

A photograph of two workers, a man and a woman, in an industrial setting. They are wearing high-visibility yellow safety jackets with reflective silver stripes and white hard hats. The man is pointing at a tablet held by the woman. They are standing in front of a large, curved metal structure, possibly part of a ship's hull or a large industrial component. The background shows a dark industrial interior with structural beams and lights.

EARN WHILE YOU LEARN

*Achieve a New Zealand Diploma while
gaining practical work experience in
WSP's Cadetship Programme.*

WSP

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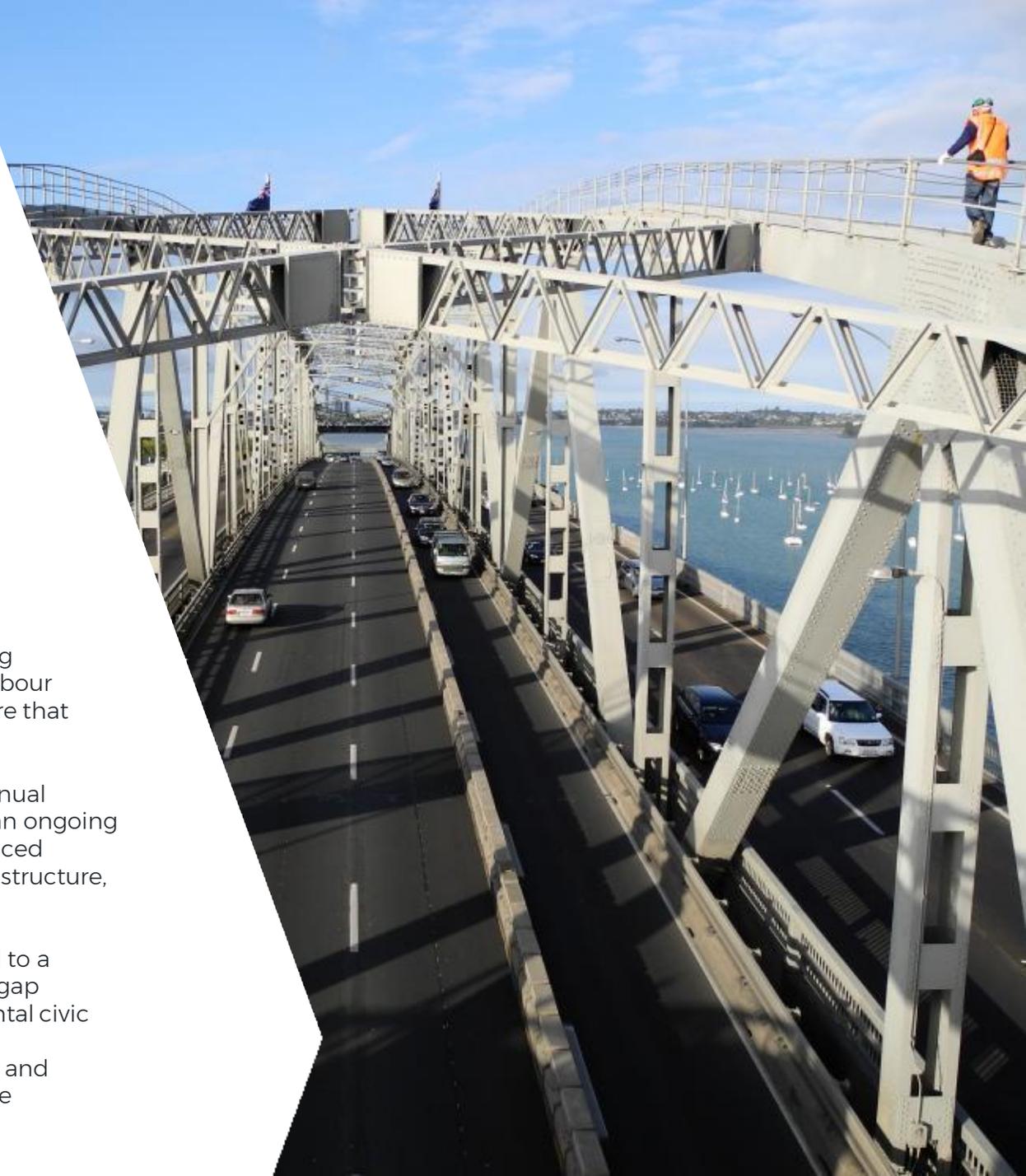
WE WANT OUR WORK TO BRING LONG-TERM IMPROVEMENTS TO THE COMMUNITIES WHERE WE LIVE AND WORK

Auckland Harbour Bridge

From the initial site investigations through to ongoing maintenance, WSP has worked on the Auckland Harbour Bridge since the beginning of the iconic infrastructure that transformed Waitematā Harbour.

Since opening in 1959, the bridge has required continual maintenance and refurbishment, and we've played an ongoing role in providing engineering expertise. This has reduced environmental impact, prolonged the life of the infrastructure, and provides a better driving experience for users.

WSP's work for the Auckland Harbour Bridge has led to a number of world-first achievements that bridge the gap between future ready, cost-efficient, and environmental civic design. This includes innovative road surfacing, groundbreaking quick set repair material, a new rust and corrosion detection tool, and a new coatings life cycle management plan.



Who We Are

At WSP we are driven by curiosity, looking at challenges from fresh angles to deliver creative, comprehensive and sustainable engineering solutions for a future where society can thrive.

With more than 50,000 WSP experts working in 550 offices across more than 40 countries, we are one of the world's leading professional services firms. We lead our industry and aim to nurture sustainable societies, connect communities, and build a better tomorrow

With unrivaled local knowledge harnessed from more than 150 years of pioneering the important infrastructure and environments of New Zealand, we know this place like no other. But we're always looking for fresh talent to bring a new outlook and shape the future.

Join WSP and bring your perspective to generate solutions that question today, imagine tomorrow, and create the enduring.



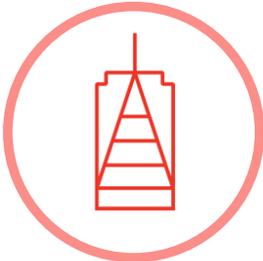
**WE ARE WSP,
A COLLABORATIVE
TEAM OF PASSIONATE
PEOPLE SHAPING A
BETTER
TOMORROW**

What We Do

We develop creative, comprehensive and sustainable solutions for a future where society can thrive.

Equipped with an intimate understanding of our local communities, world-class talent and proactive leadership, we plan, design, manage and engineer impactful solutions to bring long-term improvements to the communities where we live and work.

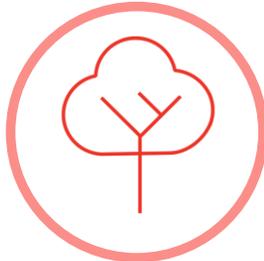
Our areas of expertise:



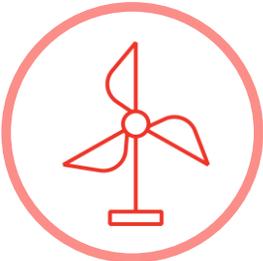
**PROPERTY &
BUILDINGS**



TRANSPORT



ENVIRONMENT



POWER



WATER

Property & Buildings

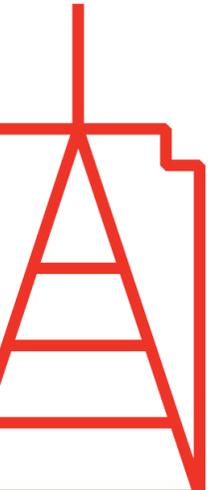
We offer innovative and sustainable solutions through a fully integrated consultancy service covering the complete building lifecycle. Our work has the end-user firmly at its heart with buildings that complement the environments they exist within.

We are a global team of architects, urban designers, engineers, space planners, interior designers, property consultants, and project managers. Our work covers commercial, retail, community, cultural, education, health, residential, and so much more.

Key Project: 65 Federal Street

WSP is delivering the structural and geotechnical design for the building that will redefine Auckland's skyline: 65 Federal Street. The residential and commercial complex will be developed in Auckland's Central District and is due for completion in 2022.

The 200m high rise will be split into thirds, comprising of apartments, a 5-star hotel, and a ground floor marketplace with everything from vendors selling local produce through to eateries and bars. It will boost Auckland's commercial, residential, and tourism prosperity, reshaping and redefining Tāmaki Makaurau.



Transport

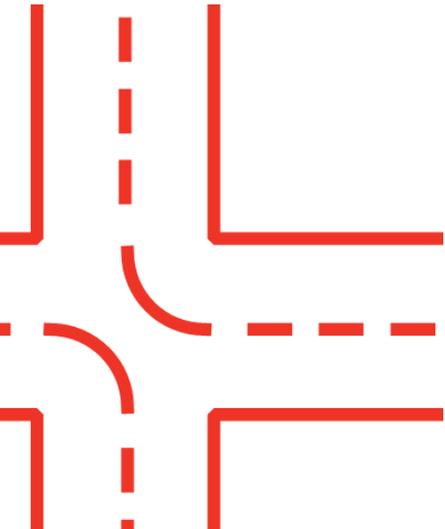
We create smart, sustainable, and cost-effective transport solutions for the future. Our client-centric approach considers the full asset lifecycle from front-end planning, environmental assessment, design, and operation through to renewal.

We deliver strategic mobility solutions through consultancy, engineering, and research across our main areas: Asset & Network Performance; Ports, Marine & Aviation; Bridges & Civil Structures; Transport Infrastructure & Road Safety; Transport Planning & Advisory; Rail; and Survey.

Key Project: City Rail Link

WSP is part of the alliance delivering New Zealand's largest transport infrastructure project: City Rail Link (CRL). WSP is involved with delivering the main works, the stations, and tunnels for C3; the C2 Albert Street tunnel; and the preliminary design work for the C7 Rail Systems project.

CRL is a key project for delivering extensive, affordable, and high-quality public transportation for Tāmaki Makaurau. This game-changing project will unlock Auckland in a way that will positively transform the city.



Environment

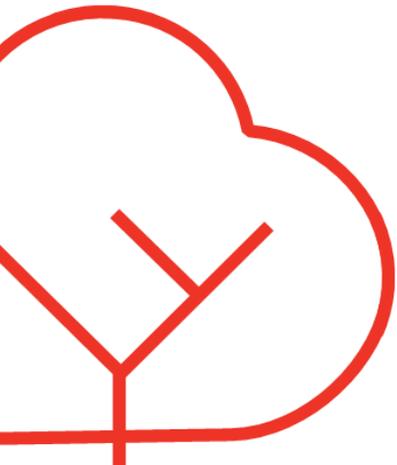
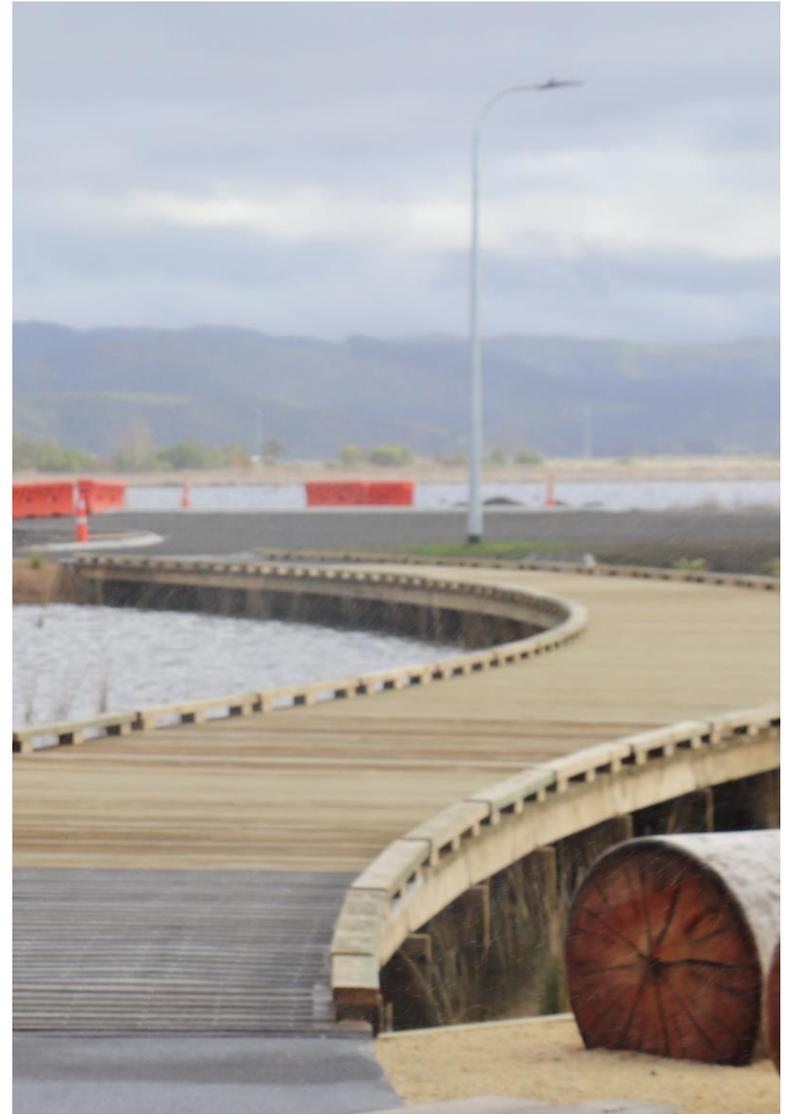
WSP has led the way in environmental services in New Zealand for decades, with a proven track record in delivering clever solutions for human, built, and natural environments. We consider complex environmental aspects, including how best to provide for the welfare of our communities and environments.

What sets us apart is the depth of experience and diversity of capabilities. We are ecologists, archaeologists, policy analysts, landscape architects, air quality consultants, environmental scientists, planners, urban designers, land surveyors, recreation specialists, consultation experts, and rural and Māori business advisors.

Key Project: SH2 Watchman's Road Intersection

WSP worked with local Iwi and Māori artist Jacob Scott (Ngāti Kahungunu) to transform one of New Zealand's highest risk intersections. The intersection in Hawke's Bay has been designed for safety and to incorporate Māori history, culture, values, and mahi toi (art) in the design of a kuaka shaped by the roundabout, traffic island, and stormwater treatment ponds and boardwalks.

Crucial to success was ensuring minimal impact to the surrounding Ahuriri Estuary and Westshore Wildlife Reserve, a wetland home to over 70 bird species, tuna (eels), ika (fish), and shellfish. The design provides the community a connection to the wildlife and history of Te-Matau-a Māui.



Power

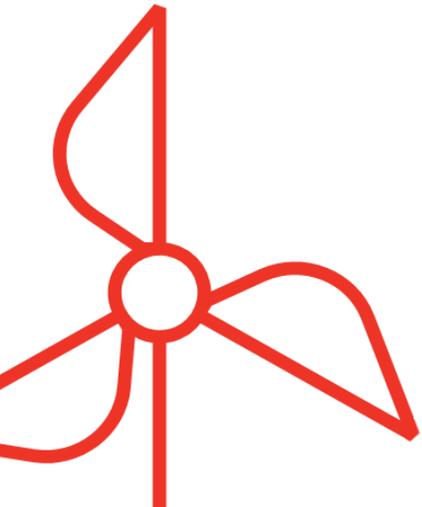
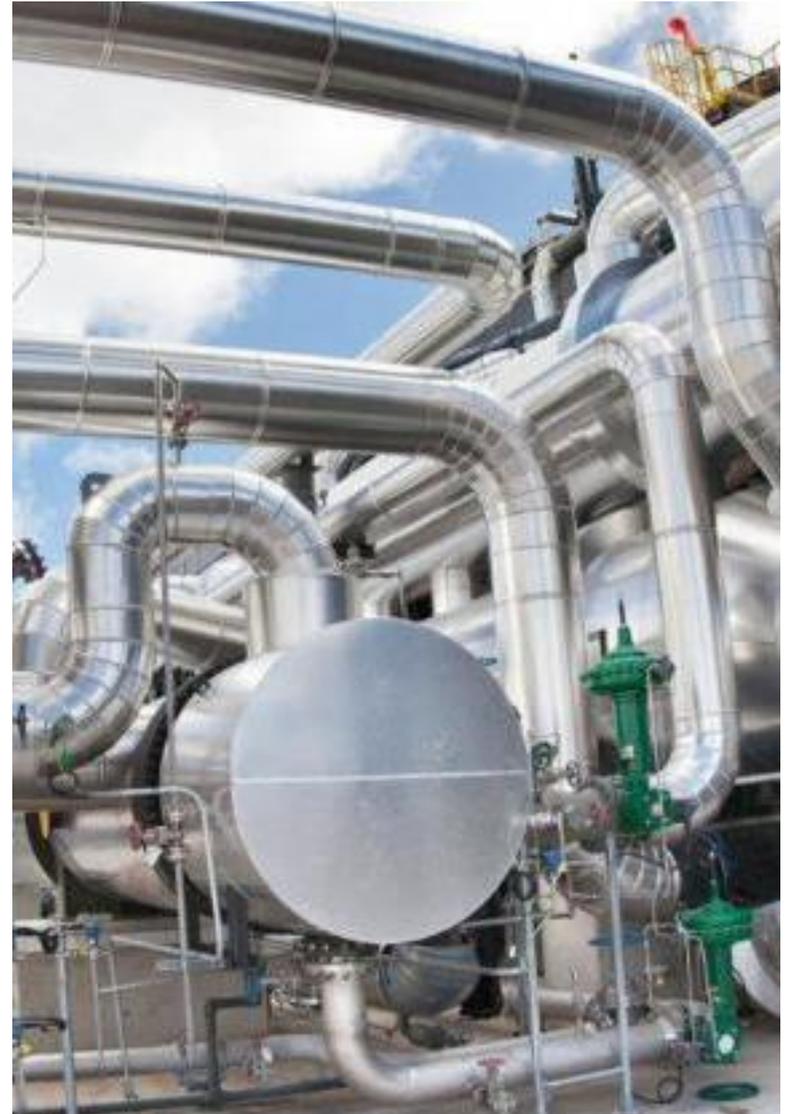
We provide strategic, technical, and operational services to energy projects all over New Zealand. We offer expertise on projects in transmission, distribution, and generation, including hydro, wind, solar, and geothermal.

Whether it's supporting the infrastructure that powers us all, designing 'green' buildings, helping organisations to reduce their footprint, or planning to ensure the lights stay on in the residential market, we're there.

Key Project: Ngatamariki Geothermal Power Plant

Ngatamariki is a binary geothermal power plant about 17km north east of Taupō. The plant runs four OEC (Ormat Energy Converter) turbine units, generating 84MW of power - enough electricity to power 80,000 homes in Taupō-nui-a-Tia.

WSP played a significant part in this project, fulfilling key roles including Lead Civil Engineer, Construction Programme Manager, and Lead Landscape Architect. We were responsible for design and construction supervision of the haul and access road network, as well as geotechnical engineering, structural and seismic assessment and design, project management, construction supervision, surveying, and quality control.



Water

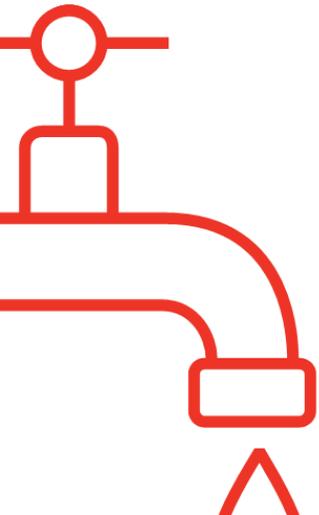
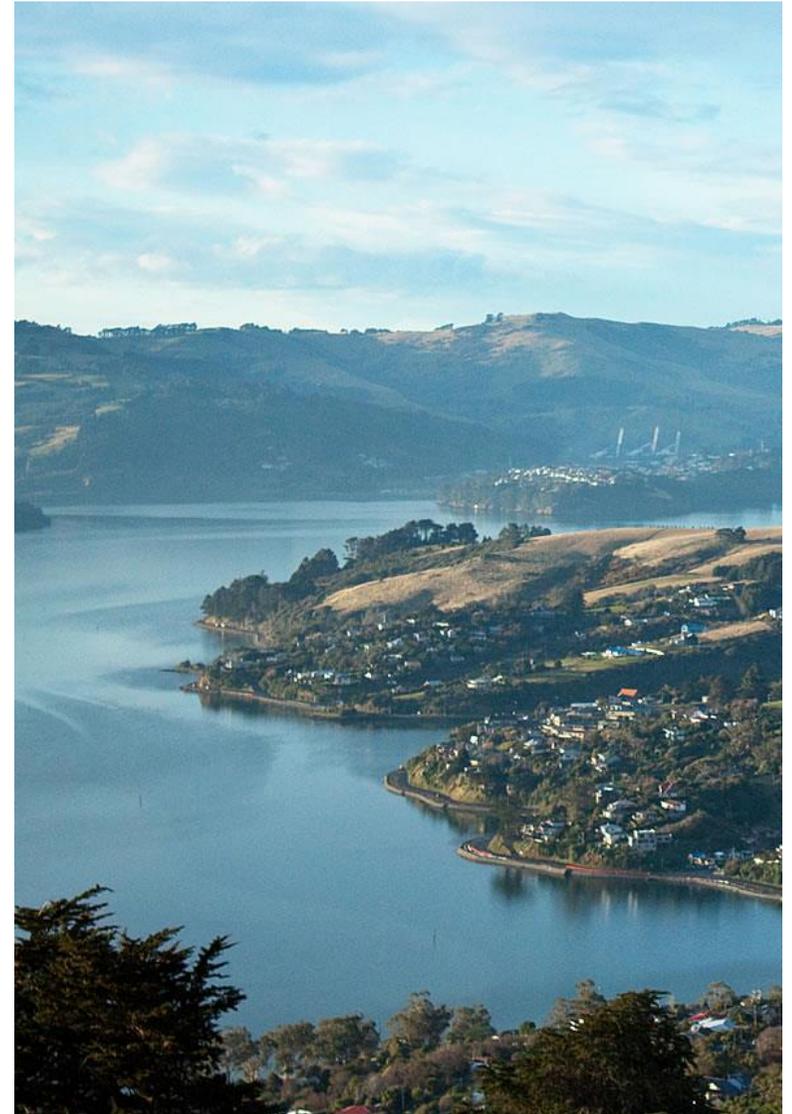
Our water specialists provide collaborative design and advisory services for wastewater, storm water, and water treatment projects for urban and rural environments. WSP's specialists facilitate management of the entire water lifecycle from source to tap and return to the environment.

We provide sustainable solutions for water and wastewater conveyance and treatment, water resources and flood risk management, water asset management, and water for agriculture and hydropower generation. Our services enable water use in ways that protect our natural water environments and resources, ensuring safe water for future generations.

Key Project: Dunedin 3 Waters

Dunedin 3 Waters was an exciting and challenging project that developed a long-term strategy for managing the city's drinking, waste and storm water. The project delivered many industry firsts and was recognised as a showcase for advanced infrastructure asset management.

WSP presented an integrated approach to respond to the challenges of increased community expectation, a more stringent regulatory environment, and climate change, which brought significant, positive results for Ōtepoti.

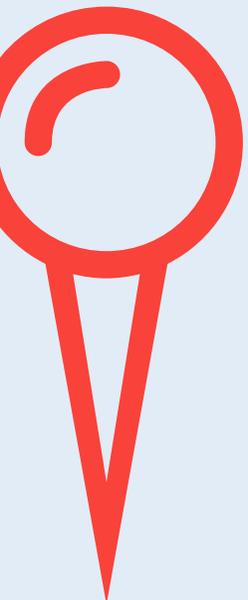


Regions

In addition to our main centres of Auckland, Christchurch, Hamilton, and Wellington, we have regional businesses across New Zealand. We have a network of 25 offices and 10 laboratories from Whangarei down to Invercargill.

Our regional businesses are a great place to start your career. These offices provide a broad range of services that encompass our five sectors, allowing you to diversify your development, experience, and the projects you'll work on.

You'll be connected with the local governments, iwi, and wider clients, while still having access to our international experts and global network.



**QUESTION THE
PREDICTABLE
STAND FOR
INNOVATION
CHANGE THE
LANDSCAPE**

Our Locations



2,000+
PEOPLE IN NZ

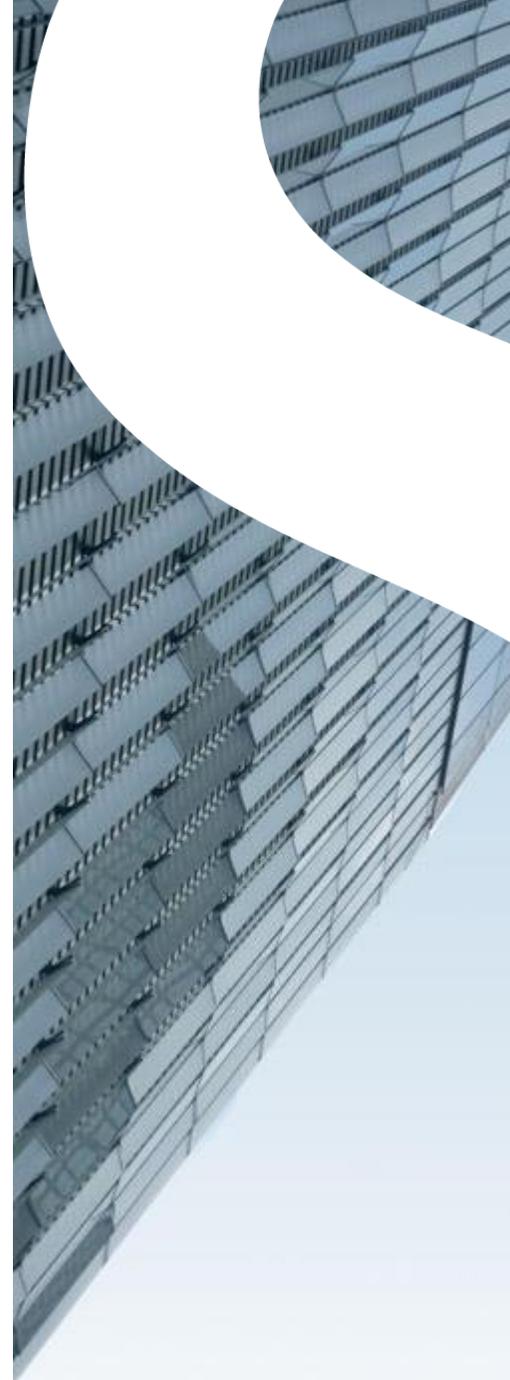
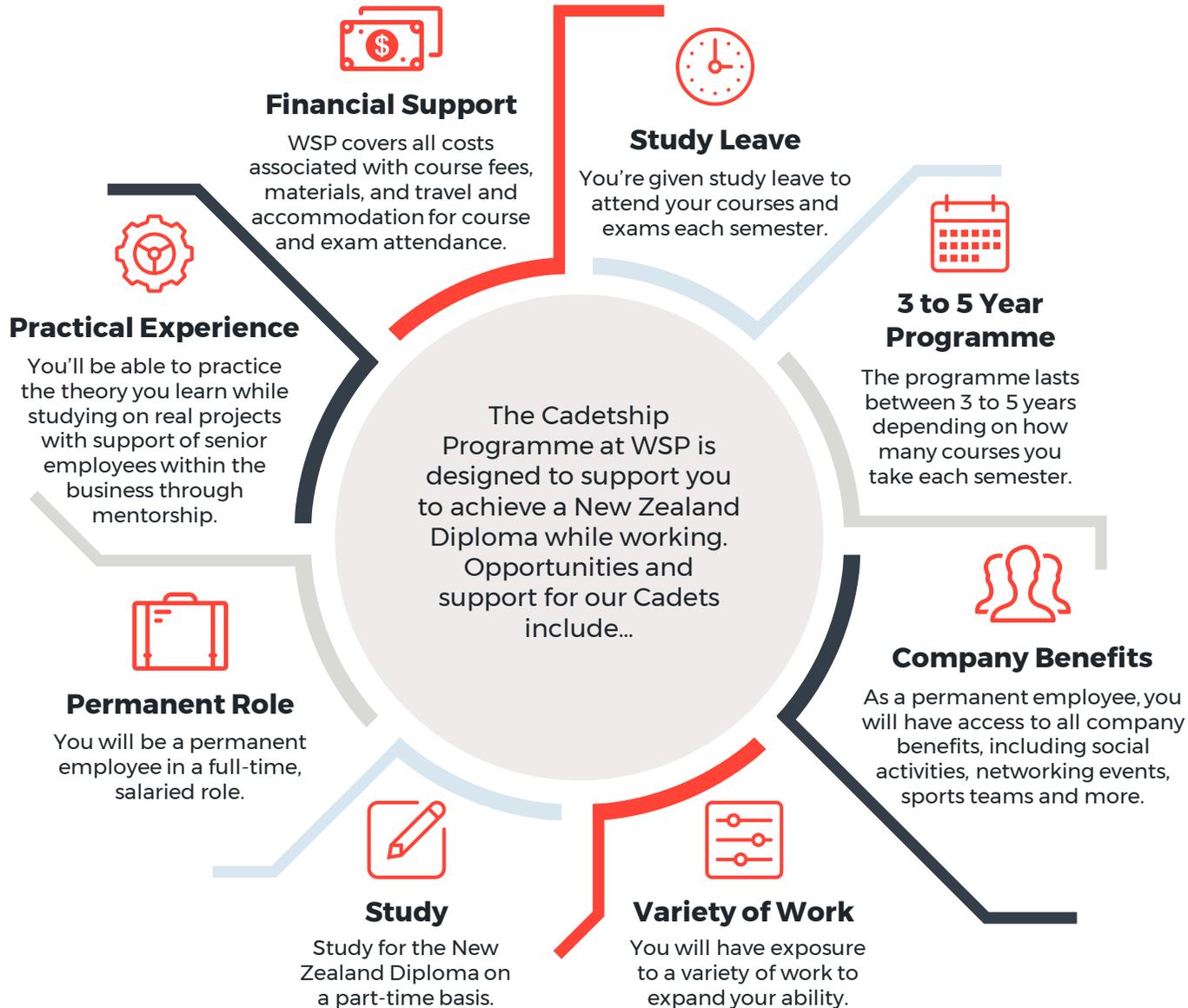


40+ COUNTRIES
550+ OFFICES



50,000+
PEOPLE WORLDWIDE

WSP Cadetship Programme



Why work for WSP?

Beyond our Cadetship Programme, there are a number of great reasons to work at WSP.

• Future-Ready Projects

WSP offers a wide variety of rewarding career opportunities from working in specialist areas to contributing to some of the world's most iconic projects.

• Study Award Grants

A WSP study award grant contributes to course fees, materials, travel, and provides for paid study leave for WSP employees furthering their qualifications.

• Flexible Working

We know that for everyone at WSP, work is only one part of life. If having a flexible start and finish to the day or working from home will help, we will try to make it happen.

• Professional Fees & Support

WSP provides financial support for up to two professional memberships of industry institutions (or equivalent awarding body) per financial year.

• Comprehensive Leave

- Graduation Leave
- Community Day Leave
- Unspecified Sick Leave
- Industry-leading Parental Leave
- Purchased Additional Leave

- Southern Cross insurance discount
- Employee Assistance Programme
- Annual influenza vaccinations
- My Balance Wellbeing Hub

• Health & Wellness Benefits

We highlight the people behind outstanding work taking place across WSP with a morning tea and financial reward for Guiding Principles award recipients.

• Guiding Principles Awards

Pathways is the Young Professionals Group at WSP that helps advance the development of our emerging professionals (years 0 – 10).

• Pathways Group

We have many sports and social clubs nationwide that organise a wide range of sporting and social activities (indoor and outdoor) for you and your family.

• Social, Sport and Professional Clubs

Reducing Our Carbon Footprint

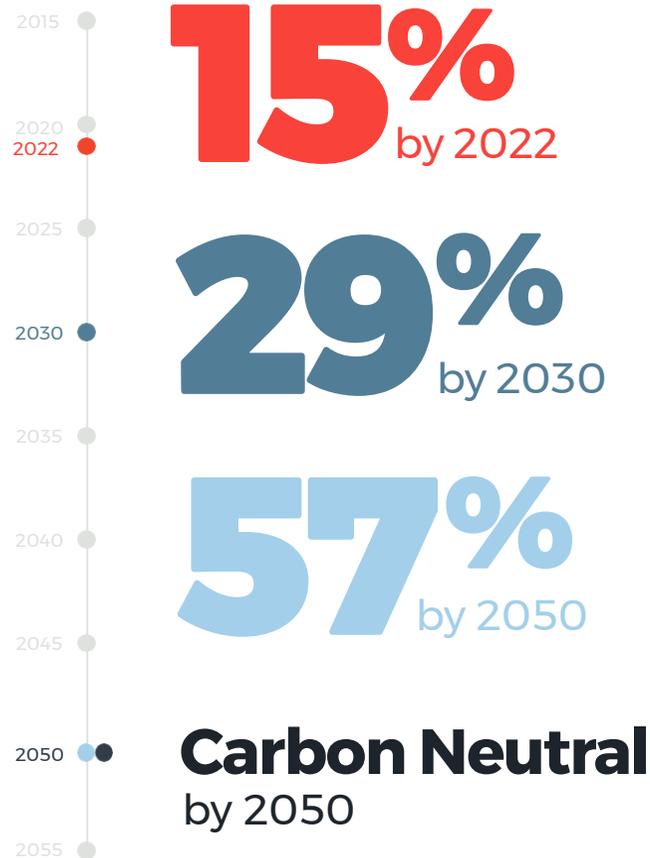
We are members of:



-  NZ Green Building Council
-  Sustainable Business Network
-  Sustainable Business Council
-  Sustainability Society
-  Climate Leaders Coalition

We measure, track, and report

on our carbon footprint and have set science-based greenhouse gas (GHG) reduction targets:



We take action:



We only fly when absolutely necessary (prioritising project and client work).



We've already transitioned **30% of our pool vehicle passenger fleet to electric**.

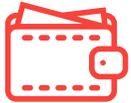


Our **employee Sustainability Working Group** is the action platform for change.

Diversity and Inclusion

WSP strives to be an organisation that brings and encourages diversity of thought, values our people, and enables each one of us to be our true and best selves. We're building an inclusive culture in a number of ways.

Gender



We removed the gender pay gap in our business in 2018.



We have implemented an industry-leading Parental Leave policy in which our employees receive a top up of government-funded leave to full salary for 22 weeks.



Our NZ Leadership Team consists of 42% female.



We are a founding member of the Diversity Agenda, which strives to have 20% more women in engineering and architecture roles by 2021.

We have also signed the Diversity Agenda Accord, which will help us drive real behavioural change, with publicly accountable for achieving a truly diverse industry.

Māori and Pacific



We have a national Māori Services Consultant to ensure we respect Iwi's legislation and cultural needs.



We are a partnering organisation with First Foundation, and support students through university with the Te Taumata Tiketike Scholarship.



We are a sponsor of South Pacific Indigenous Engineering Students (SPIES) and provide the students with workshops and networking opportunities.



We are a scholarship sponsor of TupuToa, providing summer internships and career pathways for Māori and Pacific Island students into corporate and professional sectors.

Inclusivity



We have established a Diversity & Inclusion Advisory Group to lead, advocate for, coordinate, inform, and monitor our Diversity & Inclusion Action Plan.



We have been awarded Rainbow Tick accreditation. For us, achieving Rainbow Tick accreditation is not a one-off exercise: It's an ongoing and continual commitment to improving our workplace.



Visibility and Inclusion in the Built Environment (VIBE) is our LGBT+ employee network. It is a platform for employees to raise awareness to matters important to the LGBT+ community.



We have created a calendar of Awareness Days to share knowledge internally on key days, including International Women's Day, International Men's Day, Matariki, Ramadan, Te Wiki o te Reo Māori, etc.

Giving Back

We believe that for societies to thrive, we must all hold ourselves accountable for tomorrow. Many of our people are involved in volunteer and charity initiatives. Here are a few examples...



Two members of our New Zealand team volunteered with ten WSP colleagues from across the globe for two weeks to work on the Kazo Suspended Footbridge in Rwanda in partnership with Bridges to Prosperity. The bridge will help connect the rural community to healthcare, education and business opportunities.



We give an annual corporate charity donation to two charities that our people vote for nationwide. In 2021, we donated \$10,000 each to the **Mental Health Foundation of New Zealand**, which works to help improve and sustain New Zealanders' mental health, and **KidsCan**, which helps to meet the physical and nutritional needs of Kiwi kids.



Our people hold a number of fundraisers to help causes they believe in supporting. We've hosted Pink Ribbon Breakfast fundraisers to raise funds for the Breast Cancer Foundation. We've participated in I AM HOPE's initiative, Gumboot Friday, to raise awareness and funds for kid's mental health. We've taken part in Oxfam Trailwalker to raise money for Oxfam's development work in the Pacific.



Many of our people volunteer in their local communities. We've had people volunteer to pack nutritious lunches for thousands of Kiwi kids for Eat My Lunch. Our people have volunteered at Zealanda, clearing fire breaks. We've had people volunteer in sustainability initiatives like planting trees at the Multicultural Planting Day at Waiwhakareke Natural Heritage Park.

Application Process

We keep our application process streamlined to ensure you have a positive experience...



Online Application

The first time you apply you will need to create a username and password on our application system. You will need an updated CV and your most recent academic transcript (an unofficial copy is suitable) to upload with your application.



Interview

The next step is an interview with the relevant team. The interviewers will ask you questions to learn about your education background, interest in WSP and your aspirations.



Job Offer

We'll get in contact with you as soon as a decision has been made. If you're offered a job, we'll give you a call to let you know and send you the formal offer via email.



WSPD

**Creating what matters
for future generations**