

Graduate Recruitment Steps

1

Application

Click 'Apply Online Now' to complete an online application.

Following the closing date and shortlisting process, our Recruitment team will be in touch to confirm if you've been successful to move to Step 2 & 3 of the process.



3

Online Testing

You'll receive an email inviting you to complete an online psychometric test.

We'll be looking to assess your maths, mechanical reasoning, spatial relations and problem solving – along with your general aptitude for the type of work we do. The test results - alongside your application - will inform who we choose to take through to the assessment centre.

2

Video Interview

You'll receive an email inviting you to a video interview following your application.

We'll be looking to learn more about you, your background and aspirations.

4

Assessment Centre

If successful in step 2 & 3, you will be invited to attend a one-day assessment centre which is likely to be in South Wales on week commencing 3rd or 10th June 2024.

On the day, you'll take part in a few exercises including an interview and practical assessment.

5

Selection & Offer

If you're successful at the assessment centre, you'll receive a conditional offer of employment. Your offer of employment will remain conditional until we've completed the following pre-employment checks. These are:

- WWU receiving satisfactory references and qualifications
- Completion of a satisfactory health assessment, drug and alcohol test, Right to Work in the UK check.

Feedback can be given to unsuccessful applicants at any stage of the recruitment process on request.

6

Welcome aboard!

This is where your future begins!

You'll attend a full induction programme where you can learn more about our company and the industry we work in.

You'll also get to meet some of the key people you'll be working with during the programme. Former graduates will be on hand to chat about what you can expect as a colleague at Wales & West Utilities and there will be some team activities to help you build relationships with your future colleagues.

