



Build your engineering career at the foot of Ben Nevis.

We are looking for two Graduates to join ALVANCE British Aluminium in Fort William: a Graduate Electrical Engineer within our Power & Hydro team and a Graduate Mechanical Engineer within our Maintenance team.

Established in 1929 and part of the GFG Alliance, ALVANCE British Aluminium operates the UK's only remaining primary aluminium smelter and its connected hydro power station on the slopes of Ben Nevis.

Based in the Outdoor Capital of the UK, few graduate roles offer the same combination of practical experience, career development and an incredible place to live.

Both graduates will gain hands-on engineering experience, working alongside experienced engineers and operational teams.

The Electrical Graduate will be based within Power & Hydro, supporting our hydro generation, high-voltage distribution and power conversion assets.

The Mechanical Graduate will join our Maintenance team, supporting plant maintenance, reliability and engineering projects across the smelter complex

Electrical – Power & Hydro

As the Graduate Electrical Engineer, you will:

- Support the safe, reliable and efficient operation of our hydro power generation, high-voltage distribution and power conversion assets.
- Gain experience in transformer health monitoring, HV switching, substation operations and maintenance, and hydro generation operations.
- Develop your skills in diagnosing, investigating and fault-finding electrical equipment and systems.
- Help identify and implement safe, reliable and cost-effective engineering solutions.
- Assist with technical documentation, engineering drawings, power system studies and technical specifications.
- Support electrical engineering projects, compliance activities, engineering audits and the coordination of specialist contractors.

Mechanical – Maintenance

As the Graduate Mechanical Engineer, you will:

- Develop practical experience in engineering maintenance across the smelter.
- Support and, as your experience develops, lead smaller engineering maintenance projects.
- Help diagnose and fault-find equipment failures and identify safe, cost-effective long-term solutions.
- Contribute to the development of a reliability-centred maintenance culture and support site reliability projects using recognised lean principles.



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- Support new equipment installations, providing input to ensure long-term maintenance requirements are considered.
- Assist with engineering compliance activities and the coordination of external engineering contractors

WHAT WE ARE LOOKING FOR:

- A degree to a minimum of BEng level in Electrical Engineering or a related discipline for the Electrical route, or Mechanical Engineering or a related discipline for the Mechanical route.
- A strong commitment to health, safety and environmental standards.
- Good communication and problem-solving skills.
- Attention to detail and the ability to produce clear technical documentation.
- A genuine interest in developing practical engineering expertise within an operational environment.

Most importantly, we are looking for people who are curious, willing to learn and ready to build a long-term career in engineering.

WHAT WE OFFER:

- Competitive salary and bonus scheme.
- Option to buy or sell holiday.
- Specialist training, ongoing development and progression opportunities.
- Company pension contribution from 6% up to 9%.
- Life assurance at six times your salary.
- BHSF Cash Health Care Plan.
- Onsite gym and employee wellbeing initiatives.
- Employee Assistance Programme.
- Cycle to Work Scheme.
- Employee discounts, salary sacrifice benefits and reward and recognition programmes.

We are particularly keen to hear from graduates who already live in Lochaber or the wider Highlands, have connections to the area, or want to build their engineering career here.

COULD YOUR COMMUTE LOOK LIKE THIS?

Watch our short video and see where your career could take you:

[Papa Moyn on his way to work](#)



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To apply, please submit your CV and state your degree discipline and whether you are interested in the Electrical or Mechanical route to lochabercareers@alvancegroup.com

Contact us for a full job description or more details.

Applicants must have the right to work in the UK, as these roles are not eligible for visa sponsorship.

Relocation support may be available for successful candidates and could include a relocation package, subject to individual circumstances and availability.

Closing date for applications: 02/09/2026