



# Graduate programmes

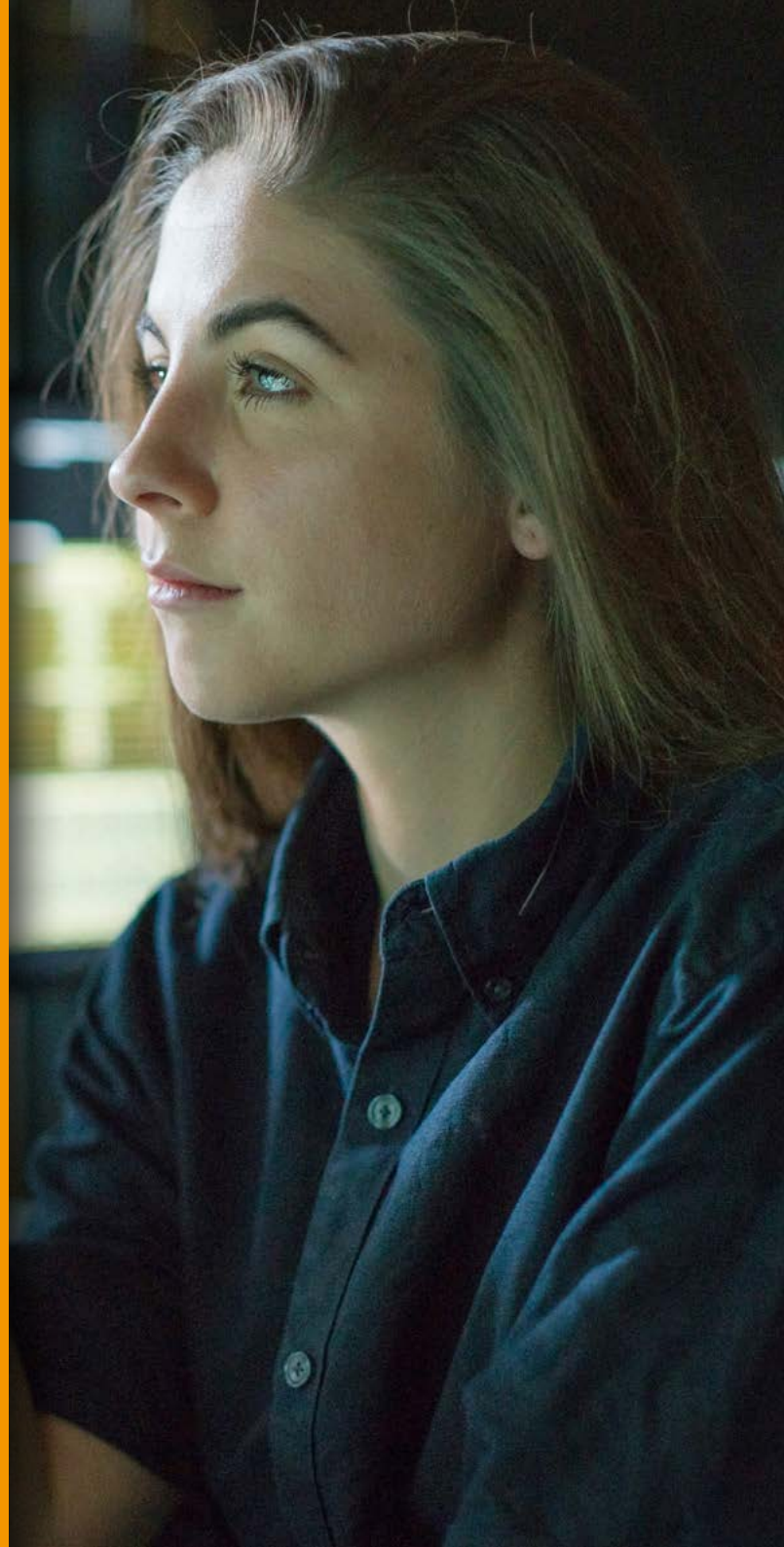


## Graduate programme

#nationalhighways

### Contents

- 3 About us
- 4 Our graduate programmes
- 4 The graduate community
- 5 Who can apply
- 7 What our graduates say
- 10 Find out more today



# About us

We're the government-owned company that builds, operates and maintains England's motorways and major A-roads. As well as managing one of the largest road networks in the world, we provide important information and safety advice for the millions of people who use it. We connect the country, keep road users safe and enable our economy to thrive.

### Safety, Customer Service, Delivery

Our imperatives guide all our activity and remain our focus – keeping people moving today and moving better tomorrow.

### Our values are who we are: Safety, Teamwork, Ownership, Integrity and Passion

We're also very much focused on equality, diversity and inclusion to ensure we provide opportunities for everyone nationwide.

### Connecting the country

We believe that connecting people builds communities, creates opportunities, and helps our nation thrive.

### We care about your journey

We aim to ensure that our customers have safe and reliable journeys. We do this through the operation, maintenance and enhancement of one of the world's most advanced road networks.

**Want to be a part  
of our journey?**





## Graduate programme

We're looking for strong team players and effective communicators. Graduates bring new and innovative ideas which help us move forward as an organisation. Maybe we have the programme for you?

**Project Management** – Offers a dynamic learning experience for budding project managers, helping them to develop their knowledge, skills and role behaviours.

**Environment** – Gives graduates interested in a career in environmental practice a wide variety of experience in the areas of biodiversity, air quality, noise, cultural heritage and water.

**Quantity Surveying** – An ideal graduate scheme for quantity surveying graduates, allowing them to work towards a RICS chartership and giving them experience in negotiating contracts and prices, and managing projects.

**Civil Engineering** – Working on the client side of our business, graduates work towards a ICE chartership and build their experience in civil engineering via rotational placements and secondments.

**Generalist** – Gives our graduates the opportunity to experience several of our business areas, including communications, stakeholder management, economics and policy development. A great starting point if they're unsure what their path might be.

**Digital** – Enables graduates to learn about our operational technology and planned projects in cyber security, AI and data management.

Please contact our team for a full list of available programmes.

## The graduate community

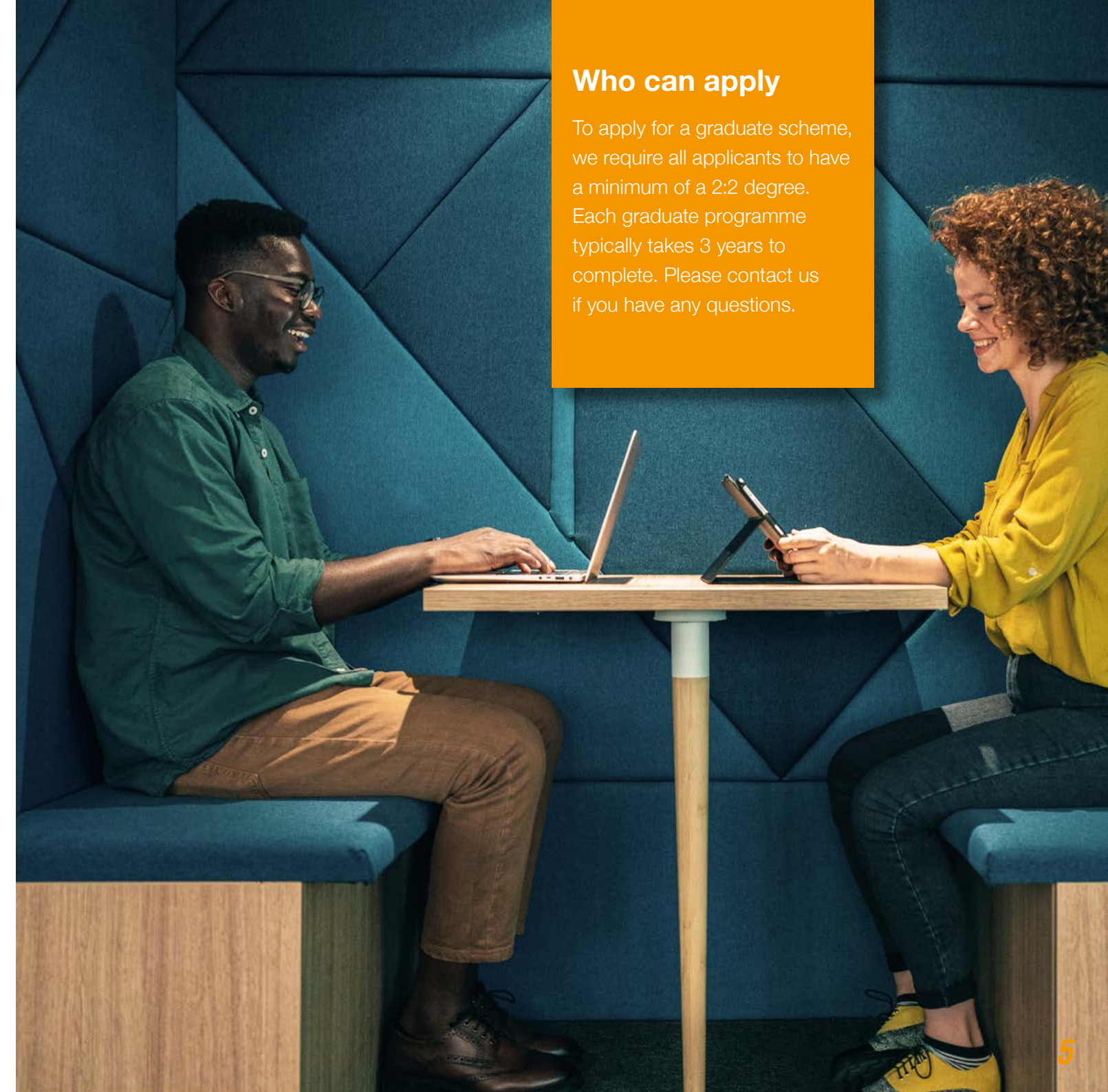
From day one, you'll become a key member of our established graduate community. As well as attending regional events, the community hold several national events designed to bring everyone together to share experiences and network.

Annually, we also hold an awards ceremony to celebrate the successes of our early talent. Whether this is your first step into work, a change of direction, or you're looking to develop in your chosen field: we have what you need.

By combining working and learning together you can gain valuable experience and pave the way for a bright future.

## Who can apply

To apply for a graduate scheme, we require all applicants to have a minimum of a 2:2 degree. Each graduate programme typically takes 3 years to complete. Please contact us if you have any questions.







## What our graduates say



### **John Tatsis – Graduate Project Manager**

I joined the Project Management Graduate Scheme in September 2023 after university, and it's been a brilliant and rewarding experience. The culture at National Highways is supportive and grounded in our values of safety, integrity, passion, ownership and teamwork. I've experienced this through the placements I've undertaken across the business. I've also worked towards a qualification from the Association of Project Management (APM), which has been an important part of my development.

I've completed two exciting placements across the business and I'm now on my third, working within the HS2 interface team. This role allows me to collaborate with HS2 and their suppliers to enable works while ensuring minimal disruption to the strategic road network and our customers. It's a fantastic opportunity to see the impact of our efforts at National Highways first-hand.

One of the standout aspects of my experience so far has been the fantastic support from my line manager and mentor. Their encouragement has been invaluable, particularly in navigating challenges and seeking further opportunities for growth. The emphasis on flexible working at National Highways has also greatly contributed to my wellbeing, allowing me to balance my professional commitments with personal life.

As a representative on the Early Talent Committee, I've also had the opportunity to shape initiatives that support and develop our Early Talent Network. Recognition and reward are central to National Highways culture. Our annual Early Talent Awards celebrate the achievements and progress of graduates, and events like the Early Talent Conference allow us to come together and share successes.

It's been a dynamic and fulfilling experience, both professionally and personally. National Highways is absolutely the best place to be on a Graduate scheme!



### **Molly Green - Generalist Graduate**

When I finished university, I wasn't sure which type of graduate scheme I would apply for as I didn't want to limit myself to a specific area. I applied to the Generalist Scheme because it allows you to move around different departments to see where your skills will fit best. It was the best decision for me, because I got to work with so many different teams and colleagues and develop new skills.

My scheme has allowed me to learn on the job and study for a recognised national qualification. I have had the opportunity to attend several different events, build networks with the UK's largest contractor and consultancies such as Skanska and PWC. I've even been on a ride out with our traffic officers!

This graduate scheme has really made me feel more confident in my abilities and my line managers and mentors have been extremely supportive. National Highways is an ideal place for a graduate who is looking to thrive in a large organisation. National Highways care for your health, safety and wellbeing and inspire you to follow their values.



**Elena Cottrell –  
Graduate Environmental Specialist**

Whilst studying Geography at university, I developed a passion for environmental sustainability and realised I wanted to pursue a career in this field. As I explored career opportunities, the National Highways Environment Graduate Scheme stood out. It offers a structured pathway for professional development and technical training, whilst providing opportunities to develop practical project management skills and knowledge.

My graduate programme began in September 2023, working within the Operations North-West Environment Team. My role in this team includes assessing potential environmental risks and opportunities within asset schemes in the region, identifying environmental asset needs, and supporting the development of environmental and wellbeing improvements. During my first year, I gained valuable insight into environmental management within the transport sector. The support from my team and the early talent network has been essential in developing my environmental expertise and professional skills.

The graduate scheme has enabled me to explore opportunities beyond my role in other disciplines, including scheme delivery and data management, which has provided me with a wider understanding of the organisation. I have enjoyed getting involved in project site visits, botanical and wildlife surveys, habitat assessments, and I've helped deliver training and presentations. Next, I'm going on a six-month placement with a Wildlife Trust, where I will further expand my knowledge of environmental projects and initiatives from a charity perspective.

The supportive culture at National Highways has been a key contributor to my success, allowing me to develop professionally and achieve personal accomplishments, including being awarded 'Graduate Rising Star of the Year'.

I highly recommend the National Highways Graduate Scheme. It has been incredibly fulfilling and an excellent start to my career, offering professional development and the chance to make a meaningful contribution.



**Kovarththanan Nesarasan –  
Graduate Civil Engineer**

I joined National Highways in September 2022 as a Graduate Civil Engineer. I am working on the M25 J10/A3 Wisley Interchange Improvement Project (Major Project). The M25 junction 10 project is approximately £320 million in value. My current role as a graduate civil engineer in M25 J10 is to support National Highways NEC Supervisors and Project Managers.

Working on National Highways major project is useful for graduate civil engineers to learn and gain experience from talented and experienced engineers and project managers. M25 J10 is my first on-site project, and I am enjoying it. The environment at National Highways is supportive. My manager and team always help me to develop my skills and knowledge. I will recommend applying to National Highways graduate schemes.

National Highways' Early Talent Network always helps and motivates graduates, apprentices and placement students. I received the 'Regional Graduate of the Year 2024 (South)' award and was also shortlisted for the 'Unsung Hero of the Year (Graduate)' award this year at the National Highways Early Talent Awards Ceremony in June 2024. This was in recognition of my outstanding progress/development in my respective areas, and actively making a positive impact within National Highways which increased my confidence and valued my hard work. I am looking forward to continuing to develop my career at National Highways.



**Jacob McGhee – Engineer**

I joined National Highways in 2018 as a Graduate Civil Engineer. During my 3-year Graduate programme, I was provided the opportunity to complete various placements within different departments. The support I was given during each of these placements enabled me to gain a broad range of knowledge and experience within the company.

Following the completion of my graduate programme, I obtained a permanent role as an engineer. In this role, I have been responsible for the preliminary design of numerous Safety and Congestion schemes.

I will soon be completing my Engineering chartered review, and this would not be possible without the support I have received from all those I have worked with over the last 6 years. I have been constantly provided with new opportunities to enhance my own professional development.

I can't speak highly enough of my experience – both as a graduate and during my permanent role. I am thoroughly looking forward to continuing my career within National Highways and seeing where it leads.





**Find out  
more today**

If you're considering an application to one of our graduate programmes, we'd love to hear from you. We aim to offer a useful and meaningful experience for every graduate we take on.

To find out more about National Highways and what it's like to work for us, use the QR code below.



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