

Your future



Engineered
with purpose



Graduate opportunities in Engineering,
Science, Business and Project Management

emergingtalent.babcockinternational.com

Creating
a safe and
secure
world
together

Welcome

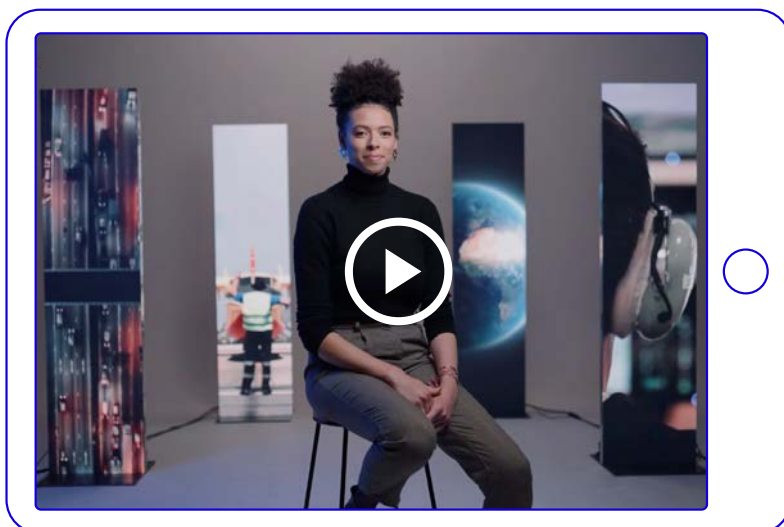
Whether you're into engineering, science, business, or project management, at Babcock you'll be part of something bigger. From design through to decommissioning, your work as a Graduate will see you support products and services that are essential to national security and public infrastructure.

Together, we'll build a future that lasts - not just through the impact you'll make, but by helping you connect the dots between a meaningful and long-term career that respects your work/life balance.

Join us in creating a safer, more secure world. Read on to discover more about Babcock and the exciting graduate opportunities available.



Emerging talent at Babcock



[Watch the film](#)

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Who we are



At Babcock, I'm involved in large-scale, high-impact projects where there's always something new to learn – and where the work truly matters. I help protect people, safeguard resources, and preserve environments – playing a real part in creating a safer, more secure world.

Carys

Electrical Engineering Graduate Programme

Babcock at a glance

Our Purpose is to create a safe and secure world, together.

Babcock is an international defence company providing support and product solutions to enhance our customers' defence capabilities and critical assets.

What we do

Deliver support on complex programmes

We provide through-life technical and engineering support for our customers' assets, delivering improvements in performance, availability and programme cost.

We deliver these critical services to defence and civil customers, including engineering support to naval, land, air and nuclear operations, frontline support, specialist training and asset management.

Product design, manufacture and integration

We design and manufacture a range of defence and specialist equipment, from naval ships and weapons handling systems to liquid gas handling systems.

We also provide integrated, technology-enabled solutions to our defence customers in areas such as secure communications, electronic warfare and air defence.

Lifetime engineering

As part of the Babcock team, you will play an integral role as we create a safe and secure world, together.



Watch the film

Babcock in numbers

36

programmes
for graduates

c.260

places on our
Graduate Programme

c.27,700

employees

£35,000

starting salary*

2–3 year

programmes

*Minimum starting salary. Salary
is dependent on location, role
and qualifications.



What drew me to Babcock was its global presence and the breadth of its operations. Being part of a company that supports critical assets across the defence industry means I get to work on a wide range of projects. I really value that variety - it pushes me to stay curious and continuously improve.

Jennifer

Project Management
Graduate Programme



Our locations

Key graduate sites and office hub locations

- Belfast
- Bristol
- HM Naval Base Clyde
- Cumbria
- Dungeness B
- Hamilton
- Hartlepool
- Leicester
- London
- Newbury
- Plymouth
- Portsmouth
- Rosyth
- Torness
- Warrington

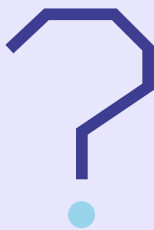


This list is not exhaustive. There may be additional UK locations where our graduates are based.

Our principles

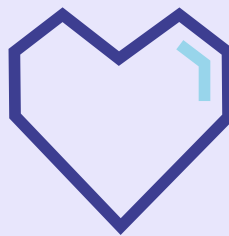
Our principles put people at the core of everything we do; they guide how we all work together and create the foundation for how we behave as individuals and as a team.

They keep us on the right course for achieving our vision of a safe, strong, sustainable Babcock, unifying the way we work. So, no matter your role in the business or location around the world, from the front-line to the Board, we're all on the same page and working together in the same way.



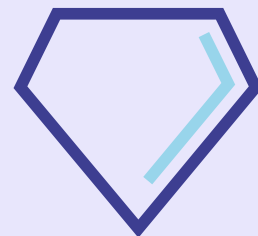
be curious

We believe in positively challenging the status quo and asking, 'how might we?'



be kind

We believe in being kind to ourselves, kind to each other and kind to the planet.



be courageous

We believe in being brave, ambitious and determined.



think : outcomes

We believe in measuring success by the results we deliver and the positive impact we make.



collaborate

We believe that Babcock is greater than the sum of its parts.



own & deliver

We believe everybody has a part to play in Babcock's and our customers' success.

Sustainable thinking

Sustainability is integral to our purpose: creating a safe and secure world, together. Tackling climate change and protecting the natural environment are critical to the future of our planet, and a well defended, open and inclusive society is vital to global security.

Our sustainability priorities and 2030 targets



Tackling climate change

Reduce our own Greenhouse Gas emissions by 42% compared to 2021.



Managing our resources responsibly

Improve the energy efficiency of our operations by 15% compared to 2024.



Protecting the natural environment

Improve biodiversity in our most significant owned sites by 10%.



Ensuring the health, safety and wellbeing of our people

Reduce the number of lost workdays by 10% compared to 2025.



Building an inclusive, diverse and resilient workforce

Increase the proportion of women in our workforce to 30%.



Supporting our communities

Spend 50,000 hours per year volunteering.

Our sustainability priorities



Watch the film

Inclusion and diversity

We believe in the transformative power of engaging different perspectives and working with people from different backgrounds, cultures, and approaches to enhance our working environment and drive business performance. Understanding and respecting our differences, allows us all to do our best work.

Being an inclusive employer makes us a better business. It enables everyone who works here to fully contribute, this means we can attract more diverse talent (broadening our talent pool) and it helps us to be competitive in the marketplace.

Our ambitions are bold as we drive to have a minimum 30% women in the business by 2030. To accelerate progress we have looked at our strategic approach to inclusion and diversity and are taking a number of actions including: rolling out new policies and ways of working, refreshed recruitment processes, improved leadership development, enhanced mentoring programmes and career returners schemes along with training.

We have also launched our Gender Balance Action Plan (GAP). This acts as the blueprint for Inclusion and Diversity, informed by data and insight, and is supported by our Senior Inclusion and Diversity Executive Committee Sponsor.

Our work to improve our gender representation has seen us reduce our gender pay gap each year since we started reporting in 2017. This year we are pleased to report that our median pay gap has come down once again, from 9.6% to 6.7%.

This figure stands well below the UK national average of 13.1%, reflecting our ongoing efforts towards gender parity.

While progress continues, we acknowledge there is more work to do. Our focus remains on improving gender representation, creating pathways for career progression, and building an equitable workplace for all.

Babcock and Belonging



[Watch the film](#)



Our networks

We're a company committed to inclusion and diversity, which is why we sponsor so many valuable employee networks in our UK business.



Pride network



Young professionals network



STEM network



Neurodiversity network



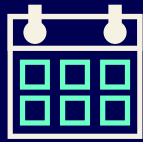
Health and wellbeing network

Rewards and benefits

A Babcock Graduate Programme doesn't just offer excellent career prospects, you'll also enjoy a superb package of benefits:



**Competitive
starting salary**



**25 days holiday
plus bank
holidays**



**Personal
development
training and
opportunities**



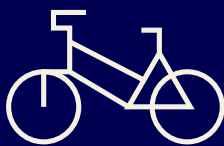
**Discounted
shopping and
half price
cinema tickets**



Agile working*



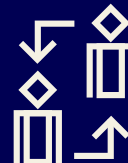
**Competitive
pension
scheme**



**Cycle
to Work
Scheme**



**Employee
assistance
programme
including
support and
counselling**



**Employee
Share Scheme**



**STEM
outreach and
volunteering
activities**

*Flexible working dependent on the business area you're working in.



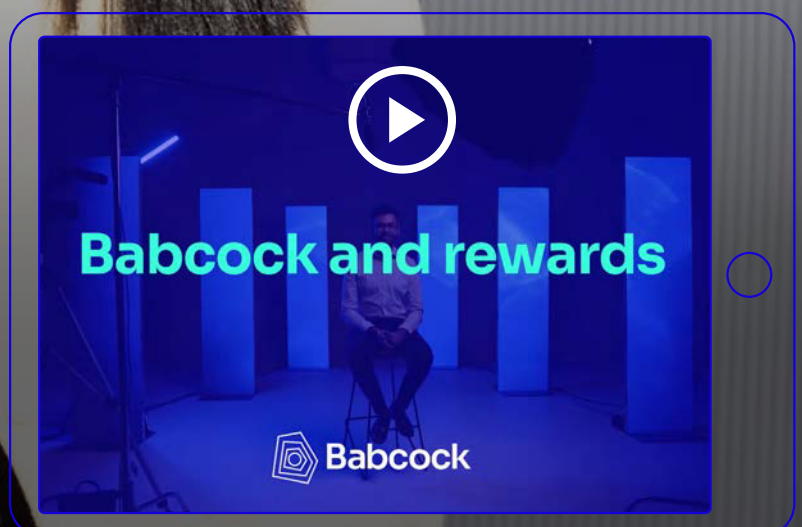
One of the great parts of the graduate programme is the social life – there's always something going on.

From climbing and badminton to a relaxed meal at the pub, there's something for everyone.

Sonali

Systems Engineering
Graduate Programme

Babcock and Rewards



Watch the film

Development and support

Our Graduate Programme is designed to support your growth and success, both professionally and personally.

From day one, you'll be enrolled in our Graduate Development Programme, where you'll benefit from masterclasses held by wellbeing and performance experts and our external partner Gen Healthy Minds. These sessions cover vital areas like mental and physical wellbeing, resilience, personal branding, communication, digital wellbeing, and goal setting.

Beyond these valuable learning experiences, you'll have the support of a dedicated mentor, peer guidance, and resources from our Emerging Talent team to help you navigate where you want to take your career.

Our employee networks provide further connection, while our active social and community life offers numerous events and activities to help you build friendships and enjoy your time at Babcock.



Babcock offers outstanding support. From day one of the graduate programme, I've had clear guidance on how to develop as an engineer, with a strong emphasis on working towards professional registration.

One of the most valuable aspects has been having a dedicated chartership mentor to guide me on the path to becoming a Chartered Engineer (CEng).

David
Electrical Engineering
Graduate Programme



The graduate programme is set up to help me develop as a professional.

Regular meetings with my mentor allow me to track my competencies for chartership and discuss my career path openly.

James

Process Design Engineering
Graduate Programme



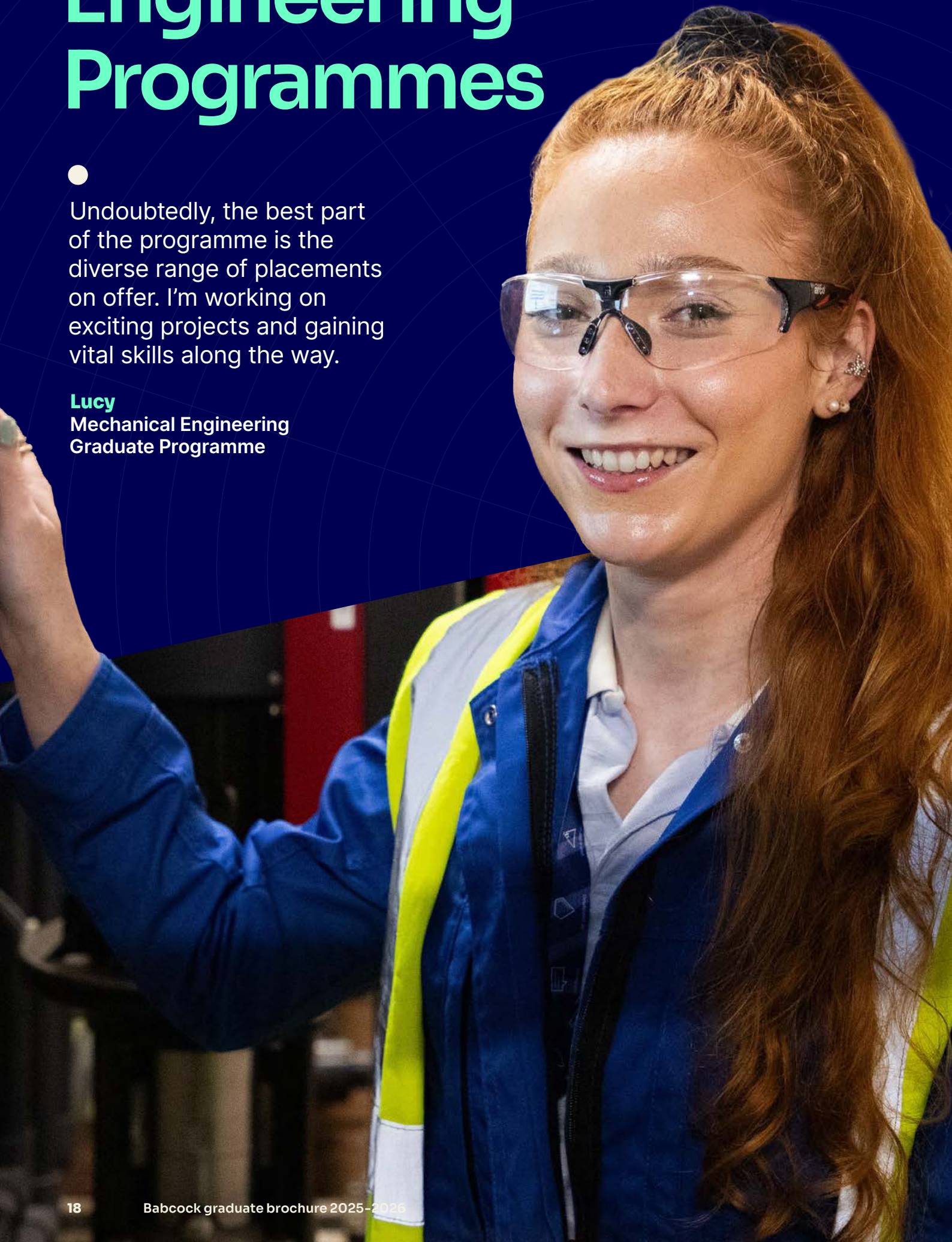
Engineering Programmes



Undoubtedly, the best part of the programme is the diverse range of placements on offer. I'm working on exciting projects and gaining vital skills along the way.

Lucy

Mechanical Engineering
Graduate Programme



Tackling everything from electrical engineering to naval architecture, our engineering graduates are empowered to share their ideas and push the boundaries on some truly exciting projects.

We offer a wide range of engineering programmes (on most of them, you'll work towards Incorporated or Chartered status).



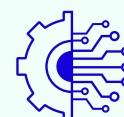
Aerospace Engineering



Chemical and Process Engineering



Civil and Structural Engineering



Digital Engineering



Electrical, Control and Instrumentation Engineering



Electronic and Communications Engineering



Environmental Engineering



Human Factors



Marine Structures



Materials Engineering



Mechanical Engineering



Naval Architecture



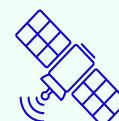
Nuclear Safety Engineering and Operations



Safety Engineering



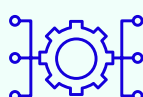
Software Engineering



Space Engineering



Supportability Engineering



Systems Engineering



Quantity Surveying and Construction Management

Find out more about these programmes at emergingtalent.babcockinternational.com

Our engineering
programmes in action

Supporting the fleet



It's extremely rewarding to see what work is being done when a ship is going through a refitting process. Being able to sign off a compartment once all repairs have been completed is a nice feeling of accomplishment."

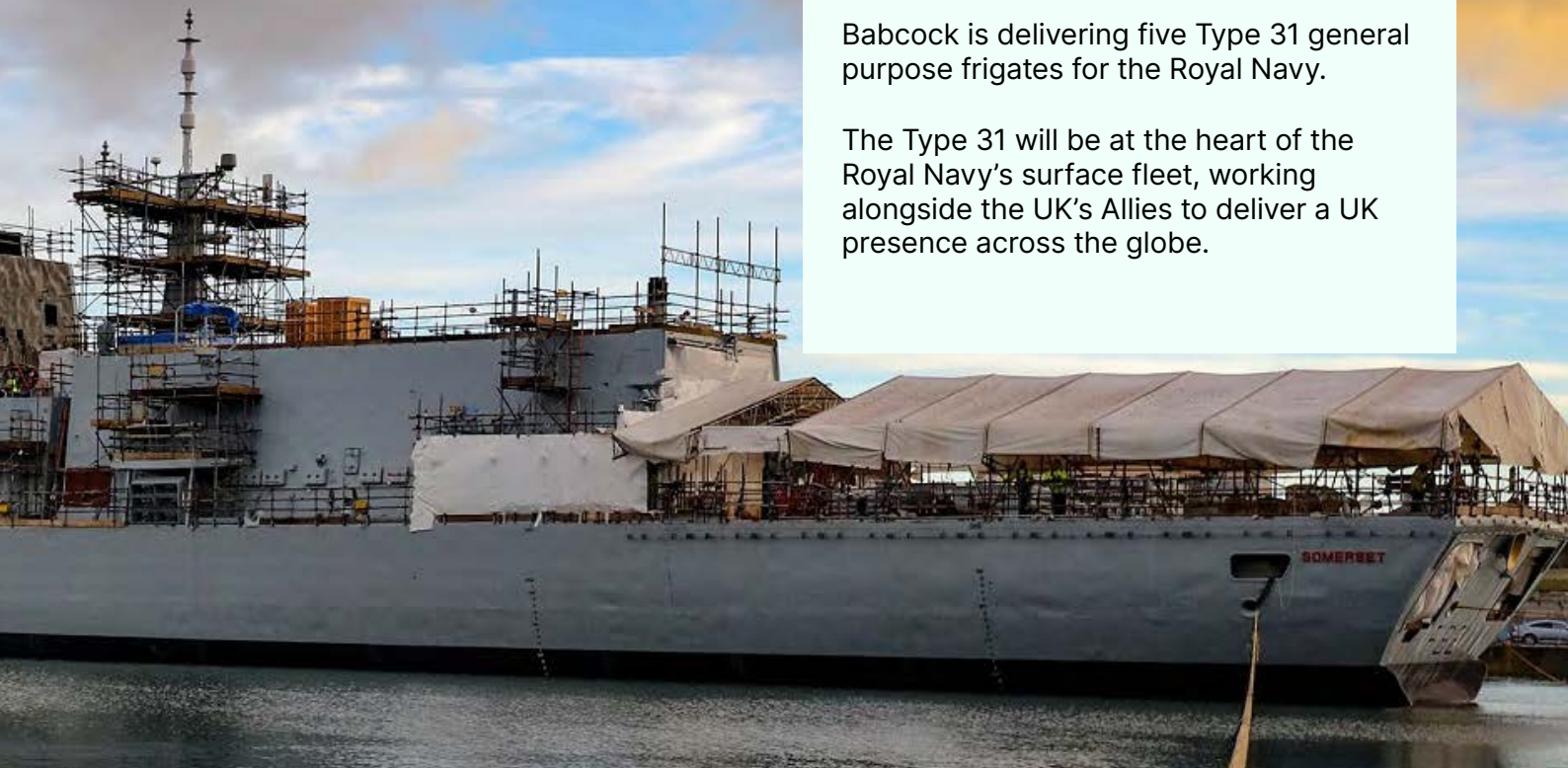
Tahmid
Electrical Engineering Graduate
Programme



Did you know?

Babcock is delivering five Type 31 general purpose frigates for the Royal Navy.

The Type 31 will be at the heart of the Royal Navy's surface fleet, working alongside the UK's Allies to deliver a UK presence across the globe.



I've completed three three-month placements and have already worked on a wide range of projects and had some fantastic experiences – from ferry dry dockings and supporting minehunter vessels to spending time in the engine rooms of the Type 31 frigates.

The variety keeps the work engaging and means I've had the chance to meet and learn from people from all sorts of backgrounds and disciplines – it's a great foundation for my career.

Alan
Naval Architecture
Graduate Programme

Science Programmes



I'm working on diverse projects, exploring various business areas, and receiving invaluable mentorship.

Isabella

Waste Management
Graduate Programme

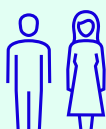


Our science graduate programmes are designed to cultivate the next generation of leaders and innovators. Graduates have a unique opportunity to apply their scientific knowledge in real-world settings, across a variety of cutting-edge projects and disciplines.

We offer a dynamic and enriching environment, perfect for those looking to kick-start their careers with impactful and meaningful work in the science and technical sectors.



Health
Physics



Human Factors



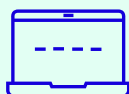
Radioactive Waste
Management



Radiation
Protection



Safety Case
and Hazard
Management



Science and
Analytical
Chemistry

Find out more about these programmes at emergingtalent.babcockinternational.com

Our science
programmes in action

Ensuring energy security



My role at Babcock is vital for ensuring energy security. My work focuses on cleaning up the nuclear legacy and building a future where nuclear power plays a vital role in protecting our nation, securing energy supply, and meeting net zero commitments.

I support the decommissioning of old nuclear facilities and oversee the safe operation and construction of new plants. By ensuring responsible waste management, maintaining strict safety standards and preparing for future advancements, I am helping make our net-zero ambitions a reality.

Thomas
Radiation Protection
Graduate Programme



Did you know?

Cavendish Nuclear is a core part of Babcock International Group's nuclear sector.

At Cavendish Nuclear, our role is to clean up the nuclear legacy and create a world where nuclear plays a key contribution in protecting our nation, ensuring security of energy supply and meeting our net zero commitments.



I joined Babcock because I wanted to be part of creating sustainable energy solutions and protecting the environment.

In my waste and environmental management role, I make sure nuclear byproducts are safely disposed of, which is crucial for keeping public trust and following regulations. By managing nuclear waste efficiently, I help keep nuclear power a stable and reliable energy source, enhancing our overall energy security.

Isabella

**Waste and Environmental Management
Graduate Programme**

Business Management Programmes

The real reward comes from not just completing each project, but growing with each one – building skills which keep me fulfilled and ready for the future.

Aran

Business Operations Management
Graduate Programme

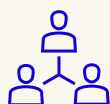


We are looking for the brightest minds in business to help us drive Babcock forward by nurturing our people, looking after our technology, securing new business and so much more.

On each of these programmes, you'll work on a range of projects and focus on our crucial operational challenges.



Accountancy and Finance



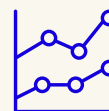
Business Operations Management



Business Winning



Commercial



Data Analytics



Information Technology



Procurement and Supply Chain Management



Risk Management



Supply Chain Planning

Find out more about these programmes at emergingtalent.babcockinternational.com



From the very start, I felt trusted and empowered. I was quickly involved in project delivery and supported with the right training to contribute with confidence.

Matthew
Risk Management
Graduate Programme



Project Management Programmes

● Being trusted to deliver projects that will shape how we operate in the future gives me a real sense of impact and responsibility.

Jennifer
Project Management
Graduate Programme



We have a diverse range of projects underway at any one time, from design and manufacture, to in-service support and capability enhancement.

Join us in Project Management, and you'll identify and manage risk, meet stakeholder requirements and ensure everything is delivered on time, and on budget. It's an opportunity to stretch your skills on varied work that will give you fantastic exposure to our business.

The programme lasts two years and will empower you to meet the Association for Project Management (APM) framework and work towards project management chartership. Over the course of the programme you will be developed through placements on real projects, assignments, formal qualifications, and you will receive mentoring from some of the top project professionals in the engineering sector.



There's a strong focus on professional development at Babcock.

In Project Management, you can join the APM (Association for Project Management) and complete your PFQ (Project Fundamentals Qualification) within the first few months, and your PMQ (Project Management Qualification) later in the programme.

These industry-recognised qualifications support your path to chartership.

On a personal level, we are assigned a mentor at the start of the programme who supports your career path and guides you in the right direction. It's helpful to have someone in the business who can offer an outside perspective.

We also have a buddy, a graduate from the year above, who helps you find your footing at the start. These initial contacts help you to have meaningful conversations about your career goals and start your development early.

Natalie
Project Management Graduate
Programme

Find out more about the programme at emergingtalent.babcockinternational.com

Our business and project management programmes in action²

Embracing opportunities

●
When I found this Commercial programme, it was as if everything fit into place – I could get involved in so many different areas and start discovering what I really enjoy. I've learnt that at Babcock, you can step outside your usual scope and explore new opportunities just by asking. People genuinely want to see you succeed, and that openness has helped me grow in ways I never expected.

Jen
Commercial
Graduate Programme



● The rotational nature of the programme has allowed me to step into new teams, learn new tools, and tackle fresh challenges. Each placement has been a chance to grow, connect the dots across the business, and build a skillset that's ready for the future.

Aran

**Business Operations Management
Graduate Programme**



● My favourite part of the programme has been the exposure to different areas of the business through a variety of placements. The chance to rotate across sectors has given me a broader understanding of how the organisation operates and allowed me to develop a wide range of skills. Each placement brought new challenges and learning opportunities, which kept the experience fresh and engaging.

I've particularly enjoyed working alongside industry leaders – being able to learn directly from experienced professionals has been incredibly valuable. Their guidance and insight have helped shape my development and given me a clearer vision for my future career path.

Jennifer

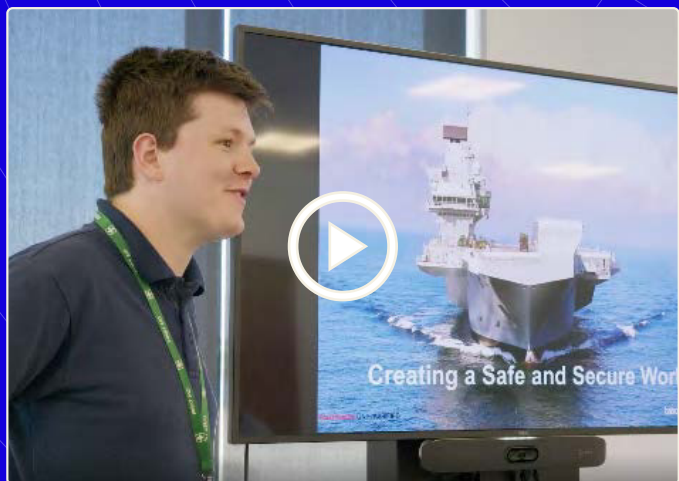
**Project Management
Graduate Programme**

Meet our graduates

In these short films, our graduates reflect on their experiences, the exciting and diverse projects they've undertaken, and the fulfilment they find in contributing to a safer, more secure world.



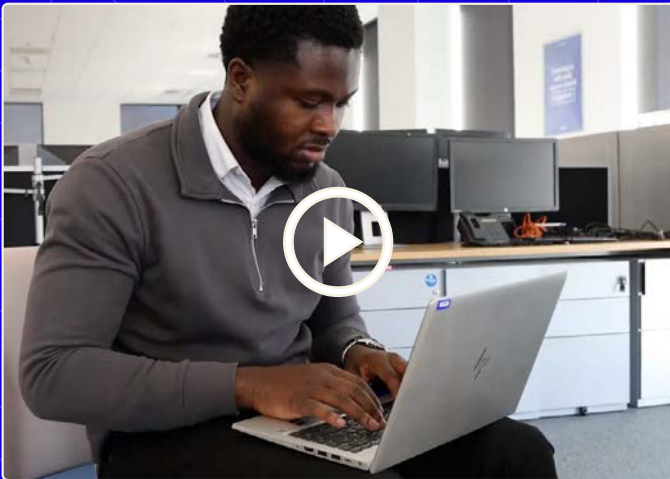
Natalie
Project Management



Harry
Naval Architecture



Sonali
Systems Engineering

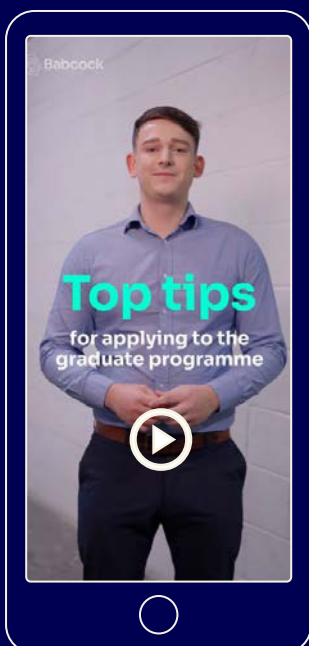


Carys and David
Electrical Engineering



Duncan
Mechanical Engineering

How to apply



Graduate top tips

Watch the film



My advice is to show curiosity and a willingness to learn throughout the recruitment process. Collaboration is also central to the programme and the company culture, so demonstrating strong teamwork skills will go along way.”

Sonali

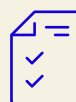
Systems Engineering
Graduate Programme



Step 1 Apply online

Please explore your options and apply to the programme that best aligns with your passions and interests.

Once you click 'Apply', you'll be directed to our application site. There, you can set up a candidate profile and begin your application.



Step 2 Online assessments

If you're shortlisted, you'll be asked to complete some online assessments. These help us select candidates to invite to our assessment centres or interview

Depending on the programme you apply for, you may also be invited to complete a one-way video interview before moving on to the next stage.



Step 3 Interview/ assessment centre

Our assessment centres and interviews typically run from November to March. This is our chance to find out more about you and your chance to find out more about us.



Step 4 Offer

Soon after your final assessment, we'll let you know if you've secured a place.

Hints & Tips

- > Get to know us and what we look for – **emergingtalent.babcockinternational.com** is great place to start, but **babcockinternational.com** is also worth a look.
- > Check that you meet our degree requirements, are eligible to live and work in the UK, and can meet Ministry of Defence security requirements.
- > Make a good first impression by putting plenty of time and effort into your written application.
- > Keep it simple, stick to plain English and let your achievements speak for themselves.
- > Ask questions at the interview or assessment centre – it's a chance to find out more about us and confirm whether or not we're right for you.
- > Submit your application sooner rather than later – we review applications in the order we receive them and may close roles earlier than advertised.

Connect with us

We hope you have enjoyed reading this brochure and look forward to receiving your application.

Find out how you can work with us to create a safe and secure world together at **emergingtalent.babcockinternational.com**



Babcock
Future Talent



Babcock
International Group



Babcock
International



Working at Babcock
International Group





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