

**Beaver**  
PEST CONTROL

# GRADUATE SCHEME

*Careers in  
Pest Management*



# Join Our Inclusive Graduate Scheme at Beaver Pest Control

*At Beaver Pest Control, we believe in nurturing talent and supporting every individual to reach their full potential. Our comprehensive Graduate Scheme is designed to equip you with the knowledge, skills, and experience to thrive in the pest control industry. We welcome graduates from diverse backgrounds to join us in making a positive impact on the environment and public health.*

## **Recommended Degrees**

*Environmental Sciences*

*Ecology*

*Geography*

*Sustainable Development*

*Conservation Biology*

*Earth Sciences*

*Agricultural Science*

*We will consider other degree subjects.*

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## About Beaver Pest Control

*Based in South West London, Beaver Pest Control currently employs 90 staff and is well respected in the pest control industry winning many awards for our work. Our service area covers the South East of England.*

*We have a presence on the British Pest Control Association (our industry body) and currently have our staff represented on the BPCA Executive Board, the Technical, Outreach & Communications and Equality, Diversity and Inclusion committees. We are also represented on the Royal Society for the Protection of Health advisory panel.*



**James Wood**  
Pest Controller  
of the Year  
National Pest Awards  
2022

## James Wood Success Story

*James always had an interest in wildlife management, but living in London, jobs in conservation, forestry or agricultural were scarce, so pest control felt like a natural parallel.*

*After graduating from the University of London in 2015 with a BMUS, James joined Beaver Pest Control in 2016 where his potential was quickly recognised.*

*His technical career started with learning the fundamentals of pest control and he gained his RSPH level 2 in pest management in the same year. In 2017 he gained a further 5 qualifications before becoming a Service Manager in 2018 where he managed a team of 6 technicians. James's technical knowledge impressed the Directors at Beaver and he was given the opportunity to set up the certified RSPH level 2 training centre, where James delivers technical training to both internal and external recruits. In 2021 he was promoted to Head of Training and Compliance. He also sits on the BPCA Technical committee where he has input into the codes of best practice for the industry as well as providing advice on the RSPH sector advisory panel.*

*"Everyone was supportive around me, management was encouraging. At Beaver if you have a passion for something, it is rewarded. Management looks for opportunities to promote people from within and work ethic is rewarded."*

**James Wood**

# WHAT WILL I BE DOING?

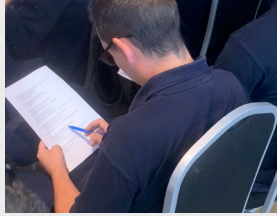


*Year 1-2: Foundation– Pest Control Technician (open to all genders)*



## In-House Induction

*Begin your journey with a thorough induction, where you'll be introduced to our company's values, safety protocols, and operational standards. (5 weeks)*



## Safe Use of Rodenticides Level 2

*Learn about the safe and effective use of rodenticides, an essential skill in our field.*



## RSPH | Pest Management Level 2

*Build a solid foundation in pest management with this industry-recognised qualification.*



## Accrual of 60 CPD Points

*Continue your professional development by accruing 60 CPD points, an annual requirement that supports your growth.*

**5x5 Risk Matrix Example**

How severe would the outcomes be if the risk occurred?

|   |                  | Impact   |            |                  |              |              |
|---|------------------|--|------------|------------------|--------------|--------------|
|   |                  | How severe would the outcomes be if the risk occurred? |            |                  |              |              |
|   |                  | Insignificant<br>1                                     | Minor<br>2 | Significant<br>3 | Major<br>4   | Severe<br>5  |
| Likelihood<br>How likely is the probability that this risk will happen? | 5 Almost Certain | Medium 5   | High 10    | Very High 15     | Extreme 20   | Extreme 25   |
|   | 4 Likely         | Medium 4   | Medium 8   | High 12          | Very High 16 | Extreme 20   |
|   | 3 Moderate       | Low 3  | Medium 6   | Medium 9         | High 12      | Very High 15 |
|   | 2 Unlikely       | Very Low 2   | Low 4      | Medium 6         | Medium 8     | High 10      |
|   | 1 Rare           | Very Low 1   | Very Low 2 | Low 3            | Medium 4     | Medium 5     |

safetyCulture

## Online Risk Assessment

*Enhance your safety knowledge and skills with our online risk assessment training.*



## FURTHER OPPORTUNITIES

*After you have successfully completed 18-24 months, the following opportunities could be available to you depending on your skillsets and preferences.*

### Advanced Technical Training

#### **Advanced Technician in Pest Management Level 2:**

*Take your technical expertise to the next level with advanced training.*

### Leadership and Supervision

#### **Internal Supervisor Training and Exams:**

*Prepare for leadership roles with comprehensive supervisor training, leading to service management.*

#### **BPCA Team Leading for Supervisors:**

*Develop essential team leadership skills, supported by BPCA-accredited training.*

#### **Level 2 Award in Food Safety:**

*Gain specialized knowledge in food safety, broadening your expertise.*

### Technical Inspection

#### **BPCA Becoming a Technical Inspector:**

*Start your journey toward becoming a certified technical inspector, with full support from our team.*

#### **Certified Technical Inspector:**

*Achieve full certification as a technical inspector, a significant milestone in your career.*

### Advanced Roles

#### **Education and Training Level 3 RSPH or equivalent:**

*Continue your professional development with advanced education and training opportunities.*

#### **Certified Field Biologist:**

*Specialise further with certification as a field biologist, ideal for those with an interest in environmental science.*

#### **Specialist Manager:**

*Aspire to leadership positions, with the potential to advance to a general management role.*

### Fast Track Advancement

#### **Exceptional Performance:**

*For those who demonstrate exceptional skills and dedication, fast-track advancement opportunities are available. Rise through the ranks more quickly and take on leadership roles sooner, with full support from our team.*

# Specialist Pathways

*We recognise that each individual has unique strengths. Our Specialist Pathways allow you to focus on areas where you excel, offering targeted training and development in specific disciplines. Opportunities include:*

- **Sales**
- **Account Management**
- **Customer Service**
- **Bird Control**
- **Wildlife Management**
- **Fire Arms**
- **Rope Access**
- **Heat Pod**
- **Proofing Division**
- **Drainage Division**
- **Environmental Fly Control**
- **Trapping Teams**
- **SSSTS (Site Supervision Safety Training Scheme)**
- **Horticultural**
- **BRC & SALSA (Food Safety Standards)**
- **Innovation Team**



# WHY CHOOSE BEAVER?



*We are committed to creating a supportive and inclusive workplace where everyone can succeed. Whether you're passionate about environmental science, public health, or any other aspect of pest control, you'll find a welcoming environment where your contributions are valued and your career is nurtured.*



## Pay

*Starting salary - Basic  
£31k + bonuses available  
OTE £32k + optional  
overtime*

*Year 2 expected earnings  
OTE £33k + optional  
overtime*



## Benefits

*Year 1 Benefits - Healthy  
bonus, lead commission,  
quality & productivity  
bonuses, 20 days holiday  
+ Bank Holidays.*

*Year 2 Benefits - Increased  
holidays of 22 days + Bank  
Holidays.*



## Ongoing Benefits

- Long service awards
- Xmas bonuses
- Duvet days
- Special duty bonuses
- Subscription to Perkpal (benefit package),
- Golden hello bonuses.

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# What do we need from you?

- Full driving license, if you do not have one, we may have foot technician positions available.
- Degree
- Willingness to learn
- Passion & drive
- Leadership potential
- Strong communication skills
- Problem solving ability
- Team player
- Ethical integrity

*If you think you meet the criteria and are interested in a career in pest management please contact us. We would love to hear from you.*

*The interview process will consist of:*

1. Telephone interview
2. In person interview
3. Taster day with a local technician

*We will then answer any questions you may have and will let you know if you are successful.*

# CONTACT

## Address

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