

**Let's make a
difference
together.**

Hydro 
International





Working at Hydro International is about making a difference...whether that's at home, at work, or in the wider world.

It all starts with our purpose: to protect people, places and the planet from flooding, pollution and water scarcity. Our mission is to make that difference, and it's at the heart of everything we do.

At work we're driven by a desire for expertise, innovation and excellence, and we know that to achieve that we need to collaborate, communicate and encourage one another. This is a place where we support, value and respect each other, no matter what.

At home we all have family, friends, hobbies and interests, so we work flexibly to achieve a positive work-life balance, and health, safety and wellbeing are not negotiable. We want to be the company that you're proud to tell people about.

We're active in our communities and in the environment. We're committed to working ethically and sustainably, and we know that we all grow by building diversity and inclusivity. Our values guide us and motivate us to be the best we can be, for ourselves, for our customers and for the planet.

We work hard to make a difference.

We want you to make a difference too.

Our mission

We care about the environment.

The environment is at the heart of everything we do.

From the products and services that protect it to the volunteer days that we take to help clean it, we all share an absolute commitment to making a cleaner, greener planet.

We're ethical at all times.

We believe in acting with honesty and integrity at all times, whether that's with our customers, with our suppliers or with each other.

We always want to do the right thing.

We respect our communities.

We're respectful and supportive of the communities in which we work.

We play an active part, supporting local projects and initiatives, and volunteering to help out.

We build sustainability.

Our products and services help our customers to reduce pollution, to recycle and reuse water, to improve operational efficiency and to reduce CO₂ emissions.

We're committed to reducing and recycling waste, to cutting energy use and to increasing renewable energy.



Our people

We support, value and respect people.

We're an ambitious, fast-growing company but we work hard to retain that small-business culture of care, compassion and inclusivity.

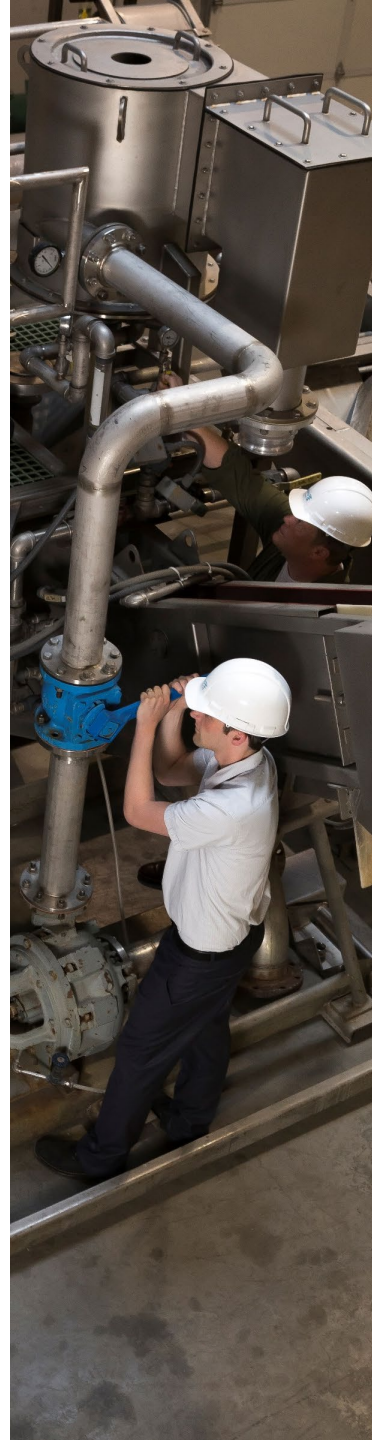
We work flexibly, because we all have friends, family and interests, and we understand the importance of balancing our work and home lives.

Here you're a name and never just a number—you always have a voice, your opinion matters, and there are no silly questions.

We work together.

We're a global business with employees spread across different functions, divisions and geographies, and our success is built on our ability to work with each other.

From local operational teams to large cross-business projects, we are at our best when we collaborate, share ideas and drive each other to do great things.



We're building diversity.

Different perspectives help us to grow and improve, making us better people, better teams and a better business.

We're committed to developing and empowering people to create a diversity of experience, of opinion and of perspective.



We build better careers.

We provide a range of opportunities for professional development, including apprenticeships, training and secondments.

We promote internally wherever possible, and we support you in your career aspirations, whether your next role is with us or at somewhere new.



Health, safety and wellbeing is not negotiable.

Whether you work on site, in a workshop, in a lab or in an office, your health, safety and wellbeing are paramount.

We take it extremely seriously—we want you to go home safe and well every day.



Our teams

We work together.

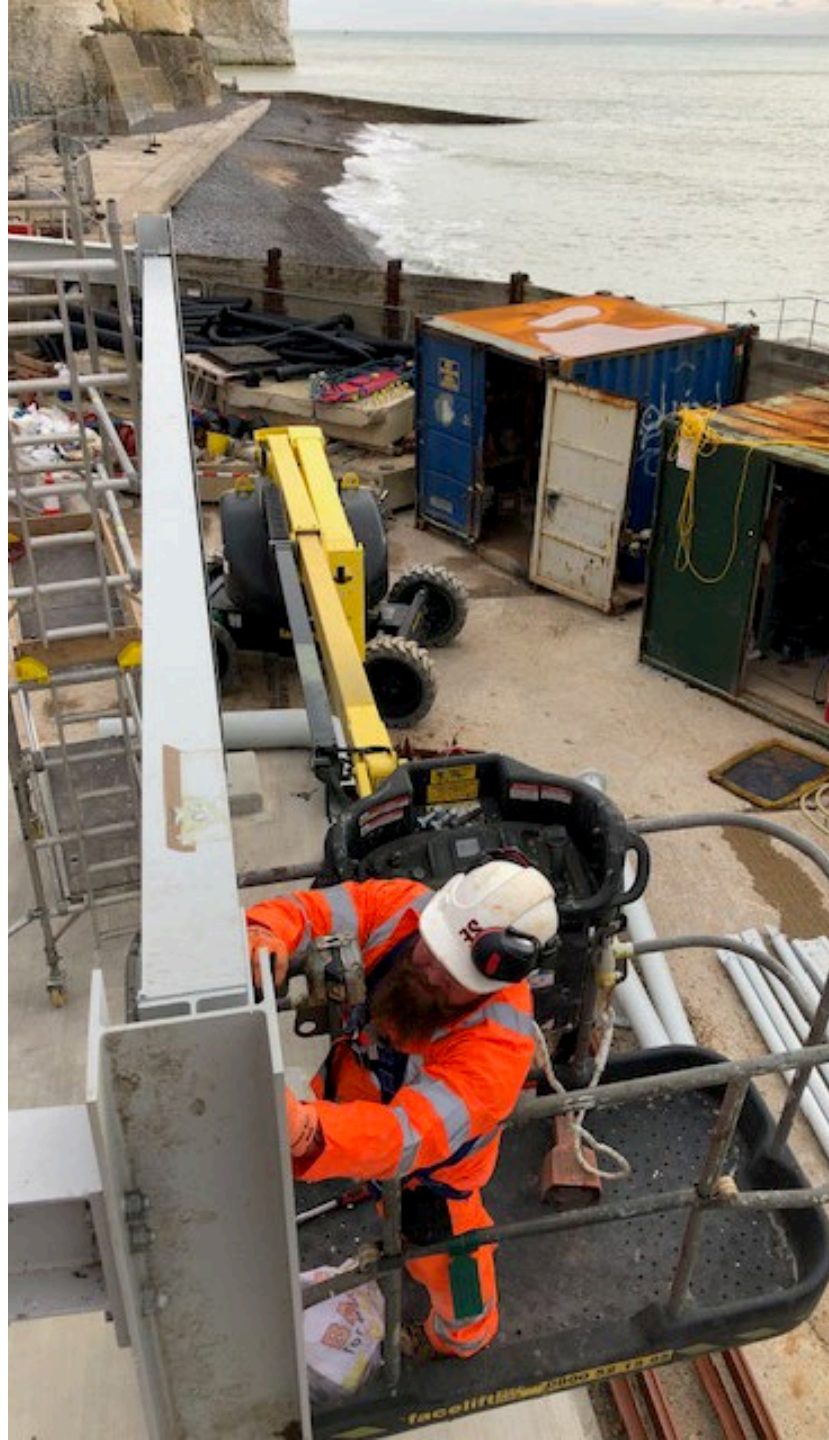
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We talk openly and honestly.

Good communication is critical to our success, and we facilitate and encourage open and honest conversations at all levels of the business.

We hold regular communications sessions throughout the business, and we welcome questions, opinions and ideas from all colleagues.



We have a shared vision, mission and goals.

We deliver products, services, software and expertise to help a diversity of customers all over the world, and we are all working to the same objectives.

We share the goal of being the smart engineering company that's easy to do business with.

Our expertise

We want to be the best.

We've built an exceptional reputation over the years, and our brand is a byword for quality.

Our products lead the market, our services are reliable and effective, and our people are experienced and professional.

We value excellence, and we never stop trying to improve.

We're experts, and proud of it.

Our business is built on scientific and operational excellence, and over the years we've pioneered new technologies for flow control, stormwater treatment and wastewater solids removal.

We value our experts and our expertise. It's what sets us apart.

Innovation is in our DNA.

We've always been at the front of the pack, driving change in the water industry.

We have an entrepreneurial spirit, and we're always looking for new technologies, systems, processes and ways of working that can help us to improve.

Our solutions lead the way.

Our technologies, products and services lead the market in terms of performance, quality and reliability.

We're the only water management business that proves its solutions three different ways: theoretically, in the lab and in the field.



Our customers

We care about our customers.

For over 40 years we've been a valued resource for our customers, providing advice, insight and guidance and responding with urgency to help them solve their water management challenges.

We work for, with and alongside our customers to make sure that they get exactly what they need, every step of the way.

We respond with urgency.

Our customers are our priority, and we work hard to make sure that they get what they need when they need it.

We treat each other the same way we treat our customers.



Our six values

Respond with urgency.

We are all here to serve the customer. We engender a strong sense of urgency throughout the company and remain agile in responding to changing needs and circumstances.

Work collaboratively.

Our whole is greater than the sum of our parts. By working openly and collaboratively in teams that leverage our global reach, we achieve common goals.

Value excellence.

We believe in both individual and collective ownership. As a growing business we are committed to excellence and hold our employees and partners to the same high standard.

Learn and improve.

We believe that change is an opportunity to grow and improve. As a business and as individuals we are constantly learning, listening, adapting and sharing.

Embrace innovation.

An integral part of our culture is the pioneering spirit which serves as the foundation of our business today.

Respect our community.

As a global business we behave ethically and respectfully in all the communities in which we operate.



Our business

We're a global business with a great legacy.

With colleagues all around the world we're a truly global business, and we've been successfully helping our customers meet their water management challenges since 1980.

Our brands are synonymous with performance, quality and reliability, and this is underlined by how many customers trust and rely on our solutions: we've installed over 45,000 systems worldwide.



Wastewater

We help treatment plants capture and dewater solids at the inlet works, to protect downstream processes and improve treatment efficiency. We screen and dewater sludge screening to cut sludge handling costs and increase bioenergy value.

Stormwater

We control the flow of water to protect homes, businesses and infrastructure against flooding. We help civil engineers to capture and remove pollutants from surface water to protect the environment and our fragile ecosystems.

Industrial

We remove solids from process water, wastewater and surface water at industrial facilities to improve profitability, reduce downtime, increase efficiency—through water and by-product recycling and reuse—and ensure regulatory compliance.

Services

We inspect, service, maintain and clean wastewater and stormwater treatment equipment and systems. We provide hydrometry, water engineering and water resources consultancy.

Data, insight & analysis

We provide remote monitoring, processing, analysis and modelling of water and climate data to help water suppliers and municipalities conduct system monitoring and maintenance, flood warning, climate change modelling and water supply and demand planning.

Our projects

We're trusted around the world.

Our customers come in all shapes and sizes, and from all over the world, but they all have one thing in common: they trust us to help them solve their most important water management challenges.



Swansea, UK



Chaohu, China



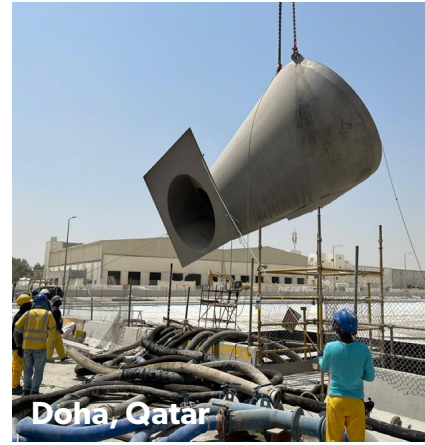
Northallerton, UK



Bucksport, US



Calgary, Canada



Doha, Qatar



Bird Island, US



Singapore



Monterrey, Mexico



Richmond Park, UK

Our benefits

A rewarding career.

Our colleagues work hard, and we reward that dedication with a range of benefits.



Paid annual leave

We provide generous paid time off to help you relax.

Hybrid and flexible working

We appreciate that you don't have to be in the office every day to make a difference.

Life cover

We give you and your family peace of mind if the worst happens.

Retirement plan

We help you with planning and building your finances for life after work.

Eye tests

We cover annual eye tests to make sure your vision is as good as it can be.

Mental health, support and wellbeing

Our Mental Health First Aiders and Employee Assistance Program provide support to help you manage stress, anxiety and other issues.

Volunteering

Community involvement matters, so we make time available for volunteering.

Flu vaccination

We help with your annual vaccination, to keep you healthy, safe and well.

Cycle to work initiative

We can help you to cut down your car use and fit in some cardio.

Social / Values committee

We help colleagues to manage an active social calendar at each of our offices.

Family leave

We understand that sometimes you need to take time off to deal with family issues.

This list of benefits is not exhaustive, and exact details vary depending on location. Please contact us if you would like to know more about the benefits available to you.

Get in touch

Interested in making a difference?

If you like what you see and you think that you have what it takes to help us make a difference, get in touch. We'd be delighted to hear from you.

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