

# LET'S HEAR FROM OUR GRADUATES

**A career at WICS is unlike any other – our graduates are working in an industry that is internationally admired for excellence, helping to secure sustainable services for today's customers and future generations.**

**We are the economic regulator of Scottish Water – a publicly owned provider of water and sewerage services to millions of people and businesses across Scotland. Our graduates have exceptional opportunities and, through their work, make a real and direct difference.**

**Successful candidates join our graduate training programme as trainee analysts. Linked to a clear plan of career progression and professional development, the programme allows graduates to enhance their strengths while building the skills and experience necessary to forge an interesting career.**

## GRADUATE RECRUITMENT

**But don't just take our word for it... Hear what other graduate recruits have to say about their experiences.**



# KRISTINA MACEACHERN

## TRAINEE ANALYST

**Kristina's experience very much reflects the fact that, as WICS is a small office, graduates carry out a wide range of different tasks from Day 1.**

Since joining us in September last year, Kristina has already seen her work being put to good effect by doing efficiency modelling using econometric models and putting together a 'book of numbers' – a single source of consistent data about the industry that everyone in the office can now refer to in their work. She has also written briefing notes for external stakeholder meetings, and has worked on our international projects in Romania and New Zealand.

WICS works with partners such as governments and water companies both in the EU and the rest of the world, sharing expertise and best practice. Our graduates play a key role in this side of our work and are often able to join trips as part of the team, even if they haven't been with us for very long.

Kristina reflects on her experience of working in Romania: *"It was definitely a jump in at the deep end, but it turned out to be a really useful learning experience. Although we are given a lot of responsibility, I'm well supported by my manager and by other senior members of the team and that's the best way to learn. It was rewarding to be part of a group that is helping share our expertise internationally and fun to spend time getting to know some of the other graduates in the evenings."*

Kristina studied Geology and Physical Geography at the University of Edinburgh, and was very keen to work in the water industry. She adds: *"Working for a regulator was an ideal first step for me, because I'm getting to find out about the whole industry. 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."*



# MARK WALKER

## TRAINEE ANALYST

Since joining us last September it is fair to say that Mark has been grasping all of the opportunities a role at WICS offers.

In Mark's first week he accompanied the CEO to London to attend a meeting with our lawyers and a top economic consultancy. This kind of exposure is one of the benefits of our approach – encouraging everyone to get involved from the start. Mark comments: *"We are getting a fabulous opportunity to work closely on a day to day basis with people at a senior level – my line manager is an Assistant Director – and across many different areas in the office, which means we are also developing a very good set of skills."*

Mark's analysis on future investment levels and future tariffs has contributed to our collaborative project in Romania, and his written briefing notes have informed our approach in a number of areas. He notes: *"One of the reasons I joined WICS*

*is because I wanted to see my work making a discernible difference, and that's certainly been the case. What we do impacts the wider world, today and in future."*

Having completed a joint honours in Economics and Theatre Studies at the University of Glasgow, Mark was looking specifically for a job in the utility sector, where he knew there are lots of opportunities.

The work at WICS is fast-paced and graduates are given important and sometimes complex tasks, but all within a highly supportive learning environment. Mark says: *"It is recognised that a lot of what we are doing will be new to us, and everyone is very friendly and approachable. On the plus side too if there is something you want to work on, you are strongly encouraged just to ask. That feels a fairly unique experience."*



# ANDY KEITH

## TRAINEE ANALYST

Andy is one of our most recent graduates, joining us not long after finishing his Masters in Sustainable Energy at the University of Glasgow.

He has already been able to work on a wide range of projects, reflecting the diversity of our work. For Andy that has ranged from modelling involving revenue, borrowing and charges to exploring the way new connections are funded.

Andy has valued the experience gained so far: *"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. Although I haven't been here very long I've been asked to attend meetings with stakeholders at a senior level – including Scottish Water – which is a great way to find out about how the industry works."*

Andy hopes that his future career will continue to be in the utility sector – something he can see will be even more important in years to come given the issue of climate change. He adds: *"I think too that the general idea of regulation and how that works is really interesting and given that WICS is an innovator in this field, I'm very happy here."*



We are currently recruiting.  
If you want to find out more about the exciting opportunities available now go to: [www.watercommission.co.uk/view\\_Graduate\\_Programme.aspx](http://www.watercommission.co.uk/view_Graduate_Programme.aspx)