

QUEST
Undergraduate
Sponsorship
2026

**MORGAN
SINDALL**

INFRASTRUCTURE



**We believe in connecting people, places and communities
through innovative and responsible infrastructure**

Your interview day hosts

You'll be welcomed into your interview by two members of our fantastic team. They know our Quest programme well and will be looking forward to finding out more about you.

You'll have a chance to ask us questions too, so take the opportunity to gain some more insights into our organisation.



About Morgan Sindall Infrastructure

Our purpose

We believe in connecting people, places and communities through innovative and responsible infrastructure.

Morgan Sindall Infrastructure delivers some of the UK's most complex and critical infrastructure across seven core sectors of energy, defence, water, nuclear, highways, rail and aviation for public and private customers, valued from £50,000 to over £1 billion.

Whether we're enhancing water, wastewater or energy transmission networks, enabling better rail connections, keeping vital highways running, working 24/7 to maintain airport runways, or creating and maintaining infrastructure assets in complex and demanding nuclear environments, our approach is founded- upon being a responsible business.

Our decentralised way of working makes being part of the Morgan Sindall Infrastructure team feel different to other big companies. We act quickly and trust our people to make the best decisions for themselves, our customers and our company, placing responsibility where it matters – on our projects.

You will get the opportunity to be part of the UK's most interesting, diverse and complex construction and infrastructure projects, gaining experience across a range of these sectors throughout your sponsorship.

Our values

The customer comes first

We see all our stakeholders as customers; people, supply chain, stakeholders and every community we contribute to in the built environment.

Talented people are key to our success

It's vital to identify talent that is right for our business. We recruit, develop and retain those who can contribute the most, both today and in the future.

Consistent achievement requires challenging the status quo

We can learn from each other; we should share common practices, learning and approaches to support our delivery today and into the future.

We act responsibly to do the right thing

We are committed to being a responsible and ethical business. This means behaving with integrity towards all stakeholders and having a positive impact on the communities where we work.

We have a decentralised philosophy

Empowering our teams to deliver exceptional results for all our stakeholders.



Our business approach

Perfect Delivery

Perfect Delivery puts our customers at the heart of everything we do by focusing our efforts on providing exceptional customer service. We want to delight our customers, developing long lasting relationships built on trust so we will be their contractor of choice. To achieve this, we must offer a first-class level of service, continuously improve by listening to and learning from our customers, allowing us to address any areas of improvement and build on the areas of success.



Responsible business

Our responsible business model focuses on five key areas, or Total Commitments, designed to address the needs of our stakeholders.

These Total Commitments along with our core values; and our governance framework creates a positive culture and promotes long-term, sustainable success for Morgan Sindall Infrastructure.

Our Total Commitments are: Protecting People, developing people, improving the environment, working together with our supply chain and enhancing communities.



"As a large construction and regeneration group, we have a significant role to play in society by building new infrastructure, creating better workplaces and regenerating cities with much-needed housing and public spaces."

John Morgan, Chief Executive



Morgan Sindall Infrastructure and QUEST

Morgan Sindall Infrastructure has supported the QUEST programme for over 15 years. During this time, we have developed and enhanced our approach in line with feedback from 100 QUEST scholars.

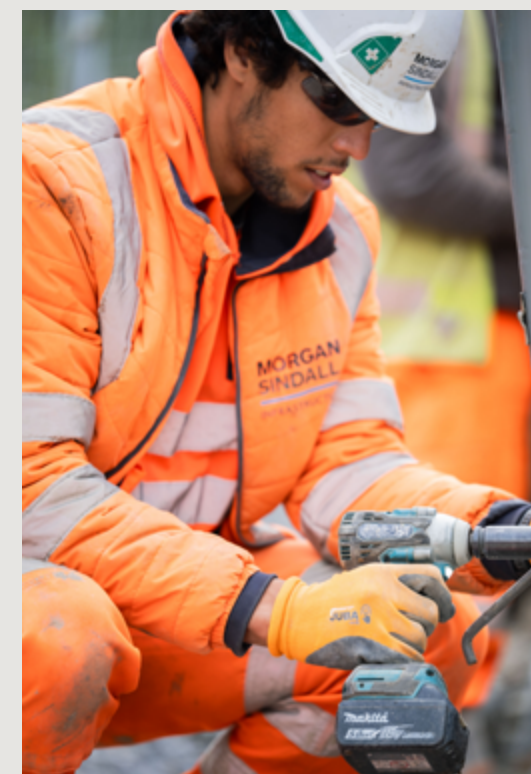
We receive positive feedback from our scholars on the experience they are given, and the commitment we make to mentoring them. Our scholars enjoy their work with us and the responsible roles we give them and go on to progress quickly when they join us as graduates.

We're proud to see our Quest programme described by the ICE as 'Exemplary' and to have been asked by the ICE to sit on the QUEST Committee to help promote and develop the Quest programme. We work hard to make sure our students, and ultimately graduates, have a great experience and feel part of the Morgan Sindall Infrastructure family from their first term at university.

We use feedback from QUEST scholars to continually adapt our approach as well as working with the ICE to improve the scheme as a whole.

Your supervising civil engineer is your personal mentor who will provide you with the required levels of support and guidance as you commence your journey to ICE Chartership. All our SCEs are chartered engineers in senior roles across the business.

We expect our graduates and QUEST scholars to get involved in inspiring the next generation and all are enrolled as STEM ambassadors, where they are able to inspire more young people into engineering careers, working with schools and your own university to represent the ICE and our profession.



The QUEST interview week - meet our very civil engineers!

The key stage of the ICE QUEST process is the annual interview week in September. We understand that you may be nervous and that's why we keep the whole week as relaxed as possible from a Morgan Sindall Infrastructure perspective, to allow us to get to know each other.

With us, the interview itself is a friendly conversation, so don't expect a grilling. We hope you will have found out about our organisation so that we can answer your questions, but we won't test you on our website content! We want to talk about the things that have made you the person you are today.

This year, we are looking for new QUEST scholars to join our business so we have a lot of people to get to know over a week. Our people are the best way to get to know our business and whether it is right for you, so make sure you take

the opportunity to ask questions, if you have any. Your interview schedule may be daunting as you could be interviewed by up to five different sponsoring organisations throughout the week, and the ICE.

Each interview lasts for 25 minutes. The interview will vary between organisations; some will ask you challenging mathematical questions or test your knowledge of engineering history but an interview with Morgan Sindall Infrastructure is far less formal.

You will be interviewed by two people, who may be project directors, senior engineers or SCE's. They will be mentors on our training scheme and regularly work closely with our QUEST scholars and graduates.



What happens at your interview

If we have selected you for interview, we want to get to know you better and understand how we can work well together. We will already have detected your enthusiasm for civil engineering as well as your ability to work in teams.

After the interview, we have to score and rank our interviewees in order of preference. The ICE will ask you to do the same for the organisations you were interviewed by.

The ICE then use a matching process to align scholars with sponsoring organisations. If you want to be sponsored by Morgan Sindall Infrastructure, you should score us as your highest preference. This increases the likelihood that we will be paired together by the ICE matching.



If you want to be sponsored by Morgan Sindall Infrastructure...

Score us as your highest preference. This increases the likelihood that we will be paired together by the ICE matching process.

8 We invite you to join Morgan Sindall Infrastructure

7 Sponsorship matches are offered to scholars and companies to accept

6 The ICE team match scholars to companies based on their preferences

5 After interview week, Morgan Sindall Infrastructure tells the ICE who we'd like to offer sponsorship to in order of preference

4 You'll be asked to rank the organisations you are most interested in very quickly

3 The content of an interview varies, Morgan Sindall Infrastructure is typically less formal

2 Each interview lasts around 30 minutes (over a Teams call) - it will fly by!

1 You could be interviewed by up to five sponsor companies including the ICE.

Client, consultant or contractor?

The ICE will have helped you to understand that employing organisations in civil engineering will generally fit into one of three broad categories. It is really important that you understand these categories and where each one fits.

You may be making one of your most important career decisions in the coming weeks, when you select the organisations you want to meet.

You will need to be clear in which category each QUEST sponsoring organisation fits. A client could be a government body, such as Highways England, Network Rail or private developer. Working for a client will usually be in a fixed office location.

A consulting civil engineer (or designer) designs assets for clients including structures, roads, railways etc. Typically working for a consultant may be heavily maths and design software biased and is largely office based.

With a contractor, such as Morgan Sindall Infrastructure, work is often site based and involves overseeing the design and managing construction to turn it into a finished project.

You will always remember the things you build! Construction sites may be a long way from home and can involve working outside in all weathers! The ability to think for yourself and be self-motivated is essential as you will have responsibility for sections of work and resources, working in great collaborative teams.

Contractors' staff are given high levels of responsibility early in their career and have a diverse range of career paths ahead of them. All civil engineers need strong communication, problem solving and team working skills.



Try selecting the boxes below to get a feel for your employment preferences.

Clients	Consultants	Contractors
☐ Strategic planning ☐ Establishing future needs ☐ Securing funding ☐ Project Management ☐ Working for a government body ☐ Managing assets ☐ Planning maintenance ☐ Usually office based ☐ Focused on one sector or asset type	☐ Designing assets in many sectors ☐ Largely office based ☐ Using the mathematical elements of your degree and design software ☐ Closely supervised and checked, working in small teams ☐ Frequently change projects you work on ☐ Occasional site work and visits ☐ Makes designs safe to build	☐ Constructing assets across all sectors ☐ Project management ☐ Translates the design into reality ☐ Largely based on project site ☐ Often outside ☐ Keeping people safe ☐ Work in broad and collaborative teams ☐ Practical and resourceful ☐ High levels of responsibility early on ☐ Fast paced
Typical employers include: Clients own and run national assets – Morgan Sindall Infrastructure may be employed by them: Highways England Network Rail Local Authorities Heathrow Airport Ltd Environment Agency HS2 Limited National Grid Yorkshire Water Sellafield Limited	Consultants design assets, advise and work for clients and contractors. We do some of this work in house through: Morgan Sindall Engineering Solutions, BakerHicks - our sister company. We also employ others to design for us including: Arup Atkins Jacobs TGP WSP	Contractors construct assets and may also design them – this is Morgan Sindall Infrastructure's principle business. Morgan Sindall Infrastructure is one of the UK's biggest contractors. Other contractors at QUEST are: Amco BAM Nuttall Galliford Try Skanska Vinci

BakerHicks BakerHicks is our sister company that specialises in the design of assets for us and our customers.

Our Quest programme

When you join Morgan Sindall Infrastructure as a QUEST scholar, we will provide you with the foundations and tools you need to build your career. Our commitment to developing you and your career starts when you sign on the dotted line of our sponsorship agreement in October this year and extends well into your career.

We are very proud of our Quest programme and the excellent feedback it gets from our scholars. The ICE has described our approach to QUEST as 'exemplary'.

Our QUEST sponsorship scheme is designed to give you the very best opportunities to gain valuable, practical and varied experience.

We will provide you with varied undergraduate summer placements across a range of sectors so you won't be pigeonholed. We give you a formal training agreement between you, us and the ICE.

Upon the successful completion of your degree you will have the opportunity to join us as a graduate, building on your summer placement experiences.

How do we support our QUEST scholars?

Peer Support

We'll match you with another QUEST scholar from the previous year to help you find your feet. You'll get access to our private social network for all QUEST scholars.



Mentor Support

You'll be matched with a supervising civil engineer who will be your personal mentor from the start of your sponsorship until you become Chartered.



Virtual site visits

You'll regularly be invited to join our virtual site visits alongside our current graduates, where you can find out more about some of our most exciting projects. From time to time we can also offer on-site experiences.

What do our QUEST scholars think?

We are proud of the progress and achievements our QUEST scholars make. During your summer placements, you'll be able to experience the variety of the work we do. Our project managers know our QUEST scholars and provide them with challenging and worthwhile roles.

Ailsa Mackay

Quest summer placement - Energy

"I have especially enjoyed being part of the ECI (Early Contractor Involvement) phase and the planning that goes on in the early project stages while still being out and about on site. In Engineering, it's great to experience as many sectors as possible. Morgan Sindall Infrastructure gives you the chance to do that and will help you discover which area you thrive in."



Ben Roxburgh

QUEST summer placement - Nuclear

"My responsibilities included setting out and surveying to ensure precision and quality on-site, drafting permits for works, assisting in preparations for the next phase of the project, and writing site diaries to accurately record daily progress and key observations. Being trusted to take ownership of these critical activities helped me grow both technically and personally."



Our projects

Take a look at some of the current, past and major projects that our graduates have been working on:

- [Llyn y Fan Fach](#) reservoir refurbishment
- [Barking Riverside](#) extension
- [Gremista](#) underground cable and grid supply point



Morgan Sindall Infrastructure graduate development programme

Once you have finished university, we expect you to join us in a full time position as a graduate engineer. You will join our Morgan Sindall Infrastructure graduate development programme and you will continue on your ICE training agreement. Our graduate development programme makes sure that our graduates across all disciplines have the opportunity to develop their careers in the broadest sense possible and complements the ICE training agreement which develops the attributes of a chartered engineer.

You'll continue to work with your supervising civil engineer towards chartership and work with others as part of our ICE training community where the bonds and friendships you developed on the QUEST programme will help you to support and encourage each other towards chartership. On this journey we may arrange secondment to one of our internal businesses or an external consultant to give you the broadest range of experience to prepare for the ICE professional review. You will also 'pay it forward' by acting as a STEM ambassador through one of the three schemes we participate in giving you the opportunity to inspire the next generation.

Our [civil engineering training scheme](#) focuses on developing the seven attributes of a chartered engineer detailed on the ICE website. Your SCE will have started to mentor you in these from your first summer placement.

Our [graduate development programme](#) consists of key modules which develop the skills and knowledge you will need in the early years of your full time role and include:

- Environmental awareness and sustainability
- Equality and diversity
- Site records
- Perfect Delivery
- Financial and commercial awareness
- Temporary Works appreciation
- Planning awareness
- Digital engineering (BIM)
- Structured Continuing Professional Development Programme (CIM)

[Participants speak highly of the programme](#), with over 95% being promoted after the scheme and over 90% rating the style and content of our courses being good or excellent.

[We offer one of the most competitive packages in the industry as well as the opportunity to experience varied and interesting work.](#)



Fast facts

- ▶ Our civil engineering training scheme is run by senior engineers who are members or fellows of the ICE and know just what it takes to get you there
- ▶ You will get a training agreement from the start of your sponsorship which means you can start working towards chartered status earlier - not all QUEST companies do this!
- ▶ We provide you with a supervising civil engineer who will mentor and support you from the start of your sponsorship until you become chartered.

Some of our previous QUEST scholars



Rebecca Paramor Section Engineer

Rebecca was awarded ICE Quest Scholarship in October 2017, and built on her professional development across an 8-week summer placement in the Rail business unit. After graduating she started her graduate engineer position in September 2022 on A11 Concrete Roads Framework.

Rebecca has actively increased awareness responsible business practices, and helped to develop a culture of environmental care. She was recently shortlisted for a CIHT Emerging Professional Award.

Katharine Biggs Site Engineer

Katharine joined Morgan Sindall Infrastructure as a QUEST Scholar in 2018. In September 2023, she started full time as a graduate site engineer within the Energy and Water business unit. She is currently working as a Site Engineer within our Rail Business Unit

She was also selected as part of our Mavericks scheme, which empowers junior leaders to work with senior leadership to drive change across the business.



Beyond QUEST

Our Quest scholars progress rapidly after graduation, and many go on to win internal awards and recognition on their way to becoming chartered engineers.



Our graduate careers include civil engineering, quantity surveying, finance, business management, environmental, and mechanical and electrical engineering. If you decide to join our graduate development programme, you will continue gaining knowledge and delivering value through practical experience.



We have a range of training programmes to ensure that every employee, at every stage of their career, has the opportunity to reach their full potential and perform to the best of their ability. We pride ourselves in providing support to help equip our people with the skills they need to be the qualified professionals, technical specialists and managers of the future.



Ongoing development through our graduate development programme during your first two years of post graduate employment will let you get to know your colleagues.



Meeting and working with colleagues from across the business, learning technical and managerial skills.



Networking and connecting with the wider early careers community, as part of the Aspiring Careers Network.

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