



Ready

to start your own
Stantec story?

Join us as an apprentice

WITH EVERY COMMUNITY, STANTEC REDEFINES WHAT'S POSSIBLE

Discover your potential at Stantec

Your long-term career with one of the top design firms in the world starts here!

WE'RE EXCITED
TO ANNOUNCE
THAT OUR 2026
APPRENTICE
PROGRAMME IS
NOW OPEN.

Stantec is a global leader in sustainable design, planning, and scientific consulting. Our technical specialists are at the forefront of innovations that help communities plan for climate change, enhance biodiversity and environmental health, provide social value, develop economic opportunities, and create a sense of place and well-being.

The Stantec community unites more than 32,000 colleagues working in over 450 locations across 6 continents.

We envision a world where infrastructure has a positive outcome for everyone, water is protected, natural systems are valued, biodiversity is respected, economies are circular, nothing gets wasted, development is responsible, everyone can access renewable energy, and society is just. Great things happen when people with talent and determination come together to create what couldn't be done alone.

At Stantec, we don't just know this - we live it - and we're looking for people like you who do the same.

4,000⁺
Total UK Staff

30 Locations
across the UK

450 Offices
across 6 continents

10 Top 10 global
design firm

32,000
Employees Globally



Why Stantec?

Create your own path

Design your career through our professional development programmes, continuing education programmes, and professional association memberships. Whether you're interested in leading an area of the business, specialising in project management, or a subject-matter expert, we put people first and have the resources and world-renowned experts to get you on the right path.

Make a difference in your community

As a professional services firm, we do more than design with community in mind; we also give with community in mind. From charity fundraisers to participation in local initiatives, we find creative ways to grow and support our communities. Be part of a team that takes an active role in your community.

Build relationships

At Stantec, you'll have the opportunity to form many lasting relationships, partnering with client groups throughout the project life cycle to support the many communities we serve.

These relationships will contribute to your success, the success of our clients, our projects, and communities, and show how we're truly better together.



Stantec is proud to be a long-standing supporter of WaterAid and their vital work to provide clean drinking water and improve sanitation and hygiene across the globe. Our commitment is demonstrated through various fundraising initiatives, campaigning, and raising awareness of WaterAid's mission with a team of volunteers present across our UK offices. Each year we fundraise thousands of pounds by participating in initiatives and fundraising through internal events, WaterAid events and UK water industry partner events, which helps contribute to WaterAid's life-changing projects.



Most Influential Employee Network & Resource Group

GRC World Forums

Top Global Design Firms

ENR

World's Top 10 Most Sustainable Companies

Corporate Knights

World's Top Female-Friendly Corporations

Forbes

Glassdoor's Best Places To Work 2025

Glassdoor

International Consultancy Of The Year

New Civil Engineer

Who we are

We’ve been working with clients and communities in the UK for over 150 years. With over 4000 people working in integrated regional teams across the UK, we plan, design, deliver and manage the developments and infrastructure needed to support the creation of sustainable, healthy and prosperous communities.

We work across energy, water, major infrastructure, environmental services and much more. Our recent work includes the largest smart water network scheme in the UK to completely automate clean water networks; guidance on how to define social value; the first ever wastewater treatment works to deliver biodiversity net gain; championing a radical concept to harness energy from stationary EVs; reimagining residential developments to move beyond traditional on-plot parking; multi-disciplinary services for the first major pumped storage scheme to be built in the UK in over forty years; a walking and cycling network to change how people travel and improve safety; and the first design guidance document of its kind to prioritise walking and cycling over the needs of cars.

Global reach. Local presence.

Click to view information on each of Stantec’s services in the UK



How will a Stantec apprenticeship benefit me?

Earn whilst you learn.

Whichever apprenticeship route you take, your tuition and qualification fees are on us.

Be guided.

Receive mentoring and coaching to support your professional development journey throughout and beyond your apprenticeship.

Join our early careers community.

The Developing Professionals Group are your ready-made support network.

Get rewarded.

We have flexible benefit options to suit you. From gym memberships, discounts and buying annual leave, it's your choice.

This is just the start.

Benefit from our bespoke development programme and a full-time contract.

Go global.

Those in the early stages of their career are given the chance to develop both technically and professionally and really be part of our global organisation.



“A major advantage of an Apprenticeship Scheme is that you gain the experience needed to become professionally qualified. I attained my professional engineering status of Incorporated Engineer within a year of completing my degree and I’m now working towards Chartered Engineer.”

**MATTHEW CHANDLER,
SENIOR ENGINEER (FORMER APPRENTICE)**



Stantec Together ❤️

Our success is testament to the enthusiasm, dedication and commitment of our people. We are focused on identifying and implementing working practices that promote wellbeing, sustainability, and inclusivity. Through this, we actively support all our people in meeting their career goals, now and in the future.

Work-life balance is much more than managing working hours effectively, it is also about behaviour and understanding that this needs to be encouraged in leadership, individuals and across working practices. The WorkLife Charter sets out the eight work-life values which champion a culture of trust, support, and flexibility.



Stantec in the Community

Through donations, sponsorships, and volunteering, we connect with our communities and help strengthen them in meaningful ways.

We also put our focus on equity and diversity partnerships. By 2030, we aim to invest a further £24 million into community organisations around the globe, taking our total to £47 million since starting this initiative in 2007.

Stantec in the Community Week (SITC)

During a worldwide week of community service across the Company, SITC events highlight the local initiatives we are passionate about and the causes we support.

The Big Bang Fair, Engineering UK Partnership

We partner with Engineering UK each year to support the Big Bang UK Young Scientists & Engineers Competition. We are proud sponsors and judges of the Stantec Developing Future Communities Award, which allows pupils attending to enter a design that uses science and engineering to help make communities’ lives better.

Inspiring the next generation

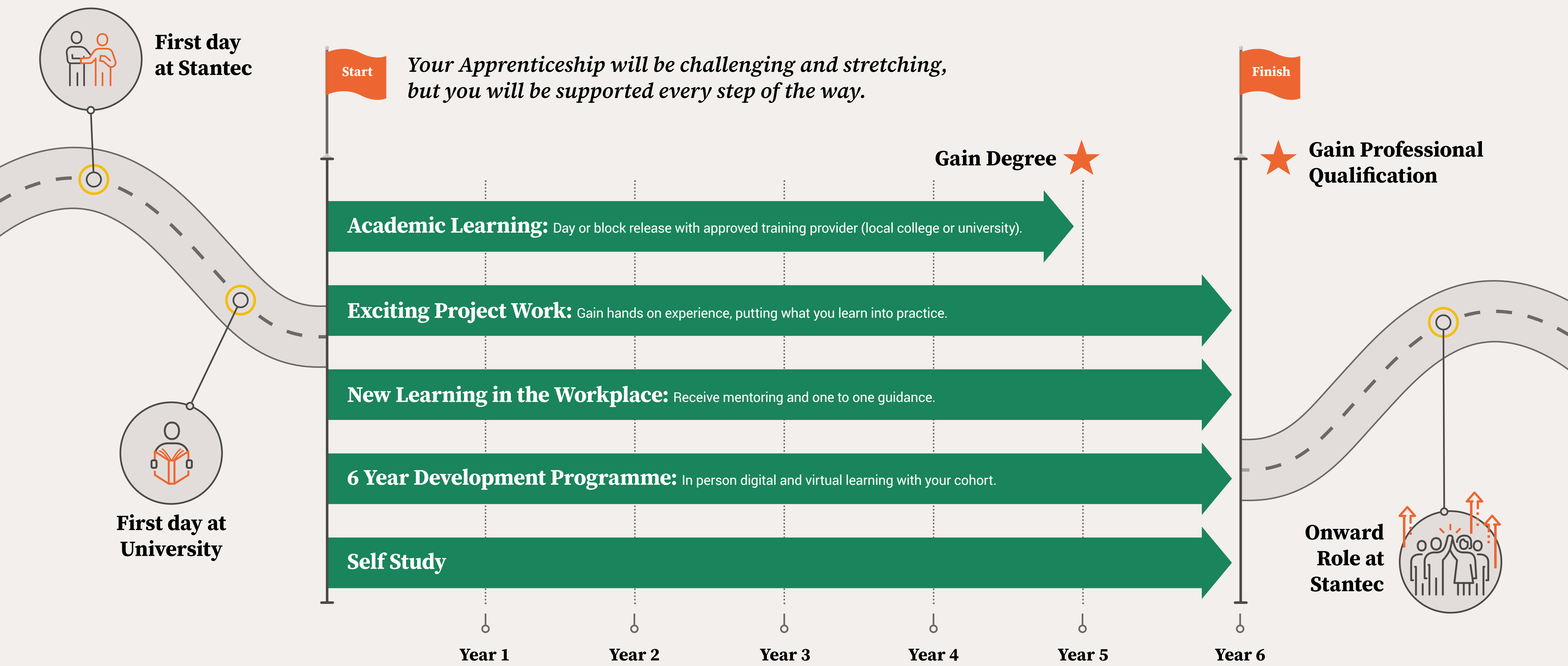
The STEM Outreach programme team at Stantec work hard to make a difference inspiring young people to view STEM careers, including with Stantec, as a viable career option and spend time engaging with the education system through schools and colleges to support students through the UK&I.

We currently have 29 STEM Leads working over the Stantec UK offices with additional support from their teams of volunteers. The work those teams do with school engagement sets the groundwork for many young people to begin their journey to become the next generation of engineers.

Through their journeys and positive experiences our STEM team have engaged with and influenced students of all ages and abilities and the team is growing larger each year. We are delighted to have built relationships with around 170 educational settings just in the last 12 months engaging over 20,000 students at a variety of events including, delivery of careers advice and mock interviews, competitions, STEM clubs, climate education, special design projects and science fairs.



Stantec UK&I Apprenticeship Programme (Level 6)



Your development



Your apprenticeship kicks off with meeting your new team and dedicated mentor, and attending induction sessions in the first few days, setting the stage for your career. You'll quickly dive into charting your professional development by setting up your CPD (Continuing Professional Development) and DAP (Development Action Plan) logs and begin to record your knowledge, skills and behaviours.

Knowledge

Knowledge refers to the technical detail and 'know-how' that you need to both attain and understand to carry out your duties. Some of these will be specific to your occupation, but some may be broader such as reporting, training and technical drawing courses.

Skills

This is where your knowledge is applied in a practical manner. Skills will have been learned through both experiences, and off-the-job training from your manager, mentor and broader project team.

Behaviours

Behaviours are mainly referring to your mindset changes. Do you think in a way that is required for the duties you are expected to carry out? These don't just have to be instinctive; they can be learnt too!

“Having been given the opportunity to work on a variety of projects and attend various events with my teams, has allowed me to gain invaluable experiences and meet many new people. I have been supported in a way that leaves me confident in my ability to work in a challenging and enriching environment.”

HARRY MCCLOUD, DIGITAL APPRENTICE

Once you've completed both your academic qualification and logged your knowledge, skills and behaviours that demonstrate you can put that learning into action, you'll complete a final review.

The final review at the end of your apprenticeship (sometimes called an End Point Assessment or EPA), allows you to demonstrate that you have achieved the aims of the apprenticeship and are set to continue your career as a competent and independent professional.

In most cases, successfully passing your review will also earn you a professional qualification with an Institution or Professional Body. These independent and industry respected qualifications are a fundamental certification of competency and capability in professional careers.

You will complete your final review in conjunction with a professional qualification and many of our apprentices graduate with, for example, engineering technician or incorporated engineer status.

Further information about your apprenticeship will be provided upon the issue of your apprentice handbook as regional differences may apply.

All the information can be found using the following links:

Beyond classroom learning, you'll collaborate on exciting group projects, sharpen your leadership skills, and connect with like-minded peers. Our digital platform and in-person events provide endless opportunities to learn and grow. And don't forget about our thriving Developing Professionals Group – your support network for every step of the journey.

Developing Professionals Group

Our people are our most valuable asset. In order to walk the talk, more than 20 years ago we created the Developing Professionals Group (DPG) to give employees who are in the early stages of their career the chance to develop both technically and professionally; to meet their colleagues and really be part of our global organisation.

The DPG actively works to combine the energy and innovative minds of our developing professionals (DPs) with the wisdom and experience of our company leadership. Since its inception, the group has grown into a global network with members in all corners of the world. The DPG is a truly international network that, in addition to planning regional and local activities, really gives a voice to our DPs.

“The DPG is a great space to share ideas and learn from each other. This global community of colleagues at different stages of their careers offers a platform for people to grow their network and grow as individuals. I have been able to connect with people across the business and discover new skills. It’s inspired me to take the opportunity to lead the UK&I chapter to support other developing professionals with their career paths.”

OLOHIJE AKPENGBE, TRANSPORT PLANNER

Bring your authentic self to work
We create opportunity by inviting, embracing, and celebrating differences.

Our UK Employee Resource Groups work together on initiatives to create a welcoming, inclusive and supportive environment for all. These groups support the efforts of our Inclusion, Diversity and Equity Councils. Other Employee Resource Groups in the UK are: Persons with Disabilities (PWD@Stantec); Women@Stantec; Pride@Stantec; Military and Veteran Advocates (MAVA@Stantec); REACH@Stantec and Neurodiversity@Stantec.



Inclusion, Diversity & Equity (IDE)

At Stantec, we create opportunity by inviting, embracing, and celebrating differences. This goal remains at the heart of our efforts to champion inclusion, diversity & equity (IDE) throughout our organisation. We're proud of the progress we've made and our vision for the future. IDE is now deeply embedded in our organization. We are committed to improving diversity and inclusion through connection, which is increasingly important as we grow and evolve.

What are we doing to help?

Stantec has numerous IDE Councils across our global organisation, including a Neurodiversity Employee Resource Group (ERG) to celebrate and embrace the unique minds and strengths of our neurodivergent colleagues. Each council have one important job: to execute our Inclusion, Diversity & Equity strategy. Through dialogue, research, and action, each council

drives the creation of practices, goals, and objectives to help us achieve a workplace culture where every individual feels welcome and valued and achieves their potential.

How does this affect you?

During the application process we can work with you to ensure that you have the best experience possible. This can include making appropriate reasonable adjustments to the recruitment process to ensure that you have equal opportunities and experiences.

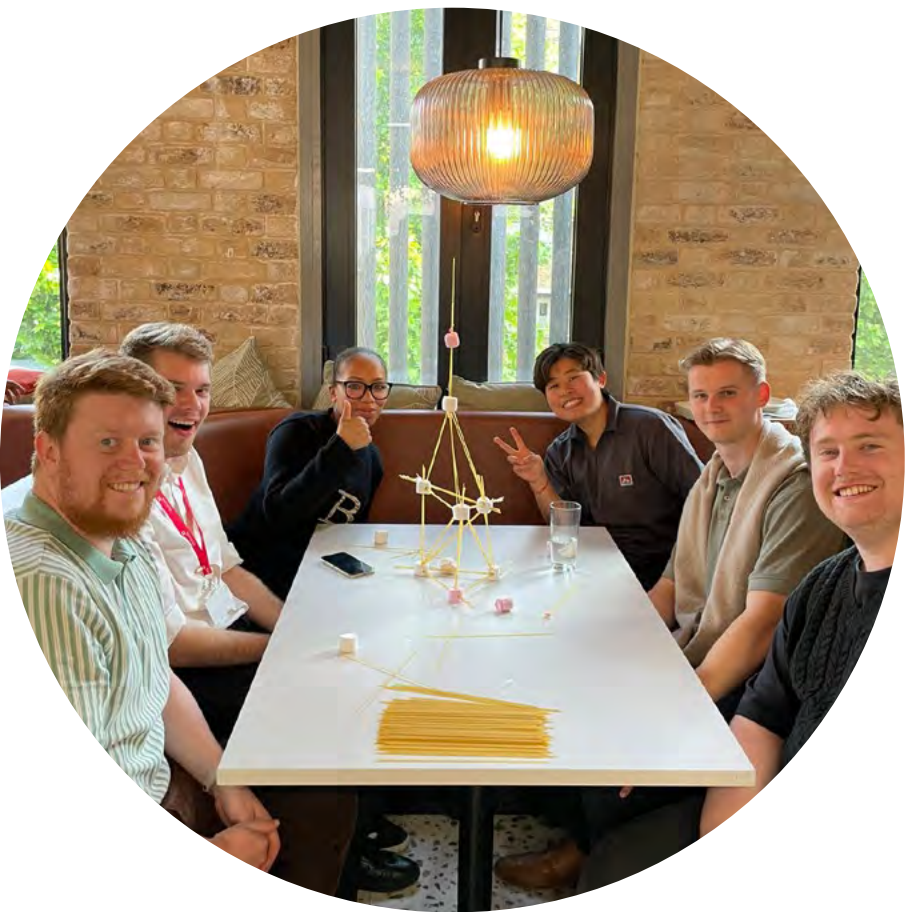
What do you need to do?

We believe in open, honest conversation. If you need any additional support during the application process, please contact: careers.UK@stantec.com.



Socials at Stantec

At Stantec, you will build your career and develop alongside like-minded professionals. Collaboration is fostered through fun and engaging team activities, knowledge-sharing sessions and social events, to help you to form long-term relationships with your colleagues that can extend beyond the workday.



Meet our apprentices



Colin Sinclair Apprentice Structural Engineer

Tell us about your role...

I joined Stantec in September 2023 as a Degree Apprentice in Structural Engineering, based in the Oxford office. Within the Buildings team, my role involves supporting the design of structural elements as part of broader building projects, as well as contributing to 3D modelling using industry-standard software. As an apprentice, my position is strongly focused on continuous learning, supported by a block-release degree in Civil and Infrastructure Engineering at the University of Warwick.

What has been the standout project for you during your time at Stantec?

During my nearly two years at Stantec, I've worked on a wide range of projects, including residential buildings and office spaces, but the standout was a portal frame structure built from Glulam Timber. Originally intended to be constructed in steel, the redesign reduced CO₂ emissions by the equivalent of 196 return flights from London to Hong Kong. I contributed by completing part of the 3D modelling of the structure, which deepened my technical understanding, and I'm currently involved in post-build adaptations to ensure the structure continues to meet performance and client requirements.

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Erin Baker Apprentice Civil Engineer

What attracted you to a career at Stantec?

After finishing my A-levels, I wanted to focus my interest in engineering to a specific industry. Stantec stood out to me for its commitment to sustainability, its welcoming culture, and the opportunity to work on real projects from day one. The chance to learn while contributing to meaningful work, especially in areas like active travel and carbon reduction, made Stantec the perfect place to start my career journey.

How has your personal and professional development been supported at Stantec?

Stantec has supported me in so many ways, from day-to-day mentoring and computer-aided design (CAD) training to help with college assignments. My team is always happy to answer questions and guide me through new challenges. I've also been encouraged to attend Institution of Civil Engineers (ICE) events, which have helped me connect with others in similar roles and expand my understanding of the wider industry. Joining groups like the Southwest Civils Carbon Team and the Bristol social team has helped me grow personally and professionally.

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Meet our apprentices



Alise Germova Apprentice Civil Engineer

What do you enjoy most about your role?

As an apprentice civil engineer in the water sector, I work on a wide range of projects that support sustainability and benefit local communities. From technical work to volunteering and resource groups, each week brings new challenges and learning. Whether it's flood resilience or clean water access, the diversity accelerates my development, and I feel proud of the impact we make.

What has been the standout project for you during your time at Stantec?

Working with the Storm Overflows Alliance has given me opportunities to collaborate with contractors and contribute to innovative, sustainable solutions that benefit the environment. I've been able to apply creativity while learning from experienced professionals, helping shape designs that improve water infrastructure and support nature-based outcomes. It's a project that's growing both my technical skills and my passion for environmental impact.



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Apprentice application process



Our top tips for your application

1

Research Stantec

Have a look at our website and social media pages to understand what sort of projects we get involved in and how we design with community in mind.

2

Show your authentic self

Our success is built on our people. We want to know the real you and to understand how your values and qualities align with our culture. Sharing your interests and hobbies outside work can help us understand what motivates and inspires you. If you have a blog or online portfolio, share the details in your application.

3

Make sure you answer the question

Keep answers concise and informative. Give real-life examples from work experience or study that explain:

Situation

(your job/course at the time)

Tasks

(what you needed to do)

Actions

(how you did it)

Results

(how it turned out)

Reflect

(what you learned)

4

Focus on what makes you unique

No two applicants are the same. We all have different skills and experiences to bring to the role, so take the time to determine what makes you unique. Think through the expertise, personality traits and experiences you have gained and how they make you an ideal candidate.

5

Don't be afraid to ask for help

We're an inclusive employer and want to ensure all our applicants have the same opportunity for success. Please inform us of any support or reasonable adjustment you may need to enable you to perform to the best of your ability during the recruitment process (for example extra assessment time, visual adjustment, special access request). Please contact a member of our talent team if reasonable adjustments are required. Our email is Careers.UK&I@stantec.com.



Join us in delivering transformative major projects

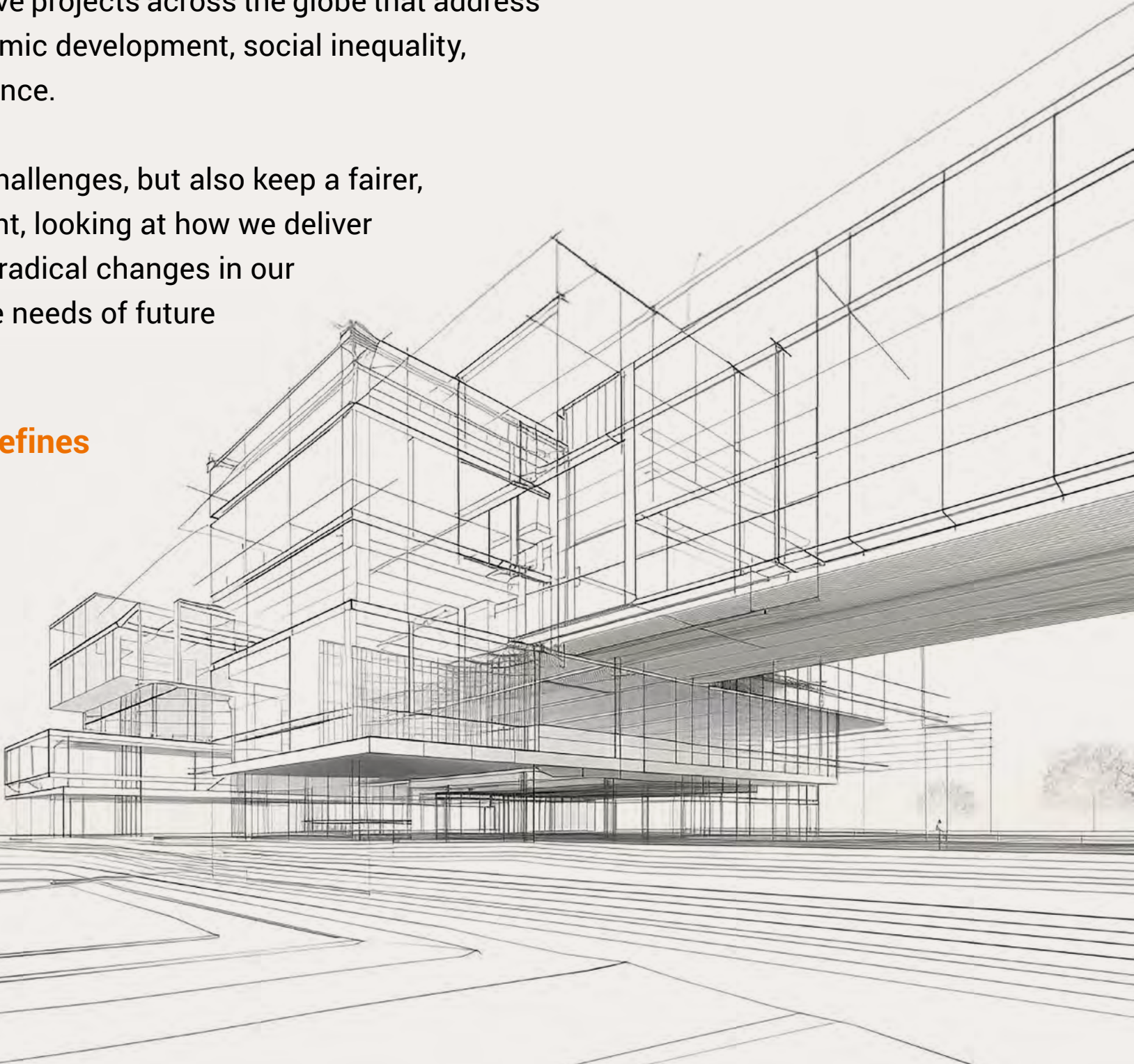
Please click on the circles to view more information on each of Stantec’s major projects across UK

We believe major infrastructure programmes should deliver real social value and economic development outcomes to the communities they serve.

At Stantec, we are proud to have worked on some of the biggest and most transformative projects across the globe that address climate change, economic development, social inequality, adaptability and resilience.

We deal with today’s challenges, but also keep a fairer, better tomorrow in sight, looking at how we deliver clean growth, support radical changes in our economy and meet the needs of future communities.

Join a team that redefines what’s possible.



Climate Solutions

We know our greatest influence on improving climate outcomes stems from the creative, innovative, and integrated Climate Solutions we provide to our clients and communities.



Digital (Stantec.io)

Our experts are working with digital solutions teams to develop creative, technology-forward approaches.



Energy Transition

Helping to ease our energy sector's evolution into a resilient, sustainable future.



Inclusion & Diversity

Leading with inclusion brings our work to the next level.



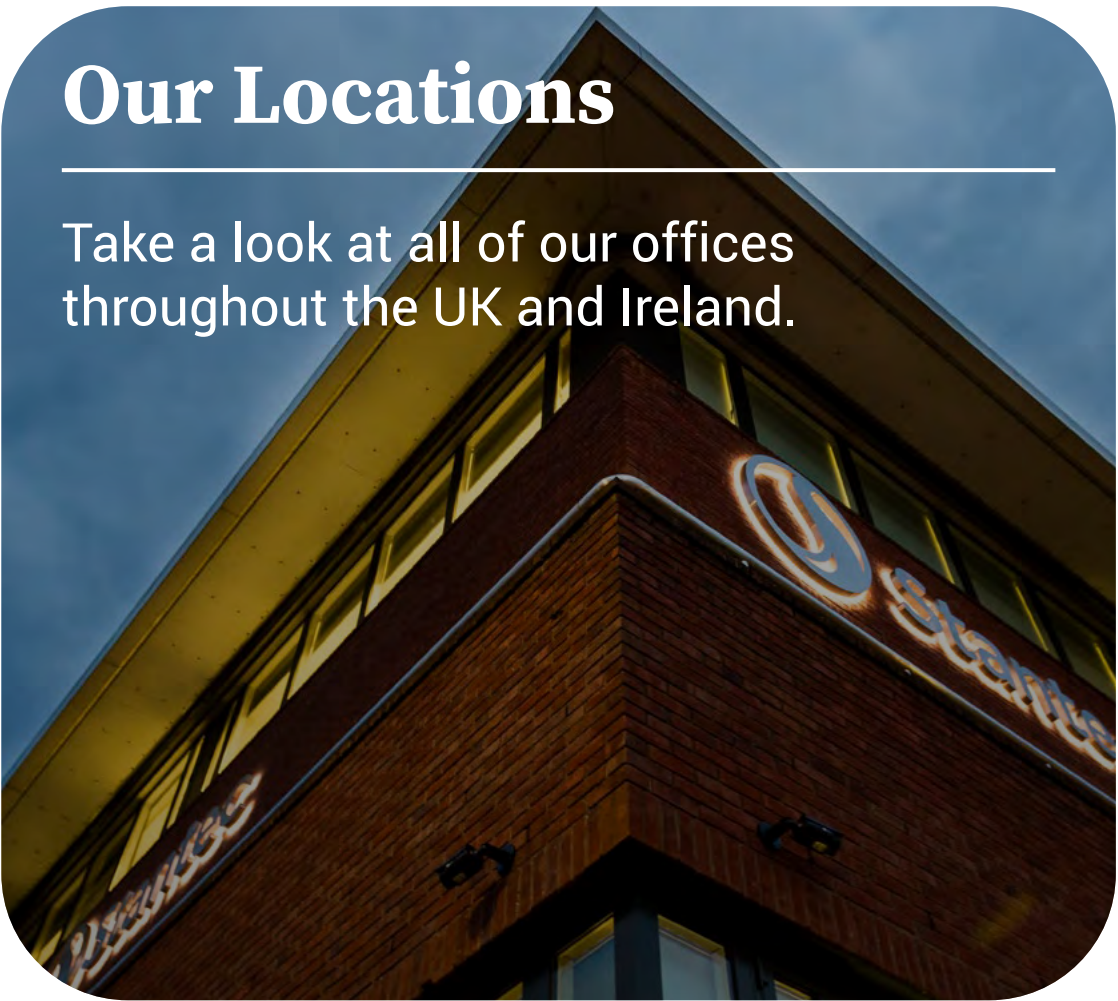
Employee Benefits


Competitive and flexible, our benefits focus on your wellbeing as a Stantec employee.



Our Locations

Take a look at all of our offices throughout the UK and Ireland.





Contact us for more information:

careers.uk@stantec.com

Tel: +44(0) 1925 845000

Stantec.Jobs

#StantecCareers #StantecNextGen



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For further information, please visit
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With every community, we redefine what's possible