

# Graduate Greener Greater Growth

2025 Programme

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# Are you ready to handle **£157 billion** worth of goods each year on the **global** stage?

## Welcome to the biggest and best!

The UK port industry is the second largest in Europe and Associated British Ports (ABP) is the largest port operator in our country, with 21 ports strategically positioned around Britain.

Our ports include Immingham, the UK's largest port by tonnage, and Southampton, the UK's number one port for cars and cruise and the nation's second largest container port.

Every year, ABP handles around 25% of all UK seaborne trade, that's around 60 million tonnes of cargo.

We have over 2,500 employees and collectively our ports handle around 1.3 million containers, over a million vehicles and around 2.8 million cruise and ferry passengers each year.

We own Britain's busiest inland rail terminal, Hams Hall, which has been operated by Maritime Transport Ltd since July 2022.

Our services are also complemented by our marine consultancy, ABPmer, and our dredging specialist, UK Dredging ('UKD').

## Build a career on a huge portfolio...



**2.8m** cruise  
passengers

**2,500**  
employees



**1.3m**  
containers

**26mt** of  
dry bulks



**17.6mt** of  
liquid bulks



**4mt**  
agribulks



**5mt** of  
break bulks



**700k**  
roll-on  
roll-off



**1.1m**  
vehicles

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Keeping  
Britain  
Trading

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**Investing around £2bn**  
in green infrastructure and equipment

**Over £100 million invested**  
in new technology and state-of-the-art  
facilities since 2016

**38% CO<sub>2</sub> reduction**  
since 2014

**18 of our 21 ports**  
already have renewable  
energy projects

As ABP is  
leading the  
way in UK port  
operations,  
we have an  
important role  
to play in helping  
decarbonise the  
wider economy.

We are also committed to  
introducing new technology  
that will help our customers,  
as well as new facilities that  
will help create jobs, reduce  
CO<sub>2</sub> emissions and boost trade.

We are continuing to make bold  
investments in our portfolio, including  
the next-generation green technology  
Horizon Cruise Terminal in the Port of  
Southampton; Immingham Green Energy  
Terminal which will help decarbonise  
transport and industry; the award-winning  
Lowestoft Eastern Energy Facility (LEEF)  
designed to support offshore wind farms in the  
Southern North Sea, and a world-class Floating  
Offshore Wind (FLOW) hub at ABP Port Talbot.

# Investing in a better future for you and your career

**You'll play a vital role in fulfilling our vision for a  
sustainable and profitable future for the maritime  
sector and for the whole of the UK.**

In February 2023 ABP set out its Net Zero 2040 commitment and broader environmental focus through our Ready for Tomorrow sustainability strategy. Then in 2024 we launched our twin missions, Keeping Britain Trading and Enabling the Energy Transition, in which, together with our partners, are due to unlock future green investment of £5.5bn+ over the next ten years.

With development in our world-class operations keeping us ahead of the competition, we need only the most talented graduates to join us to become future leaders in the maritime industry.

**Support  
energy  
decarbonisation**



Floating offshore wind



Biomass



Onshore wind and solar

**Enable  
new clean  
technology**



New nuclear



Shore power

**Support  
industrial  
decarbonisation**



Carbon capture usage and storage



Enabling modal shift



Hydrogen



**Enabling  
the Energy  
Transition**

# Better together

As the UK's leading port operator, we feel that it's our responsibility to lead the way across everything we do, from safety to diversity and inclusion.



We're working hard to improve gender parity and ABP was the first UK port operator to provide personal protective equipment (PPE) designed especially for women, improving safety standards and choice for everyone.

We are also committed to building a more inclusive, diverse and open working community, so you can be yourself at work

every day. We have company-wide D&I networks covering disability, mental health, gender, religion, ethnicity and sexuality.

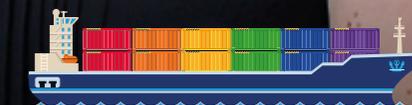
In 2020, ABP's ports were recognised by Maritime UK's Diversity in Maritime Charter for their success in implementing initiatives to attract and welcome a more diverse workforce across all our ports and facilities.

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“ It is amazing to be a part of an organisation like ABP that has a direct role to play in this country moving towards a greener economy, with greater collaboration and more opportunities for all.”

Katie Pearce, Commercial Management graduate 2020

In line with our goal to attract more women into the maritime industry, 2022 and 2023 saw women represent 57% of ABP's graduate intake. ABP continues to maintain efforts to attract more women at every level; and since March 2020, women have been appointed to 33% of all senior leadership appointments.



**Better Together**





“It’s an incredible opportunity to set yourself up for a unique career path and lead pioneering projects!”

William Dixon –  
Port Operations  
graduate 2021

# There’s never been a more exciting time to join ABP

We’re looking for talented graduates wanting to become future leaders in the port industry and help shape the future of green energy.

As a future leader, you’ll have excellent people skills with the ability to lead and inspire people at all levels. You’ll be based in our fast-paced hubs and surrounded by various industries, driving innovation and contributing to sustainability, you’ll have the ability to learn quickly, adapt and grow, all while showing resilience and determination.

Your ambition and passion will drive your career in the port industry. You’ll already have a relevant degree (or predicted, min 2:1), be flexible on location, prepared to challenge yourself, think creatively and work hard.

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**£32,000**  
starting salary

**2 year**  
senior mentor support

**Hands-on  
experience**  
across diverse locations

**Unique**  
opportunities

Rewards and benefits include:

**Annual bonus scheme**

**Pension scheme**

**Life assurance**

**Private healthcare**

**Private dentalcare**

**Employee discounts**

**26 days holiday plus**

**8 bank holidays**

From October 2025, the most promising graduates will begin their career journey to fulfilling some of the most highly desirable key-roles across ABP.

Once placed on the graduate scheme, you will spend two years training and experiencing hands-on placements across at least two locations, covering various aspects of the different functional environments.

Successful candidates will be given wider development opportunities, such as project management, leadership core skills and health and safety, throughout the duration of the scheme, all with the support of a senior mentor.

The schemes will be very challenging, offering a unique opportunity to develop a range of key skills that will be essential to a successful career with ABP.

Be part of the UK's leading port operator.



Scan me  
to jump  
right in

Visit the ABP Graduate Careers webpage to see all current opportunities.

Opportunities include:

**Port Operations**

**Procurement**

**Property**

**HR**

The graduate training scheme is open to both existing employees and external candidates.

The closing date is the  
**6th January 2025**

To apply visit:

[careers.abports.co.uk/  
content/Graduate/](https://careers.abports.co.uk/content/Graduate/)

If you have any questions or wish to discuss your application, don't hesitate to get in touch:

**The Recruitment Team  
Associated British Ports**

**0292 083 5028**

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**ABP** | KEEPING  
BRITAIN TRADING



**Make ABP your first port of call**

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