

wsp

EARN WHILE YOU LEARN

*Achieve a New Zealand Diploma while gaining
practical work experience as a WSP Cadet.*



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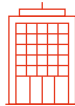
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Who We Are



At WSP, we are dedicated to creating innovative solutions that make a positive impact on our communities and environment.

We are passionate about pushing boundaries and finding new ways to address challenges. As one of the world's leading consultancies, our team consists of talented individuals who bring diverse perspectives and expertise to the table.

At our core, we believe in fostering a culture of collaboration and learning. We value open communication and encourage everyone to share their ideas and contribute to our collective success. We provide opportunities for growth and development, supporting our employees in reaching their full potential.

We take pride in our commitment to sustainability and social responsibility. We actively seek ways to minimize our environmental footprint and contribute to the well-being of our communities. We believe in giving back and making a difference in the lives of others.

**WE ARE WSP,
A COLLABORATIVE TEAM OF
PASSIONATE PEOPLE
SHAPING A BETTER
TOMORROW**



What We Do

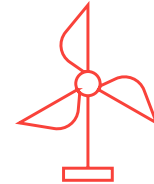
We help our clients by developing creative, comprehensive and sustainable solutions for a future where society can thrive.

We are architects, data scientists, digital advisors, engineers, interior designers, planners, project managers, property consultants, scientists, surveyors, and urban designers.

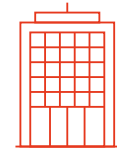
Our areas of expertise include:



EARTH AND ENVIRONMENT



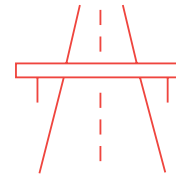
POWER AND ENERGY



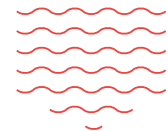
PROPERTY AND BUILDINGS



STRATEGIC ADVISORY



TRANSPORT



WATER

Earth and Environment

We are a team of engineers, scientists, planners, and geologists.

Our Earth team provides world-leading engineering geological, geotechnical, and resilience advice.

Our Environment team provides a vast array of services – including sustainability, environmental planning, ecology, contaminated land, air quality, and occupational hygiene.

With rising awareness of environmental concerns, we play an essential role in helping to protect Aotearoa New Zealand's precious natural resources for future generations.

Highlighted Project: Mount Messenger Bypass

The Mt Messenger Bypass project aims to address the challenges posed by the existing steep, narrow, and winding 5.2 km section of SH3 at Mt Messenger in Aotearoa New Zealand.

This particular stretch of road is prone to natural hazards, which jeopardize road safety and often lead to traffic restrictions, delays, and road closures, affecting both commuters and nearby communities.

Improvements include the construction of a 110-meter-long bridge and an estimated 230-meter-long tunnel beneath the ridgeline southeast of Mt Messenger.

The project's primary objectives are to enhance safety for travelers on SH3, improve road resilience, and ensure more reliable journey times while effectively managing any potential environmental impacts associated with the project.





Power and Energy

We are a team of electrical, mechatronics, and mechanical engineers.

We offer expertise on projects in transmission, distribution, and generation, including hydro, wind, solar, and geothermal energy.

We work with clients to fulfil Aotearoa New Zealand's surging power requirements, ensure secure and reliable energy supply, decrease carbon emissions, and implement projects that contribute to a sustainable future.

Highlighted Project: Ngatamariki Geothermal Power Plant

Ngatamariki is a binary geothermal power plant about 17km north east of Taupō. The plant runs four OEC (Ormat Energy Converter) turbine units, generating 84MW of power – enough electricity to power 80,000 homes in Taupō-nui-a-Tia.

WSP played a significant part in this project, fulfilling key roles including Lead Civil Engineer, Construction Programme Manager, and Lead Landscape Architect.

We were responsible for design and construction supervision of the haul and access road network, as well as geotechnical engineering, structural and seismic assessment and design, project management, construction supervision, surveying, and quality control.



Property and Buildings

We are a team of architects, urban designers, engineers, interior designers, property consultants, digital advisors, and project managers.

We offer innovative and sustainable solutions to cover the complete building life cycle.

Buildings are at the heart of life, where we are born, where we learn, where we work, where we play, where we think, where we love, where we laugh, where we cry. Buildings matter for future generations. Our people 'live buildings'.

Highlighted Project: Dunedin Hospital

WSP is providing Civil Engineering, Seismic Restraint and Construction Monitoring Services (as sub-consultant Holmes Consulting Engineers) on the largest hospital project in Aotearoa New Zealand.

This project demonstrates WSP's ability to provide critical engineering design for highly complex healthcare projects while using a fully integrated BIM (Building Information Modeling) environment.

The Inpatient and Outpatient buildings, which will form the New Dunedin Hospital, will cover an entire city block. Working closely with the Architect and Building Services Consultant, the WSP team is developing solutions for seismic restraint on a scale and complexity that is a first of its kind in Aotearoa New Zealand.





Regions

In addition to our main centres of Auckland, Christchurch, Hamilton, and Wellington, we have regional businesses across Aotearoa New Zealand, from Whangārei down to Invercargill.

Our thriving regional businesses are a great place to start your career. These offices provide a broad range of services that encompass our sectors, allowing you to diversify your development, experience, and the projects you'll work on.

You will still be connected into the big projects WSP has on nationwide and part of the national graduate community. You'll also work with local governments, iwi, and wider clients, while still having access to our international experts and global network.

Our regional teams include a diverse range of experts with an acute focus for our local communities. Our local expertise drives our business.

Highlighted Project: Cyclone Gabrielle Recovery Efforts

The recent impacts of Cyclone Gabrielle on regional Aotearoa New Zealand has tested the resilience of our infrastructure, leaving roads damaged, bridges weakened, and communities isolated.

But it has also opened up a unique chance to bring about positive change and create an infrastructure that is even stronger, more sustainable, and better equipped to withstand future natural disasters.

We're working with our local communities to rebuild, restore, and improve infrastructure and livelihoods. Our combined expertise will help us develop innovative solutions, incorporating cutting-edge technology, sustainable practices, and resilient designs that can withstand the forces of nature.



Strategic Advisory

Our Strategic Advisory team within WSP in New Zealand is dedicated to helping its clients address their most complex and urgent infrastructure challenges. We do this by identifying and understanding the nature and scale of future challenges facing our nation, accurately articulating them, and using our expertise to develop and deliver great solutions to ensure a more sustainable, equitable, and connected Aotearoa New Zealand.

Our capabilities are shaped around three areas of Assets, Change, and Investment. We are cross-Sector and have expertise across:

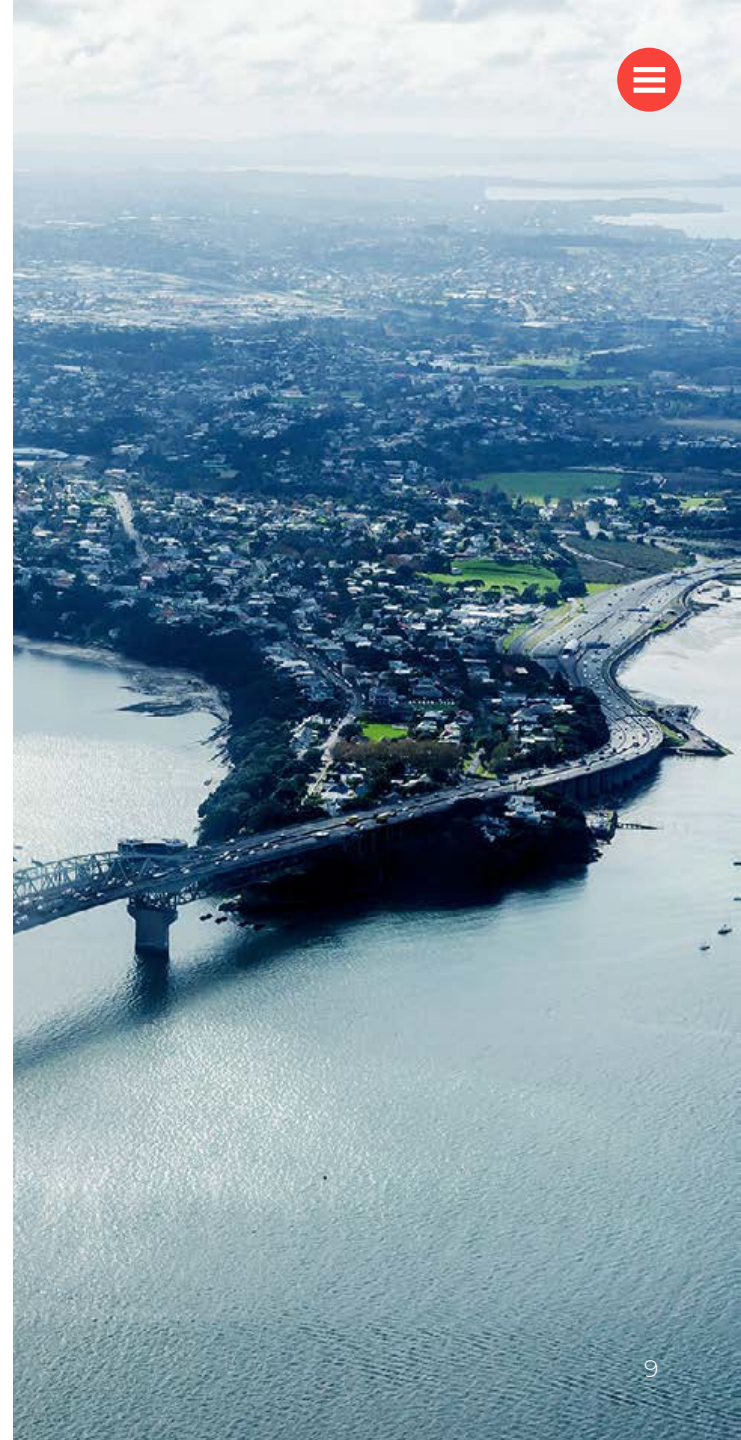
- Strategic Asset Management
- Sustainability
- Cities
- Digital
- Governance, PMO Policy & Change Management
- Equity & Social Outcomes
- Economics
- Procurement
- Funding & Financing
- Business Cases
- Te Ao Māori

Highlighted Project: Waitematā Harbour Connections

Tāmaki Makaurau Auckland's transport network is under extreme pressure, including the crossing of Te Waitematā and on the North Shore. Existing and growing resilience issues, population growth, and a lack of transport choice need to be urgently addressed.

The purpose of the Waitematā Harbour Connections (WHC) Indicative Business Case (IBC) was to determine how to make the best use of infrastructure already in place, including the Auckland Harbour Bridge and the Northern Busway, and what new infrastructure is needed to provide a multi-modal solution. It also sets the direction for future planning and design work as part of the next phase of the Project.

WSP, Beca, SYSTRA and COX Architecture with EY are working with Clients Waka Kotahi, with partners Ngā Iwi o Tāmaki Makaurau, Auckland Transport and Auckland Council, to progress planning and design aspects for the business case phase of the Project.





Transport

We are a team of engineers, designers, transport planners, asset managers, network performance managers, data scientists, and commercial advisors.

A community's transport system and network is its life blood providing the means of moving its people, goods, freight, and commodities. Our aspiration is to help clients create holistic transport solutions through transport planning, design, and maintenance.

Our areas of expertise include rail and transit; ports, marine, and aviation; bridges and civil structures; transport planning; transport infrastructure and road safety; transport advisory; and asset and network performance.

Highlighted Project: Auckland Airport Surface Access Network

Auckland Airport is underway with a \$300 million programme of roading improvements to upgrade its network. WSP is the main consultant in the Auckland Airport Surface Access Network Project to support the Auckland Airport roading improvement plan.

The plan is to achieve better travel time to and from the airport for all transport modes, support public transport, improve network resilience and road user safety, and enable the alignment of masterplan land use. The project also incorporates sustainability into the design process and is measured as one of the key project successes.

Auckland Airport is a fast-growing precinct not only for travel but also as a centre for business. Ongoing investment of our transport network is critical to ensure the airport is resilient and fit for the future.

Water

We are a team of engineers and scientists.

We offer integrated services across the entire water cycle – including design, conveyance, treatment, and asset management – for water, wastewater, stormwater, and flood risk management.

From mountains to sea, our water experts design innovative solutions and train our industry to deliver sustainable results and enhance the health of water across Aotearoa New Zealand.

Our Te Wai Māori focus and specialists are also leading the delivery of nationally significant research and innovation to successfully support our clients' aspirations and community needs.

Highlighted Project: Watercare

WSP's technical specialists are set to play a crucial role in advancing Watercare's infrastructure projects, spanning from the initial business case to the detailed design and delivery stages.

The 10-year Enterprise Model contract will benefit from WSP's diverse range of professional services, encompassing water, mechanical, electrical, and structural engineering. Additionally, WSP will provide geotechnical and environmental assessments, support in construction consenting, as well as supervision throughout the contract's duration.

Watercare's infrastructure serves a population of over 1.7 million individuals; the assets related to drinking water and wastewater are indispensable for the present and future well-being of Auckland's communities.





Our Global Network

44

Countries

550

Offices

66,000+

People worldwide



Our Locations

2,200+

PEOPLE IN NZ



WSP Cadetships





Why work for WSP?

World-Class Projects

WSP offers a wide variety of rewarding career opportunities from working in specialist areas to contributing to some of the world's most iconic projects.

Study Award Grants

A WSP study award grant contributes to course fees, materials, travel, and provides for paid study leave for WSP employees furthering their qualifications.

Flexible Working

We know that for everyone at WSP, work is only one part of life. If having a flexible start and finish to the day or working from home will help, we will try to make it happen.

Professional Fees & Support

WSP provides financial support for up to two professional memberships of industry institutions (or equivalent awarding body) per financial year.

Comprehensive Leave

- Unspecified Sick Leave
- 4 weeks Annual Leave
- Industry-leading Parental Leave
- Community Day
- Purchased Additional Leave

- Southern Cross Wellbeing One
- Employee Assistance Programme
- Annual influenza vaccinations
- My Balance Wellbeing Hub

Health & Wellness Benefits

We highlight the people behind outstanding work taking place across WSP with a morning tea and financial reward for Matariki Awards recipients.

Matariki Awards

Pathways is the Young Professionals Group at WSP that helps advance the development of our emerging professionals (years 3 – 10).

Pathways Group

We have many sports and social clubs nationwide that organise a wide range of sporting and social activities (indoor and outdoor).

Social, Sport and Professional Clubs



Reducing Our Carbon Footprint

We are members of:



NZ Green Building Council



Sustainable Business Network



Sustainable Business Council



Sustainability Society



Climate Leaders Coalition

We measure, track & report

on our carbon footprint and have set science-based greenhouse gas (GHG) reduction targets:

Net Zero

emissions by 2040

60% reduction of absolute Scope 1 and 2 market-based GHG emissions by 2030*

30% reduction of absolute Scope 3 GHG emissions by 2030*

50% reduction of carbon footprint of infrastructure designs and advice for our clients by 2030*

We take action:



We reduce and track our air travel. We aim to reduce it by **24% by 2025** and by **30% by 2030***.



We've transitioned **38% of our pool vehicle passenger fleet to electric**.



We commit to source **100% renewable electricity by 2030**.

*baseline year 2018



Diversity and Inclusion

WSP strives to be an organisation that encourages diversity of thought, values our people, and enables each one of us to be our true and best selves. We believe that by supporting and promoting an inclusive and diverse workplace, our employees can tap into their full potential by feeling valued and knowing that they are an integral part of the organization.



We removed the gender pay gap in our business in 2018.



We have an industry-leading Parental Leave policy in which our employees receive a top up of government-funded leave to full salary for 26 weeks.



We are a founding member of the Diversity Agenda, which strives to increase diversity in engineering and architecture professions.



We have also signed the Diversity Agenda Accord, which will help us drive real behavioural change, with publicly accountable for achieving a truly diverse industry.



WSP's Māori Business and Advisory Services – backed by our relationships and knowledge of Te Ao Māori – guides our clients in future ready and inclusive thinking.



We are a partnering organisation with First Foundation, and support students through university with the Te Taumata Tiketike Scholarship.



We are a sponsor of South Pacific Indigenous Engineering Students (SPIES) and provide the university students with networking opportunities.



We are a scholarship sponsor of TupuToa, providing summer internships and career pathways for Māori and Pacific students into corporate and professional sectors.



We have an established a Diversity & Inclusion Advisory Group that leads, advocates for, coordinates, informs, and monitors our Diversity & Inclusion Action Plan.



We have been awarded Rainbow Tick accreditation. For us, achieving Rainbow Tick accreditation is not a one-off exercise: It's an ongoing and continual commitment to improving our workplace.



Visibility and Inclusion in the Built Environment (VIBE) is our LGBT+ employee network. It is a platform for employees to raise awareness to matters important to the LGBT+ community.



We have created a calendar of Awareness Days to share knowledge internally on key days, including International Women's Day, International Men's Day, Easter, Matariki, Ramadan, R U OK Day, etc.

Giving Back

We believe that for societies to thrive, we must all hold ourselves accountable for tomorrow. Many of our people are involved in volunteer and charity initiatives. Here are a few examples...



Two members of our New Zealand team volunteered with ten WSP colleagues from across the globe for two weeks to work on the Kazo Suspended Footbridge in Rwanda in partnership with Bridges to Prosperity. The bridge will help connect the rural community to healthcare, education and business opportunities.



We give an annual corporate charity donation of \$10,000 each to two charities that our people vote for nationwide. Over the years, we have donated to the Mental Health Foundation of New Zealand, KidsCan, Women's Refuge, I Am Hope, Cancer Society NZ, and Lifeline Aotearoa.



Our people hold a number of fundraisers to help causes they believe in supporting. We've hosted Pink Ribbon Breakfast fundraisers to raise funds for the Breast Cancer Foundation. We've participated in I AM HOPE's initiative, Gumboot Friday, to raise awareness and funds for kid's mental health. We've taken part in Oxfam Trailwalker to raise money for Oxfam's development work in the Pacific.



Many of our people volunteer in their local communities. We've had people volunteer to pack nutritious lunches for thousands of Kiwi kids for Eat My Lunch. Our people have volunteered at Zealanda, clearing fire breaks. We've had people volunteer in sustainability initiatives like planting trees at the Multicultural Planting Day at Waiwhakareke Natural Heritage Park.



Application Process

We keep our application process streamlined to ensure you have a positive experience...



Online Application

The first time you apply you will need to create a username and password on our application system. You will need an updated CV and your most recent academic transcript (an unofficial copy is suitable) to upload with your application.



Interview

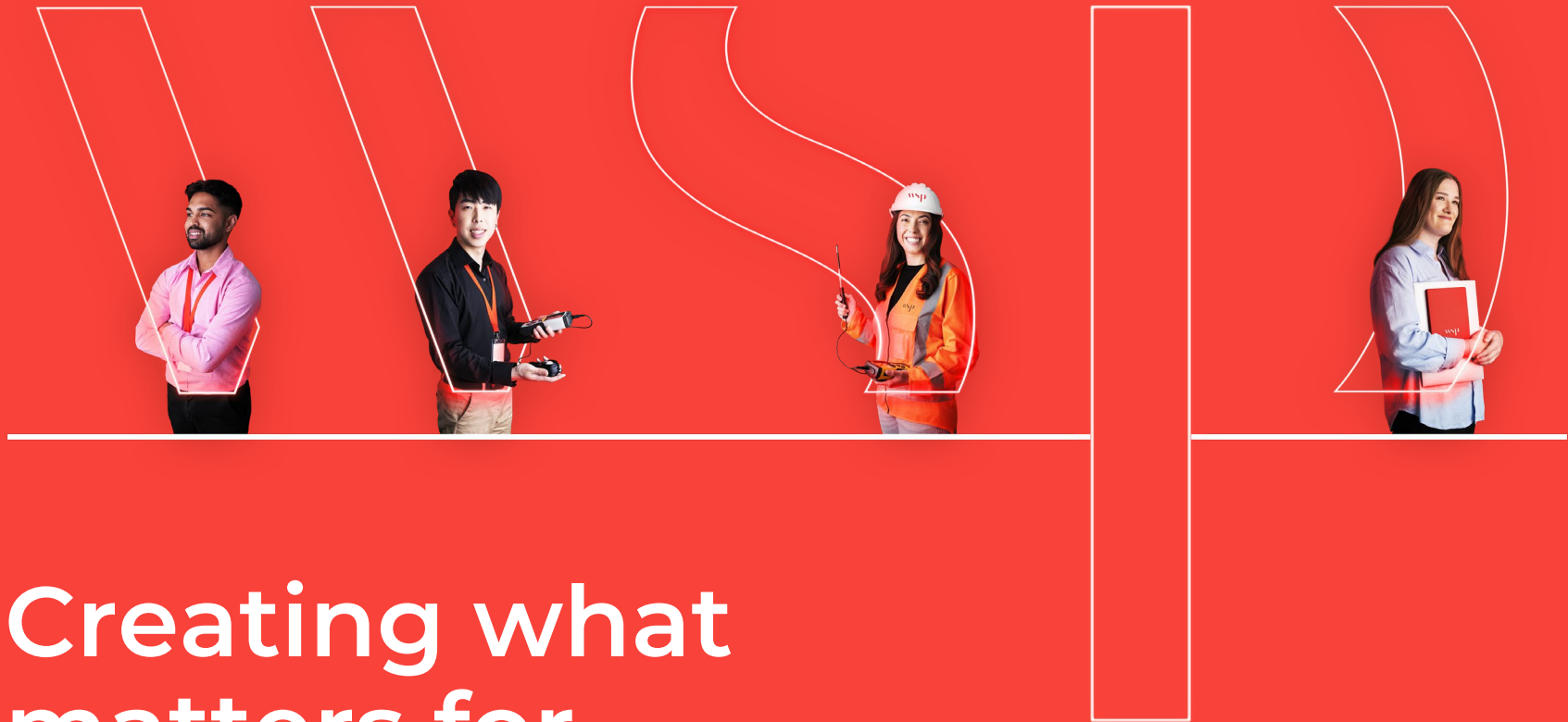
The next step is an interview with the relevant team. The interviewers will ask you questions to learn about your education background, interest in WSP and your aspirations. This may be in-person or virtual.



Job Offer

We'll get in contact with you as soon as a decision has been made. If you're offered a job, we'll give you a call to let you know and send you the formal offer via email.





Creating what
matters for
future generations