

An aerial photograph of a construction site, featuring a large grey diagonal overlay that serves as a background for the text. The site includes a road, a green field, a small pond, and various construction vehicles and equipment.

Apprenticeship Programme



Civil & Structural
Engineering

Welcome to the Apprenticeship 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 offering an exciting opportunity for **Level 3** and **Level 6 Apprentices** to support the technical design and project management of a diverse range of projects within an expanding Civil & Structural Engineering team. We have opportunities available in Fareham, Hampshire.

As an Apprentice at Paul Basham Associates you will benefit from:

- ✓ Opportunities to work in several different areas of engineering such as structures, drainage, and highways across all project stages (pre-planning, planning and construction)
- ✓ Exposure to a wide variety of sectors including Residential, Commercial and Education
- ✓ Exposure to leading UK Developers, Planners and Architects
- ✓ Exposure to various technical software packages, including 3D Modelling
- ✓ The opportunity to work towards a professional qualification with ongoing support and on the job training with a friendly and enthusiastic team, keen to get you involved from the outset
- ✓ Numerous staff benefits including an ICE or IStructE membership subscription, annual salary reviews, company pension scheme, private healthcare, a company bonus scheme and much more!

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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**



**ANNUAL
APPRAISALS**



**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**



SICK PAY



SOCIAL EVENTS

Level 3 progression routes

Paul Basham Associates are fully equipped to support you with the start of your career, which for us means getting your foot through the door of a successful multi-disciplinary consultancy! Whether you're looking to become a successful Engineering Technician, or go on to become a Chartered Engineer, here is what your career timeline might look like with us...

1-2
years

Commencement of your Level 3 course, and gaining a steady introduction to the world of Civil/Structural Engineering, depending on which area you would like to specialise in. You will have plenty of support and on-the-job training, and one day per week on 'day release' to college where you will attend classes and workshops with your fellow students. After just 1 year of study, you will be eligible to register with the Engineering Council as an Engineering Technician (EngTech).

2-3
years

Upon completion of your apprenticeship, you will be given all the support, tools, and experience you'll need to specialise as an Engineering Technician without the need for undergoing further study at University if you don't wish to. This will include getting stuck into a wide range of projects in a variety of different sectors, exposure to clients and architects, and continual development of your technical skills. If further study is something you would like to do, we can enrol you onto a Degree Apprenticeship course (Level 6) which runs for 5 years.

3-4
years

If you opt to go down the Engineering route, you will have the opportunity to be promoted to Assistant Engineer and take on more complex projects and the training of more junior members of staff. If you follow the Technician route, you'll be looking at a promotion to Senior Technician.

5+
years

Regardless of the path you wish to take, there are plenty of growth and development opportunities ahead...

Level 6 progression routes

Have you just completed a Level 3 course, and are now looking to further your studies? or perhaps you're looking to get into Engineering with the view to becoming chartered? If so, we are here to support you through your journey with the ICE.

1-2
years

Enrolment onto your Apprenticeship course and gaining a steady introduction to the world of Civil & Structural Engineering. You will receive 1-1 support from your mentor, regular training sessions, and annual appraisals.

2-5
years

You don't need to have completed your Apprenticeship to be given a promotion! In just 2 years, depending on what route you've taken so far and what route you plan to take; you could be promoted to either Technician or Assistant Engineer.

5-6
years

Successful completion of your Apprenticeship and graduating from University! Throughout your studies, you have been working towards Incorporated status through the ICE, and will likely be undertaking your End Point Assessment at this stage.

6-7
years

Further promotion and the opportunity to begin managing more complex projects, as well as line managing and mentoring more junior members of staff.

7-8+
years

Further promotion and having ownership of more complex projects. By this point you will have achieved Chartership through the ICE if this is something you wish to pursue.

This won't be the end of your journey. There are still plenty of growth and development opportunities ahead!

A typical week as an Apprentice

One of the many reasons our Apprentices enjoy the role 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 Apprenticeship Programme is like, here's what a typical week might look like for you:

Monday

- Weekly 'Day release' to College/University (depending on what course you're studying) where you will attend lectures and workshops.

Tuesday

- Project work
- Site visit

Wednesday

- Training workshop
- Project work
- CAD work

Thursday

- CAD work
- Team Resource Meeting
- Site visit

Friday

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

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 Apprentices 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.



Furze Hill Barns, Churt

Client: Nicholas Eaton Estates Limited

Sector: Residential

Services: Civil Engineering & Structural Engineering

What is it: Two bespoke residential dwellings, featuring traditional barn-style aesthetics.



Winchester Road, Whitchurch

Client: Barratt David Wilson Homes

Sector: Residential

Services: Transport Planning, Civil Engineering & Structural Engineering

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

Welborne Garden Village

We also have a dedicated team based full-time at the site office of Welborne Garden Village, providing ongoing Civil Engineering and Transport Planning support to our client.

This is a once in a lifetime, legacy project that consists of multiple elements.



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 Village Centre that will provide essential facilities and amenities including provision for a primary school, GP surgery, pharmacy, pub/hotel, and a diverse retail space.



Image courtesy of John Comer

INF6, Burnsall Road Roundabout

Client: Buckland Development Ltd/Welborne Land Ltd

Sector: Residential & Infrastructure

Services: Transport Planning & Civil Engineering

What is it: A roundabout which will serve as the key entrance to around 600 homes.



INF3, Boundary Oak Access

Client: Buckland Development Ltd/Welborne Land Ltd

Sector: Infrastructure & Education

Services: Civil Engineering

What is it: A new access to an existing school off the A32.

How to apply: A recap

If you are an enthusiastic and motivated individual with a keen interest in Civil & Structural Engineering 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

