Rentokil

The Experts in Pest Control



Rentokil Pest Control Graduate Management Scheme

Kick-Start Your Career With Us!

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Are you a recent Science or Business Management graduate eager to start an exciting career? At Rentokil Pest Control, we are searching for ambitious individuals like you to join our team!

Our Graduate Management Programme allows you to grow and develop into a career chosen by you. Whether your passion lies in Sales, Technical or Operations, this programme equips you with the skills and experience to excel in the path you choose.







1 Your First Year

When you start with us, you will undertake training at our purpose-built home for science, innovation and training - The Power Centre. This will equip you with everything you need to hit the ground running and be successful in your role. Throughout your first year, you will also have the opportunity to work towards your BPCA Level 1 and Level 2, which are industry-recognised pest control qualifications.

Your first role with us will be a **Pest Control Technician,** which will provide you with the opportunity to gain valuable hands-on experience. You will cover a dedicated geographical patch, where you'll assist customers with their pest control requirements. Your main responsibilities will include:

- **Inspecting customer's premises for signs of pests and identifying potential risks**
- **Completing accurate reports after every visit**
- **Advising customers on pest prevention, hygiene and housekeeping matters**
- **Providing exceptional customer service and upholding a professional image at all times**

Throughout your first year, you will also participate in regular graduate days and assessment centres, where you can connect with fellow graduates on the scheme. These events are also attended by senior management, offering you an exciting chance to network and explore the different opportunities within Rentokil Pest Control. Additionally, you will have the chance to spend a **'Day in the Life'** of some of our second-year roles to give you further insight into how they work before you apply.

As you near the end of your first year, we encourage you to apply for our internal Frontline Development course, designed to help you explore and secure your next role within the company.

2 Your Second Year

Once you have spent a year as a Technician, you will be ready to start applying for your next role. This is your chance to choose a career path which aligns with your interests in either Sales, Operations or Technical.

By embarking on your next role, you will gain a deeper understanding of the business, and the roles available to you, which is essential to your future development with Rentokil Pest Control.

Surveyor (Sales Route)

Want to become our next sales superstar? As a **Sales Surveyor,** you will visit both new and existing customers, survey their properties and use the knowledge you gained as a Technician to determine solutions to prevent their specific pest issues.

Team Leader (Operations Route)

If you're interested in people management, then the **Team Leader** role could be for you. You will manage a team of Technicians, overseeing their daily tasks, while also supporting with business processes like ordering equipment, maximising productivity and more.

Field Biologist (Technical Route)

If you enjoy problem-solving, you'll thrive in this role as a **Field Biologist.** Building on your experience as a Technician, you'll identify effective solutions to pest issues, conduct inspections to find root causes, and provide quality assurance through service reports for customer premises.

During your second year, you will still attend graduate days and be encouraged to apply for further internal development courses to support your journey towards management. At the end of your second year, there will be a 24 month assessment centre to track your progress and provide guidance on your next steps with us.



" This is your chance to choose a career path which aligns with your interests "







“ Becoming a manager within your chosen route ”



3 Your Third Year

As you move into the third and final year of the graduate scheme, you will be preparing towards becoming a manager within your chosen route. During this time, you should be applying for suitable roles that will take your career to the next level with us.

Here are some of the management roles you can progress into during your third year with us. This list is not exhaustive and is driven by your performance and the right career steps for you!

Key Account Manager (Sales Route)

If you find you enjoy the world of sales, our **Key Account Manager** role will allow you to focus on managing and growing relationships with some of our key customers. Here you will work closely with local teams to drive profitable growth, develop new business, upsell to existing customers and work on bids and tenders to build a sustainable portfolio.

Local Operations Manager (Operations Route)

As a **Local Operations Manager,** you will manage a local branch to ensure it is delivering a high standard of service to our customers. You will support your team through training, handle HR responsibilities, and keep a close eye on performance data to drive success within your branch. This role would be ideal if you thrive on managing people and solving problems.

Technical Field Consultant (Technical Route)

Within this role, you will have the opportunity to further develop your technical expertise while playing a key part in driving our innovative growth. You will provide technical support across the business, test new and existing products and support with business quality assurance and compliance. You will also have the opportunity to share your technical knowledge by mentoring and interviewing Field Biologists.

Beyond the Graduate Scheme

Your development doesn’t end here!
Throughout your career at Rentokil Pest Control, we ensure that every colleague is continually developed to help build on their expertise and open up opportunities for you to further progress with us.

Why Join the Rentokil Initial Family?

Rentokil Initial is one of the largest business services companies in the world, employing over 58,600 colleagues across 90 countries. Our mission is to protect people and enhance lives. We protect people from the dangers of pest-borne diseases and the risks of poor hygiene. We enhance lives with services that protect the health and wellbeing of people, and the reputation of our customers' brands.

As a business, we focus on the Right People doing the Right Things in the Right Way. We invest a lot of time and money in training and developing all of our colleagues to be the best they can be.

What To Expect

Sustainability
We are committed to delivering sustainable solutions and to lowering our emissions.

Reward and Recognition
We consistently reward and recognise the success of our colleagues and recognise their great work in many ways.

Training and Development
We invest in award-winning training and in developing our colleagues to become experts in their field.

Culture
We have a nurturing and inclusive culture, which welcomes individuals with a can-do attitude and willingness to learn.

Career Progression
Our graduates have progressed to very senior positions within our company, including one who is a board director, as well as others whose journeys have taken them overseas.

Health & Safety
We are a company with a 'World Class' health and safety record.

"Right People, doing the Right Things, in the Right Way!"







Benefits

Our graduate scheme offers some fantastic perks, including:

- ✔ A competitive starting salary of **£25,507 per year**, with an **OTE of £28,500 - £34,000** plus a London weighting allowance.
- ✔ A company van and fuel card, or a paid travel card if you're in central London without a van.
- ✔ A company phone to keep you connected on the go.
- ✔ Structured, performance-based grading— the harder you work, the more you earn.
- ✔ Flexible contracts with start and end times that fit your schedule.
- ✔ Exciting discounts and cashback offers from over 3,000 retailers with RI Rewards.
- ✔ Specialised training designed around your career path
- ✔ Industry-recognised qualifications, including a BPCA Level accreditation in Pest Control





What we need from you in return

Most of all, we need you to come to us with bags of ambition, and the motivation to build a successful career with us. Our roles are performance-based, so you'll need to be ready to work hard and think independently.



Requirements

- ✔ A minimum 2:2 degree in one of the following:
  - Science related degree
  - Hospitality Business Management
  - Hotel and Hospitality Management
  - Business Management
  - Business Studies
  - Management Studies
- ✔ A full UK driving license held for at least 6 months, with no more than 6 penalty points.
- ✔ Willingness to live within the locality of the vacancy or relocate.

area-recruitment-uk@rentokil.com

Application & Interview Process

Want to know more?

Get in touch today to start your career with Rentokil Pest Control!
The interview process will typically involve:

An initial telephone screening, which is designed to get to know you and your background. You will also be asked about your knowledge of the company and graduate programme, so remember to do your research!

If successful, you will then attend a first-stage competency-based interview with a local management team, remember to have some real-life career examples to hand for this.

For the next stage, you will be invited to a half day in the field with a Local Technician to see the role in action. This is a real opportunity to ask questions about the reality of the role and learn as much as possible.

You will then return to the office and meet with the local managers to discuss your day and ask any further questions.

From here we will let you know if you have been successful!

Want further insight into the roles of our graduates?

Watch the below videos where our current graduates discuss life at Rentokil Pest Control.



What our graduates love about the scheme



A typical day on the graduate scheme



Highlights of the graduate experience



" I have enjoyed networking with a lot of people "





Part of Rentokil Initial

Ambius
DCUK
Duct Clean Scotland
Initial Medical
Initial Washroom Hygiene
Peter Cox
Rentokil Pest Control
Rentokil Property Care
Rentokil Specialist Hygiene
Urban Planters
Wise Property Care

To find out more about the graduate scheme, please contact us:

E: area-recruitment-uk@rentokil.com

W: jobs.rentokil-initial.co.uk

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