

2025 APPRENTICESHIP ROLE SPECIFICATION



BACKGROUND

Northern Ireland Electricity Networks ([NIE Networks](#)) is the owner of the electricity transmission and distribution networks in Northern Ireland, transporting electricity to 910,000 customers including homes, businesses and farms.

NIE Networks is owned by ESB but operates as an independent organisation with its own Board and management teams and separate regulation via the Utility Regulator for Northern Ireland.

The NIE Networks Apprenticeship Programme, which has been running for over 50 years, is the only IET accredited apprenticeship programme in Northern Ireland. Over the last five decades more than 600 apprentices have qualified with the company, with around 100 apprentices currently enrolled.

THE ROLE

With outstanding in-house training facilities, a dedicated team of experienced instructors and the opportunity to gain on the job training, our apprenticeship programme offers a career across a number of different roles. Each year we recruit apprentices for one or more of these roles depending on our business requirements.

The 2025 Recruitment campaign is searching for Overhead Linespersons, Wayleave Officers and Surveyors – these apprentice programmes will take 2 years to complete.

Overhead Linespersons - are responsible for the construction, maintenance and refurbishment of the distribution and transmission overhead line network. This role will require the suitable candidate to be comfortable to Work at Heights.

Wayleave officers - have excellent communication skills and make it possible to install electricity equipment on privately owned land by working with landowners to negotiate wayleave agreements and leases.

Surveyors - are required to go out on site when new network is being built or re-built. They check the network design and confirm that the plan will work. One of the main tasks of our surveyors is to make sure that the network plans are compliant with all safety and environmental legislations

Regardless of the discipline safety remains our number one priority for all of our apprentices.

APPRENTICESHIP PROGRAMME



NIE Networks offer a competitive salary and benefits package from day one, an opportunity to learn alongside experienced people, an opportunity to earn as you learn via day release with our partnership technical college, and an opportunity to gain a technical qualification in Electrical Power Engineering Distribution and Transmission.

The two-year NIE Networks Apprenticeship Programme is designed to ensure you gain real life, on the job experience and develop new skills and knowledge that will provide you with a platform from which you can build a meaningful career within NIE Networks.

As part of the apprenticeship scheme NIE Networks will offer you:

Academic	Practical	Personal Development
<p>Technical Certificate City & Guilds Diploma - Electrical Power Engineering Distribution & Transmission</p> <p>Vocational Qualification Diploma - Electrical Power Engineering</p> <p>Essential Skills in: application of number, communication and information and communication technology(if required).</p>	<p>Skill based training delivered in modular format at bespoke facilities</p> <p>Practical experience gained onsite in a customer-facing work environment</p> <p>Other Bespoke courses to role are First Aid and / or Manual Handling</p>	<p>Soft skills</p> <p>Careers Information, Advice & Guidance (CIAG)</p> <p>Pastoral support</p> <p>Customer facing</p>

THE INDIVIDUAL

OVERHEAD LINES

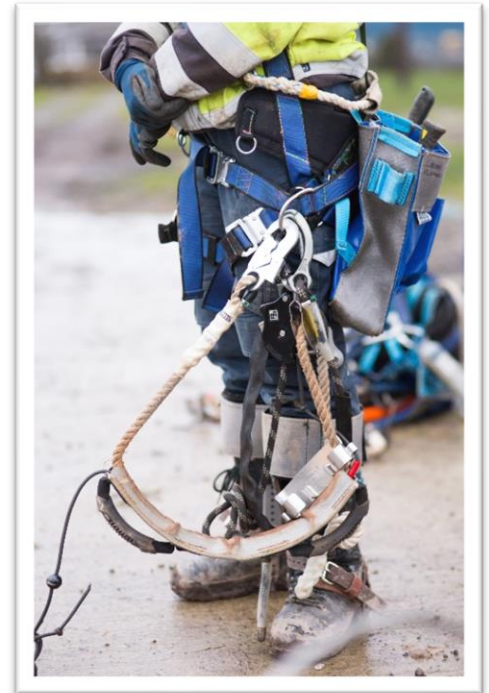
Essential Criteria

Applicants MUST be able to demonstrate in their application:

- 16 by the start date (September 2025)
- Have, or expect to achieve 3 GCSEs including Maths, English and a STEM related subject at grade D or above (or equivalent)
- Must live within 30 miles travelling distance as measured by the AA Route Planner via the 'shortest route' selection on the website from our **Belfast (Dargan), Omagh, Enniskillen and Craigavon** locations.*
- Hold a full current driving licence or be willing to obtain a driving licence as soon as possible

Following completion of the Overhead Lines Apprentice Programme employees will work across a number of our teams based in Omagh, Craigavon, Belfast (Dargan) and Enniskillen. It is proposed that we will appoint a number of Linespersons, post apprenticeship, into each work team location however this may change in line with business needs.

The locations specified will enable NIE Networks to meet its key customer service requirements and deliver effective services to customers, particularly in respect of the need to respond promptly to Fault & Emergency requirements.



SURVEY & WAYLEAVES

Essential Criteria

Applicants MUST be able to demonstrate in their application:

- 16 by the start date (September 2025)
- Have, or expect to achieve 5 GCSEs including Maths, English and a STEM related subject at grade C or above (or equivalent)
- Must live within 30 miles travelling distance as measured by the AA Route Planner via the 'shortest route' selection on the website from our **Belfast (Dargan) and Ballymena** locations*. This will enable NIE Networks to meet its key customer service requirements and deliver effective services to customers.
- Hold a full current driving licence or be willing to obtain a driving licence as soon as possible

PERSONAL COMPETENCIES



The person appointed must demonstrate the following core competencies:

We currently have opportunities for self-motivated and enthusiastic Apprentices who are interested in making a difference and building a career with NIE Networks.

At NIE Networks we take into consideration more than just qualifications. We place huge importance on the personal skills and natural attributes every employee brings to our team.

Adaptability

The ability to remain fully functional by adapting to changing circumstance (environment, procedures, people).

Communication

Able to communicate information and ideas clearly and articulately both in oral and written form. Uses appropriate language, style and methods depending on audience and the purpose of communication. Able to convey complex information clearly. Anticipates the information that others will need.

Team Work

Effective teamwork involves active participation, encourages co-operation, gives clear communication, mutual respect, and the willingness to share and support knowledge and experiences.

Organised

Having a structured and efficient approach to tasks and responsibilities. Involves planning activities, managing time effectively, and maintaining order in the physical and digital workspace. With the ability to prioritise tasks, meet deadlines, and collaborate effectively with others, contributing to a productive work environment.

Excellent Customer Service Skills

The ability and willingness to find out what the customer wants and needs and to act accordingly. Be pro-active, adaptable and maintaining a positive attitude.

Problem Solving

Our industry requires innovative thinking and the ability to overcome new challenges through identifying possible solutions and making those solutions a success.

In addition this role requires candidates to display the following core competencies:

- Can-do, solutions focused
- Health & Safety focused
- Strong IT skills
- Initiative
- Attention to detail
- Deadline driven
- Emotional Intelligence
- Creativity

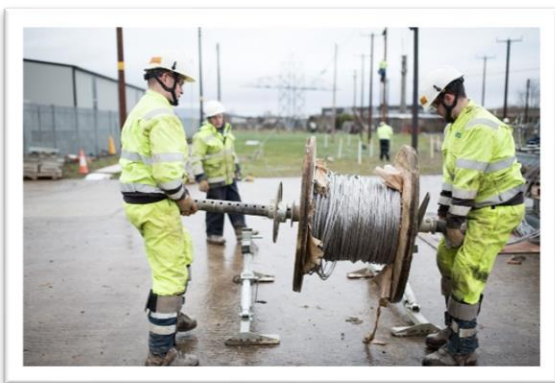
ADDITIONAL INFORMATION

The nature of the job will change over time as the needs of the business change. It is a requirement of the jobholder to contribute to the development of the role in best reflecting these changes.

The job also requires a considerable degree of commitment, flexibility and adaptability on the part of the jobholder to meet quality standards and work deadlines.

NIE Networks is a 24/7 business. We require significant flexibility from our employees when responding to severe weather such as storms, snow, gales, flooding and lightning; these events can damage equipment and cause power cuts to homes and businesses. This can be outside normal working hours.

THE PACKAGE



Entry salary of £16,714 plus annual bonus depending on role with set milestones for pay progression.



Following completion of the fixed term training contract, successful Apprentices will have the opportunity to apply and be considered for permanent positions within the business rising to a salary of £30,000+ upon completion of the programme.

An attractive salary and benefits package commensurate with experience and qualifications will be available to the successful candidate. The company also offers many other [benefits](#). (The QR code will take you to the benefits section of our website)

FREQUENTLY ASKED QUESTIONS

Frequently asked questions in relation to our Apprenticeship Programme can be found on our website [here](#).

**Addresses for our depot locations included within the essential criteria are located in our FAQ document, Section 2.8.*

OUR PEOPLE MATTER

At NIE Networks we realise our employees are at the heart of our success and they are the future of an ever-changing energy industry. With employee wellbeing at the core of our approach, we are continually investing in our people and are committed to helping every individual reach their full potential through both professional and personal development. We believe in nurturing effective teams and high performing leaders to deliver the best possible service for our customers.



DISABILITY

NIE Networks will provide reasonable support to disabled applicants throughout the recruitment process. Applicants who may require special arrangements should identify this clearly within their application form to enable us to make any appropriate adjustments.

DIVERSITY AND INCLUSION

NIE Networks has achieved Silver, Diversity Mark Accreditation and is committed to equality of opportunity and acknowledges the unique contribution that all potential candidates can bring in terms of their education, ethnicity, race, gender, nationality, age, religion, disability, sexual orientation and opinions. Applications are positively welcomed from all backgrounds and appointments are made on merit following a fair, open and transparent selection process.




INVESTORS IN PEOPLE®
We invest in apprentices Platinum

HOW TO APPLY

Please submit a CV (detailing alignment to the essential criteria) and application via the NIE Networks recruitment portal www.nienetworks.co.uk/jobs (The best experience of this portal will be through the **Google Chrome** internet browser or click on the QR code.)



- Once you are in the [careers page](#) you will initially be asked to create a “Candidate Area” by inputting your email address and a secure password. You can then log in directly using these same details. The address that you register with will be the address that we contact you on and one that you have access to regularly (even during school holidays for example).
- Select the relevant **2025 Apprenticeship Programme** vacancy and click on “**Apply for Vacancy**” (on the right hand side)  (Do not submit via “SUBMIT A SPECULATIVE Application”).
- We recommend you complete your application in a quiet space with no interruptions.
- Your application will be completed in **one sitting** and the portal may “time out” after **1 hour**.
- You can use the ‘Upload CV’ option to attached a document containing your entry requirements if required.
- Please ensure to review your CV before submission as you will not have the opportunity to amend once it has been submitted.
- Ensure you select “**Send**” at the bottom right of the screen to submit your application.
- You will receive an [email confirmation](#) from careers@nienetworks.co.uk once your application has been submitted (Please check your junk mail too) and you can check your application history within the careers portal.
- Late applications will not be accepted.

Completed applications must be submitted no later than 11pm on Monday 10 February 2025

NIE Networks is committed to the principles of public appointments based on merit with independent assessment, openness and transparency of process

FOR YOUR INFORMATION

If you would like to view up to date information about NIE Networks please visit our website www.nienetworks.co.uk or scan the QR codes below.



Or alternatively check out our social media platforms via the links provided on each graphic below.

