

RIVERSIDE CAREER PROGRAMME

We are an award-winning training provider. We provide jobs with fully funded training. Empowering you to start your career in environmental science.

COME AND JOIN OUR TEAM



RIVERSIDE

ROUTE 1 – ASBESTOS SURVEYOR / ANALYST PROGRAMME

THIS ROLE IS IDEAL FOR SOMEONE WHO

Doesn't want to be stuck behind a desk, instead they enjoy an active job where every day is different, going to different places and meeting new people. Even going behind the scenes in buildings, to see areas you wouldn't normally have access to.

They want to do an important job that helps people, they have an interest in science and the built environment. They want to build a career with long term progression and learning opportunities. A job which has overtime options and gives you independence.

THE ROLE

Our training programmes allow you the opportunity to become surveyors, analysts or consultants, you can specialise in the second year or carry on as dual skilled. *Making sure you find a role that's right for you.*

Surveyors

An asbestos surveyor's job is to identify asbestos materials in buildings, this is a methodical process of careful building surveying and sampling of suspect materials.

Analysts

An asbestos analyst's job can be described in two parts; 1) to conduct air tests, analyse filters under a microscope and produce a certificate of results, 2) to complete a formal process of inspection and testing following removal of asbestos (completed by others), often project managing the whole process on behalf of the client.

Our UKAS accredited methods keep both the analyst and building occupants completely safe throughout.

These roles provide excellent job security and longevity, as the work they do is required by law.

The skills learned are highly sort after and easily transferrable.



**FULLY
FUNDED
TRAINING**

RIVERSIDE

ROUTE 2 – ENHANCED ASBESTOS CONSULTANT PROGRAMME

JOIN OUR ENHANCED TRAINING ACADEMY AND FAST TRACK TO CONSULTANCY AND MANAGEMENT

We have developed a training academy with a dedicated manager, whose sole purpose is to support and develop talent at Riverside.

The 'Asbestos Consultant Programme' is an enhanced training programme, which provides candidates with technical training, complementary skills and management skills to ensure the candidate reaches their potential in the shortest time.

The programme is up to 4 years long, the candidate chooses to enrol in each year, or take a pause, or even decide to continue their career at Riverside outside of the training academy. The programme pays a monthly bonus to members who are on track, meaning you will get better training, higher pay and shorter routes to senior roles.

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Consultants

This role includes all the technical expertise and training from becoming a surveyor and analyst, and builds on it to develop as an asbestos consultant, providing advice and guidance to our clients.

Complementary skills are taught as part of the programme (see following pages for details), as well as management skills to provide routes into the management team at Riverside.

The programme is designed so successful candidates earn £32,000 within 2 years.

It produces an individual with depth of knowledge, experience and the skills they need to progress into management and senior technical roles.



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ROUTES AVAILABLE

ROUTES	1. SURVEYOR/ANALYST ROUTE	2. ENHANCED CONSULTANT ROUTE
Access requirements	Level 2 Qualification (GCSE 4-9 or A-C) Full driving licence	Graduate or Level 3 Qualification Minimum (A levels, AS or NVQ) Full driving licence
Bonus payment	N/A	£1,000 bonus in year 1 and £2,000 bonus in year 2, 3 & 4
Own time learning commitment	1-2 hours per week (for the first 3-6 months only)	2-4 hours per week

ROUTES	1.	2.
Year 1 - Foundation		
Induction	Y	Y
Basic health & safety	Y	Y
Analyst training	Y	Y
Surveyor training	Y	Y
Reporting (drawings and content)	Basic	Advanced
Attention to detail	Basic	Advanced
Communication skills	Basic	Advanced
Issues management (identification & reporting)	Basic	Advanced
Year 2 - Development		
Increase technical authorisations	Y	Y
Advanced health & safety training	-	Y
Understanding of office processes	-	Y
Understanding Laboratory processes	-	Y
BOHS M504 (access qualification)	-	Y
QC training	-	Y
Problem solving	-	Y
Interpretation and presenting findings	-	Y

Note - Training for the analyst and surveyor roles will be the BOHS P402/403/404 or RSPH equivalent.

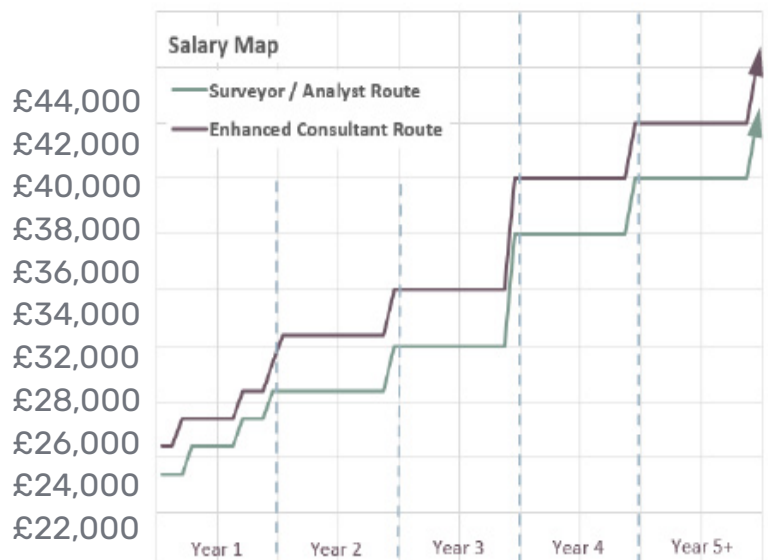
ROUTES	1.	2.
Year 3 –Asbestos Compliance		
Increase technical authorisations	Y	Y
Asbestos removal legislation	–	Y
BOHS P405 (Managing Asbestos in Buildings)	–	Y
Risk assessment and management plans	–	Y
Management of site teams	–	Y
Basic presentation skills	–	Y
How to have difficult conversations	–	Y
Ethics and best practices	–	Y
Year 4 – Consultancy/Project Management		
Increase technical authorisations	Y	Y
Advanced customer service training	–	Y
Leadership skills	–	Y
Line management skills	–	Y
Time management skills	–	Y
Project management principals	–	Y
Understanding company process & policies	–	Y
BOHS Cert of Competence in Asbestos (CoCA)	–	Y

WHY STOP THERE?

For those who wish to, there are further opportunities to put yourself forward:

Project Management
 Consultancy
 Training Delivery
 Auditing
 Quality Team
 Learn new disciplines
 (air, environmental monitoring,
 water, noise & vibration)

Note - Bonus payments on the enhanced consultants programme are paid monthly, based on adherence to the programme.



OCCUPATIONAL HYGIENE PROGRAMME (AIR, NOISE, WATER, VIBRATION AND COSHH)

THIS ROLE IS IDEAL FOR SOMEONE WHO

Doesn't want to be stuck behind a desk, instead they enjoy an active job where every day is different, going to different places and meeting new people. They enjoy learning and applying their learning in the real world.

They want to do an important job that helps people, they have an interest in environmental sciences and want to build a career with long term progression and learning opportunities. They must enjoy problem solving and writing technical reports. A job which has overtime options and gives you independence.

THE ROLE

An occupational hygienist is type of environmental consultant who travels to client sites to assess, test and monitor a number of risks which can cause harm if uncontrolled. Samples are then taken to laboratories for analysis and so they can produce a formal report.

Our training programme allows you the opportunity to become a fully competent hygienist (air, water, noise, vibration and COSHH), at a pace that suits you. *Making sure you find a role that's right for you.*

Our methods keep both the hygienist and building occupants completely safe throughout.

These roles provide excellent job security and longevity, as the work they do is required by law.

The skills learned are highly sort after and easily transferrable.



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ROUTE

Most candidates achieve

Excellent candidates achieve

HYGIENIST / LEGIONELLA TECHNICIAN	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
Company induction and settling in period (Grade 1)	Y				
Gain Experience (shadowing senior staff on site)	Y				
Formal training*	Y				
Grade 2 Hygienist (basic Legionella and environmental monitoring and basic hygienist skills)	Y				
Choose Your Preference: Stay dual skilled or specialise as a hygienist (air, noise, vibration & COSHH) or legionella technician		Y			
Occupational Hygienist					
Grade 3 Hygienist (moderate complexity air, noise, vibration and COSHH)	Y	Y			
Grade 4 Hygienist (high complexity air, noise, vibration and COSHH)		Y	Y		
Grade 5 Hygienist (high complexity air, noise, vibration and COSHH, including designing of sampling strategies)			Y	Y	
Legionella Technician					
Grade 3 Legionella (moderate monitoring and basic risk assessment)	Y	Y			
Grade 4 Legionella (complex monitoring and moderate risk assessment)		Y	Y		
Grade 5 Legionella (complex monitoring and risk assessment)			Y	Y	
Other Options For Progression					
Consultancy (Including BOHS certificate of competence)				Y	Y
Project Management				Y	Y
Quality or audit team				Y	Y
Salary Bands	£26-32k	£30-£36k	£32-38k	£34-40k	£40k+

*Training for these roles will be the BOHS and WMS routes to competence. Funding is available for 2 courses per year.

MORE THAN JUST HARD WORK

WE ARE FRIENDLY, PROFESSIONAL AND QUALITY FOCUSED

- We employ over 90 people, broken into small well managed teams.
- We are externally verified (UKAS, LCA, BOHS, Achilles, SSIPs).
- We promote from within, focusing on development of our own team.
- Develop highly sought after transferrable skills that will serve your whole career.

"We'll give you the chance to do your job properly."

WORK HAPPY

- We are a company that understands work life balance. We won't just squeeze you for more and more.
- Work for Managers who've done what you do and can offer real support.
- Speak to us as often as you need, we listen, and more, we act on what we hear.
- Well organised workloads, set by professionals who understand.

"It's not that no one ever leaves, it's just they often ask to come back."

BUILD A CAREER

- We invest in our team for the long term.
- Offering honest and realistic routes to progression, at a speed that suits you.
- Become a master of your craft; all tasks, property types, sectors, sizes and complexities
- Request additional training to develop your career, or transfer to other skills and departments
- Work to become one of our Project Managers, or if you like what you're doing, keep doing it. We won't push you.

"We work in all sectors from houses to palaces and universities to stadiums. Our clients include some of the UKs most secure and prestigious properties."

MORE THAN JUST HARD WORK

- Join our social and charity committee; social nights, Summer BBQ, Christmas party and Annual charity events. You could even join our social and charity committee.
- Staff discounts through our 'benefithub' on everything from shopping to tickets.
- Our peer to peer recognition scheme allows managers and peers to award points which can be used for shopping or experience days.
- Our loyalty bonus gives you extra annual leave.

"We want happy people not just productive staff."

COME AND JOIN OUR TEAM

Riverside is one of the UK's leading independent consultancies, employing 90 staff from our locations in the South East and Midlands. We are part of Celnor, one of the fastest growing environmental groups in the UK.

We are UKAS accredited and believe strongly in our values of independent expertise, protecting people and providing an honest and responsive service. We offer secure jobs in a friendly, professional, well organised and supportive working environment. Focused on doing things the right way for our team and our clients.

Our team have the opportunity to work on some of the most prestigious contracts in the country.

Come and join us.

Jonathan Francis
Managing Director, Riverside Environmental Services

