



## Our Vacancies

Coffey Geotechnics Ltd, a Tetra Tech company, has vacancies for **graduate engineering geologists** to join our 50-strong team of specialists providing engineering geological and geotechnical consultancy services based in Harrogate, Manchester and Reading (UK). [Tetra Tech](#) is a leading provider of consulting and engineering services with 30,000 associates working across the full project lifecycle worldwide. Our operations in the UK and Europe include more than 6,000 employees who are Leading with Science® to solve our clients' most complex problems.

## Our Business

Coffey is at the forefront of delivering design and feasibility solutions for engineering geology, geotechnical engineering, hydrogeology, and geo-environmental projects. The core of our business is engineering geological inspection, interpretation, and design for infrastructure projects (road and rail), buildings and land developments. Our engineering geologists undertake GIS terrain evaluation; site inspections (including rope access); geohazard assessment; slope stability assessment and remedial works design; rock excavation assessment & design; retaining structure and foundation design; and ground improvement.

## Your Role

You will be exposed to a range of engineering geological challenges and have opportunities to gain practical responsibility from the outset, whilst working with leading technical authorities in the industry. Working across teams of ground engineering specialists, you will plan and undertake office and site-based work, complete investigations, assessments and interpretative reports, meet clients, and undertake detailed design and construction supervision on our broad range of projects; both in the UK and overseas.

We offer active mentoring and ongoing support and experience towards chartership through the Geological Society of London, IoMMM, and the ICE.

## Your Skills

Our preferred candidate will have a good first degree in geology, engineering geology, or civil engineering, ideally with higher qualifications in engineering geology, mining engineering or ground engineering, and demonstrate:

- A strong interest in engineering geology and a track record of related experience in an academic and/or industrial context,
- Written and verbal communication skills,
- Keen observational skills coupled with analysis and design skills,
- Flexibility to work on site and overseas.

Preference is given to direct applicants.

To apply, please contact Kirstin Kuschy at:

[GGB\\_HR@coffey.com](mailto:GGB_HR@coffey.com)

Please provide:

- A cover letter presenting your motivations for working in engineering geology
- Your preferred office location
- A detailed curriculum vitae

Interviews are usually held in February / March, with offers made by Easter for a summer / autumn start.

## Additional information for graduate applicants

### Applying to Coffey

Candidates for graduate positions with Coffey should generally apply directly to Kirstin Kuschy at: [GGB\\_HR@coffey.com](mailto:GGB_HR@coffey.com) which is our preferred approach, or via our sister company TetraTech's online recruitment portal, in which case you would start [here](#). We embrace an inclusive culture, where each member of our employee community can thrive.

We ask you to provide a cover letter with your motivations for a career in geotechnical engineering, engineering geology or hydrogeology. Candidates whose interests are in *geo-environmental* engineering are encouraged to direct their applications to TetraTech rather than Coffey. Please include a detailed CV and indicate your preferred office location. The information you provide is very important and we do read these closely as part of our shortlisting of candidates.

Consider very carefully whether you use Artificial Intelligence tools to prepare content or text within your application – we really want to read your own words, so we require you openly and transparently to acknowledge how, why and when you have used any AI technologies. If you do use AI-generated content as a source of information you should reference it and provide in-text citations.

We look for a genuine interest in and enthusiasm for ground engineering, a willingness to learn, and the basic competencies for someone who will benefit from our training.

Coffey aims to train its graduates as all round ground engineering design professionals, aware of the full breath of ground engineering activities from ground investigation through concept and detailed design, supervision of construction works, and competent to work within multi-disciplinary teams with fellow professionals.

### Interview and hiring process

All direct applications to Coffey are acknowledged. Our sister company TetraTech acknowledges those ground engineering applications that come through its portal and passes these on to Coffey. Coffey's hiring team includes ground engineers plus HR colleagues who will jointly review your application and then shortlist for interview. We will keep you updated throughout our hiring process and give you feedback on your progress.

Coffey will interview you in person, although sometimes we may have an initial discussion on Teams. There may be more than one interview, and we may also ask you to join a virtual or in-person recruitment event hosted by TetraTech with other applicants. We will reimburse your direct travel costs to attend the interview.

Your interview with Coffey usually lasts about an hour. We will discuss your application and generally explore one or more standard ground engineering scenarios with you. You will be shown an outline (sketched) ground engineering problem and be asked to examine this and explain your thoughts on the problem. There is generally no single precise answer, nor will you be asked to do calculations. What we look for from your responses is to understand where you are in terms of your appreciation of how ground engineering challenges are presented. You can discuss any missing information, any reasonable assumptions or inferences you could make, and what the next steps might be – for example, to gain additional information (and why), or to suggest design approaches that might be relevant.

We aim to have a peer-to-peer discussion with you. It is an opportunity for you to find out whether design consultancy is right for you and to demonstrate to us that you could be a good fit for our problem-shaping then problem-solving approach to ground engineering.

## **Benefits**

If we make you an offer our salary and benefits package is highly competitive and includes a permanent full-time position (37.5 hours per week) based at one of our UK offices. Starting salary is typically upper quartile for this industry and will be dependent on your qualifications and any prior experience; salaries are reviewed annually. In addition to your base salary, our package offer includes discretionary benefits (these are not part of your base salary and on occasion may change, the details of which will be outlined in your contract) as follows:

- Initial 33 days holiday pa (includes eight public holidays).
- Increasing holiday entitlement for long service and career progression.
- Auto-enrolled Scottish Widows Personal Pension Scheme at 5% Employer Contribution and a minimum of 4% Employee Contribution.
- Overtime is paid or time in lieu given (subject to approval from your line manager).
- Life Insurance and Employee Assistant Programme.
- Corporate Healthcare Private Medical Insurance Scheme via Vitality Health Care, which includes worldwide travel insurance.
- Optional Employee Stock Purchase Plan through which Tetra Tech shares are offered at a special price for eligible staff.
- Cycle to work scheme (option for eligible staff to purchase a bike or e-bike through a salary sacrifice arrangement taken from your gross salary).
- Graduate training agreement and mentoring towards ICE professional chartership or equivalent, including payment of one professional subscription annually.

## **Coffey graduate training towards chartership**

All graduates are allocated a mentor. Following your initial 3-month probation period you would normally be enrolled on an ICE training agreement or the IoMMM/Geological Society equivalent and allocated a Supervising Civil Engineer/Supervising Geologist who oversees your training.

We will work with you to develop the detail of your personal training plan which helps structure your initial learning and development, and we would review this with you regularly. The boundaries between ground engineering sub-disciplines within Coffey are very porous, and graduates will gain experience of all aspects of project and design work, geotechnical and geological. You will be supported in this to ensure you are comfortable with and properly trained for any tasks assigned to you. We fully support the ethos of being a chartered professional and will work with you to prepare you for your chartered review at the earliest opportunity. You will remain the prime agent of your own professional development. You will receive off-the-job and on-the-job training as required, and we also support colleagues to gain additional qualifications and contribute to technical papers and attend relevant conferences.

Some of our graduates in training have been deployed overseas for short periods (including Saudi, UAE, Kazakhstan, Panama, Canada), while others have received rope access and other specialist training. Life as a Coffey graduate is varied, to suit the trainee and project requirements. You will be challenged, closely supported, and given opportunities to develop rapidly.