

## Engineering Graduate Development Programme 2024

### Are you looking for a career as an engineering professional in the energy sector?

Do you have, or are you about to get, a degree in areas such as civil/structural, chemical, control/automation, electrical/electronic, energy, environmental, mechanical, or any other engineering discipline?

If you do, why not join ESB, Ireland's foremost energy company, where we are driven to make a difference, to achieving Net Zero by 2040!

With over 1000 engineers and related professionals, ESB is dedicated to investing in engineering related expertise and developing critical skills to support Ireland's future growth and development.

We see investing in our people, the current and future drivers of our organisation, as a central pillar of our strategy.

Our Engineering Graduate Programme is aimed at engineering professionals with less than two years post-graduation experience.

The objective of our Programme is to launch you on a track to career success. You will grow professionally, develop key skills, and actively contribute to ESB's Net Zero by 2040 strategy.

### The programme has a wide variety of opportunities:

- In **Customer Solutions** you work to help customers optimise their energy production and usage and find their own sustainable energy solutions in our ecars and Smart Energy Services teams.
- In our **Centre of Engineering**, you join multi-disciplinary teams providing the essential technical inputs to enable delivery of ESB's Net Zero by 2040 strategy across Generation and Networks.
- In **Generation** you work in power station and head office roles operating, maintaining, and optimising existing, and developing and building new thermal and renewable energy sources.
- In **Networks** you work to ensure the provision of secure and reliable electricity transmission and distribution while facilitating the renewable energy transition for electricity, transport, and heat.
- In **Telecoms** you work to build, operate, and maintain Ireland's largest private telecoms network facilitating operation of ESB, the electricity networks and many renewable generation facilities.

### Our bespoke Early Career Technical Talent Programme includes:

- Structured and timely learning and development through formal and on-the-job opportunities
- Work assignments giving appropriate breath of learning to facilitate career progression
- Performance targets set to challenge and develop you while you contribute to ESB's strategy
- Mentoring and career support to enable you to find the right career in the company

- Social networking to develop peer supports and relationships across the whole of ESB

In addition:

As an employee on our Engineering Graduate Programme, you will enjoy our many benefits including a competitive salary and bonus, performance related promotions and a comprehensive benefits package built on the four pillars of reward, career, community, and wellbeing.

### **Location**

Positions are available nationwide.

### **Duration**

The Engineering Graduate Development Programme is a **3 year programme** and all graduates will commence in **September 2024**.

### **Rotation**

To give graduates a broad foundation, most graduates will be assigned to two different teams during their programme with reassignment typically happening after approximately 15 months. The second assignment may be in a different geographical location but frequently no relocation is required. The second assignment may be in the same division or in a totally new area. The graduates are given an opportunity to input into both of their assignments at interview and during the programme.

### **Physical Environment**

- Our engineering roles generally involve a mixture of office and site-based work. Every role will require time on site whether that is in a generating station, a sub-station or on a construction site.
- Office work alternatives between desk-based, sitting, using a PC and movement with ESB offices to attending meeting.
- The majority of offices are open plan with individuals not being assigned a specific desk but having a locker in which to store personal equipment and possessions.
- Attending on-line meetings from your desk is a regular feature of our business requiring the use of Microsoft Team and associated headsets to ensure that others in the workspace are not impacted by the meeting.
- On site wearing personal protective safety equipment is required.
- The role will require travel from time to time to ESB sites.
- Specific information on the physical environment will be provided on offer of the role.

### **Working Arrangement**

ESB is committed to offering flexibility in ways of working called 'Smart Working'. This combines digital tools with a culture of trust and empowerment to enable flexible and remote ways of working. The successful candidate may combine remote/ smart working, with attendance at base for in-person collaboration, the frequency which is agreed with the manager and subject to ongoing review. It should be noted that in some cases (e.g. Generating Stations) remote working is not a feature and in most cases attendance in the office/on-site of 3 days per week is recommended / mandated.

## What We Look For

- You should have (or be working towards) a minimum of a 2.1 in an NFQ Level 8 degree in Engineering which is accredited by Engineers Ireland at CEng or CEng Further Learning standard
- Proven ability to deliver results in a fast-paced team environment where work is consistent and requires working to timelines as well as operate across multiple projects, within a variety of different project teams, with potentially conflicting priorities and often challenging deadlines
- Effective communication and interpersonal skills - working with a wide variety of people and disciplines requires our graduates to be able to communicate their message and understand that of others via a variety of media (verbal, written, presentation, in-person, virtual etc.) and in a variety of work environments including office, site and remote locations
- Excellent analytical skills combined with the ability to learn quickly
- Flexibility regarding work location (for your development you may need to change work location during the programme).
- Graduates who are up for a Challenge!

**Applicants are required to submit a CV, your CV should be no longer than 2 pages and clearly outline the following:**

- Details of ALL your qualifications including titles, institutions, years of commencement and (projected) completion, and results to date
- Your relevant modules and projects
- All work experience (not just engineering / related experience)
- Any relevant external interests / pursuits
- A contact telephone number (please ensure a voicemail function is activated on your phone)
- Email address to reach you on

## Apply Now

You must apply online via AHEAD's WAMWorks Database before the closing date of **12pm, Wednesday 21<sup>st</sup> February 2024.**