



GRADUATE RECRUITMENT

Exceptional careers that make a difference

WICS Economic
regulation for
Scotland's water



A CAREER AT WICS IS UNLIKE ANY OTHER

We're the economic regulator of Scottish Water – a publicly owned provider of water and sewerage services to millions of people and businesses across Scotland. The work we do makes a real difference, encompassing initiatives on issues as diverse as economic regulation, Scottish Water's performance, and the further development of the retail market.

You'll be working in an industry that is internationally admired for excellence, helping to secure sustainable services for today's customers and future generations.

"One of the reasons I joined WICS is because I wanted to see my work having a discernible impact, and that's certainly been the case. What we do impacts the wider world, today and in future."

Mark Walker Trainee Analyst





A WORKING DAY THAT MAKES A DIFFERENCE

From Day 1 you'll be given opportunities to work on wide-ranging projects, helping us transform the sector to meet future challenges such as delivering net zero emissions.

You could be analysing Scottish Water's performance or you might be working with others across Europe and internationally, sharing Scotland's water sector expertise.

As part of a multi-disciplinary team you'll have opportunities to develop technical skills such as financial modelling, policy development and data analysis, as well as broader skills such as team working, writing, and negotiation.

"I know that many graduate jobs wouldn't be able to offer this level of breadth. I've also seen how rigorous the thinking is, which I think is a skill that will be useful in my future roles."

Andy Keith Trainee Analyst

A GRADUATE PROGRAMME UNLIKE ANY OTHER

Successful candidates join our graduate training programme as trainee analysts.

Linked to a clear plan of career progression and professional development, the programme will allow you to enhance your strengths while building the skills and experience you need to forge an interesting career.

As we are looking for tomorrow's leaders in their fields we offer many benefits, including a highly competitive starting salary and generous annual leave allowance.

Trainee analysts will be offered a permanent role, subject to completing a six-month probationary period and performance assessment.

"Working for a regulator was an ideal first step for me, because I'm getting to find out about the whole industry... not just working in one niche area. I also really like the fact that WICS collaborates with lots of different partners to help the Scottish water industry to become more sustainable - something that is important to me personally."

Kristina MacEachern Trainee Analyst

To find out more about the exciting opportunities available email recruitment@wics.scot or visit <https://wics.scot/careers>

