

GRADUATE TRAINEE PROGRAMME 2026

FOR

PROJECT MANAGERS AND ENGINEERS — CAREER OPPORTUNITY

Kick-start your engineering and development career with a structured, mentored graduate training programme.

Prepared for:

RECENT GRADUATES AND AWAITING-GRADUATION CANDIDATES

In Civil Engineering, Environmental Science and Social Sciences

Employer:

CENTRE FOR INFRASTRUCTURE CONSULTING LIMITED (CIC)

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Application Deadline: 24th July, 2026

Programme Start: 1st August, 2026 | Duration: One (1) calendar year



About CIC

Centre for Infrastructure Consulting Ltd (CIC) is a Ugandan multidisciplinary consulting firm providing innovative and responsive infrastructure planning, design and project management solutions. We work across roads and highways, structures, geotechnical engineering, and environmental and social development, and we are committed to building the next generation of professionals who will shape the country's infrastructure.

The Programme

Our Graduate Trainee Programme is a structured, hands-on pathway designed to turn strong graduates into confident, capable professionals. The programme begins on 1st August 2026 and runs for one calendar year, with an opportunity for outstanding trainees to be retained at CIC. From your first week you will contribute to live projects alongside experienced engineers, planners and specialists, not simply observe. By the end of the programme you will have gained practical technical experience, professional mentorship, and the network to launch a successful career.

The programme combines structured theoretical training (lectures and desk study) with supervised practical field work, delivered by experienced professional engineers, transport economists, environmentalists and sociologists. You will be exposed to the full project cycle, from feasibility through to detailed design, and your performance will be assessed on completion of the programme.

What You'll Do

- Rotate through our core technical teams to gain a broad, 360 degree understanding of how a major road infrastructure project is delivered, from feasibility to detailed design.
- Contribute to feasibility studies, environmental and social impact assessment (ESIA), preliminary and detailed engineering design, and tender document preparation.
- Support specialist design tasks such as signalization, junction and intersection design, and resettlement action planning (RAP).
- Take part in practical field work, including surveying, materials investigation and characterisation, and stakeholder consultation.
- Collaborate with multidisciplinary teams and present technical findings and project outputs to senior staff.

Positions Available

We are recruiting five (5) Graduate Trainees, one for each of the following disciplines:

Table 1: Graduate Trainee Vacancies

SN	DISCIPLINE	VACANCIES
1	Civil Engineering – Geotechnical	1
2	Civil Engineering – Highways	1

SN	DISCIPLINE	VACANCIES
3	Civil Engineering – Structures	1
4	Environmental Science	1
5	Social Sciences	1

What You'll Bring

- A Bachelor's degree in the relevant discipline above, completed within the last two (2) years, or awaiting graduation.
- A curious, analytical mind and a genuine eagerness to learn.
- Strong written and verbal communication and teamwork skills.
- A proactive, problem-solving approach to challenges.
- Working proficiency in MS Office; familiarity with discipline-relevant software (e.g. AutoCAD, Civil 3D, GIS, or geotechnical/structural analysis tools) is an added advantage.

Why You'll Love It Here

- Structured mentorship from experienced industry professionals.
- Hands-on experience on real infrastructure projects that make an impact.
- A competitive trainee allowance.
- Access to continuous professional development and support toward professional registration.
- A supportive, inclusive and collaborative work culture.
- An opportunity for outstanding trainees to be retained at CIC on completion of the programme.

How to Apply

Send your CV and a one-page cover letter to **jobs@cic.co.ug**, stating the position you are applying for in the email subject line (for example, "**Graduate Trainee – Highways**").

Please apply for one position only. Only shortlisted candidates will be contacted.

Application deadline: 24th July, 2026.

CIC is an equal opportunity employer. We welcome applications from all qualified individuals and encourage women and candidates from underrepresented groups to apply.