



solar power
tea power

Additional Information Pack Process Engineering Graduate – Graduate Training 2026

Process Engineering Graduate

Do you want to work gain personal, professional, technical and employability skills through job-shadowing, mentoring, on-job work experience and completing appropriate challenging assignments?

Our 4-year process engineering graduate scheme gives you the opportunity to gain valuable experience whilst complementing your studies and personal and professional growth.

The scheme is divided into 6-12month postings in three main industrial regulation business areas, which are National Permitting, Operations and Environment & Business, and with possible secondments into other organisations.

You will initially work alongside our permitting officers in **National Permitting**, to review and assess permit applications from industrial operators to undertake new activities or modify permits to implement new regulatory requirements.

You will then join a **Local Operations** team to work alongside our experienced regulatory officers and support our regulation of a wide range of industrial installations such as chemical plants, power stations and cement works.

In **Environment & Business**, you will then work with our senior advisors on policy implementation for regulated industry and providing technical support to our regulatory and permitting officers. You may also be seconded into other departments to gain valuable skills and support your chartership journey with IChemE.

We use smart tools to stay connected and reduce travel, but some travel and overnight stays may be required

What you will gain

During your placement with us you will gain experience and develop skills in areas such as:

- Data management and analysis
- Regulating the environment
- Evaluation of environmental impact
- Industrial transition for carbon reduction
- Development of environmental standards
- Enforcement
- Environmental incident management
- Partnership working
- Public engagement

You will see direct impacts of the work we do in the environment and understand how we work with operators of industrial facilities to ensure that the industry we regulate is sustainable for future and provides benefit to society without causing harm to people or the environment.

You'll be based at one of our Area offices in England and may need to travel to other locations occasionally.





What we do in Regulatory Industry

We regulate the process industry across England to promote sustainable growth, primarily through the Environmental Permitting Regulations (EPR) and the Control of Major Accident Hazards Regulations (COMAH).

- Under EPR, we oversee a wide range of process industries, including combustion plants, cement and lime works, chemical production, and large-scale food and drink processing facilities. We assess permit applications and set operational limits to ensure these activities have an acceptable environmental impact.
- In partnership with Health & Safety Executive (HSE), under COMAH, we ensure that high-hazard industries do not pose unacceptable risks to people or the environment, including minimising dangers associated with fires, explosions, and toxic or radioactive releases.
- More chemical engineers are needed to help us be an effective regulator and crucial in supporting the transition to net zero ensuring that decarbonisation delivers meaningful benefits to the environment as a whole.

How you will make a difference

Our Chemical Engineers make a difference. We currently employ over 30 chemical engineers in locations spread across England. They provide technical expertise so we can deliver our responsibilities to regulate major industries and protect the environment.

“We work to create better places for people and wildlife and support sustainable development”.

Diversity & Inclusion:

At the Environment Agency you can progress your career and feel comfortable to bring your whole self to work. We recognize that we are all unique individuals and value and embrace our differences. We foster an inclusive culture where colleagues from all backgrounds can feel their uniqueness is valued.

Our success in this area was recognised in 2018 when we won the IChemE Diversity & Inclusion Global Award.

Graduate Benefits:

- Starting salaries from GT3 £32,237 (MEng), rising annually to reflect experience. Depending on experience and qualification you may start on a GT4 £33,042
- IChemE membership fees
- Defined benefit pension scheme
- 25 days annual leave & special leave (increases after 3 years)
- Chartership & Mentoring opportunities
- Funded training and support with career development
- Flexible working and family friendly working patterns
- Award winning support networks

Eligibility Criteria

For your application to be considered you must meet the below requirement:

Criteria 1

- You are a UK, Commonwealth or EEA (European Economic Area) national **AND** you have the right to work in the UK for at least the next 4 years.

Criteria 2

- By September 2026 you will have completed a degree course in process or chemical engineering* within the last 3 years (since summer 2023). This will preferably be an MEng course that is accredited by the IChemE.

*If successful, you will be required to give evidence of your qualification (expected or awarded).

You can find more information on our [Who We Are - Environment Agency](#) careers page.



Find out more

Further information about our scheme is available here: [Graduate Training Scheme - Environment Agency](#)

Candidate Call

Date: 11 February 2026 at 12pm

To support prospective candidates, we will hold an open call to share details about the scheme and answer your questions.

During the session, we'll discuss the challenges we face and how your skills can help address them. Current scheme participants will also be available to share their experiences and insights about the role.

If you have any questions, please contact us at eandbpeopleteam@environment-agency.gov.uk

Call Details

Microsoft Teams meeting

[Join the meeting now](#)

- Meeting ID: 398 843 672 954 33
- Passcode: pf9bp6HQ

Dial in by phone

- [+44 20 3321 5273,,268277090#](#)
- [Find a local number](#)
- Phone conference ID: 268 277 090#

Sustainability

We all have a role to play in tackling the climate emergency, which is why the Environment Agency has committed to reaching net zero by 2030. Our sustainability plan - eMission2030 – outlines our ambition for the future and use hard evidence to radically change our way of thinking to build sustainability into every decision we make.

We have adopted the United Nations Sustainable Development Goals (also known as The Global Goals) as a framework for eMission2030 – to tackle a broader range of social and economic development issues.

It will require every single one of us to play our part, to think and act differently, and to make choices and changes that won't always be simple. As an organisation, we will inform, engage and empower our staff to be climate champions, and to support and challenge themselves, each other, and everyone we work with to create real change.

We'll use our sustainability credentials to help us attract the best talent and increase equality, diversity, and inclusion across the organisation. And when new employees join us, they will be trained right from induction on our net zero ambition and how they can help achieve it.

We don't have all the answers, and we know we won't always get it right. But together, and with your thoughts, ideas, and suggestions, we can make a huge difference.



Patrick Zheng

Chemical Engineering MEng Graduate

I joined the organisation as part of its inaugural summer diversity internship programme, before transferring to the process engineering programme.

During my first posting I looked at a range of renewable alternative liquid fuels to gas oil and determined whether one or more of these alternatives can directly replace gas oil without an amendment to an environmental permit.

I also worked on public engagement for the Bioenergy with carbon capture and storage project at Drax, which is set to become the world's first carbon negative power station

Daniel Chernick

Chemical Engineering MEng/PhD Graduate

I joined the EA in September 2025 on the four-year Process Engineering Graduate Scheme, after completing my PhD and wanting broader industry experience. I'm now finishing my first rotation in Permitting, which will be followed by the Air Quality Assessment team and then an Area team. This rotation has given me valuable insight into a wide range of industries and how their activities are regulated.

Although my main work has been within the national Manufacturing Permitting team, I've also had many opportunities to connect with colleagues in my home office in Leeds. I've felt fully supported throughout by my team, my local office, and the scheme.

A key part of the programme is working towards IChemE chartership, and I've been assigned a chartered chemical engineer as a mentor, which has been invaluable for planning both my career and personal development.

Overall, I'm really enjoying the scheme and would recommend it to anyone wanting broad industrial and regulatory experience.





Environment Agency

Environment Agency

Environment & Business
Come and Join us!