offshore Windfarm (WoDS) is our joint venture with Dong Energy. The site is located in the East Irish Sea and will comprise 108 turbines with a total installed capacity of 389 MW. Construction is expected to be completed by late 2014.

Our Wikinger project is located in the German EEZ (Exclusive Economic Zone) of the Baltic Sea, 35 km from the island of Rugen and near the maritime borders with Denmark, Sweden and Poland. The site encompasses an area of approximately 35 km² giving an estimated capacity of up to 400 MW. The offshore construction works are planned to start by mid 2015.

Following a successful bid in the first French offshore tender round, exclusive rights were awarded to the 70/30 Iberdrola / Eole RES joint venture 'Ailes Marines' to develop a 500 MW offshore windfarm in the bay of St. Brieuc off the Brittany coast. A full planning application will be submitted by October 2014.

Our East Anglia offshore wind zone is an area of 6000 km² which a partnership between ScottishPower Renewables and Vattenfall Wind Power won in the UK Round 3 offshore wind leasing administered by the Crown Estate. It is estimated that the zone has a capacity of 7200 MW and has the potential to power the equivalent of over 5 million homes annually.

Marine

The marine energy industry is an exciting place to be. Having received a world-first consent for a demonstration tidal array in the sound of Islay, ScottishPower Renewables is right at the forefront. We are working with both Pelamis Wave Power and Andritz Hydro Hammerfest Strom to progress wave and tidal projects and we have demonstration devices currently undergoing testing. With more than 150 MW of potential under development, we are well placed to play a major role in the progression of the marine energy industry.

About Iberdrola Engineering and Construction UK

Iberdrola Engineering and Construction UK are the local branch of a multi-national EPC business with 2400 professional engineers and project resources working in over 30 countries worldwide. We engineer and deliver major energy infrastructure projects in the Renewables, Thermal Generation, Nuclear and Transmission Network areas. We have around 400 people working with us in the UK and are currently delivering over 200 major projects.



Where we operate

We have offices near Glasgow in Scotland, near Chester in central England and in central London. Our main centre is near Glasgow focussing on transmission networks, onshore renewables and thermal generation. London is the main focus of our Offshore Renewables team and the Nuclear group.

We are working on or developing projects across the UK from Aberdeen to Brighton and have a significant number of our people site based.

Our Unique Challenges

Supporting the growth of the Networks business in the UK to find innovative and constructible engineering solutions that will facilitate the construction of a modern, flexible grid network for the connection and transportation of future sustainable power sources.

Maintaining a knowledge and a lead in many new sustainable power generation and transmission technologies through involvement in worldwide R&D projects across the power sector.



Being able to integrate new solutions or global working practices within the UK to achieve consistency, standard approach and value engineering to provide a good solution to the future energy needs of the UK.

Being able to adapt and change with the different requirements, both technical and practical, that arise in moving into evolving areas like energy from waste, biomass, heat systems and other sustainable technologies on the edge of commercial viability.

Developing and growing an exciting, innovative team with the capability to work together to solve complex engineering problems that provide the best chance of success in changing the UK energy mix for the future at an affordable cost.

How to apply

Application and selection process

Our selection process comprises three key steps: application, interview and assessment centre, as detailed below.







Follow us on:    
scottishpower.com/pages/careers