

A close-up, low-angle shot of a young woman with curly brown hair, wearing a white towel, drinking from a clear plastic water bottle. She is looking upwards and to the right with a slight smile. The background is a bright, out-of-focus outdoor setting.

TAP INTO YOUR
POTENTIAL

WONDERFUL ON TAP

SEVERN
TRENT

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interesting videos about Severn Trent.

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Welcome to Severn Trent

Severn Trent & Hafren Dyfrdwy

Think of water and you probably think of us. We're one of the largest regulated water companies across England and Wales. Severn Trent runs through the heart of the UK, providing essential services from the Bristol Channel to the Humber, and from Shropshire to the East Midlands.

In Wales, our customers are looked after by Hafren Dyfrdwy, our new company is the teaming up of Dee Valley Water and Severn Trent and will bring wonderful water to mid and north-east Wales. The partnership combines an existing warm community approach, with the perks of being part of a wider public company.

Together we are part of Severn Trent PLC where our passion is making sure wonderful water reaches our customers and taking their waste away safely, so that they can put the kettle on or jump in the shower without thinking.

Our teams are dedicated to maintaining the flow of water to and from our customers' homes. We're continually investing in our people and infrastructure, so everyone can tap into the wonderful water we provide well into the future.



Wonderful on tap

The wonder of water

Our lives revolve around water: we need it to survive but we also cook with it, clean with it, and have fun with it! Not a day goes by where we don't come across water.

By being aware of its importance and caring for it, we can make sure there's always enough to drink, fill a saucepan and splash about in for everyone.

To fully appreciate water, you need to understand where it comes from and how it makes the journey to and from our homes.

It's a challenge providing customers with the world's most precious resource every day, but we're dedicated to making sure our networks mean everyone in our regions has this amazing product on tap.

We welcome the great responsibility that comes with handling such a precious resource and so do everything in our power to make sure our wonderful water is the best it can be and that the communities we serve are aware of this.

Our duties include:

- Making water sources healthier by working with organisations such as the Environment Agency
- Improving how we treat the water in our networks
- Striving to nurture the wildlife at our sites
- Educating people in the community about our work



Awards

- Job Crowd Top 100 Graduate Employer 2018/19
- Job Crowd Top 50 Apprentice Employer 2018/19
- Job Crowd No1 Employer for Environmental & Ethical Awareness 2018/19
- National Apprenticeship Awards - Macro Employer of the Year 2016 & Highly Commended 2017 & 2018
- Rate My Apprenticeship Top 100 Employer 2017/18

Wonderful for all

We're creating an inclusive company.

We've created a culture that encourages all of our people to think of each day as an opportunity to do something better.

Many of our best ideas come from our people – helping to improve our service and reduce costs.

Our most ambitious goals depend on brilliant ideas, no matter who they come from.

We recruit differently so that people in our region know all about the opportunities Severn Trent has to offer.

As employers, we welcome people from all walks of life to promote diversity and inclusion. Our recruitment process is designed to make sure everyone has access to our Talent programmes.

Wonderful place to work

New and exciting challenges

We're taking an innovative approach to water and waste services. From strengthening our customer engagement, to bolstering the way we manage our water and wastewater production and quality. We're making sure we stay ahead of the game as our market evolves.

Recognition for brilliance

It's important to feel valued at work and at Severn Trent we make sure that our people are recognised for the work they do. That's why we have a fantastic benefits and rewards scheme that recognises your contribution to our business – and we're no strangers to thanking people who make exceptional contributions.

Making a difference

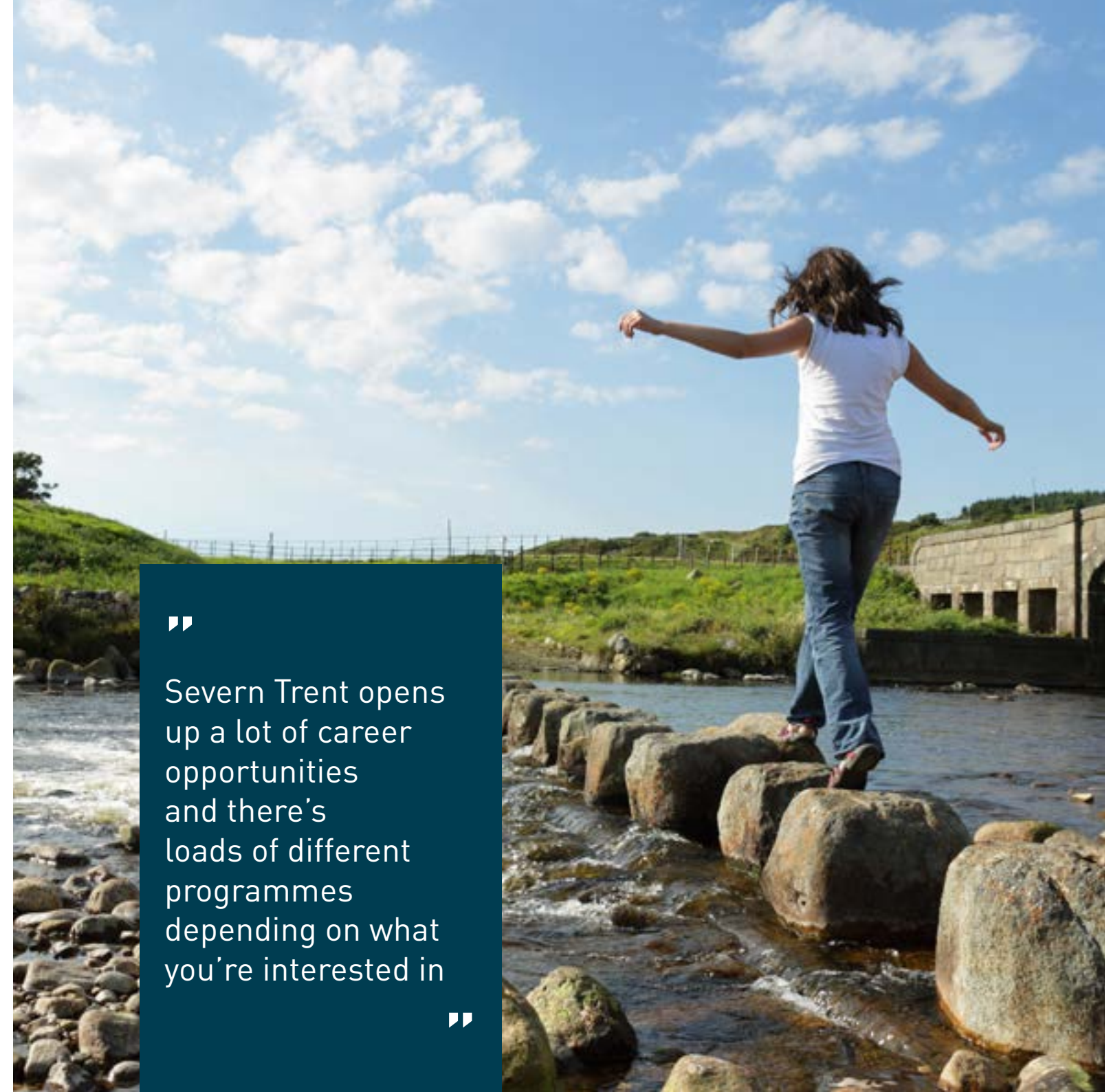
We're dedicated to helping our local communities – and there are plenty of opportunities for our people to get involved, from designing gardens for schools to fundraising for a charity with your colleagues.

Because we care

We're a fair and ethical business within a regulated industry, so we think about the economic and environmental impact of every decision we make. Whether we're helping to conserve wildlife or finding new ways to save water, we're committed to creating a sustainable world.

The future

Our people are the future experts of our business and help challenge the status quo; allowing us to build a brighter future for the communities we serve.



”

Severn Trent opens up a lot of career opportunities and there's loads of different programmes depending on what you're interested in

”

What we're looking for

Graduates / Undergraduates

Our graduate and undergraduate programmes are designed with your career journey in mind. They are designed to help you develop and be the best you can be. We want you to use your thirst for knowledge, dedication and intellectual excellence to become a future leader at Severn Trent.

Some of the things we love to see in our graduate recruits include:

- A focus on customer satisfaction
- Confidence to share new ideas
- Strategic decision making
- The ability to build strong business relationships

Apprenticeships

Our apprenticeships are an opportunity to learn and work, whatever age or level you're at. You don't have to be fresh out of school to do an apprenticeship at Severn Trent and our existing apprentices can attest to this.

We like our apprentices to:

- Be able to think creatively
- Have a can-do attitude to problem solving
- Want to learn while you earn
- Be motivated to kickstart your career journey

Entry Requirements

Life doesn't always go to plan. If you didn't get the grades you wanted, there's still a place for you here if you let your potential shine through.

Whatever scheme you're interested in, our entry requirements are bespoke to each role. We aim to be as flexible as we can in the routes you could join, as well as offering many different starting levels.

We have also removed degree classification from our selection criteria for graduate/undergraduate programmes.

What's essential is that individuals come to us with drive, the ability to learn, adapt and approach problems from different angles. If you tick those boxes, you should have a look into the programmes on offer and apply!

“

Our application process is based on strengths, so what that means is we're looking for potential as well as capabilities

”

CIARAN
Business Leadership
Programme

“

Severn Trent offer me the opportunity to do really important things in a really important sector; you get given real work responsibilities from day one

”



Leadership & Project Management

Our leadership opportunities

Opportunities in Leadership and Project Management are a chance to see large-scale transformation projects through from start to finish.

The role involves collaborating with different teams, leaders and technical experts to make sure things run smoothly. One day you might be working side-by-side with Operations, the next day it could be with an engineer or commercial strategies. It's never a dull day at Severn Trent!

You'll have real responsibilities and be a key member of the team as a result. With support from your line manager, you'll be helping us to provide the world's most important resource to our customers.

If you're passionate about making a difference, then these programmes might be for you. Why not find out more and hear from Ciaran through the Zappar app? Just zap his page and he'll talk you through his experiences here at Severn Trent so far.

Or to check out the latest opportunities and to apply, head to the website below.



severntrent.com/careers

Technical Operations & Maintenance

Our operational opportunities

Programmes in the Technical Operations and Maintenance department are exciting and hands-on; you're out on the job early, doing rather than watching. Some of the challenges you can expect include visiting sites and building and repairing infrastructure; which will support your learning.

As an Operator you could be carrying out important tasks first hand such as testing samples, monitoring, process optimisation and aiding site performance to make sure everything flows nicely. Or if you are interested in Maintenance, you will be able to apply technical theory from the classroom in the real world as you specialise as a technician within either mechanical, electrical or instrumentation.

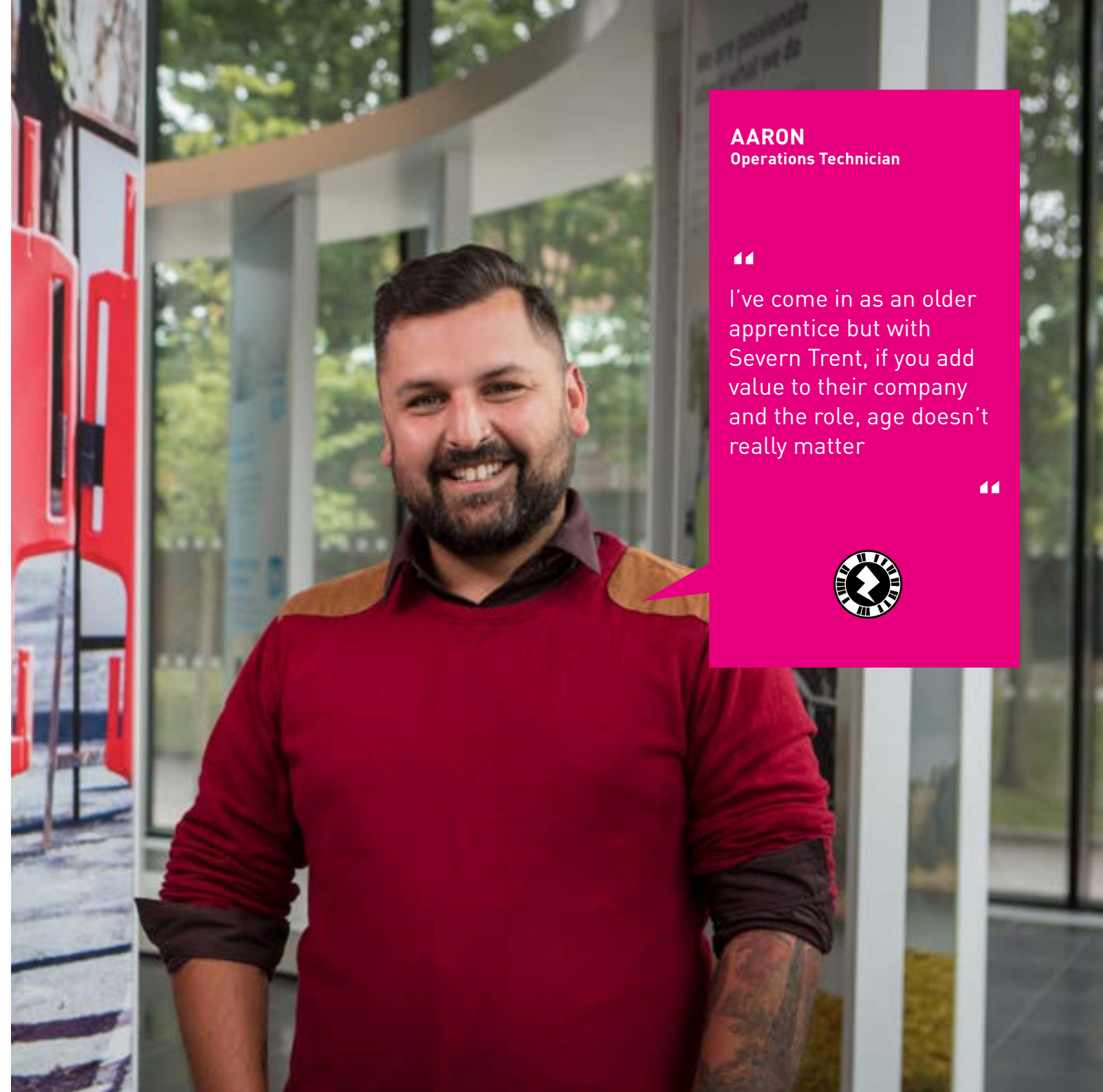
As a Severn Trent team member, you'll have an immediate impact on thousands of people and businesses, transforming and shaping lives, both today and every day.

Take a look at Aaron's page and zap him with the Zappar app to hear more about what he's been up to.

To find our open opportunities head to our website below, you'll find we're proud to offer something for all kinds of potential.



severntrent.com/careers



AARON
Operations Technician

“

I've come in as an older apprentice but with Severn Trent, if you add value to their company and the role, age doesn't really matter

”



CLARISSA
Finance Apprentice

“

A few people who worked here told me a lot about how Severn Trent had the best opportunities for moving up the ladder and I've loved my time here

”



Finance

Our financial opportunities

Within finance you gain an insight into the financial structures that underpin the important work we do at Severn Trent.

Our team accounts for projects such as infrastructure building and repair, as well as overseeing internal finances such as salaries, cash management and insurance. They also manage financial operations such as cashflow and have an impact on how we can spend in smarter ways.

Joining this team you'll gain qualifications while you work and there are opportunities within this role to study further and become a Chartered Accountant. The qualifications you gain while at work are backed by external courses and delivered by professional bodies. There's also plenty of guidance, along with support from your line manager specific to your needs.

You'll be undertaking roles that are integral to the business and have a real impact on the service we deliver to our customers every day.

If you're a whizz with numbers and want to hear more, zap Clarissa's page with your Zappar app to hear what she loves about working in Finance.

To apply, look at the website for more information about all of our opportunities...



severntrent.com/careers

Engineering

Our engineering opportunities

From design to delivery, our projects let you take your engineering career in the direction you want. We will help you on your way with an end-to-end overview of the engineering process and you'll regularly work side-by-side with experienced engineers.

You'll have opportunities to create and implement new construction techniques and systems and think outside-the-box to solve challenging problems. The role also involves carrying out assessments for projects and taking on leadership and management responsibilities.

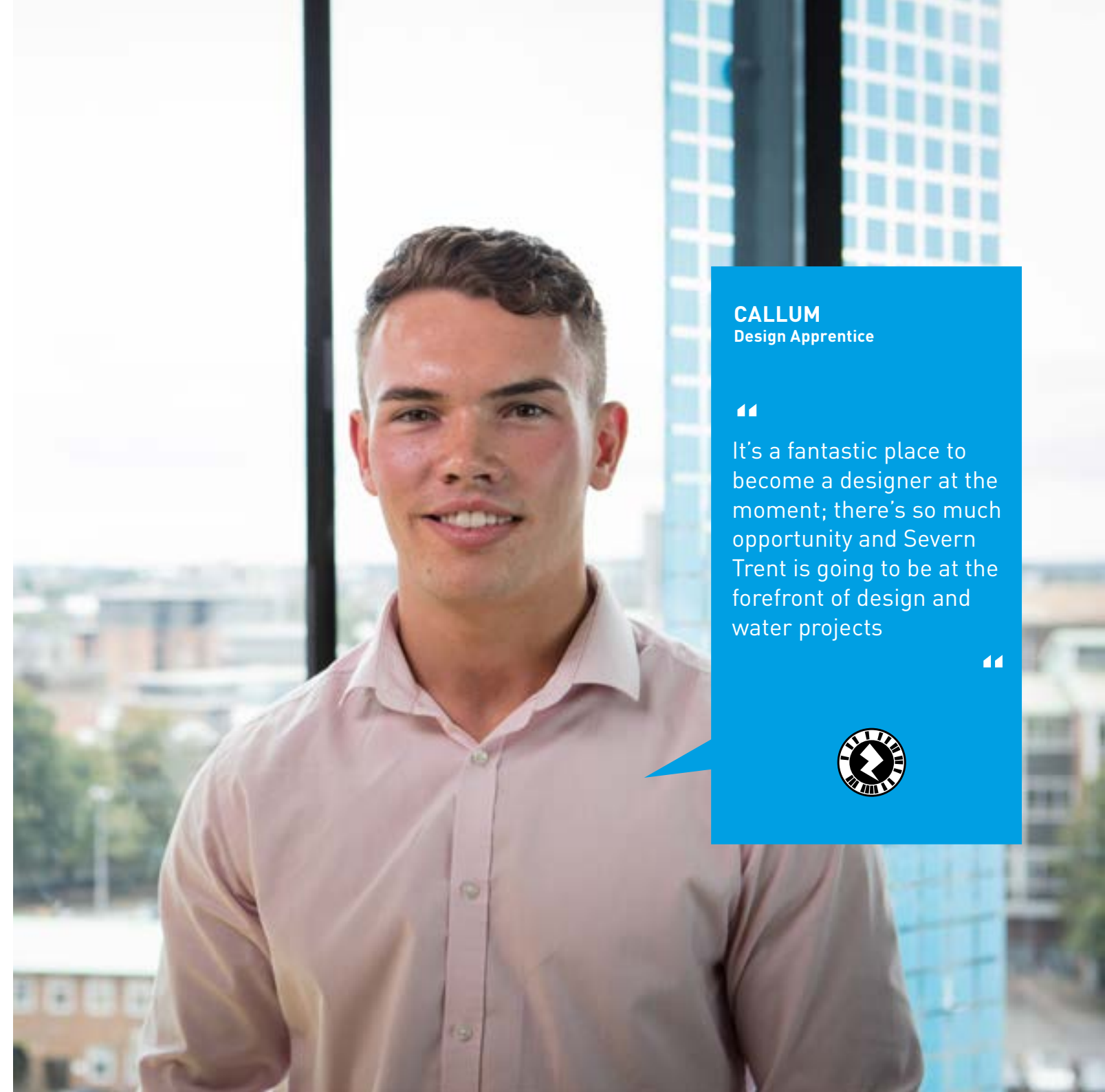
To help create and maintain infrastructure that will continue to serve our customers for years to come, join our team.

If you are eager to get stuck into engineering and want to make a difference in a key industry, check out Callum's page and zap him with your Zappar app to hear about his experience working in Engineering here at Severn Trent.

To find out more and apply, check out our website for all the latest Engineering opportunities.



severntrent.com/careers



CALLUM
Design Apprentice

“It's a fantastic place to become a designer at the moment; there's so much opportunity and Severn Trent is going to be at the forefront of design and water projects”



JAZZ
Technology Apprentice

“
I didn't expect Severn Trent to be so hi-tech, but I really enjoy working here
”



Technology

Our technology opportunities

Our technology team help us embed customers at the heart of everything we do, while driving excellence and continual innovation.

Joining this team, you'd be involved in creating innovative technologies that deliver an unbeatable customer experience, building key digital skills from coding to business analysis.

You'd also gain exposure to different teams across the business as you could work on a combination of big budget transformation programmes and fast-moving, agile delivery projects.

These could include anything from working with Developers and Analysts in our App Squad to deliver applications for our colleagues' smart devices, to developing new systems that allow us to identify and prevent network failures.

It's fast-paced and consistently challenging work – but it's also hugely rewarding.

You'll be helping to build sustainable growth that changes the market for the better and will make Severn Trent a fantastic place to work. Want to hear more? Why not zap Jazz's page with your Zappar app and hear what she has discovered working in the Technology teams.

To see all of our Technology opportunities, head to the website below.



severntrent.com/careers

Training & development

There are **4** key ways we'll support your development along the way:

We pride ourselves in supporting you on your chosen programme, with guidance from the people around you.

The company culture is cohesive; everybody gets along and is willing to help even if you're from completely different teams.

Your development is individual to you, so if you want to go and do a placement somewhere there's the flexibility to do it.

Whenever you decide you want to pursue something, we do our utmost to give you the opportunity to do so.

Part of your training is having real responsibilities and engaging with all sorts of team members, from frontline to directors, from day one.

We believe this is the best way to kick-start your career, but we also like to

make sure you know Severn Trent is a safe learning environment.

Ultimately, we're a company that believes in development, and that's reflected in the support offering outlined here.

1

Induction event

A tailored induction to get you settled in at Severn Trent, show you how we work and help you kick-start your career

2

A mentor

Being an expert in their skill, your mentor will pass on their know-how and help prepare you for the challenges ahead

3

A personal development plan

This is a plan of attack for reaching your goals and tracking your progress

4

Bespoke training programmes

As an individual, you'll get bespoke training focused on your needs and abilities

Why choose us

We're working towards being the UK's most trusted water company by 2020. This means we need talented people to help us devise innovations such as new flood defences and water treatment.

You'll be part of a team that will help drive change in our business.

We change lives

Our communities are always changing, and we have ways of keeping up. Using new digital platforms to keep in touch with our customers and new initiatives for reducing the cost of water.

We shape the future

By joining us, you'll be helping us to deal with new pressures on resources and help to grow a

sustainable future - for everyone. Whichever role you choose, you can be sure that you'll be making a positive impact for generations to come.

We deliver something special

We are responsible for the world's most precious resource in our area. The buck stops with us. Severn Trent is driven by the shared values of the business and its employees. Together we will act with integrity, protect the environment and focus on our duty to our customers.

“

At Severn Trent I've had the opportunity to try different things and find my niche

”



How to apply

Our recruitment process comes down to your strengths.

We aim to recruit individuals with an abundance of skills and attributes and match these strengths to suitable roles at Severn Trent.

We have a keen eye for potential, but don't expect everyone to be an expert from day one. We're here to help with that, at every stage, developing raw skills and boosting your career.

Becoming an expert in any field is a joint venture - you and us.

To find out more information, visit the Severn Trent website. Remember, our graduate and apprenticeship schemes open early, in October and November, so hurry if you want to apply!

Application form

The application form is simple and quick to complete; when you've found your perfect role, just click the apply button to register your interest and begin completing our online application questions.

1

SST & ability testing

Our Situational Strengths Test (SST) sees how you'd react in certain situations and our online ability tests consist of a numerical and verbal element. There's no time pressure, so take your time and do your best.

2

Four easy steps to apply

4

Outcome and feedback

Whether you've been successful or not, we always give proper feedback to everyone. We pride ourselves in contacting you within 48hrs of the event, so you're not kept wondering.

3

Assessment centre

This is the last stage and only takes half a day! The events provide an engaging and realistic job preview to our roles and the scenario-based tasks are designed to look for your potential.

There's a massive demand for the events that usually happen November - March each academic year, so don't wait to apply, do it now!



I enjoy what we
do every day

Heeran
National Champion
Advanced
Apprentice of the
Year 2017

Hannah
Completed her
Mechanical
Engineering
Apprenticeship and is
studying her Degree

Beyond the programme

Our new talent
programmes are just the
start of your career with
us! They should be the
foundation to what
happens next.

Everyone is so
friendly and
willing to
help you

I enjoy how lovely
and welcoming
everyone is

Alex
Since joining
her Graduate
Engineering Scheme
she now manages a
team of Engineers

Michael
Won a Gold Medal
at the World Skills
show 2017 in
Instrumentation
and Control

You get given
real world
responsibility

You engage with
everyone from
frontline up to
directors

The future

Like water itself, Severn Trent is a company that flows. We're always thinking where we'd like to be in five years' time and have exciting opportunities in the pipeline.

We know where we want to be in the future and have a lot of plans for moving forward. We'll continue to deliver wonderful water to customers, achieve our goal to become the UK's most trusted water company and have a lasting positive impact on our communities.

Joining us at Severn Trent means you can be part of this future and help us to carry out our plans to improve the essential service we provide to our customers.



MARIE
New Talent Manager



We want to know what you're going to be able to do at Severn Trent and I am excited about working with my team to create the best programmes we can



Did you know?

Our water network is over 47,000 km long, supplying over 1.8 billion litres of water to our customers every day.



Interested in our schemes?
severntrent.com/careers

Or find us on Twitter and Facebook



Did you know?

Our sewers are even longer at 50,000 km. They collect waste before our treatment works separate out the sludge, which can then be used to generate electricity.



WONDERFUL ON TAP





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Severn Trent Centre, 2 St John's Street, Coventry CV1 2LZ
stwater.co.uk

WONDERFUL ON TAP

