

Graduate Development Program

Introduction

National Grid's Graduate Development Program (GDP) is an in-depth training and development program for recent college graduates entering full time roles within the company. Our program is designed to prepare early career professionals for future leadership roles within the organization, aims to support Graduates in developing as leaders, guide their career, and increase their business talents and skills.

While participating departments vary for every cohort, past groups have included:

- Electric Process and Engineering
- Gas Process and Engineering
- Operations
- Accounting/Finance
- Procurement
- Customer
- Information Systems
- Marketing
- Human Resources
- Project Management

These positions may be located in New England (Massachusetts & Rhode Island), Downstate New York (Long Island & Brooklyn) or Upstate New York (Syracuse, Albany & Buffalo).

Once selected, you will take part in an 8-week Orientation with your fellow Graduates. Throughout these weeks you will gain an in-depth overview of National Grid, network throughout the company, have exposure to many senior leaders, and travel throughout our service territories. During GDP Orientation, Graduates take advantage of various learning and development offerings to enhance skills and knowledge of business practices, expectations, deliverables, and operations.

Following Orientation, Graduates begin working in their hired position. Additionally, all Graduates will develop leadership skills through quarterly development session and a Capstone Project at the completion of your first year with National Grid. You will meet amazing individuals, both within our organization and local communities and will be assigned a mentor who will provide guidance and insight to help you start and progress in your career.

Program Qualifications

- Bachelor's or Master's degree from an accredited institution
- Graduated between May of last year and May of current year
- Earned a cumulative GPA of 3.0 or higher; official college transcript required for confirmation
- Demonstrate effective communication and interpersonal skills
- Preference given to candidates with relevant internship experiences
- Ability to begin the National Grid Graduate Program in June
- Valid driver's license with safe driving history
- Proven leadership experience in at least one of the following:
 - College leadership position (e.g., student government, clubs, athletics)
 - Leadership and/or volunteer experience, in and/or out of the college environment
 - Experienced a full or part-time job while at college and acquired relevant work experience



Selection Process

As the goal of the Graduate Program is to hire high potential talent, our selection process is more in-depth than that for a traditional full-time role at National Grid. You can expect the following:

- Online Application: September – November
- Online Assessment Process to gauge verbal & numerical ability: October – November
- Phone Interview with Talent Acquisition: November – December
- In Person Interview Process with individual & group components: January
- Offers Made: February

Benefits

At National Grid, we are committed to offering a comprehensive benefits program that supports the health & wellbeing of our employees. Our benefits are competitive and innovative, providing choice, flexibility, and balance to employees in all stages of work and life. Benefits of interest to recent college graduates include:

- Student Loan Repayment Program
- Tuition Reimbursement Program
- 3 Weeks Paid Vacation
- 401(k) Plan
- Employee Stock Purchase Plan
- Fitness Reimbursement
- Volunteer Opportunities / Employee Giving Program

Interested? Apply starting mid-September at
<https://careers.nationalgridus.com>