



# Early careers at EDF

**A Career that will deliver change**

Together we can help Britain achieve Net Zero

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# Welcome to EDF

From scientists to engineers, financial analysts to software consultants our team of professionals carve out fulfilling careers at EDF while helping Britain achieve Net Zero. Join us! Discover how our early careers programmes will equip you with the skills and experiences to achieve career success while creating a more sustainable energy future.

As Britain's biggest generator of low carbon electricity, we've never been busier helping cut UK carbon emissions to nothing. We're generating the right mix of low carbon electricity to power the nation today and building the low carbon infrastructure Britain will need tomorrow. From turbines to tariffs, electric cars to electric heating, we're busy doing everything we can to help Britain achieve Net Zero.

Our operations span the UK and cover the following areas:

## **Hinkley Point C**

At Hinkley Point C in Somerset we're building two new nuclear reactors, the first in a new generation of nuclear power stations in Britain providing zero-carbon electricity for around six million homes. Hinkley Point C is making incredible progress in terms of construction, but we're also making sure the project benefits people in the South West and beyond. The benefits range from increasing employment, to the development of a sustainable regional supply chain and the advancement of new training facilities.

## **Sizewell C**

This will be a close copy of Hinkley Point C; a 3.2-gigawatt power station generating low-carbon electricity for around 6 million homes. Located in Suffolk, it will create thousands of jobs and contribute around £4 billion to the regional economy. The project will support 70,000 jobs across the UK and rely on over 3,000 UK-based suppliers.

These new power stations will play a key role in the UK's energy future, supplying reliable, clean electricity for at least 60 years.

## **Nuclear Operations**

EDF Nuclear Operations, part of EDF's Nuclear family, manages eight nuclear power stations across the UK, five of which are generating zero carbon electricity and three are now in the defueling phase, the first stage of decommissioning. As Britain's biggest generator of zero carbon electricity, providing approximately 15% of the UK's power, consumers depend upon us to provide electricity safely and reliably. We also continue to safely decommission our two coal stations, while helping the UK Atomic Energy Authority develop the fusion reactor planned at West Burton.

## **Nuclear Services**

This is a specialist technical area with niche skills supporting all our nuclear businesses. Over the next decade, the UK nuclear landscape will look very different, and we'll continue to require highly skilled nuclear professionals to support this. Nuclear Services works collaboratively to address the development of skills and resolution of technical challenges with a pooled resource of technical expertise in a broad range of disciplines, including engineering, analysis and security: a way of working between our teams at Hinkley Point C, Sizewell C and Nuclear Operations.

### **Customers**

Our aim is to make it easy for our customers to save energy and save carbon, whether that's at home, at work or on the move. We need to provide a brilliant level of service to our customers at the lowest possible cost, and develop innovative and differentiating solutions.

### **Renewables**

EDF Renewables specialises in wind power, solar power, battery storage and EV power infrastructure technology. Through ground breaking projects, EDF Renewables is helping UK and Ireland to achieve ambitious low carbon targets. Currently in operation, we have 32 onshore wind farms, 2 offshore wind farms, 3 solar farms, and 2 battery storage locations, with many other projects planned and in development.

### **Corporate**

Our corporate teams help to ensure operational success, playing a vital role in supporting the business and our employees. Across Finance, IT & Digital, HR & Recruitment, Legal, Commercial, and Procurement / Supply Chain; our teams ensure that we have the right people, that we're always switched on and focussed on developing our IT capability, and that we source the right goods and services to exceed customer expectations and deliver value; pushing the boundaries of innovation within our industry.

### **Edvance**

Edvance is a joint venture between EDF and Framatome, and is responsible for the design, procurement, construction and commissioning of nuclear islands for EPR type reactors. They are involved in key projects in France and India, as well as HPC and Sizewell C in the UK. EDF EPR Engineering UK is a subsidiary of Edvance, which is responsible for developing EDF's nuclear expertise by assembling leading companies to support in the design, build and commissioning of Hinkley Point C and Sizewell C.

**Join us. Together, we'll help Britain achieve Net Zero.**

# Our Graduate Programmes

Join our **Graduate training programme** and you'll make an immediate impact, powering the nation today, whilst helping to build a sustainable energy future for tomorrow. We offer graduate programmes across the different business areas at EDF, including:

## Finance



The rotational nature of the programme where I can gain experience of various aspects of finance and the energy industry while being able to pursue the CIMA qualification appealed to me the most

Danica Apaya, Finance Graduate



This is a 3 year programme, during which we support you to gain your CIMA chartered accounting qualification. We recruit Finance Graduates across the Customers, Nuclear Operations, Nuclear Services, Hinkley Point C, Sizewell C and Edvance business units.

Starting salary is £35,000. You'll receive annual increases, plus annual bonus, relocation allowances and other flexible benefits.

## Data and Technology



A lot of the work I've done is either to improve the customer experience or improve the tech within EDF. All of this enables EDF to be in a better position to achieve Net Zero. Every day is a learning experience, everyone is very friendly and this creates a great working environment

Chris Willcock,  
Data and Tech Graduate



This is a 2 year programme designed to build skills and experience in different data techniques, software engineering and you'll learn industry leading technologies, platforms and concepts. You will also get the opportunity to complete additional training courses to develop your technical skills. We recruit Data and Tech Graduates into our Customers business unit.

Starting salary is £35,000. You will receive annual increases, plus annual bonus, relocation allowances and other flexible benefits.

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## Procurement / Supply Chain

“ My undergraduate and postgraduate experiences on climate change attracted me to the energy sector and I think working in Supply Chain at EDF will allow me to create positive impacts on the environment

Christy Siu, Procurement Graduate

” This is a 2 year programme, during which you will be supported in studying towards the industry-recognised Chartered Institute of Procurement and Supply (CIPS) qualification. We recruit Supply Chain and Procurement Graduates across the Customers, Corporate, Nuclear Operations, Nuclear Services, Hinkley Point C, Sizewell C, Edvance and Renewables business units.

Starting salary is £33-35,000. You will receive annual increases, plus annual bonus, relocation allowances and other flexible benefits.

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## Commercial

“ I wanted to join EDF and help their efforts to provide clean, affordable and secure energy to everyone. The Commercial Graduate Programme at EDF provides this mix. It’s a learning curve, but one that is really enriching my knowledge of the whole energy system

Sandy Kelly, Commercial Graduate

” This is a 2-3 year programme, depending on the business unit you join, giving you a unique opportunity to gain experience in many different areas of EDF, and to be part of high-profile commercial projects. We recruit Commercial Graduates across our Customers and Renewables business units.

Starting salary is £33,000. You will receive annual increases, plus annual bonus, relocation allowance and other flexible benefits.

## Science and Engineering

“ I studied an energy module at university which had a small section on nuclear energy. I found the reactor physics really interesting and thought it would be exciting to work in the industry. The graduate scheme allows you to spend time in several departments at different locations and to meet so many different people.

Imogen Slinn,  
Science and Engineering Graduate.

“ We have multiple opportunities to join our Science & Engineering programmes. They're all 15-months long and provide you with the chance to complete 5 placements across different areas of our business. For some you will also get the chance to work with your Technical Mentor towards gaining Chartership.

We recruit Science & Engineering Graduates across Nuclear Operations, Nuclear Services, Hinkley Point C, Sizewell C, Edvance and Renewables business units.

Starting salary is £35,000. You will receive annual increases, plus annual bonus, relocation allowances and other flexible benefits.

## Design Engineering

“ The placement in France is fantastic - I've always been interested in living and working abroad. The support provided, particularly the French language lessons, was incredible. I've realised a goal of learning a second language and I'm extremely proud of how far I've come, since starting on the scheme to now being able to work in a key role almost entirely in a second language.

Martin Attah,  
Design Engineering Graduate

“ This is an 18-month programme during which you'll spend time working at some of our Nuclear sites gaining experience of Instrumentation & Control systems, supporting design reviews, site acceptance testing and commissioning testing. You will also be given the unique opportunity to spend time working with our experts in France. We recruit Design Engineering Graduates across Nuclear Operations, Nuclear Services, Hinkley Point C, Sizewell C and Edvance business units.

Starting salary is £35,000. You will receive annual increases, plus annual bonus, relocation allowance and other flexible benefits.

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## Shift Trading



**In the Short**

**Term Trading team we work towards the highest standards in everything we do. This includes how members are supported and valued. The development I've received over the past few years in the team has been incredible with more opportunities to learn happening every day.**

Ellie, Shift Trader



New for 2023/24, this is a 2 year programme within our Customers business, this is the opportunity to join the team responsible for managing EDF's Wholesale Market Trading activities. During the programme, you will gain exposure to: trading on our shift desk, market analysis, market risk, market compliance, retail cost stack and pricing, portfolio analysis, and market development and reporting.

Starting salary is £35,000. You will receive annual increases, plus annual bonus, relocation allowance and other flexible benefits.

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## Nuclear Security

This is an exciting 15-month programme offering the chance to experience life within a variety of Nuclear IT Security roles, building your technical and professional skills. We recruit these Graduates across Nuclear Operations, Nuclear Services, Hinkley Point C, Sizewell C and Edvance business units.

Starting salary is £35,000. You will receive annual increases, plus annual bonus, relocation allowance and other flexible benefits.

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## Legal

New for 2023/24, this is a 2 year programme, during which you'll complete your Professional Skills course, learn from our experts and gain valuable experience in stakeholder relationships and negotiations. You will complete 4 x 6 month rotations through the business, which could include Nuclear Operations, Hinkley Point C, or Sizewell C.

Starting salary is £35,000. You will receive annual increases, plus annual bonus, relocation allowance and other flexible benefits.

To find out more about all of our Graduate programmes, please visit our careers site: [www.edfenergy.com/earlycareers](http://www.edfenergy.com/earlycareers)



# Benefits and Perks

**We're delighted to offer a range of benefits to support our employees' physical, emotional and financial wellbeing.** Work is just one part of our lives, and at EDF, we're dedicated to offering flexible benefits that support our people across all aspects of their lives.

With many of our benefits available to select all year round, we're proud to offer a diverse range of choices to support every lifestyle.

## myWellbeing

### Cycle to Work

Hire a bike for your commute and save on tax and National Insurance

### Gym Membership

Choose a gym membership and improve your wellbeing

### Cycle to Work

Hire a bike for your commute and save on tax and National Insurance

### Thrive

For when life feels challenging – take time to Thrive

### Employee Assistance Programme

Free support on a wide range of work/life issues.

Other benefits you can select here are:

- Dental Insurance
- Health Screening
- Healthcare Cash Plan
- Private Healthcare Insurance

## myMoney

### EDF discounts and products

Exclusive employee tariffs on EDF products

### Financial wellness

Designed to support you with your financial priorities

### Childcare vouchers

Help with cost of childcare through tax and National Insurance savings

### Season Ticket Loan

Spread the cost of your travel season ticket

### EDF discounts and products

Exclusive employee tariffs on EDF products

Other benefits you can select here are:

- Critical Illness
- IFA
- Income Protection
- Life Assurance
- Microsoft Discount
- myRetirement Plan
- Office Furniture Discount
- Personal Accident Insurance

## myLife

### Car

Get a brand new, insured & fully maintained car for a fixed monthly amount

### Dining Card

Money off eating with great discounts across the country

### Motor Breakdown Cover

Don't get stranded at the side of the road

### Holiday Trading

Flexibility to increase or decrease your annual leave

Other benefits you can select here are:

- Payroll Giving
- Technology Vouchers
- Travel Insurance
- Will writing and power of attorney

# Graduate Induction and Support

Once you receive an offer from us, you'll be invited to regular touchpoints and activities ahead of you starting with us. In these sessions, you'll learn more about EDF, more about your scheme and get involved in some fun activities and networking.

## Whilst on scheme:

### You'll have a great support network around you:


- A Career Manager who will be your line manager whilst you're on scheme. They'll provide support and guidance as you begin your career with us.
- If your scheme has different placements, you'll also have a Placement Manager to oversee and guide you on a daily basis. Your Placement Manager will change with each placement you do.
- For more peer to peer support, you'll also have a Buddy. This will be someone on the same scheme as you from a previous intake. They'll be able to give you practical advice and guidance about your scheme and what it's like to work at EDF.
- We'll also encourage you to seek a mentor through our Mentorloop platform. For some of our engineering schemes, you'll be allocated a technical mentor who will guide

you on your journey towards Chartership.


### Each scheme also has a dedicated Early Careers Manager, who will:

- ✓ Be a consistent point of contact throughout your scheme
- ✓ Provide ongoing support and development
- ✓ Oversee the day to day management of the Early Careers schemes, including:
  - ✓ Design and coordinate the delivery of scheme training and development plans
  - ✓ Facilitate the placement change process
  - ✓ Facilitate the performance management process
  - ✓ Facilitate your transition off scheme into permanent roles
- ✓ Continually improve the schemes
- ✓ Host regular forums, have bi-annual 121s and bi-monthly wellbeing checks

# Our Industrial Placements

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**My primary reason for applying to EDF was due to my passion for the environment. I was intrigued by how the energy industry is adapting in order to help the climate crisis. I love how I'm trusted with really important projects for EDF. I've already been involved in creating graphics for the COP27 energy conference and I've even been involved in filming our CEO!**

James Simmonds,  
Creative Content Industrial Placement

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Each year we offer multiple 12-month Industrial Placement opportunities across many different locations, providing the chance to spend time embedded in our business, contributing to meaningful projects that directly impact our ambition to help Britain achieve Net Zero.

You'll discover what it's like to work in your area of expertise and what's expected of you in return. It's a chance to trial a career, to understand more about our sector and the different career paths available.

You'll finish the placement with a better understanding of your subject and the energy sector, and experience of applying your theoretical knowledge in a practical work environment. You can also apply to work at EDF after you graduate, so we encourage anyone who comes to work for us on an Industrial Placement to find out more about our Graduate schemes or other opportunities at EDF.

Industrial Placement opportunities are usually available within the following areas:

- **Science and Engineering**
- **Project Management**
- **Research and Development**
- **Finance**
- **HR & Resourcing**
- **Communications**
- **Supply Chain and Procurement**
- **Human Factors**

You can find further details about our Industrial Placements and our assessment process on the EDF Careers Pages:

[www.edfenergy.com/earlycareers](http://www.edfenergy.com/earlycareers)

# What you'll need

At EDF we recruit for our Early Careers programmes based on strengths and our core strengths are detailed below. We want our people to perform their best by doing something they're good at and something they enjoy. Our recruitment process is designed to bring out the best in you – where do your strengths lie?

## Collaboration

People strong in Collaboration thrive in achieving results through teamwork. They are able to leverage collective expertise to achieve the best results and they proactively reach out to others across the organisation in order to do this. They are energised by the opportunity to continuously collaborate and support their colleagues.

## Drive

People strong in Drive are self-motivated and push themselves hard to achieve what they want out of life. They are motivated by a strong desire to succeed and excel within their chosen field and are driven to push themselves beyond their comfort zone in pursuit of their goals.

## Adaptability

People strong in Learning Agility rapidly absorb information and learning, being able to apply it with immediate effect. They are naturally able to grasp and learn new things very quickly, and learn from their own and others' experience to improve their performance in the future.

## Learning Agility

People strong in resilience work well under pressure and can react to change. They're determined and can maintain a positive attitude whilst overcoming challenges.

## Business Affinity

People strong in business affinity have a passion, enthusiasm and curiosity to work in the area/industry they're in. They believe passionately in the goals and values of the organisation, and they are genuinely motivated to operate within the business / business area to which they are applying.

## Curiosity

People strong in Curiosity are interested in everything, constantly seeking out new information and learning more. They are naturally inquisitive and seek out answers to things that interest them. They ask timely and informed questions that increase their knowledge, showing others that they are interested in what they are working on.

## Personal Responsibility

People strong in Personal Responsibility willingly take ownership of appropriate tasks and actions, and hold themselves accountable for delivering what they have promised to do.

## Improver

People strong in Improver can see what isn't working optimally, and then take ownership for making it better, delivering continuous improvement. They offer strong and comprehensive evidence of their ability to improve existing processes to push for high quality and efficiency, and they will understand when it is necessary to challenge.

We also ask that all of our potential graduates have (or are expecting) a **2:2 Bachelor's or Postgraduate Degree** in a relevant degree discipline, depending on the scheme they are applying for. (details of this will always be in the job advert for each programme and it is also available on our careers site).

You can find further details about our strengths based approach and our assessment process on the EDF Careers Pages:

[edfenergy.com/earlycareers](https://edfenergy.com/earlycareers)

# Equity, Diversity & Inclusion

At EDF, everyone's welcome. We strive to create an inclusive environment where everyone has a voice and where you can feel confident being yourself. We'll value the difference you bring and give you opportunities to thrive and succeed. Recruiting from the widest possible pool of talent, we make sure that our workforce is a true reflection of our communities and customers.

We will not tolerate any behaviour that doesn't uphold our Everyone's Welcome vision.

We're an equal opportunity and a disability confident employer. If you consider yourself to have a disability and meet the minimum criteria for a role we'll guarantee you an interview.

Our employee networks are instrumental in helping us to create a community environment where people feel welcomed and comfortable being their true selves at work. These networks provide a platform for employees

to share their views, tell us what we're doing well and recommend improvements. It also helps us address business challenges and get closer to our goal of becoming a truly inclusive employer:

- **Women's Network**
- **LGBTQ+ Supporters Network**
- **Disability and Carers Network**
- **RACE Network**
- **Working Parents' Network**
- **Forces Support Network**
- **Young Professionals Network**
- **Cancer Support Network**
- **Mental Health Network**
- **Neurodiversity Network**

You can find out more about Diversity and Inclusion at EDF here:

[www.edfenergy.com/careers/diversity](http://www.edfenergy.com/careers/diversity)

# How to apply

All of our available programmes are advertised on our EDF Careers pages: [www.edfenergy.com/earlycareers](http://www.edfenergy.com/earlycareers)

Our recruitment process is designed to bring out the best in you and consists of:



More information about our recruitment process can be found here: [www.edfenergy.com/earlycareers](http://www.edfenergy.com/earlycareers)

## Key dates

September - **1st round of Graduate Programme** advertising

October - **Industrial Placements** advertising

November to December - **Graduate Assessment Centres**

November to January - **Industrial Placements Interviews**

January - **2nd round for Graduate Programme** advertising

February to March - **Graduate Assessment Centres**

## Contact us

[www.edfenergy.com/earlycareers](http://www.edfenergy.com/earlycareers)

[yourfuture@edfenergy.com](mailto:yourfuture@edfenergy.com)



Careers Facebook: [@edfcareers](https://www.facebook.com/edfcareers)



Instagram: [@edfenergy](https://www.instagram.com/edfenergy)



LinkedIn: <https://www.linkedin.com/company/edf-energy>



EDF - [YouTube](https://www.youtube.com/edfenergy)



# Early careers at EDF

**A Career that will  
deliver change**

Together we can help  
Britain achieve Net Zero

