

Kickstart your career with SSEN Transmission

Earn while you learn and help us power change





About us

SSEN Transmission is responsible for developing, building, maintaining and operating the electricity network in the North of Scotland. We power homes, businesses and communities by transporting energy through our infrastructure.

By maintaining and investing in this system, we play an important part in delivering net zero in the UK.

Early careers programmes

To reach net zero by 2050, we're acting now. And we need bright talent, fresh ideas, and people who want to make a difference to help power the change. Sound like you?

Get your career off to a brilliant start with one of our SSE Early Careers Programmes. They're open to you if you're about to leave school, have recently graduated, or are already in work but looking for your next challenge.

You'll gain a solid grounding in the energy industry and develop valuable skills in a friendly, supportive working environment. Plus, you'll benefit from excellent opportunities to progress your career.

All while building a world that's more sustainable and inclusive, for you, your family and community, and for generations to come.

Find your path

Graduate Programme

Fresh out of university or college and ready to embark on a rewarding career? Find graduate opportunities in Engineering, Business and Commercial, IT, and Finance.

Apprentice and Trainee Engineering Programmes

Want to work towards a formal qualification in an exciting industry that's securing our energy future? Our apprenticeships are open to all, and you don't need any minimum grades to apply.

Summer Placements

Considering a career in the energy sector? Get a taste of life at SSEN Transmission and enhance your CV with a summer placement. Open to ambitious undergraduate students.



Apprenticeship & Trainee Programmes

Trainee Site Construction Manager

This programme will develop your knowledge and experience to become a Site Manager. Whilst on the programme you will organise work on our project sites, making sure all tasks are completed safely, on time and within budget. Liaise with contractors, surveyors and builders to ensure a project is on track and there are enough staff, machinery and materials to complete the job.

Our Trainee Site Construction Management programme lasts for three years and combines work-based learning experience and formal training and workshops, including an SVQ in Construction Site Management.

3 year programme
£20,000 starting salary
Circa £35,000 end salary

There are no minimum entry requirements. We're more interested in the qualities you can bring to SSE. You don't need any experience to apply, we would love you to be:

- Highly organised and self-driven
- Flexible in your approach to work
- Happy working alone or as part of a team
- Full UK Driver's License or are currently learning to drive

Trainee Project Manager Apprenticeship

As a Trainee Project Manager, you will have the opportunity to gain practical knowledge into a Project Managers responsibility for the end-to-end delivery of projects.

This programme is designed to offer you study support towards a Level 8 Project Management qualification, giving you the opportunity to complete your qualification while applying your learning in the workplace.

2-year programme
Starting Salary: £21,000
Post Programme Salary: Circa £33,000

There are no minimum entry requirements. We're more interested in the qualities you can bring to SSE. You don't need any experience to apply, we would love you to be:

- Highly organised and self-driven
- Flexible in your approach to work
- Happy working alone or as part of a team
- Full UK Driver's License or are currently learning to drive

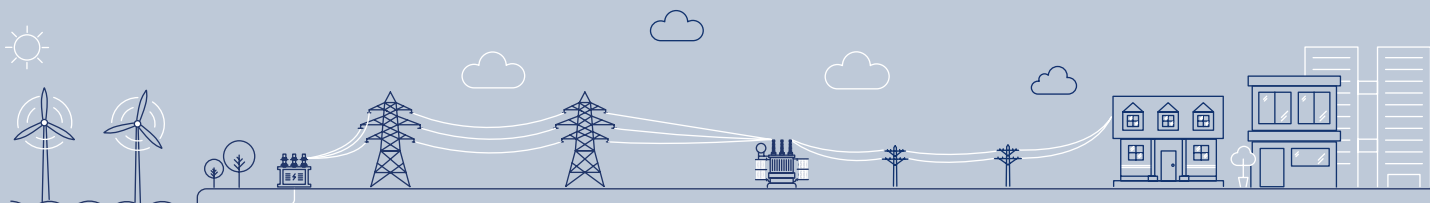
Apprentice Fitter

You will repair equipment of the electricity network, replace equipment as part of a maintenance programme, work on the overhead cables and pole mounted equipment, erecting poles and conductors.

You will be provided with on the job training and supported by our academic training partners whilst studying for your City & Guilds Electrical Power Engineering (SCQF) qualification.

3 year programme
£11,500 starting salary
Circa £29,000 end salary

We want to attract the best apprentices to SSEN Transmission – committed, driven people with the right strengths and attitude. These matter more to us than your school grades or academic qualifications. That's why there are no minimum grades required for this Apprenticeship programme.



Trainee Engineer

You will experience a number of placements working alongside experienced SSE crafts people and engineers and become more involved in the daily operation, repair and design of the future Network. In the third year of the programme you'll be given increased responsibility in managing jobs, including all technical aspects, safety management and the supervision of crafts people or contractors.

You will be provided with on the job training and supported by our academic training partners whilst studying for your HNC and Diploma in Higher Education in Energy Engineering.

3 year programme
£20,000 starting salary
Circa £33,000 end salary

Qualifications required:

- 1 Scottish Higher at grade C or above in Maths or Physics OR
- 1 A level at grade D or above in Maths or Physics OR
- Alternatively, NC/NQ Engineering at SCQF level 6 or equivalent OR the completion of a Foundation Apprenticeship Engineering

Business Management Graduate Apprenticeship

You will be part of our Project Services team and this programme will support your development and expand your knowledge and experience to work towards becoming a Document Controller, Planner or Project Coordinator.

Our Business Management Graduate Apprenticeship programme lasts for four years and combines part-time attendance at university finishing with a BSc (Hons) in Business Management and work-based experience.

Whilst on the programme you will rotate amongst the different teams to gain experience of the key areas of Project Services before deciding your preference to specialise in.

4 year programme

Qualifications required:

- Scottish Higher: BBBC or equivalent

If you have already completed a Foundation or Modern Apprenticeship in a related subject, this will also contribute towards meeting the entry requirements.

Successful candidates will be subject to the university entry requirements.

We are unable to accept applications from those that have already completed a Bachelors Degree.



Student and Graduate Programmes



Summer Placement Programme

You will be part of our engineering, project management or commercial teams for a period of 3 months to gain knowledge and experience of Transmission and the energy industry.

Supported by your line manager, there will be workshops, external sessions and network opportunities to aid your commercial awareness of the energy sector.

12 week programme

Starting salary: £23,000

Post Programme: view for them to join on the graduate programme or future summer placements.

Qualifications required:

- Working towards a degree in a relevant discipline
- Applications open to those in their first to final year

Industry Year Programme

You will be part of our engineering, project management or commercial teams for a period of 1 year to gain knowledge and experience of Transmission and the energy industry.

Supported by your line manager, there will be workshops, external sessions and network opportunities to aid your commercial awareness of the energy sector.

1-year programme

Starting salary: £23,000 with view to offer onto future graduate programme.

Qualifications required:

- Working towards a degree in a relevant discipline
- Applications open to those in their first to final year

Graduate Programme

You will be part of our engineering, project management or commercial teams for a period of 2 years to gain knowledge and experience to develop you into your substantive role

Supported by your line manager, there will be workshops, external sessions and network opportunities to aid your commercial awareness.

The programme consists of either a 'general' or 'technical' route. The general programme structure is formed of multiple placements across the business to offer the graduate the opportunity to better understand the Transmission life-cycle and how their substantive post fits into this. The 'technical' programme structure consists of limited placements to allow the graduate to focus on the technical skills needed for their substantive post.

2-year programme

Starting salary: £33,000

Post Programme Salary: Circa £38,000 - £45,000 dependent on role

Qualifications required:

- Achieved a minimum 2:2 degree in a relevant discipline

