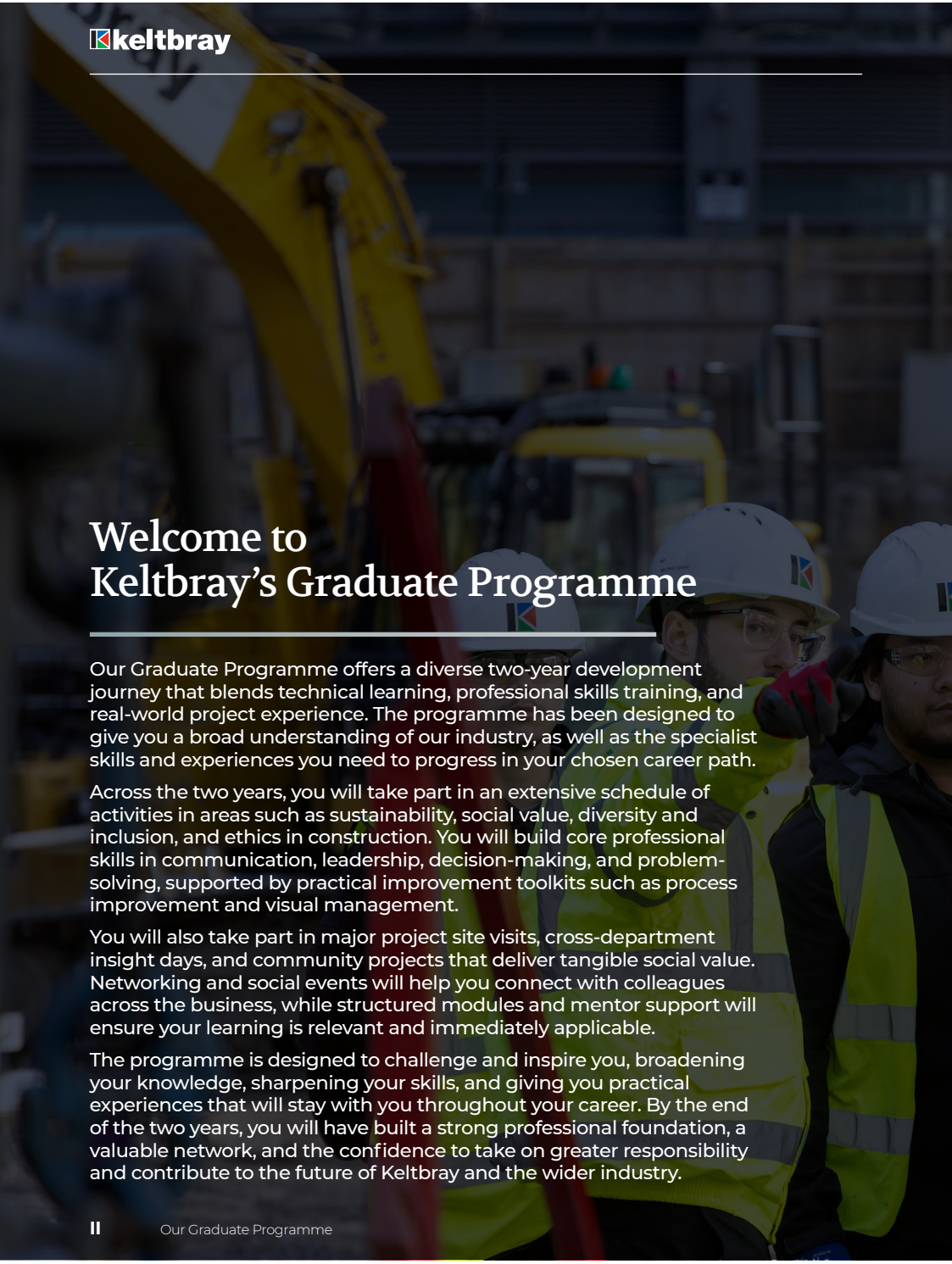


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OUR GRADUATE PROGRAMME

Redefining Sustainable Development



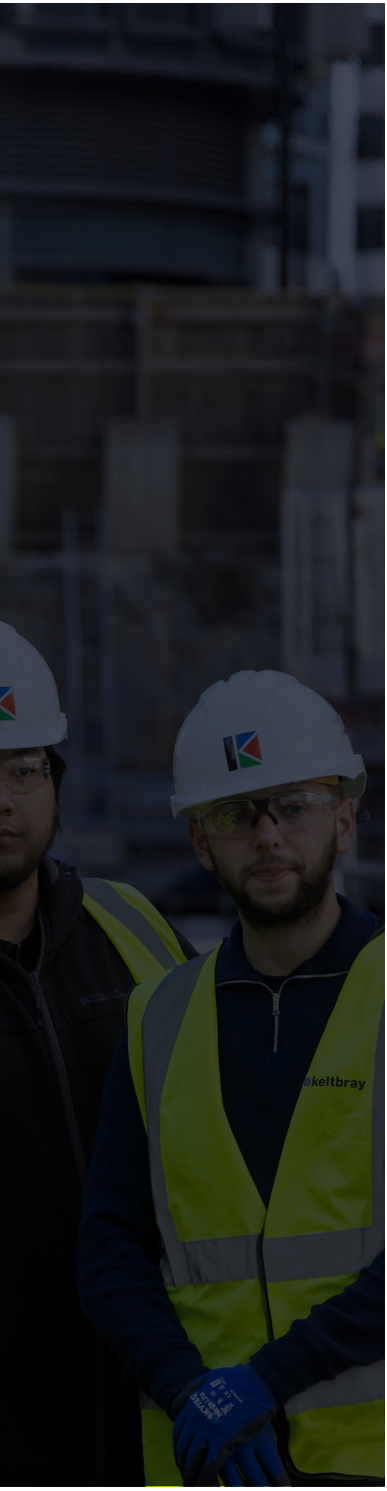
Welcome to Keltbray's Graduate Programme

Our Graduate Programme offers a diverse two-year development journey that blends technical learning, professional skills training, and real-world project experience. The programme has been designed to give you a broad understanding of our industry, as well as the specialist skills and experiences you need to progress in your chosen career path.

Across the two years, you will take part in an extensive schedule of activities in areas such as sustainability, social value, diversity and inclusion, and ethics in construction. You will build core professional skills in communication, leadership, decision-making, and problem-solving, supported by practical improvement toolkits such as process improvement and visual management.

You will also take part in major project site visits, cross-department insight days, and community projects that deliver tangible social value. Networking and social events will help you connect with colleagues across the business, while structured modules and mentor support will ensure your learning is relevant and immediately applicable.

The programme is designed to challenge and inspire you, broadening your knowledge, sharpening your skills, and giving you practical experiences that will stay with you throughout your career. By the end of the two years, you will have built a strong professional foundation, a valuable network, and the confidence to take on greater responsibility and contribute to the future of Keltbray and the wider industry.



Contents

Executive Chairman's Foreword	2
Dynamic growth sectors	4
Project highlights	5
Head of Learning and Development's Foreword	6
Graduate opportunities	7
Programme overview Year One	8
Programme overview Year Two	9
Why Keltbray?	10
Our People	11

Keltbray is a specialist construction engineering and major civils services group

Our purpose is to redefine the way sustainable development is delivered.

Based on our collective experience, we collaborate at the earliest stage to design and self-deliver innovative customer solutions across technically demanding built environment and major civils sectors.

Working in partnership with our stakeholders, we are actively contributing to economic growth, social advancement and environmental protection.

Executive Chairman's Foreword

The Keltbray Graduate Programme represents a key part of our commitment to developing the next generation of talent within our industry. It is designed to equip early career professionals with the knowledge, skills, and experiences needed to make a lasting impact in a fast-moving and increasingly complex world.

We see our graduates as future leaders, innovators, and change-makers. The programme provides opportunities to work on real projects, solve real challenges, and collaborate with some of the brightest minds in our business. By combining hands-on experience with structured learning and professional development, we aim to accelerate their growth and prepare them for long-term success.

Our approach is rooted in Keltbray's culture of innovation, inclusivity, and integrity. We believe that diverse perspectives, curiosity, and resilience are essential to driving meaningful progress. Our Graduate Programme creates an environment where people can stretch beyond their comfort zones, learn from both successes and setbacks, and develop the adaptability required for the future.

For us, investing in graduates is not only about building individual careers, but also about shaping the future of Keltbray and the communities we serve. The energy, ideas, and ambition of those at the start of their careers play a vital role in ensuring our continued growth and our ability to deliver sustainable, positive change.



Brendan Kerr
Executive Chairman

Who we are

Keltbray is a UK-leading specialist construction engineering and major civil services business, offering a range of self-delivered solutions for blue-chip public and private sector customers.

What we do

Operating in highly-regulated and safety-critical sectors, we are a key player in developing and maintaining Britain's built environment, and in selective overseas markets.

Our customers trust us to deliver certainty on their projects – to specification, safely, on programme, within budget and with care for the environment and the communities that host us.

Our integrated delivery approach is underpinned by the significant investments we are making in the development of our people, our specialist delivery capabilities and our research and development agenda. It focuses our business on engineering innovation and delivery excellence to provide greater value for all our stakeholders.

Why we do it

Our purpose is to redefine the way sustainable development is delivered. Our deep expertise means that we offer standalone and holistic services, to meet our clients' complex and changing engineering demands to enhance, upgrade and decarbonise their capital assets.

How we do it

Keltbray's distinctive delivery model is based around a set of complementary capabilities that together constitute the way we go to work to deliver certainty through the smart solutions we provide for our customers.

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Our purpose

To redefine the way sustainable development is delivered

Our values



Care for everyone and work with respect



Nurture winning teams



Put the customer at the heart of everything



Bring innovation to life



Keep our promises, aim to exceed

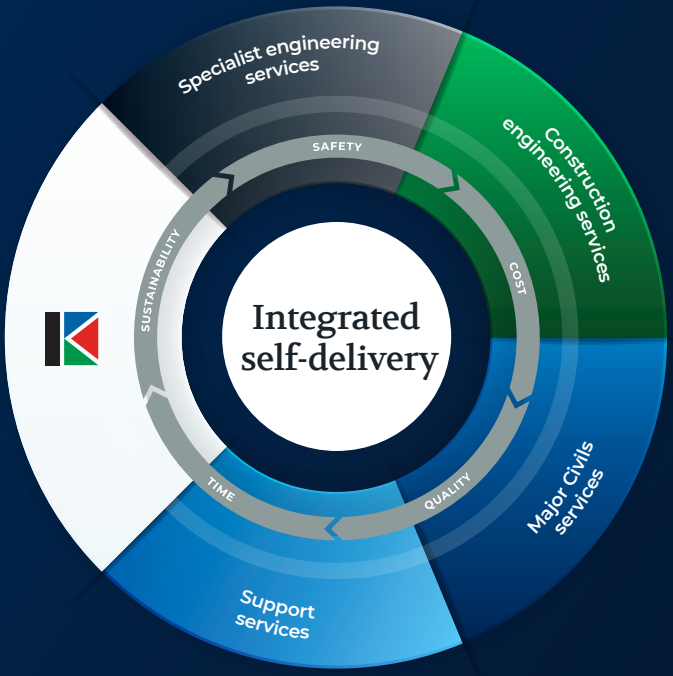


Work with integrity and do the right thing

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Dynamic growth sectors

Through our UK business network, Keltbray has a strong and growing presence in built environment and major civils sectors. Our business activities are shaped by the product innovation and delivery certainty of the services we provide to meet clients' sustainable development challenges.





Data Centres and Life Sciences | **Transport Civils** | **London Commercial** | **Geography** | **Industrial Estates remodelling** | **Energy Storage and Transition** | **Aviation**

Project highlights

£70m

50 Fenchurch Street

- Demolition
- Piling & Bulk Excavation
- Basement & Core



£17m

1 Victoria Street

- Asbestos Removal
- Soft Strip
- Structural Demolition



£30m

One Undershaft

- Asbestos removal
- Soft strip
- Structural demolition



£23m

HS2 Curzon Street – Main Works

- Piling
- Groundworks



Head of Learning and Development's Foreword

At Keltbray, we know that your technical expertise will be developed through the projects you work on, the teams you join and the mentoring you receive from experienced colleagues. To support your development, our Graduate Programme provides something different but equally important: a structured pathway designed to strengthen the broader skills and experiences that will carry you forward in your career.

This programme focuses on areas such as communication, leadership, decision-making, sustainability, inclusion and ethics. You will have the chance to contribute to community projects, explore major sites and connect with peers across the business. These experiences are designed to help you develop your confidence and adaptability whilst building your professional network.

My role, and that of the Learning and Development team, is to ensure you have access to the right tools, the right support and the right opportunities to make the most of this development journey. By engaging fully, you will not only build your own skills but also contribute to shaping the future culture and success of Keltbray.

I encourage you to use this time to challenge yourself, to try new things and to reflect on what kind of professional you want to be. This programme is here to help you grow in ways that complement your technical development, giving you the strongest possible foundation for a rewarding and impactful career.



James Dawson
Head of Learning and Development

Graduate opportunities

There are few businesses with the diversity of roles, skills and expertise to rival ours. Every one of Keltbray's employees plays an important role in delivering some of the biggest construction projects in the UK.

Civil engineering

As a graduate civil engineer at Keltbray, you'll be part of teams delivering complex and high-profile infrastructure projects across the UK.

You'll take on responsibilities early, from supporting project planning and design to being on site applying innovative engineering solutions.

We'll give you exposure to temporary works, piling, ground engineering and major civils projects, building the technical capability and confidence needed to progress towards chartership.

This pathway is ideal if you want to make a tangible impact on the built environment while accelerating your professional growth.



Quantity surveying

Joining us as a graduate quantity surveyor means taking on real responsibility for the commercial success of projects worth millions.

You'll work closely with clients, subcontractors and project teams, developing expertise in contracts, procurement and cost management.

From day one you'll gain experience across the full project lifecycle, helping to shape strategy and control budgets while ensuring value for money.

Our structured support will help you build the financial acumen and commercial awareness that are essential for becoming a trusted professional in the sector.



Construction site management

Our graduate pathway in construction site management puts you at the heart of project delivery.

You'll take a leading role in coordinating people, resources and programmes to ensure projects are delivered safely, on time and to the highest quality standards.

From managing subcontractors on complex builds to engaging with clients and stakeholders, you'll develop the leadership and decision-making skills that define effective site managers.

You'll have the opportunity to manage real challenges on live projects, preparing you for a future career in operational leadership.



Programme overview
Year One

Graduate Welcome Day
An introduction to the company, colleagues, and the journey ahead.

Effective Communication
Skills to express ideas clearly and build strong professional relationships.

LinkedIn Essentials: Build Your Best Profile
Optimise your profile to showcase your skills and achievements.

Improvement Foundation Skillset - Introduction to Process Improvement
Discover methods to streamline processes and add value.

Cross-Department Insight Day
Gain a broader view of the business by exploring different functions.

Mental Health Awareness and Personal Resilience
Learn strategies to protect your wellbeing and build resilience.

Introduction to Social Value
Overview of how projects deliver benefits beyond commercial outcomes.

Inclusive Language and Communication
Communicate in ways that promote inclusion and respect.

Improvement Foundation Skillset - Construction and Waste
Learn how to reduce waste and improve efficiency on site.

Strategic Problem-Solving and Decision-Making
Develop approaches to tackle complex challenges with confidence.

Time Management
Practical tools to plan, prioritise, and work efficiently.

Introduction to Sustainability
Explore sustainable practices shaping the future of construction.

Major Project Visit & Social Event
Experience a flagship project first-hand and connect with peers.

CIOB Diversity and Inclusion in the Built Environment
Explore the benefits of diverse teams and inclusive workplaces.

Social Value - Community Project
Collaborate on a real project that benefits the local community.

End of Year Conference
Reflect on progress, share experiences, and plan for the year ahead.

Programme overview
Year Two

Work-based Mentor Introduction
Develops the core skills needed to mentor, including communication, feedback, coaching, and supporting the wellbeing of future graduates.

Leadership and Management Practice in Construction
Learn practical leadership skills for site and team management.

Social Value - Community Project
Take a leading role in delivering positive outcomes for the community.

Celebration Event
Mark the completion of the programme and your achievements.

Improvement Foundation Skillset - Problem Solving and Continuous Improvement
Build advanced problem-solving techniques for ongoing success.

Major Project Visit & Social Event
Explore another flagship project and strengthen your network.

CIOB Construction Ethics and Compliance
Understand the ethical and regulatory standards guiding the industry.

Improvement Foundation Skillset - Visual Management
Use visual tools to monitor, communicate, and improve performance.

Inclusive Leadership
Lead teams in ways that value and empower every member.

Communicating with Impact
Builds skills to communicate with clarity and confidence, adapting style to suit different audiences and situations.

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Why Keltbray?

Structured two-year development journey:

Combining technical learning, professional skills, and real project experience.

Mentor support:

Guidance from experienced professionals throughout the programme.

Major project exposure:

Work on high-profile, complex projects across the UK.

Networking opportunities:

Site visits, cross-department days, graduate socials.

Volunteering days:

Paid time off each year to give back to your community.

Health & wellbeing:

24/7 GP access, mental health support, discounted gym membership.

Generous annual leave:

At least 25 days plus public holidays.

Employee discounts:

On shopping, travel, and more.

Placement Programmes

Keltbray offer summer and year-out industrial placements to individuals who are planning on or currently studying for a construction-related degree.

We offer work placements in engineering, construction and surveying, allowing you to put theory into action on one of our projects.

Keltbray's placement programmes offer you the chance to gain valuable hands-on work experience before you graduate and, in many cases these opportunities often lead to a full-time graduate position.

Placements can vary in length, between 6-8 weeks for a summer placement and up to a year in length for your year-out industrial placement.

Professional qualification support:

We offer structured development in a professional workplace environment, leading to the appropriate chartered status.

We have well-established relationships with a range of professional institutions and industry partners, which means we can innovate our programmes ahead of the industry and nurture your skills to help you meet your ambitions

Our People

Construction is one of the most fascinating and rewarding industries to work in.

But don't just take our word for it: hear from some of our team members who joined Keltbray through early career opportunities.



Valters Bolsaks
Graduate Site Manager

"I joined the Keltbray Graduate Programme to work on complex, high-profile projects while learning from experienced professionals. The structured training and support from mentors have helped me build confidence and take ownership of responsibilities on large-scale projects, such as 1 Victoria Street.

No two days are the same, and every task involves detailed planning, collaboration, and clear communication. My favourite part is the team spirit: we work hard, support each other, and share a laugh along the way."

What our graduates say



Meg Smith
Graduate Engineer

"I began my journey at Keltbray as a placement student and the transition from university to full-time work was smooth, thanks to the Keltbray Graduate Programme.

These experiences have been invaluable in improving my confidence as I've had the opportunity to work on a variety of design challenges, with the privilege of seeing my work come to life. If you're looking to grow in the construction industry, while being part of a supportive team, I'd highly recommend applying for the programme."



Dhiraj Garbuja
Grade 2 Engineer

"I joined the Keltbray Graduate Programme to challenge myself with complex problems in temporary works design. One standout project was 1 Undershaft, where I helped design and check the demolition of a skyscraper.

The role came with clear working hours and a steep learning curve. My advice to anyone considering a graduate position is to be proactive about your growth. If you're seeking a dynamic environment, this is the place to be."

What our graduates say



Alex Reed
Graduate Engineer

"As a graduate at Keltbray, I've enjoyed the diverse range of tasks I've been involved in and the opportunity to stretch myself. I've had the chance to contribute to major projects that I can look back on with pride, all while still in the early stages of my career. Being part of the Keltbray Graduate Programme has provided me with insightful training and has also helped me connect with other graduates."



Jan Patel
Graduate Engineer

"I was drawn to Keltbray Piling for its depth of expertise and experience in the field, and I was genuinely excited to join the graduate scheme. It's given me a strong support network and opened the door to some incredible opportunities. In my first project, I designed the piling platform, the test piles and the tower crane piles. It was a great introduction to real-world engineering.

I love working alongside geotechnical specialists and learning from their expertise. If you're thinking of applying for the programme, don't hesitate. Just go for it!"

Ready to Take the Next Step?

At Keltbray, we're always looking for ambitious, curious, and driven graduates who want to help shape the future of our industry. If you're inspired by our projects, people, and purpose, we'd love to hear from you.

Here's how you can get involved:

- Register online: visit our careers platform to register your interest for our Graduate Programme.
- Connect with us directly: if you have questions or would like to know more, we'd be happy to help.

Contact us:



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