

Graduate Training Programme



Transport Planning
Travel Planning
Travel Plan Coordination

Welcome to the Graduate Programme!

Paul Basham Associates is an award winning multi-disciplinary consultancy specialising in **Civil & Structural Engineering**, **Transport Planning** and **Travel Planning** with offices located in Fareham, Oxford, and Cambridge.

We are currently recruiting for **Graduate Transport Planners** to start in the **Summer** across all offices who have a genuine interest in the transport industry. We are looking for hardworking, enthusiastic and diligent people to join our dedicated team with a degree in a relevant subject (Geography, Sustainable Development, Town, or Transport Planning). Other related degrees may be considered.

As a graduate at Paul Basham Associates you will benefit from:

- ✓ A well-established Graduate Training Programme.
- ✓ An experienced Mentor who will guide you with quarterly progress reviews & day-to-day mentoring.
- ✓ The opportunity to complete a Masters in Transport Planning.
- ✓ Opportunities to become involved in all areas of the business from preparing transport reports to marketing and client meetings.
- ✓ A friendly, enthusiastic team who will be keen to get you involved from the outset.
- ✓ Numerous staff benefits including annual salary reviews, salary sacrifice scheme, company pension scheme, private healthcare, company bonus scheme, professional membership subscription and so much more!

.....

To apply, please send your CV & Covering letter to
jobs@paulbashamassociates.com

If you would like any further details, please do give us a call on
01329 711000

Staff Benefits



PENSION SCHEME



**EMPLOYEE ASSISTANCE
PROGRAMME**



**PRIVATE
HEALTHCARE**



**GENEROUS ANNUAL
LEAVE ALLOWANCE**
(PLUS YOUR BIRTHDAY OFF!)



**THE ABILITY TO BUY
& SELL HOLIDAY**



**REIMBURSEMENT
OF WORK RELATED
MILEAGE**



SICK PAY



**BONUS SCHEME &
ANNUAL SALARY
REVIEWS**



**FLEXIBLE WORKING
PRACTICES**



**BIKE TO WORK
SCHEME**



**PAYMENT OF A
PROFESSIONAL
MEMBERSHIP**



**ADDITIONAL
PARENTAL BENEFITS**



**MENTAL HEALTH
FIRST AIDERS**



**TRAINING/CPD
OPPORTUNITIES**



**CHARITY/COMMUNITY
DAY**



**ANNUAL FLU
VACCINATIONS**



HOME WORKING



**DRESS DOWN
FRIDAYS**

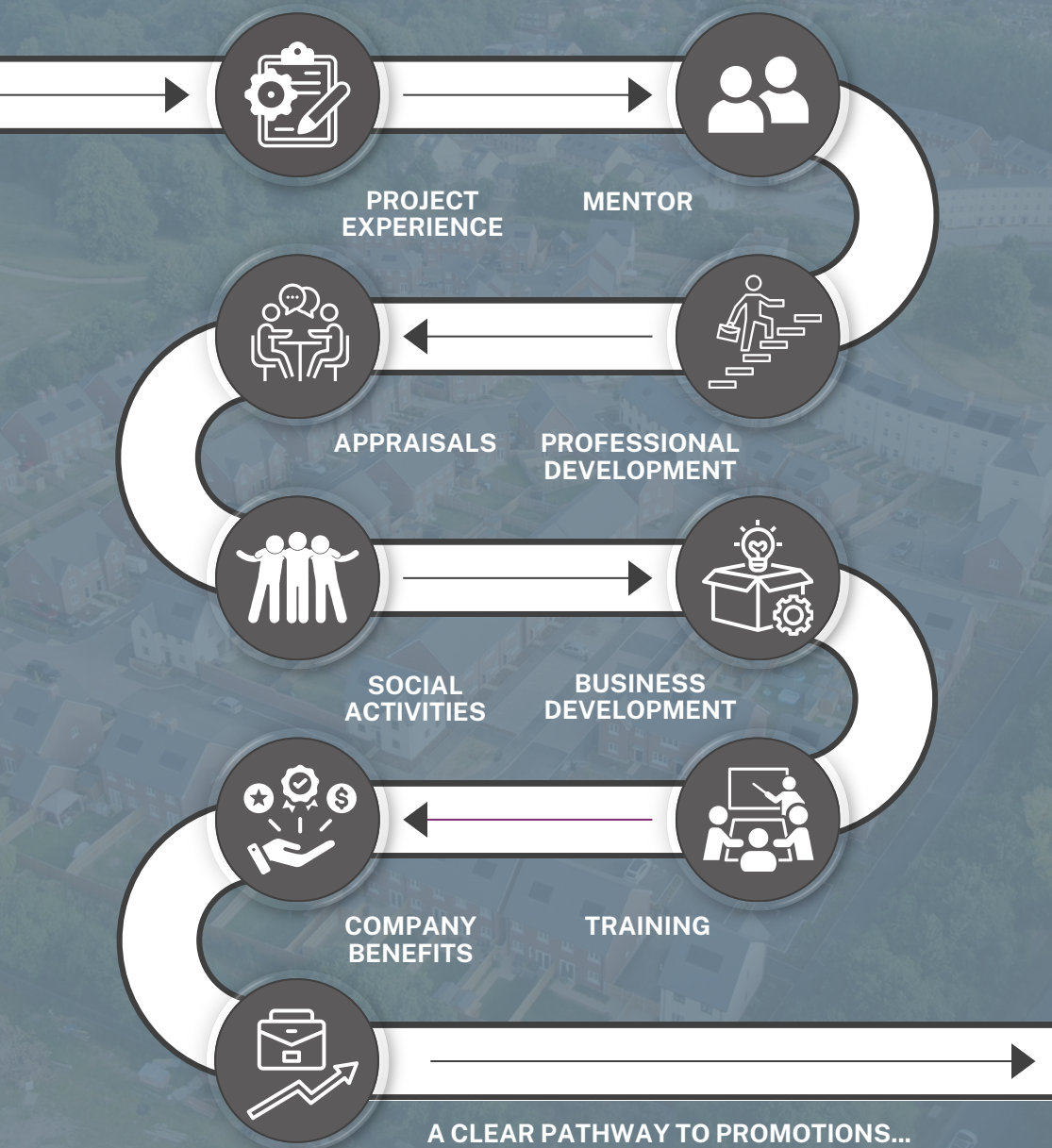


**ANNUAL
APPRAISALS**



SOCIAL EVENTS

What can we offer?



Your Career Timeline

We pride ourselves on the growth and development of our staff, with many of our past graduates now leading their own teams and regions. We believe in giving everyone the tools they require to help them on the way to achieving their professional goals. Here is an example of what your career with us has the potential to look like.

1-12
months

A steady introduction to the world of Transport Planning, consisting of 1-1 support from your mentor, training sessions, quarterly catch-ups, two appraisals, and two specialised Graduate Training Days.

12-18
months

Successful completion of the Graduate Training Programme and promotion to Assistant Transport Planner. You will also have the opportunity to start managing and overseeing your own projects!

3-4
years

Promotion to Transport Planner and the opportunity to undertake a Masters (MSc) in Transport Planning that will be fully funded by the company.

5-6
years

Promotion to Senior Transport Planner and the opportunity to undertake line management duties and the mentorship of junior members of staff. You will also be introduced to Appeals & Public Consultations.

7-10
years

Promotion to Principal Transport Planner/Associate and the opportunity to lead your own team, develop Key Performance Indicators, win work for the team, and attend hearings/public enquiries as an expert witness.

10+
years

On route to becoming a member of the Senior Management Team...

What our past and present Graduates have to say...



Ollie Samuel-Camps
Graduate Transport Planner
Joined the team in 2023

"I joined Paul Basham Associates in July 2023 after taking a year after university to determine what I wanted to pursue for a career. At the time I had no idea what a Transport Planner was! But the Graduate Scheme provided an excellent platform to introduce me to what the job entails and what a career in Transport Planning can look like with report writing, client meetings and design work just some of the work I get involved with. From my first day the team at Paul Basham Associates has helped me feel extremely welcome and supported and I know that I can ask anybody both in my local team in the Southern Office and in the Central and Eastern offices a question or for some assistance with any project I'm working on. The opportunity to attend both social events and business events has also helped me gain a greater knowledge of working in the industry and helped me settle in so quickly."

"Completing the Graduate Training Programme has been an enjoyable and rewarding experience. Before joining, I had little to no knowledge of Transport Planning, yet from my very first week I was encouraged to get involved in exciting projects and given a great platform upon which to learn in a comfortable and fun environment. Getting the chance to learn from and work alongside a friendly team of varying expertise and experience has helped to develop my own skillset and knowledge of the industry so that now I am confident in undertaking project work and taking on more responsibility. Additionally, the company provides everyone with equal opportunities to get involved in other activities and events outside of the office, both work related and social, so there's always something to look forward to!"



Luke Millar
Transport Planner
Joined the team in 2021

"Being part of the company's Graduate Training Programme has been a positive experience both in terms of the skills learned and the team which I have been working alongside. It's rewarding to be able to look back and see the progression from learning the basics to being able to carry out project work independently and begin to see schemes get permission. Within the first few days of starting I was exposed to project work and from here on was encouraged to gradually develop my skills through further exposure to a wide range of projects throughout the course of the programme."



Laura Jones

Senior Transport Planner

Joined the team in 2017



Harry Cross

Principal Transport Planner

Joined the team in 2014

"I joined Paul Basham Associates as a Graduate Transport Planner in 2014. To be here for that length of time just goes to show how fantastic a place it is to work! The Graduate Training Programme is completely geared up towards providing as much knowledge and on the job training to new graduates starting their career in Transport Planning, even if you have no prior knowledge of the industry. We all have a vested interest in seeing a graduate career develop to become a vital member of the team, and will give new team members exposure to project work from the outset meaning your skills will develop rapidly. Working here is very rewarding, with great opportunities for career progression as well as a great sense of team spirit. I would really encourage prospective graduates with an interest in geography and the built environment to apply, and who knows... you could be writing a testimonial yourself for Paul Basham Associates in 10 years time!"

A typical week as a Graduate Transport Planner

One of the many reasons our graduates enjoy the Graduate Training Programme so much is due to the variety of work they get involved with, and the abundance of training opportunities available. No two days are the same and there is always something new and exciting to learn about!

To give you an idea of what our Graduate Training Programme is like, here's what a typical week might look like for you:

Monday

- Chat with mentor to review your workload for the week ahead
- Project work

Tuesday

- CPD/Training session
- Project work
- Site visit

Wednesday

- Training workshop with other graduates
- Project work
- CAD work

Thursday

- Report writing
- Data collection
- Site visit

Friday

- Project work
- CAD work
- CPD/Training session

Typical Projects

The projects we work on at any given time are from a variety of different sectors, giving you the rare and unique opportunity to get a taste of everything that comes through the door. Here are a few case studies that will give you an idea of typical projects that current and previous Graduates have assisted with, and you could too...



North Stoneham Park, Eastleigh

Client: Highwood Group

Sector: Residential

Services: Transport Planning, Travel Planning & Highway Design

What is it: A new community including 1,180 dwellings, a local centre, offices, care village, sports provision and Primary School.



Image courtesy of Buckland Development Ltd

Welborne Village Centre, Fareham

Client: Buckland Development Ltd/Welborne Land Ltd

Sector: Residential & Infrastructure

Services: Transport Planning & Civil Engineering

What is it: A new generation sustainable garden village including a community for 15,000 people to live, work and play.



Winchester Road, Whitchurch

Client: Barratt David Wilson Homes

Sector: Residential

Services: Transport Planning & Civil Engineering

What is it: 100-home development known as 'Mill Springs'.



Nomad London, Covent Garden

Client: Sydell Group

Sector: Sports & Leisure

Services: Transport Planning & Civil Engineering

What is it: A 91 bedroom luxury boutique hotel with restaurants, bars and police museum.



Dorothy Wadham Building, Oxford

Client: Wadham College, Oxford

Sector: Education

Services: Transport Planning

What is it: Redevelopment of a disused car showroom and garages to 117 student rooms, 11 self-contained flats and commercial units.



Image courtesy of Nora Walter

Downing College Student Centre, Cambridge

Client: Downing College

Sector: Education

Services: Transport Planning

What is it: A new student centre on the site of the existing Butterfield Building.



Image courtesy of HTA Design

BDW3, Darwin Green, Cambridge

Client: Barratt David Wilson, Cambridge

Sector: Residential

Services: Transport Planning & Civil Engineering

What is it: 210-home development which followed our previous work on another phase of the Darwin Green One site.

How to apply: A recap

If you are an enthusiastic and motivated individual with a keen interest in Transport Planning and a passion for career development, then we'd love to hear from you!

To apply, please send a copy of your CV and Covering Letter to **jobs@paulbashamassociates.com**.

For more information on our vacancies, please visit our website: <https://paulbashamassociates.com/about-us/careers/vacancies/> or by scanning the below QR code:





Southern | Central | Eastern
jobs@paulbashamassociates.com

pb paulbasham
associates