



NG Bailey



Hints & tips

Our graduate roles are popular, and we receive a lot of applications, so we want to help you stand out and submit the best application you can. We recommend you read our hints and tips before you start.

Use of AI technology

Make sure your application is your own work. We understand that some candidates, such as those who are neurodiverse, may use AI tools for support. If you choose to use AI assistance, please ensure the final response reflects your own words, ideas, and experiences.

Before you apply

Do your research so you understand what we do as a business, what we are looking for and how you can demonstrate these requirements. We want applicants to demonstrate that they have taken the time to find out about our business and the job they are applying for. For some of our roles you will be required to be mobile and work in different locations within the UK where our projects are based, so please do consider this if you are willing to move as part of your career progression.

Application process

Your application introduces us to you, so please check all the details you provide are correct.

We ask you to read and follow instructions carefully because you may have to answer some key questions. If you have any relevant experience, please ensure this is evidenced.

If you have not graduated yet, please ensure you have been awarded your degree result before you start work with us, which will usually be the final week of August. Unfortunately, due to the high number of applications we receive, we are not able to give individual feedback except to those individuals who complete our graduate assessment centre.

Interviews

We have adopted a competency-based approach to our interview process that we believe best demonstrates to us why you as an applicant would be an enthusiastic, successful, and dedicated member of our team.

If you are invited to interview, we ask that you provide specific examples of your experience in relation to each required competency. Our core competencies fall into four clusters:

Thinking

Analytical thinking

Forward thinking

Influencing

Interpersonal awareness

Concern for impact

Achieving

Results focus

Initiative

Self-managing

Commitment to values

Flexibility

Assessment centre

Make sure you arrive on time and have a copy of your CV with you, so you can refer to it if you wish. This is your opportunity to meet some of our team so please come prepared with any questions you may wish to ask.

If on the day you have any issues getting to the venue, please contact us.