



Graduate Scheme

Apply for a 2026 Graduate position



Looking to kick start your career in the Fire Industry?

We're looking for graduates to join our vastly experienced and talented team, within our London, Bristol and Manchester offices. Our Graduate cohort will benefit from quality training in fire engineering Design, with the opportunity to carry your designs through into realised buildings on-site. In addition, you will have the opportunity to support our legal team, giving you an unparalleled experience base for your career.

- **Design and fire engineering analysis** – developing fire strategies with architectural and engineering teams by understanding their goals, visions and constraints; undertaking complex analysis and developing innovative solutions to meet these challenges.
- **On-site supervision of your designs for new buildings** – liaising with construction professionals and trades in the resolution of buildability issues on sites and ensuring that the design intent is actually delivered.
- **Helping building owners identify and correct unsafe existing buildings** – supporting with fire safety management and assessing protection measures across existing estates.
- **Supporting our expert witness team in legal dispute resolution** – the legacy of poorly built buildings within the UK has become the focus of our industry following the fire at Grenfell. You will have the opportunity to work with our legal team as we support the resolution of the unsafe conditions for building occupants.

Within Tenos you will be supported in your development by design, construction and facilities management professionals on a wide range of projects from the start of your career. You will develop your knowledge of thermo-fluid, egress and structural fire analysis and learn about the installation and construction of fire safety systems on site while monitoring the implementation of fire strategies and assessing existing buildings.

Why choose Tenos?

Tenos is an 100% employee-owned Trust which means, when you join our team you share the ownership of our company with a say in how we operate. Building upon the 27 year success of the team and our shared vision to ensure that everyone can work, sleep and live safe from the effects of fire.

Our Graduate program will provide you with experience in our Design, Inspection and Legal teams for a uniquely rounded development. Our graduates have constantly reported faster progression with Tenos than observed in their peers at others firms due to our blend of self-paced project led learning, together with cohort based and academic learning.

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Is this role right for you?

Suitable candidates will have an enquiring agile mind and a desire to provide excellent service to a diverse range of stakeholders.

Essential:

- Master's or bachelor's degree with a prediction of a 2:2 or above in a relevant subject necessary to obtain engineering chartership, such as: Fire Engineering, Civil Engineering, Structural Engineering, Chemical Engineering, Mechanical Engineering, Aeronautical Engineering, Construction Management, Building Surveying
- We will consider Architectural degrees with relevant fire safety modules. However, the focus of the role will be engineering as opposed to pure design
- Ability to provide evidence/example of own work, if requested
- Proficiency in the use of Microsoft Word and Excel
- Willingness to become professionally qualified as a Chartered Engineer with the Institution of Fire Engineers (or other suitable professional engineering institution)
- Planned and organised approach to work and meeting deadlines
- Creative approach to problem solving
- Ability to work effectively both individually and as part of a team
- Self-motivation to learn and develop to become a rounded fire engineering consultant embracing engineering, project management and commercial excellence.

Desirable:

- 2:1 in a relevant MEng subject which meets the educational requirements of engineering chartership
- Additional qualifications such as a PhD in fire safety related topics
- Experience in reviewing drawings of buildings in 2D and/or 3D
- A member of the Institution of Fire Engineers (IFE)
- Exposure to using CAD tools such as Bluebeam



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Terms and Benefits

Start date: September 2026

Contract: Full-time / Permanent

Location: Manchester, London or Bristol



We are proud of the salary and benefits package we offer our employees. This includes:

Competitive Salary & Bonus Scheme

Fire Engineer salaries tend to be amongst the highest within the engineering disciplines and ours are benchmarked to be industry leading.

We have a structured bonus scheme assessed against role competency and payable annually.

100% Employee-Owned Trust

Our Employee-Owned Trust (EOT) benefits every employee of Tenos. The primary goal of an EOT is to benefit the interest of all its members – our employees! By the nature of how the Trust works, everyone will have the opportunity to be more involved in the achievement of Tenos' success – so in essence the more employees put in, the more they'll get out.

What's more, when it's bonus time, the Trust can pay up to £3600 per annum per member tax-free! More of your hard-earned cash in your pocket.

- **Double Matched Salary Sacrifice Pension**
- **Above Average Holidays – 28 days plus Bank Holidays**
- **Death-in-Service Income Protection**
- **Professional Membership Fee Coverage**
- **Travel Season Ticket Loans**
- **Private Healthcare**
- **Cycle to Work Scheme**
- **Eye Care Vouchers**
- **Flexible Working**
- **Corporate Discounts (Perkbox)**
- **Team Away Days and Events**

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How to Apply

Please visit our website [here](#) and follow the register your interest process.

Testimonial from current Principal Engineer at Tenos

The one-on-one support provided to me through my graduate years and exposure to different areas of the business meant that after 3 years with Tenos when I moved on to a Mult-national Multi Disciplinary organisation I was well ahead of my peers and was promoted quickly there. Ultimately I returned to Tenos (as have others in the team) due to the great people, the interesting projects and the supportive culture.

If you have any questions about the process, please reach out to our HR Manager, Bebee Wood (recruitment@tenos.com), who will be happy to help.