

Build a Successful and Stimulating Career

The EDGE Program provides a unique combination of rotational job experiences, structured training curriculum and direct access to leaders within Black & Veatch.



The EDGE Program hosts an annual training summit at Black & Veatch's World Headquarters in Overland Park, Kansas. Participants receive leadership coaching, attend technical training sessions and honor graduating program participants. Participants also enjoy networking with one another and with company leaders.

PROGRAM OVERVIEW

The EDGE Program is designed to provide individualized career development through first-class training, hands-on experience and 3 rotation opportunities in your first 3-4 years to help you build a meaningful career.

Membership in the EDGE Program is selective and requires commitment and flexibility in order to gain the most benefit. Under the direction of our leaders, participants receive a rigorous combination of both office and field experiences with technical and strategic skill training, giving you an edge with your career at Black & Veatch.

PROGRAM STRUCTURE

Experience

Rotate among office and field assignments, business lines, geographies, and disciplines to gain exposure to diverse project responsibilities and business perspectives. Rotation lengths vary from 6 months to 2 years depending on the business need. Keys to successful rotations include the ability to stay flexible, take on new challenges and keep an open mind.

Develop

The EDGE Program focuses on your long-term success through a structured online curriculum on professional advancement in business acumen, communication, leadership and supervisory areas. Your learning is supported through mentoring, quarterly rotation highlights and the Annual Training Summit that provides a deep dive into business growth markets, service offerings, strategy, and networking opportunities.

Guide

Defining and navigating a career isn't easy, and finding the right resources to help you learn is one of the keys to success. As a participant in the program, you will work with a Champion and Mentor. These seasoned professionals look after your best interests and provide frequent counsel to help you navigate your career journey.

Excel

Together, these program components support our efforts to develop future leaders and help you excel in your career. EDGE participants develop adaptable skills aligned with our client's rapidly evolving business needs and markets.

PROGRAM REQUIREMENTS

To participate in the EDGE Program, participants must:

- Have a Bachelors or more advanced degree. Cumulative GPA of 2.75 or greater preferred.
- Have less than 2 years professional experience relevant to Black & Veatch. Internships do not count toward years of experience.
- Be willing and able to travel and relocate.
- Open to learning a variety of roles and moving between business units.
- Additional criteria for selection will be based on interview responses that demonstrate learning agility, adaptability, initiative and desire for continual growth and development.
- Must have work authorization that does not now or in the future require sponsorship of a visa for employment authorization in the United States and with Black & Veatch.