

# Graduate Scheme – Surveying, Inspection, Audit & Assessment

## Apply for a 2027 Graduate position

### Looking to kickstart your career in the Fire Industry?

We're looking for graduates to join our vastly experienced and talented team, within our Manchester, London, Bristol or Glasgow offices. Our development programme will help advance your core technical knowledge of fire safety in construction and equip you with the skills to inspect, survey, assess and provide assurance to clients giving you an unparalleled experience base for your career.

- **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.
- **Generating fire safety audit reports on live buildings** – working with experienced Fire Safety specialists to generate fire safety audits, assessments and professional opinion involving both desktop review, site visits and client/project team meetings.

Within Tenos, you will be supported in your development by professionals on a wide range of projects from the start of your career. You will learn about the installation and construction of fire safety systems while monitoring the implementation of fire strategies and assessing existing buildings.

### Why choose Tenos?

Tenos is a 100% employee-owned Trust which means that when you join our team, you share the ownership of our company with a say in how we operate. Building upon the 30-year success of the team and our shared vision to ensure that everyone can work, sleep and live safe from the effects of fire.

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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 in a relevant subject necessary to obtain chartership, such as: Construction Management, Building Surveying, Fire Engineering, Civil Engineering, Structural Engineering, Chemical Engineering, Mechanical Engineering.
- 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/surveying/construction 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 surveying consultant embracing engineering, project management and commercial excellence.

### Desirable:

- Accredited Bachelor's degree with honours.
- Accredited or approved Master's degree or approved further learning to Master's level.
- Membership (Student or Graduate) of the Institution of Fire Engineers (IFE).
- Exposure to using CAD tools such as Bluebeam.
- Full UK driving license.

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## Terms and Benefits

**Start date:** September 2027

**Contract:** Full-time/Permanent

**Location:** Manchester, London, Bristol or Glasgow

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

**This includes:** **Competitive Salary and Bonus Scheme**

Salaries are reviewed annually to remain competitive, and we have a structured Enhanced Pay Scheme.

**100% Employee-Owned Trust**

Our Employee-Owned Trust (EOT) benefits every employee of Tenos. The primary goal of an EOT is to benefit the interests 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**



**Eye Care Vouchers**



**Corporate Discounts (Perkbox)**



**Team Away Days and Events**



**Flexible Working**



**Travel Season Ticket**



**Private Healthcare**



**Cycle to Work Scheme**

## How to Apply

Please visit our website [here](#) to register your interest.

If you have any questions regarding the graduate application process, please reach out to Bebee and Ellie via [recruitment@tenos.com](mailto:recruitment@tenos.com), who will be happy to help.