

The Sweco Graduate Programme

Our Graduate Programme is a two-year blended learning journey. Through face-to-face and virtual learning, you will gain the knowledge, skills and behaviours needed to thrive as an individual, and in teams.

Be a #DifferenceMaker from Day One

With a personalised, pastoral 'DNA' our syllabus covers Fundamental Skills, Internal Insight, Functional Expertise and Virtual Learning. Unlike many equivalent schemes we recruit-to-role, so from the moment you join us you'll work on real-world projects – with real-world experts, mentors and leaders – to make a real-world difference.

Empowered & trusted

"From Day One, you'll work on meaningful, real-world projects alongside attending expert-led sessions, both of which facilitate countless opportunities for the continuous learning and development of your technical and soft skills."

FREYA MARSH

Transport Planner & Graduate Programme Alumni

Why apply?

- ✓ A two-year blended – and personalised – learning experience, combining face-to-face and virtual modules to build deep skills
- ✓ Live projects from day one – we recruit-to-role, so you'll be tackling real-world challenges straight away
- ✓ Structured support – meaningful integration with mentors, subject experts and leadership
- ✓ Wellbeing-first pastoral guidance from a dedicated Early Careers team
- ✓ Tailored pathways to professional accreditation – exposure to commercial, legal, sustainability and project management topics
- ✓ A permanent contract with competitive salary, development opportunities, hybrid working and more

What we're looking for

- ✓ Degree in a relevant STEM or design discipline
- ✓ Less than 12 months of industry experience
- ✓ Strong communication, collaboration & problem-solving skills
- ✓ Right to work in the UK (no visa sponsorship available)

Transforming
society
together

sweco.co.uk | sweco.ie
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Current vacancies + Apply now

We have opportunities to join our **2026 Cohort** in our team of teams across buildings, water, transport and the environment. Explore more today and apply to join designers, planners, engineers, consultants and compliance experts who are transforming society together every day.