

FAQ's

What are your minimum academic requirements?

To be eligible for the graduate development programme you must have an accredited degree. We don't limit applications to candidates that are only taking construction based degrees and are happy to consider candidates that can prove they have a passion for hard work and innovation.

When will I know if my application has been successful?

We will send you a confirmation that your application has been received within 10 working days of you applying via the Garenne website. If you do not receive confirmation, please contact us directly to Krystle.penrose@garenne.je. Once acknowledged, we will remain in correspondence via email and telephone (if appropriate) throughout the process. Candidates who have been unsuccessful will receive email notification thanking them for their interest. If you are unsuccessful, there may be occasions where we will request if you are happy for us to hold your details for future relevant vacancies.

What is the timescale?

Our graduate scheme accepts applications throughout the year but our main focus is to offer employment commencing June - September. The closing date for applications is the end of January in each academic year, with successful candidates being invited for interview soon after the closing date. We will aim to have the selection and offer process completed by the end of March.

Who do I contact if I have a question about a vacancy?

Please email your query to graduates@garenne.je, stating the 'graduate development programme' in the subject line.

When will my references be checked?

All offers of employment are subject to exam results and references. You will be sent a reference questionnaire as and when you are accepted onto the Graduate Scheme.

Can I speak to someone about your recruiting process and the graduate development programme?

We will be attending a variety of careers fairs on Campus, at select universities where graduates can meet us to discuss in-depth our programme and application process. Graduates from all other universities can apply at any via our website, www.garenne.gg/graduate. Should you require further information, please send an email to krystle.penrose@garenne.je

Can I apply for positions in the UK if I need a work permit?

We welcome applications from all candidates. However, there are restrictions if you are not resident in the UK/EC. You will need to ensure you have full eligibility to work in the UK before making an application. If you are unsure of your eligibility to work in the UK, please visit www.ukba.homeoffice.gov.uk for more information.

Can I apply for deferred entry?

We understand that not everyone is ready to start their career the day after graduation. If we offer you a job, we'll be happy to talk to you about your circumstances and each request will be dealt with on a case-by-case basis.

What are the typical hours in a working week?

There's no typical week working in Construction. Your contractual hours of 40 hours per week will vary according to the work or project in which you're involved and you will need to be flexible. The majority of projects operate Monday to Friday; however, there may be some weekend work, particularly during busy periods. We encourage everyone within the Group to work flexibly and to discuss how to meet the demands of each project. By communicating regularly with your team and supervisor, you'll be able to understand their expectations and plan your time effectively.

What is the dress code?

When on site you will need to dress appropriately for the project (wearing trousers and suitable shoes) and taking the weather into account. A large amount of your time could be spent outdoors. Personal Protective Equipment (PPE) will be provided but you will need to ensure you have the correct PPE every time you are working on site. If you are office based, we request that you wear suitable smart office attire.