PUSH YOUR BOUNDARIES WITH A CAREER AT CANARY WHARF GROUP

The Graduate Programme
Canary Wharf Group’s Graduate Programme will provide you with an excellent opportunity to develop and utilise your technical skills for the future.

We are committed to investing in graduates and provide a structured development programme for those who aspire to fulfil their long term career goals.
## Become part of our team

| **1,200** | Total number of Canary Wharf Group employees with all of the skills required to perform the complete sequence of activities in the property design, development, leasing and management chain |
| **30 +** | Years of experience in the UK, following many more years of individual experience in the USA, Canada and worldwide within the Executive team |
| **5,800 +** | New homes within CWG's development pipeline across London |
| **7,772m²** | Area covered by green and brown roofs planned across new developments |
| **18 million sq ft** | Total square footage of mixed-use development constructed across London by Canary Wharf Contractors (CWC), the construction division of CWG |
| **£7.2 billion** | Value of CWG's portfolio |
| **11.3 million sq ft** | Of mixed-use development in CWG's development pipeline |
| **£1.336 billion** | Value that CWG have put into local, small business suppliers through local procurement projects |
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We are searching for highly motivated, enthusiastic graduates with the ability to innovate and contribute to our strong team ethic.

What you’ll get:

During the two year programme we will provide you with:

- Experience within your chosen field, working on some of London’s most exciting landmark projects, developing technical skills amongst supportive colleagues
- Training courses covering technical, safety, leadership and personal development
- Day-to-day support and guidance from your experienced line manager
- A mentor to support your career development
- Opportunity to participate in fundraising projects and team building events
- Annual performance appraisal
- Secondment to supplement your experience if required
- Networking opportunities with high profile senior colleagues, consultants, contractors and fellow graduates
- Membership of your chosen professional institute and support to achieve chartered status
We will support and encourage you on your journey to become chartered with your chosen institute:

Helping you be the best you can be

We are committed to motivating our staff by developing their skills and knowledge to carry out their job efficiently for the overall success of the Company. We want all our staff to achieve their potential, both personally and professionally, including the achievement of professional qualifications in their chosen disciplines.

We are continually reviewing our Graduate Programme to provide newly qualified talented people with an opportunity to work within a highly professional, versatile organisation.

We expect that you will want to become professionally qualified and we will support you as best we can in achieving this goal. You must of course play your part and work in partnership with your supervisor/mentor and keep all your training records up-to-date.

We hope that our graduates will embrace these developments and training opportunities and in turn contribute to the Company’s success.

Structured Development Programme (2 years)

Our Graduate Programme will take you on a development journey which will offer a rich and long lasting experience acknowledging the key role of self-driven learning. The programme will incorporate a blended approach to learning, such as:

- Regular training workshops
- Residential team building
- Social learning
- Diagnostic tools
- Personalised support and coaching
- Mentoring
- Personal development planning

Training and development
Our graduate opportunities vary each year depending on business requirements. We typically recruit graduates in the following areas:

- Project Management
- Design Management
- Construction Management
- Quantity Surveying
- Engineering Surveying
- Construction Planning
- Town Planning
- Financial Accounts
- Business Planning & Appraisal
- Marketing
- Arts & Events
- Retail Leasing
- Property Management

For specific information on the roles we are recruiting for, please visit our website: group.canarywharf.com/careers/opportunities

What we need from you...
- A recent (within the last 2 years) relevant degree qualification
- Proof of eligibility to work permanently in the UK
- Willing to work in London locations
- An enthusiastic approach with career advancement aspirations
Meet our graduates

Our people make our Company

Lauren Tawn
Assistant Engineering Surveyor
I am based at Southbank Place, a £1.5 billion mixed use development of residential, office and retail space. My responsibilities as part of the surveying team are to provide the primary horizontal and vertical survey control on site.
I have developed my skills and knowledge as a surveyor and a manager which has allowed me to increase my responsibilities and to lead a survey team myself.

Eamon O’Keeffe
Assistant Development Manager
The structured development programme provides you with training in a number of key competencies which help you to better perform your daily tasks and effectively apply the skills and knowledge obtained at University. There is also no denying how much you learn and grow every day working alongside the experienced and industry leading professionals here at CWG.

Jette Lutz
Executive Assistant
It’s been great to immerse myself in working with a diverse group of people from across different departments at CWG. It’s given me the opportunity to meet new people, make new friends and learn about different aspects of the Company. I’m especially happy with being assigned to a mentor who has been really supportive and informative.

Sabbir Hossain
Assistant Development Finance
I have been provided with an insight to various aspects of construction finance which is fundamental to property development. This has helped me to build a rapport with both internal and external stakeholders. The fast paced working environment has given me plenty of opportunities to learn and develop from colleagues and senior professionals at CWG.

Faraj Jamal
Assistant Project Manager
CWG has many social events throughout the year. I particularly enjoy the Dragon Boat Race in which colleagues, trade contractors and consultants from different projects compete. It’s a fun, enjoyable event that encourages teamwork and socialising. CWG also hold leadership seminars throughout the year, these seminars allow us to hear inspirational stories from great people who have achieved amazing things in their lives.

Valentina Caoduro
Assistant Project Manager
CWC have given me the opportunity to manage and coordinate complex structural design on a 60-storey residential iconic building, which has strengthened and developed my competencies. I am also a graduate member of the ICE and CWC are providing me with a supervising civil engineer who, through mentoring and the recognition of my work experience, is guiding me towards chartered status.

Giulio Ferroni
Assistant Design Manager
Being part of the Graduate Programme has been very beneficial to my professional growth. The structured development programme has provided training different to University which has helped me to quickly adapt to a new working environment and to pick up useful skills which are essential for my current position. The programme helps to create a strong network of connections within the Company.

Aylin Bikim
Assistant Personnel Officer
The Company promotes a “can do” attitude and this is led from the top down. I have been given training and support to enable me to take on my own responsibilities from day one. This has helped build my confidence and knowledge within my field. The opportunity to work on an assignment linked to CWG’s strategic objectives has enhanced my key business skills.
Team building and fundraising activities

CWG adopts a company-wide ethos of teamwork and recognising potential, and appreciate that this culture is developed both in and out of the workplace. As a Company, we organise team building activities which are specifically designed to promote teamwork, leadership and performance.

The Graduate Programme commences with a launch event which will provide you with an opportunity to connect and build relationships with colleagues and start your development journey.

In addition, CWG organises a range of events in order to raise funds and support various charities and good causes.
Rewards & Benefits

At CWG, we appreciate hard work and commitment and to recognise your contribution, you will receive an excellent rewards and benefits package, detailed below:

– A competitive salary with an annual review
– 25 days holiday (plus Bank Holidays)
– Membership of our contributory pension scheme with the Company offering up to 12.5% of your salary
– Private Healthcare
– Private Dentalcare
– Life Assurance
– Employee Assistance Programme
– Annual membership fees of your chosen professional body

We know how important work-life balance is so we offer:

– Subsidised health club membership
– Buying and selling of holiday
– Season ticket loan
– Cycle to work scheme
– Discounts & cash back with high street retailers
How to apply

We list vacancies for all our opportunities on the Career Opportunities page on the website: group.canarywharf.com/careers/opportunities
You’ll be able to make your Graduate Programme application from September until the closing date which is usually at the end of December. When the vacancies have been advertised you can click on the position you are interested in, where you will have the opportunity to write a covering letter and attach your CV. Your CV will be used to match your skills to our needs.

On successfully passing the first stage of the recruitment process you will be contacted to discuss the assessment process. You will be asked to complete two online psychometric tests prior to attending an assessment. Don’t worry – you will be given plenty of time to complete these tests along with guidance notes to help you prepare!

The assessment, which is the final stage of our recruitment process, will include an interview and a written exercise. The assessment will normally take place in February at One Canada Square, Canary Wharf, London which gives you an excellent opportunity to meet members of the team.

Successful candidates will receive a job offer in March to start with CWG in September that year.

HINTS AND TIPS

We are looking for...
Recent graduates who are enthusiastic and responsible with excellent communication skills and the ability to solve problems.

Your online application
Proof read everything, attention to detail is important!

Psychometric tests
- Be honest
- Ensure that you prepare properly using the information and practice tests provided – we have given it to you for a reason
- Remember that accuracy and speed are equally important
- Ensure you are uninterrupted and keep focussed

Assessment
Stand out by having a sound knowledge of CWG. You do not need to know everything, however it is important to increase your knowledge of the Company before applying, we appreciate it during the assessment process! Before the day think about the qualities that we are looking for and prepare examples to display these competencies. Try to relax during the day – we want to see your personality shine through!

Follow us
Website: canarywharf.com
Twitter: @CanaryWharfGrp
Linkedin: Canary Wharf Group plc