



About ABP

- UK's leading and largest port group
- Twin missions, "Keeping Britain Trading" & "Enabling The Energy Transition"
 - "The Voyage"
- 96% of Graduates secure fulltime permanent positions.







- A structured training programmme offered by ABP aimed at recent university graduates.
- Designed to provide on-the-job experience and professional development in specific roles/fields.
- Includes a rotation system work in different departments/locations to gain broad experience.
- Two years should result in a permanent job offer upon successful completion.
- Gain mentorship and opportunities to build a professional network within the company.





ABP's Graduate Programme

- Opportunities that prepare graduates for future leadership roles within the maritime industry.
- Offering real responsibility and opportunities to work on significant projects.
- A supportive team environment.
- Opportunities to network with various teams and stakeholders.
- Receive guidance and mentoring from experts in each specific field.
- Rotations across various business areas, including out-of-region placements at one of 21 ports.







Current Graduate Schemes



Our programmes for 2025 include:

Port Operations Nationwide

Working within our Operations teams, you'll be mentored through every stage with placements which might include Stevedores, Cruise, Marine, Container Terminals, Bulk, Retail, Commercial and Business Excellence. To help broaden your knowledge of our business, you'll also get to work from at least one of our other ports.

Procurement

You will join the central Procurement team where you will be given real responsibility with infrastructure procurement, renewables and port specific equipment such as cranes. forklifts, etc. you will also cover procurement of IT and services contracts such as third party labour.

Property

As part of our Property team, you'll be given real responsibility early on, supporting the management function by working collaboratively with internal and external stakeholders to achieve organisational targets all elements of ABP's property portfolio and associated activities in accordance with

HR

real responsibility early on, working closely









Selection Process

- CV Review
- Aptitude Tests Numerical, Verbal & Inductive Reasoning
- Virtual Screening Interview (1:1)
- Assessment Centre:
 - Competency Interview
 - Individual Presentation
 - Group Exercise
 - Port Tour

(+ Dinner & overnight accommodation – not assessed)





Assessment Centre



Assessm

Characteristics

- Based on predefined criteria e.g. relevant behavioural competencies
- Uses a consistent, robust and objective approach that aids decision making.
- Provides an insight of the role and of ABP to candidates to enable them to make an informed choice of whether to join.
- Uses a variety of assessment activities to increase reliability
- Involves different assessors to increase objectivity and impartiality and reduce bias. All assessors are being briefed to ensure consistency.
- The information is integrated. The observations are pulled into key themes at an integration / wash up session. These themes are used to guide decisions and to provide feedback to candidates.

Assessment Centre – creating a great experience



Candidate Experience

- May be a life changing event for the candidate they will be nervous
- Our chance to make a positive impression
- Even if they are not the right person for ABP, their best friend / family member might be in the future

Create an event to remember

- Make it special, ensure the candidate has a positive experience
- Think about the whole experience from start to finish

Create the right environment

- Ensure the room is clean, tidy and branded
- Start on time
- Friendly and relaxed





Development

Leadership & Management Skills

- People management and team leadership
- Decision making/problem solving
- Strategic thinking and business awareness

Commercial & Financial understanding

Communication & Stakeholder Engagement

Health, Safety & Compliance

Data-Driven Decision Making

Year 1 Development Centre

Assessing levels of competency
Building personalised development plans
Supporting career planning

Year 2 Development Centre

Assessing levels of competency
Calibrating individual levels of competence
Support with agreeing first role

Underpinned by Operational & Technical Knowledge (Role-Specific)



Rewards & Benefits



Feedback from our 2024 Graduates

I've had the incredible opportunity to explore the diversity of our operations across multiple ports. Each rotation offers something unique, from engaging with industry leaders to tackling real-world challenges that impact the business. I'm constantly learning, meeting passionate teams, and gaining hands-on experience that is shaping my career in ways I never imagined. This scheme truly provides a dynamic, supportive, and exciting environment to grow and thrive. - Commercial Graduate

It has been a great opportunity to develop my skills, confidence and gain practical experience. I've really appreciated the chance to work alongside experienced colleagues and contribute to key projects. I am looking forward to continuing to learn and take on more responsibility within the company. - Finance Graduate

Gaining experience in different departments has allowed me to build new skills and develop a better understanding of how each department functions, whilst getting to meet lots of new people. I've recently started my placement in operations, and I am really enjoying it so far. I'm very grateful to be given the opportunity to work on a project which could have a positive impact! — Commercial Graduate

The best thing about the Operations Graduate scheme is the endless opportunities for learning. The placements have had such variety from the start, and no two days have been the same. I'm looking forward to seeing other regions and reflecting on how things work from a group perspective. — Port Operations Graduate



ABP Graduate Programme









Rewards & Benefits



Branded PPE (uniform)



Discounts



Paid annual leave



Ongoing training and certificates





Discounts







































currys



Questions?

