



southeastern

Train Planning Graduate

2025-2027

The details

- Two-year contract starting in September 2025
- Annual salary £32,000 with a halfway one-off payment of £2,000
- Support to find a management role upon completion
- Based in our London Bridge Head Office and around the network depending on your placement
- Embedded learning experiences throughout
- Great perks including free rail travel on our networks

Who's it for?

- Final-year students at Canterbury Christ Church or University of Greenwich expecting a 2:2
- Someone who loves solving complex puzzles
- Those passionate about making a difference in their communities

What are we looking for?

- You'll think 'What if?'
- You'll show you care
- You'll make great things happen

The application process

1

Introduce yourself and your skills

February

Our online application opens Thursday 30 January and closes Thursday 27 February.

Don't be afraid to let your personality shine through and tell us how you'd make great things happen at Southeastern.

2

Invite secured

Early March

Once you've applied, we'll ask you to complete a short online test to demo those skills.

Then, if we think you'll be a great fit, we'll invite you to interview and take part in our graduate assessment day.

3

Show us what you've got

Monday 31 March

Hosted in our head office in London Bridge, you'll spend your assessment day with your future colleagues.

It won't be a typical assessment day, we want you to have fun, relax and be you. You can't get that wrong!

4

You're in!

Early April

If we're lucky enough to make you an offer as a great match for our scheme, we'll get all the paperwork done ASAP so you can relax knowing you've secured your first step into your career.

If we can't make you an offer this time, you'll be able to ask us for any feedback you're looking for.

5

Jumpstart your career with us in September 2025

What you'll experience



A chance to find your fit

Four-six-month placements around the business so you can find what makes you tick. This is an opportunity to explore, try things out and find where you thrive.



Professional development

You'll become an associate member of CIRO after completing their Connect course. You'll also have access to SE Learning Space and the 1000's of courses on there to learn how you want to.



Continuous learning

Every month you'll have the chance to reconnect with your graduate cohort for a learning experience. From railway operations to community partnerships, continuous learning is built-in.



Mentorship from day one

We'll pair you up with one of our previous graduates who has found their place at Southeastern. They'll be there to offer you support and guidance throughout.



Personalised coaching

Using the wonders of Lumina Spark, a leading psychometric tool, you'll have access to personal insights leaders dream they had at the start of their careers!

£2,000 one-off payment

received one year in and subject to your engagement with the scheme

**(Some) of
the perks**

Free rail travel

on Southeastern and GTR services

75% discounted leisure travel

on all other train operators

25 days annual leave

(plus bank holidays)

A final salary pension

(your pension is based on what you earn when you retire!)



2025 is a milestone in the
history of the railway

Be part of our bright future



Hear from our previous grads who started their future with us



Will

Head of Stations Transformation

“The grad scheme was great for meeting different people and departments so I could understand the interconnected nature of the railway.

“This is important to remember in any future roles as you should never be working in isolation. My key takeaway from the graduate scheme was people are always willing to help you if you ask.

“Don’t be afraid to ask and importantly challenge yourself to do something out of your comfort zone, you may discover your comfort zone is larger than you think.”



Nadine

SQR Project Manager

“I believe that the Southeastern Graduate Scheme has been invaluable in my career. It's allowed me to work on projects that I would not have had access to otherwise.

“Having worked in a different industry previously, I can recognise the wonderful working environment at Southeastern where everyone is willing to help.

“Working across all functions of the business allowed me to pivot into a new role as SQR Project Manager where I get to work with our fantastic Stations and Engineering teams as well as the Department for Transport.

“I got involved with the Women in Rail Empowerment group during my first year here and now I'm hosting their Diversity Bookclub.”



Victoria

Environmental Specialist

“ I had the opportunity to work in varying departments, ranging from managing front line colleagues in stations, to working on head office projects.

“The scheme enabled me to make connections across Southeastern and ultimately find a role which aligns with my skills and interests.”



Dylan

Amended Planning Specialist

“The scheme helped to significantly improve my confidence, communication skills, and empowered me to be able to lead a team in a busy operational environment.

“I would definitely recommend our Southeastern grad scheme - there are lots of good perks and rewarding experiences to be had. And, the rail sector remains a very exciting industry to be involved with.”



Adam

Controller Compliance and Improvement Manager

“The people at Southeastern played a huge part in my experience. The railway is full of characters with a wealth of knowledge,

“The scheme was great foundation for my career and led to a permanent role. Even now, I’m still building on what I learnt during those two years.”



Apply now
to start
your future
with us

