



**Powering
Our
People**



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Northern Ireland
**Electricity
Networks**



Northern Ireland Electricity Networks

Northern Ireland Electricity Networks (NIE Networks) is the owner of the electricity transmission and distribution networks in Northern Ireland, transporting electricity to over 860,000 customers including homes, businesses and farms.

Our role is to maintain and extend the electricity infrastructure across Northern Ireland, connect customers to the network and ensure that our equipment is safe and reliable. We also provide electricity meters and metering data to suppliers and market operators.

As an accredited Investor in People Gold Company, we employ a highly skilled work force ranging from electrical engineers to financial analysts, IT professionals to human resource experts.

The NIE Networks Apprenticeship Programme, which has been running for over 40 years, is the only IET accredited apprenticeship programme in Northern Ireland. Over the last four decades more than 600 apprentices have qualified with the company. We were awarded the title of Best Apprenticeship Scheme for 2019 at the national CIPD People Management Awards UK.

We also offer an annual scholarship programme in Electrical and Electronic Engineering in partnership with Queen's University Belfast, in addition to a graduate entry programme.

We engage annually with 18,000 young people in Northern Ireland through our outreach and education initiatives and are striving to increase awareness of the careers on offer within the energy industry. We are also working to attract more female employees, through increasing awareness of STEM subjects, as well as strong partnerships with leading industry bodies including Women in Business and the Institute of Directors. Since 2015 over one third of our apprenticeship and graduate intake has been female.

www.nienetworks.co.uk



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.

As a member of our team you will enjoy many benefits including:

Excellent Rewards

- A competitive salary
- Pension including employer contributions
- Minimum of 20 days annual leave plus 11 statutory days
- Buy & Sell Annual Leave Scheme

Growth & Development

- Educational and training opportunities
- Professional accreditation
- Company mentors

Personal Wellbeing

- Health checks
- Occupational health and welfare counselling support
- Childcare vouchers and family-friendly policies
- Enhanced maternity provisions
- Eye test voucher
- Annual health and wellbeing events
- Access to discounts

Community

- Volunteering opportunities
- Participation in the NIE Networks Charities Fund



Skills for success

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

Problem Solving

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

Creativity

We are always looking for creative ideas, ways to improve our processes and exciting new opportunities for the business to explore.

Cognitive Flexibility

Every career comes with challenges and change. Employees who can embrace change and turn it into something positive will add value to our organisation.

Collaboration

We work on lots of different projects that require collaborative and cross-departmental working. Successful collaboration requires a cooperative spirit and mutual respect.

Emotional Intelligence

Our work is multi-dimensional including high risk and customer facing, so emotional intelligence amongst your team and towards those you come in contact with is very important. Being able to listen, navigate difficult social situations and demonstrate self control are critical attributes for success.

Apprenticeship Programme

The NIE Networks Apprenticeship Programme, which has been running for over 40 years, is the only IET accredited apprenticeship programme in Northern Ireland. Over the last four decades more than 600 apprentices have qualified with the company.

The programme offers a range of disciplines from cable jointers, tree cutters, overhead lines and plant maintenance electricians, to meter operatives, digital cartographers, planners, wayleave officers and surveyors.

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 for life.

NIE Networks was awarded Best Apprenticeship Scheme for 2019 at the national CIPD People Management Awards UK.

As an apprentice you will work towards achieving a nationally recognised qualification alongside earning a training salary for the duration of your apprenticeship.

Each year we recruit apprentices for one or more of the following disciplines:

- Planners
- Wayleave Officers
- Surveyors
- Cable Jointers
- Overhead Lines
- Tree Cutters
- Station Maintenance Electricians
- Meter Operatives
- Digital Cartographers



“

The NIE Networks Apprenticeship Programme provides an invaluable platform for our trainees to launch their careers. This scheme is a great opportunity for apprentices to gain highly specialised skills to work on the electricity network and is focussed on attracting and retaining the very best of local talent.

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NIE Networks Training Manager



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Molly Guy **Cable Jointer**

"I knew early on that I wanted to pursue an apprenticeship after I finished school and that I wanted it to be in a hands-on sector. My research led me to discover the NIE Networks Apprenticeship Programme and after reading about the training, support and salary it provided, I submitted my application.

People always think NIE Networks engineers only work up poles, but cable jointing is another discipline and our work is to look after the thousands of miles of electricity cable that run through the ground across Northern Ireland.

The apprenticeship was more challenging than I expected and as I'm dyslexic it had taken me a little longer to learn written theory over the practical activity. No matter what stage I was at though, I got through it thanks to the support of my managers and team who were right behind me every step of the way.

I love being out on-site and it's a pleasure bringing electricity to customers, especially new homes for families. To be part of the story where someone has been waiting for years to have their dream home built and our work makes their lights turn on, is really very special.

If anyone, especially females, are considering a job in engineering or an apprenticeship I would definitely encourage them to apply. There are so many opportunities open to you."

“ **If anyone, especially females, are considering a job in engineering or an apprenticeship I would definitely encourage them to apply.** ”

Jack Hoy Overhead Lines Apprentice

"In many ways I had thought University was the only higher education option available and I hadn't realised what an apprenticeship could do for my career. I was studying for a degree but I knew it wasn't the right fit for me and I was hoping to find a training option in the energy sector that would keep me stimulated. I also knew I didn't want to be behind a desk all day but outdoors in the fresh air.

After spotting NIE Networks engineers working nearby on my drive home one day, I started to research the company and when I found the apprenticeship programme I knew I had found exactly what I was looking for.

I always thought an apprenticeship was learning from a distance but here at NIE Networks it's totally the opposite. I'm encouraged every day to put into practice what I've been taught at the training school. I've started to build up a strong knowledge of the job and the training team has really helped support me from the ground up.

Like every job there are days that are tougher than others, especially when it's pouring rain, but when you rise to the challenge and close out on a project it's such a satisfying feeling. I can't see myself doing anything else!"

“ I always thought an apprenticeship was learning from a distance but here at NIE Networks it's totally the opposite. ”



Apprentice to Graduate Programme

The Apprentice to Graduate Scheme offers newly qualified apprentices the opportunity to continue their studies and complete a fully sponsored Bachelors degree in Electrical and Electronic Engineering at Queen's University Belfast, all while retaining a competitive salary.

The four year programme involves three years of full-time study at Queen's University Belfast followed by a one year NIE Networks led training programme where students will be involved in a wide range of engineering projects. Participants will also have the opportunity to undertake short term work placements during their study years.

“Taking the graduate route was the ideal next step after the apprenticeship because the continuity in learning and continuous development meant I could apply the practical skills I had learnt to the classroom.”

Joanna Barclay





Joanna Barclay **Secondary Asset Replacement** **Delivery Engineer**

“I started out my career at NIE Networks as an Overhead Lines Apprentice before moving on to the Graduate Programme.

Taking the graduate route was the ideal next step after the apprenticeship because the continuity in learning and continuous development meant I could apply the practical skills I had learnt to the classroom. At first I did find it challenging to adjust from an outdoors based job to studying, but I soon began to enjoy the mix of academic and practical learning. I'm now a fully qualified Secondary Asset Replacement Delivery Engineer.

I'm a very determined person who loves a challenge. Therefore, I really like the problem solving aspect of my role and I love the versatility. There's a good balance between office based and on-site work and every day brings something new.

There are so many amazing opportunities with NIE Networks, especially around career development and progression. If anyone was considering an apprenticeship or graduate programme I would say go for it. If you are focused, have a positive attitude, are willing to learning and want a promising career with huge possibilities, NIE Networks is the place for you.”

“ **I really like the problem solving aspect of my role and I love the versatility.** ”

Scholarship Programme

At NIE Networks, we believe in establishing strong links between academia and industry. We partner with Queen's University Belfast to offer a scholarship for students studying Electrical and Electronic Engineering or Software and Electronic Systems Engineering.

Our scholarships include financial support, mentoring and invaluable hands-on experience within the energy industry. We look for high performing individuals who have the drive and passion to make an impact on the future of energy in Northern Ireland.

Scholarship Benefits

- Bursary - £2,750 per annum towards tuition fees
- Book allowance - £250 per annum
- Paid annual summer placements throughout the duration of your studies
- One year paid industrial experience
- Company mentor
- Institution of Engineering and Technology membership

Following graduation you will be eligible to apply for the Fast Track Graduate Engineer Programme.

Entry requirements

The Scholarship Programme is open to first and second year students studying for a degree in Electrical and Electronic Engineering or Software and Electronic Systems Engineering.





Claire Whiteside Scholarship Student

"I really enjoyed STEM subjects at school and I was keen to pursue a career in an evolving industry. During my first few weeks at university NIE Networks came to QUB to promote the Scholarship Programme and I knew it was the opportunity I was looking for.

During my year long placement every day was different. In the office I worked with a team to deliver major IT projects, managed maintenance schemes and planned outages on the network. When I was on site my roles range from clearing access defects to carrying out site inspections or shadowing maintenance across the network. NIE Networks also runs Electricity Networks Appreciation (ENA) modules for students. These help contribute to your overall understanding of different elements to the network. The placement provided invaluable experience and I was able to apply my knowledge to my university learning.

I have really enjoyed my time with NIE Networks and I have now secured a permanent graduate position with the company once I graduate."

“ **I have now secured a permanent graduate position with the company once I graduate.** ”

Christopher Surgeoner Scholarship Student

“Whilst at school, I was awarded a ‘Nuffield Research Placement’ at NIE Networks. Learning about the electricity network infrastructure and the challenges facing the energy sector made me realise this was the industry I wanted my future to be in.

Going on to join the Scholarship Programme brought significant benefits to my degree studies allowing me to apply real world scenarios to the theory I was learning and at the same time helping me financially.

I have hugely enjoyed my placements throughout my scholarship. I’ve worked on some very exciting projects including planning for the decarbonisation of the energy sector and working closely with experts to investigate potential risks which may arise from an increase in Low Carbon Technologies. I’ve used these investigations to help plan the development and requirements for a “smarter” electricity system.

I would encourage anyone considering the Scholarship Programme to go for it. It is an ideal platform to launch your career and you are surrounded by some of the most supportive and experienced mentors in engineering.”

“ **I would encourage anyone considering the Scholarship Programme to go for it.** ”

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Graduate Programme

Our Graduate Programme offers students the opportunity to work on a range of challenging projects within multi disciplined teams. You will help shape the energy infrastructure of the future and work on a variety of innovative engineering projects.

Throughout the programme there will always be someone on hand to support and guide you. You will be placed alongside one of our experienced senior mentors who will endeavour to support and develop your technical and personal competencies.

Graduate package

- A competitive starting salary plus future progression
- Enhanced annual leave entitlement
- A full and extensive induction programme
- Future development and career progression opportunities for high performing individuals
- Potential performance and retention bonus during 2 year training period

Entry requirements

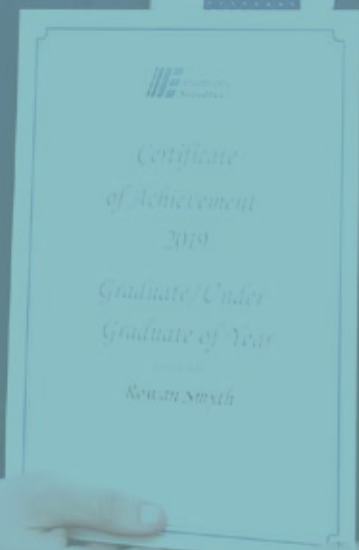
A minimum of 2:2 Honours Degree in Electrical and Electronic Engineering, Software and Electronic Systems Engineering or related subject.

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If you enjoy STEM subjects, problem solving and love being creative, then engineering and a career at NIE Networks will be a great fit for you.

”

NIE Networks Design Engineer





Ailish McLaughlin **Estimating and Sales Manager**

"I began my career as a Graduate Engineer at NIE Networks and I have held many different roles during my time with the company. My first role was as a planning engineer for renewable generation connection before moving into the role of project engineer which involved duties such as switching out the electricity infrastructure and managing large scale jobs at construction stage. I then got the opportunity to work on a project to prepare the connections business for opening of the market, before moving into my current role as Connections Estimating and Sales Manager.

Working in NIE Networks has provided me with so many different opportunities and experiences. In my current role, I enjoy working with my team to bring in efficiencies and improvements were possible. I have had the opportunity to go on several different training courses to further my management skills which has really helped me to develop both personally and professionally.

If you are thinking of a career in engineering – go for it! The job opportunities are great and can lead you to a career where you are constantly learning and growing, particularly at a time where engineering is at the forefront of developing technologies."

“ The job opportunities are great and can lead you to a career where you are constantly learning and growing. ”

Brian Moorhead **Connections Interface Manager**

"I started my career at NIE Networks through an NIE Networks Scholarship after studying for a Masters Degree in Electrical & Electronic Engineering at Queen's University Belfast. I had the opportunity to undertake multiple summer placements and a one-year placement in different teams across the business allowing me to gain an insight into various roles and projects.

I then moved on to managing network capacity for all new generators who wanted to connect to the network and working out where and how we could connect new generators at the early stage of project development. This experience was invaluable for strengthening my knowledge and helped me to secure my current role as Connections Interface Manager. I work within the Customer Delivery team providing key account holder and project management services for major distribution connections. Although every day is different, primarily, this involves working with wind farm and solar farm developers to connect them to the electricity network.

I enjoy dealing with a wide range of people from different backgrounds on a daily basis and it's very rewarding to be playing a part in the decarbonisation of the future of energy in Northern Ireland. It's a very interesting time to be involved in the energy sector and with further demand for renewable energy, electric vehicles and the electrification of other energy sources, there's going to be plenty of varied projects to work on in the future. I would encourage anyone considering a career in engineering to get involved, the opportunities are endless."



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Professional Support Careers

In addition to engineering roles our business also offers a wide range of professional support careers. From customer service managers to financial analysts, IT professionals to human resource experts, we have a range of dynamic roles to offer.

“**The company have invested so much in developing my skills which has given me the opportunity to progress my career to management level.**”

Jonathan Kerr





Jonathan Kerr **Administration and Customer** **Co Ordination Manager**

"I began my career with NIE Networks as a Customer Service Agent, dealing with customer queries each day by telephone, email and social media. This was a great opportunity for me to learn about different parts of the business as my role meant I was often the first point of contact for our customers.

After five years I moved to the Connections side of the business and after a short time successfully progressed to Administration Team Lead meaning I had line management responsibility for teams within the Connections department in our Craigavon and Omagh offices. The role developed over time and as I gained responsibility, I was supported with my learning and development through various training opportunities and qualifications.

My training enabled me to progress further and in my current role as Administration and Customer Co Ordination Manager I manage numerous teams. These teams are responsible for supporting colleagues across the business including connections, lines and stations and network operations. I ensure that our teams deliver a positive customer experience both internally and externally. Alongside this I also have a portfolio role as the Customer Engagement Manager which involves me developing and implementing a more modern customer engagement strategy.

Each day is different and things always change which means I have to quickly learn new skills and adapt to new ways of working. The company have invested so much in developing my skills which has given me the opportunity to progress my career to management level!"

Rebecca McCready **Financial Planning & Reporting Trainee** **Chartered Accountant**

"I graduated from Ulster University with a degree in Business with Accounting and joined NIE Networks as a Trainee Graduate Accountant.

My role includes the preparation of monthly management accounts, completing statutory accounts and assisting in the external audit of NIE Networks for statutory, regulatory and interim accounting periods. I also engage with internal auditors in preparation for grant submissions and assist with the assessment of new International Financial Reporting Standards (IFRS).

My role with NIE Networks has provided a vast range of experience and the support and mentoring I have received from my manager and colleagues has been invaluable.

I have recently completed and achieved my chartered accountant exams which NIE Networks supported me through, both financially and by providing necessary study leave. I am looking forward to what the future holds for me in NIE Networks."

“ I have recently completed and achieved my chartered accountant exams which NIE Networks supported me through. ”





Kelly Frizzell **Customer Relations Officer**

"I joined NIE Networks as a Survey Apprentice in 2015. During the apprenticeship I spent time training with experienced mentors in order to develop the relevant skills and experience, as well as obtaining qualifications that would support my career within the company. On successful completion of the apprenticeship I was offered a job in the Lines Stations and SAR department as a surveyor.

I have recently changed career within NIE Networks to Customer Relations Officer and I am responsible for dealing with enquiries and complaints. The nature of the role requires excellent inter-personal and communications skills as I am liaising with many different departments within the company, as well as dealing directly with customers. Every day brings different challenges but it is also very rewarding, especially when the customers express their gratitude.

Applying for the apprenticeship with NIE Networks was one of the best decisions I have ever made and is a great way for anyone to start their career. The best parts about working for NIE Networks are the prospects, people and the variety. Due to the scale of the organisation there are many career paths to take and there are no limits if you are willing to put the work in. The company is very supportive and encouraging when it comes to personal and professional development and there are many great people willing to support you along the way."

“ Due to the scale of the organisation there are many career paths to take and there are no limits if you are willing to put the work in. ”

Jessica Magee **Pre-construction Officer**

“As a Pre-construction Officer the main aspect of my role is to ensure all site checks and legalities have been completed and agreed before the construction phase of a project begins. This involves site visits, negotiating with landowners, understanding of the network and providing excellent customer service.

Every day within my role is different. One day I will be on-site obtaining Wayleave Agreements, speaking with landowners, completing site checks and carrying out earth tests. The next day I may be in the office briefing jobs to construction, checking proposals and providing customers with an update on the progression of their project.

I really enjoy the outdoor and office based mix of my job but I particularly like meeting new people and building a rapport with our customers to ensure that they receive excellent customer service.”

“ **I really enjoy the outdoor and office based mix of my job but I particularly like meeting new people and building a rapport with our customers.** ”



Work Placement Programme

Each year NIE Networks offers secondary level education students the opportunity to gain vital industry experience through our short term work placement programme. Students gain a valuable insight into what we do and experience first-hand working in the energy sector and engineering.

We look for highly motivated candidates with good communication skills, the ability to manage their time and an enthusiasm for learning.

What is involved?

On the work placement programme you will gain an insight into the work of an electrical engineer through:

- Job shadowing
- Site visits
- Practical desk based tasks
- Presenting information
- Interacting with all levels of employees from graduate trainees to senior managers

Benefits

A work placement provides the opportunity to:

- Develop an awareness of the skills, attributes, qualifications and experience expected by NIE Networks and other employers
- Develop excellent communication, inter-personal and networking skills
- Understand team work and organisational development
- Gain an insight into what an electrical engineer job involves
- Understand the energy sector
- Speak to people who are already doing the job

“**Students gain a valuable insight into what we do and experience first-hand working in the energy sector and engineering.**”

NIE Networks Training Manager



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