

Career Summary

Career title: Graduate Consultant

Location: Cardiff

Term: Permanent

We have an exciting opportunity for new graduate consultant position in our Cardiff office. WHS is a small business and your contribution to the team is valued and recognised – our staff are our most important asset. Our consultants have good opportunity for personal development on fair salaries and wider benefits, with additional tax-free bonus linked to profit share.

The successful candidate will have a good first degree (upper second or higher) in a numerate discipline. A relevant postgraduate qualification would be advantageous. We are looking for candidates with relevant analytical experience gained through their studies or through work experience.

The position is offered on a full-time basis located in our Cardiff office, with flexible workplace arrangements to suit individuals' circumstances.

To apply for this vacancy, please email your CV and covering letter to jobs@hydrosolutions.co.uk by 16th February 2026.

Objectives

Your objectives for the first year will include the following:

Technical Objectives

- Undertake fieldwork, analysis and report writing required to compile the hydrogeology, hydrology and water environment chapters of Environmental Impact Assessments for major infrastructure projects such as wind farms, solar farms and transport infrastructure.
- Undertake hydraulic, hydrological, hydrogeological and water quality modelling across all of our sectors to deliver the required technical outputs. Our most common modelling software tools include Tuflow, Flood Modeller, HecRas, WINFAP, ReFH2, Causeway Flow, Modflow, AquiferWin32, ConSim. You will be provided with training and gain increasing proficiency in the use of at least two of these software packages in the first 6 months.
- Utilise GIS and CAD tools to manipulate mapping and model outputs to interpret and present data in reports.
- Contribute to large client reports and act as first author for smaller client reports and implement quality assurance processes.
- Undertake site visits to support consultancy and water monitoring projects and implement health and safety processes.
- Manage your training to a personal development plan, agreed with your line manager, including development of your modelling skills to an independent working proficiency within 6 months and achieving some initial competencies required for chartership under the Chartered Institute for Water and Environmental Management (CIWEM), Institution of Civil Engineers (ICE) or Geological Society. This will include a mix of external and on-the-job training.
- Create a good working rapport with other team members, communicating effectively internally and externally to achieve the best possible outcomes.

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Registered office: Stables 4, Howbery Business Park, Wallingford, OX10 8BA

VAT Registration No: 851427138





- Build upon your knowledge of the regulatory framework that controls activity around the water environment and ensure compliance with relevant regulatory processes.

Project Management & Work Winning Objectives

- Manage your work, usually on 4-5 projects simultaneously, to achieve the required quality to budget and programme.
- After your first 6 months, undertake the Project Manager role for projects up to £5k in value.
- Contribute to client proposals, and after 6 months lead on proposals up to £5k in value, under the guidance of a senior and principal consultant.
- Undertake market research tasks to support the delivery of the marketing plan, under the guidance of the Director and principal consultant.

Opportunities Beyond Year One

You will have the opportunity to take on increasing responsibility and, depending on your strengths and areas of interest, you will:

- Participate in the technical delivery of wider consultancy services, such as outline design, economic assessment and costings for flood defence schemes, water quality and LowFlows assessments.
- Working towards promotion to Consultant, usually after 2 years' experience and Senior Consultant, usually within 5 years' experience (including post graduate qualifications)
- Develop improved technical processes and software tools.
- Act as Project Manager on larger projects
- Contribute to and manage higher value proposals.
- Implement aspects of the tactical marketing plan.

WHS Benefits

We offer the following benefits:

- As a small, employee-owned business we provide a personable and dynamic work environment that rewards achievement and provides opportunity to work across other specialisms.
- WHS has a generous 40.5 day holiday allowance. Staff may 'buy or sell' additional annual leave at the start of each year.
- As an employee-owned trust, we provide tax-free bonuses to all staff and operate a separate performance-related bonus scheme. Distribution of bonus is dependent on achieving a minimum profit level.
- We provide a company pension scheme, with employer matched contributions of 5% of salary. This increases by 1% each year following 5 years' service, to a maximum of 10%.
- We operate a share options scheme, which is available for staff at principal consultant grade and above with a minimum of three years' service.
- We are part of the Cycle to Work scheme.
- We provide a Medicash health plan offering a wide variety of benefits from cashback on your everyday healthcare treatments, checks and therapies; access to a virtual GP and face to face counselling.
- Staff are encouraged to take an annual 'Environment Day' to support environmental or educational volunteering projects.
- We operate a flexible working hours system.

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- We have structured pay scales, and formal criteria for being promoted between grades. Thus the potential for career progression is clear for all staff.
- As a small company, there is significant opportunity for employees to improve the business, be that through systems improvement or identifying new work opportunities. Equally, there is high visibility to the WHS senior management team of the contributions made by employees, which are appropriately rewarded through profit sharing and career progression opportunities.
- We have a formal appraisal system matched by personal development plans and each member of staff has access to 5 days every year for targeted training and professional development.
- We provide financial support for our staff in gaining professional membership of the appropriate body.
- Through our affiliation with the Centre for Ecology and Hydrology there is the direct opportunity to interact with leading scientists within their fields and to contribute to the further development of models and methods deployed within our software products.
- A good IT infrastructure is essential to our operations as project teams commonly operate out of several offices. We have shared computing infrastructure across all offices and access to high speed GIS and modelling. We reserve a computing budget for each staff member to ensure that all staff have access to the latest modelling and software tools required for their work.

About WHS

Wallingford HydroSolutions (WHS) is an employee-owned water and environmental consultancy, established by the Natural Environment Research Council in 2004. We are well known throughout the UK as the developer of the Flood Estimation Handbook software. Since our formation we have grown to provide a comprehensive range of consultancy services focussing on the water environment. We are passionate about using our robust analytical skills and national credibility to help our clients realise their development ambitions. Our consultancy work across the UK is primarily delivered through our Cardiff office whilst software product development is focused in our Wallingford office.

Our consultancy business continues to deliver sustained growth working with clients across a range of sectors including house building and commercial development, renewables, power and transport infrastructure and regulatory agencies.

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