

Create your next move



Civil
Engineering

Highway
Maintenance

Production

Contracting

Research &
Development

 **EUROVIA**

 **RINGWAY**



As a UK market leader in specialist highways services, we can offer aspirational graduate programmes delivered through our group of innovative companies, designed to put your talent and passion to work.

We have opportunities across Civil Engineering, Commercial (QS), Business and Finance that will not only support and flex as you refine your career ambitions but will also stretch you to realise your full potential.

Our Vision, Purpose and Values

Our vision, purpose and values are the foundations upon which we operate.

Our vision and purpose reflect the unique nature of the UK business. Our values have remained unchanged for over twelve years and are widely recognised by our people and customers alike.



Our vision

As a local partner, we develop mobility solutions, strengthen social bonds and foster urban re-development, by designing, building, managing, operating and maintaining highways infrastructure.



Our purpose

To make a positive contribution to the UK's infrastructure whilst being safe, sustainable and profitable for all.

Our values



Versatility

We embrace change, welcome new situations and crave knowledge from whatever source. We are flexible and adaptable to new methods or practices.

Integrity

We are straightforward and fair. We do what we say we will do. We respect and trust people and are trustworthy in return.

Resilience

We are persistent, setting challenging goals for our performance and strive to build enduring relationships. We see failure as an opportunity to learn.

Openness

We are approachable. We know that clear communication and involvement at all levels within the group, with our Supply Chain Partners and our Clients is vital to sustain long-term success.

Create your next move



I'm delighted to invite you to find out more about our company and how we can help you to "Create your next move".

The highways industry is an exciting and rewarding route to take your career. We all depend on the UK's infrastructure to make millions of journeys every day; connecting families, friends and businesses to get from A to B.

More so now than ever, our roads and public spaces are undergoing huge transformation. New technology, digitisation, climate change, driverless vehicles and smart cities are all challenges we need your help to solve.

Our business is about supporting and enabling connected journeys across the UK. When I started my career, I could never have imagined the world we work in today - mobile phones, self-driving vehicles, drones, AI and self-healing materials. I certainly didn't imagine I would one day be Chief Executive of this exciting and dynamic company.

As part of our graduate community you will enjoy access to training, development and industry events that will enrich you both personally and professionally. The diversity of our businesses in the UK means that we can tailor your development and career choices.

Ultimately, it is up to you to "Create your next move" ...if you are passionate about making a difference to the places we live and the way we travel, I hope that you will consider us on your professional journey. I look forward to welcoming you to our company and becoming part of our team.

A handwritten signature in black ink, which appears to read "Scott Wardrop". The signature is fluid and cursive, written in a professional style.

Scott Wardrop
Chief Executive

Responsible business

The foundation of our responsible business approach is underpinned by the philosophy: **'being a responsible business is not about the way we spend our profits, it is about the way we make our profits'**



This means we are focussed on the delivery of our sustainability commitments in terms of our social, economic and environmental performance, along with our wider business responsibilities and governance. As such, responsible business is an integral part of the way we work and robustly embedded in everything we deliver.

Safety is at the heart of everything we do. We continually strive to ensure that our business is the safest it can possibly be for our employees and those that interact with us and we are proud to be multi-award winners year on year in recognition of our commitment to health, safety and wellbeing.

Our people also take part in community action days. Every colleague can take 2 paid days per year to volunteer alongside residents, councils and

charities in a range of activities, such as communal gardening, sorting charity donations and raising money through sporting events. This is a tremendous way to build connections with colleagues across the business and such a positive and fun way to support the communities we work within.

Environmentally, we focus on trials and investments in alternative vehicle fuels, diverting waste away from landfill and seeking ways to reduce traffic congestion and lighting pollution.

We also work closely with wildlife, heritage and environmental agencies and trusts to ensure we maximise our conservation efforts and minimise the impact on the natural environment that may be sensitive to our works.

Our market place and workforce

Our company is a market leader for specialist highways services and construction, with the largest highway maintenance portfolio in the UK.

Our businesses manage and maintain over 50,000km of both strategic and local roads from Scotland to the Isle of Wight.

Through our brands, we are nationally renowned experts in highways maintenance, civil engineering, surfacing and specialist treatments, building and research and development of new and innovative highways related products.

We self-deliver the vast majority of our activities and invest in multi-skilled teams, long-term relationships with trusted local partners and plant and facilities that support local communities and economies. This enables us to deliver consistent, high quality services, while also benefitting safety, sustainability and profitability.

But we don't rest on our laurels. We're looking to the future, exploring the possibilities that the digital revolution presents us and encouraging the entrepreneurial spirit of our employees to be innovative and have input into our future strategies.

Training our workforce is a key business priority. As well as ensuring that essential training is carried out so the people on the networks are fully up to date with the latest safety information and correct use of equipment, we also invest more than £1 million per year that enables many of our employees to access apprenticeships and development opportunities to grow professionally and personally. That's almost 8,000 training days across all of our employees!

LOOKING AFTER OVER

50,000km

OF THE UK'S HIGHWAYS NETWORK



750,000

STREET LIGHTS



OVER

2,500

EMPLOYEES



OVER

£1 million

SPENT ON TRAINING



OVER

8,000

TRAINING DAYS



What is it really like to be a graduate within our company?

Jo Saunders Graduate Civil Engineer

"The Graduate Scheme has led to so many different opportunities for me, from strengthening bridges on the Isle of Wight to hosting our Innovation Awards at Silverstone. I love that no week is ever the same."

Katie Letheren Graduate Civil Engineer

I joined the company in January 2016. In my first week, I was told that "working for Eurovia UK will not be a glamorous job, however, it will provide you with the experiences and responsibilities that other graduate schemes may not be able to offer." Never has a statement been more true!

During a relatively short time with the company, I have gained a wide breadth of experience and have been given plenty of responsibility. Each day presents itself with a different challenge to embrace, no two days are the same.

So far, in my (short) career, my highlight is watching a 500T crane lift in a new footbridge over a canal. It was a relief to see that all my months of planning and preparation had resulted in the footbridge being installed as per programme!



Jo Saunders



Jo Saunders

"I enjoy that working for the company, you become part of a wider family - it is an organisation where the Chief Executive will get to know your name."

Katie Letheren Graduate Civil Engineer



Maddie Bishop

Maddie Bishop Graduate Civil Engineer

I first joined the company in 2014 on a year placement in year three of my degree. I joined a team on the £3.5 million highways improvement scheme in Rotherham, where I worked as a Sub Agent. I was given a wealth of responsibility and a fantastic opportunity to support the Site Agent in the operational management and supervision of the site.

Upon graduating, I joined the Graduate Programme initially based at Eurovia Contracting North. Where I took part in active operational management roles on both the £25 Million Hull Public Realm scheme and the £3.5 Million A42 Junction 13 scheme.

After completing my first year on the Graduate Programme and gaining valuable highways construction and contractual management experience, I was given the opportunity to be the Site Agent on a £1.7 Million scheme in Ashby

de la Zouch. Here I was responsible for the day to day programming of the works, leading Health and Safety and managing the Contract. Upon the successful completion of this scheme I went on to complete a 3 month placement in our Health and Safety department and then onto a 3 month secondment with a Structural Engineering consultant to gain vital design and temporary works analysis experience.

"The company has always given me a wealth of responsibility from an early stage in my career.

Within 18 months of graduating I was trusted with my own £1.7 million highways scheme, overcoming different challenges, gaining great experience and expanding my skills.

I have been given vast opportunities to get involved in different areas of the business and supported in my professional development with the ICE."

Matthew Marks Graduate Civil Engineer

I started working for the company whilst still at university. I did 3 summer placements, one during each of my summers. I started in my first summer with Jean Lefebvre (UK) working in the lab mixing and testing asphalt. I then spent 8 weeks of the next two summers in Milton Keynes working on the contract there, helping out with projects. I learnt a lot during these summer placements that complemented by university studies, and gave me helpful contacts who I could approach to give me advice about my university works.

After graduation I started working with the wonderful team at Hounslow Highways. I was there for 18 months as part of the Core Investment Period (CIP) team helping to deliver the final year of footway and carriageway resurfacing across the borough. I learnt so much in such a short space of time. I learnt about health and safety, commercial arrangements, managing subcontractors, communicating with clients and the public, team working, report writing and many other things besides. When the CIP came to an

end I managed some projects for the design and construction team. This felt like being thrown in at the deep end, but I was assured by the team that they thought I was capable, and they were there to support me, guide me and offer their wisdom and advice throughout. I then moved onto my technical placement with Jean Lefebvre (UK). Since being here I have learnt more about the design and testing of asphalt materials, and learnt how to conduct numerous test. I have also helped the laboratory apply for accreditation for a new test soils test.

"The company has values and a clear sense of direction. The business is small enough to get to know people from all parts, but is large enough to offer opportunities and variety of work to its employees. The graduate programme is well structured, and I am really looking forward to applying for charterhip once I have the experience needed!"

"As a Quantity Surveyor, it's been great to see a wide range of different contracts, from term services to individual schemes as well as works such as surfacing, kerb laying, groundworks and drainage works. I've had opportunities to meet so many people around the business and everyone has always spent time to explain things to me.

This has given me a wide range of experience and knowledge, which will help me hugely towards my chartership with the RICS."

Becky Jepson
Graduate Quantity Surveyor



“The responsibility I’ve been given to manage different elements of work has been really beneficial and helped my development towards becoming a Chartered Engineer.”

James Atherton
Graduate Engineer



“Upon successful completion of my industrial placement with the company, I returned after completing my Economics degree to join the business graduate programme.

This programme provided me with a platform where I gained invaluable experience working in the different departments and divisions throughout the business.

It has been a challenging but thoroughly rewarding experience.”

Tre Johnson
Business Graduate

The graduate programme

So why should you join us?

We hope that getting to know a little bit about our business and the experiences of our graduates is an inspiring and compelling reason to apply to be a part of our success and secure your future.

We will deliver a comprehensive development programme. Whether you join us on our scholarship/sponsorship and industrial placement scheme, or directly as a graduate, we promise a unique and rewarding experience.

Our Graduate Development Programme has been developed to attract high calibre graduates. As an industry leader we are keen to attract and employ the best.

All students and graduates joining our scheme can enjoy:

- An individually tailored scheme
- Fast-track opportunities into a management career
- A wide variety of hands on experience
- Mentoring from a senior person in the business
- The opportunity to put your degree into action from day one
- For Civils and Commercial (QS) , training aligned to the Institution of Civil Engineers (ICE), the Royal Institute of Chartered Surveyors (RICS) and the Chartered Institution of Civil Engineering Surveyors (CICES)

- For Business, training aligned to the Chartered Management Institute (CMI)
- For Finance, training aligned to the Association of Chartered Certified Accountants (ACCA)

Salary and benefits

Everyone in our business has a valuable contribution to make and we appreciate the hard work, effort and commitment that individuals give to our business to ensure we continue to thrive.

As a scholarship/sponsorship student we pay a good salary and provide a company vehicle whilst you're on placements and supplement your tuition fees during your years at university.

As a graduate, we pay above the average market rate and have an incremental performance-based salary range that recognises your skills and abilities as you develop through the graduate programme.

Towards the end of your programme, we work with you to look at opportunities across the business that will take you forward into a progressive and rewarding career.



What we're looking for?

What we're looking for?

To ensure we provide the high standards of training and development that we commit to providing all of our students and graduates, we manage our annual intake numbers to make it possible for a tailored and individualised experience. Therefore, places are limited.

We look for fundamental skills and qualities that will complement and enhance our business, appreciating that you won't have necessarily gained relevant industry work experience at this stage of your career.

What is important for us is that you can demonstrate attributes such as:

- Well-presented and articulate
- Self-motivated, creative and organised
- Prepared to use own initiative and work as part of a team
- Ambition and enthusiasm
- Hard working and innovative
- Ready to make decisions and to accept responsibility for those decisions
- Flexibility to work in various locations

Importantly, you will need to hold a full UK driving licence or be at a stage where you are ready to take the full driving test.

Recruitment process

We believe in keeping things simple and personal. Therefore, we won't be processing your application through a digital decision maker or putting you through lengthy assessment centres. All we ask is for a comprehensive CV and covering letter, highlighting why you would like to join us and how you feel our graduate programme could be right for you. You may apply via our dedicated Careers Website - <https://www.euroviaukcareers.co.uk/>

Upon receipt of your application, we will assess the information you provide and if this meets with our criteria to join our scholarship/sponsorship or graduate scheme, we will soon be in touch to arrange a face to face interview.

We know that time is of the essence and you have a busy schedule, therefore we generally make a decision following that meeting with you, so you won't be anxiously waiting long to find out. Our main graduate recruitment season runs from October to January, but we're always interested to hear from people who are keen to join us, so please email your CV to graduates@eurovia.co.uk or graduates@ringway.co.uk

Create your next move

Our graduate recruitment season runs from October to January, but we're always interested to hear from people who are keen to join us, so please email your CV to :

graduates@eurovia.co.uk or graduates@ringway.co.uk

We really look forward to receiving your application!

Our Group

Eurovia UK consists of a group of companies, providing specialist highways and building related expertise. This enables us to operate a self-delivery model for our clients and as a graduate, offers you exposure to a wide range of experiences to develop your skills and knowledge towards a rewarding career.



Eurovia operates across 2 main business streams.

Contracting

The civil engineering and construction division working throughout the UK. Experts at delivering highways and infrastructure schemes ranging from urban public realm improvements to major carriageway construction and structures maintenance. This includes surfacing and specialist treatments

Production

'Roadstone' and 'Polybitumens' are facilities producing Asphalt and Polybitumens respectively.

The ability to produce our own products supports our self-delivery model and offers us the agility to design and test new materials that we can offer to the wider marketplace.



Ringway has been established for over 40 years, operating highway maintenance contracts on behalf of local authorities and Highways England throughout the UK.

Ringway also operates two highways PFIs (Private Finance Initiatives) on behalf of the London Borough of Hounslow (Hounslow Highways) and the Isle of Wight Council (Island Roads).

Services

Delivering services such as highways maintenance, emergency response, gully cleansing, street lighting installation and maintenance, grass cutting and traffic management, our aim is to deliver exceptional service that improves the quality of life for the public as well as road-user experiences within the communities' people live and work across the UK.



South West Highways is a specialist contractor, working across 3 areas of built environment projects and contracts:

Contracting

- A Chartered Building Company with a reputation for delivering high calibre construction projects across commercial, education, property and health sectors.
- Civil engineering, delivering engineering excellence from design through to completion from small works through to complex civil engineering infrastructure projects such as roads, bridges, cycle trails and sea wall defences

Services

- The entire range of highway services from minor works and reactive maintenance, through to routine maintenance and major projects.



Create your next move

For more information please visit our websites

eurovia.co.uk | ringway.co.uk

