

Submarines Early Careers Prospectus 2018



Apprenticeships, Higher Apprenticeships
and Graduate Development Framework

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Welcome

I would like to take this opportunity to invite you to consider a career with BAE Systems Submarines.

The next few years are going to be very exciting for us delivering the remaining Astute class and Dreadnought submarines. This presents an enormous opportunity, of which you can play a part.

The Shipyard has a long and distinguished history of shipbuilding with 130 years of experience in designing and building ships and submarines for the Royal Navy. BAE Systems Submarines is UK-based, and a vital division of our global company with exciting opportunities for progression.

We are proud of our reputation for delivering world class submarines. Above all, we value the most important aspect of our business - the people, who are its lifeblood.

You could be an essential part of our exciting future.

Will Blamey
Managing Director
BAE Systems Submarines





Welcome to the Early Careers Prospectus

Throughout our business, we have a wealth of opportunities to kick start and progress your career. We offer three entry routes via early careers and a further two opportunities to experience life in BAE Systems to those who are still in undergraduate study, enabling us to recruit a diverse mix of talent – a team we hope you will join.

As an Apprentice (Post GCSE), Higher Apprentice (Post A-Level) or Graduate (Post degree) you can choose from a variety of roles showcased throughout this prospectus, of which all are a necessity for the complexity of our business. With both technical and craft opportunities available, you will receive the best vocational training,

national and business related qualifications, personal development and much more.

We also provide the opportunity to get a taste of working life within the business by enrolling in one of our Summer Intern or Industrial Placement programmes, open to individuals currently undertaking undergraduate studies. These allow you to develop your personal and professional skills, enabling you to apply your knowledge to real world scenarios and gain valuable experience.

With your commitment and the support of our early careers team, we can provide the foundation for a successful career, and you can help ensure the future success of our business.

Business overview

At BAE Systems we provide some of the world's most advanced, technology-led defence, aerospace and security solutions and employ a skilled workforce of some 83,000 people in over 40 countries.

Working with customers and local partners, we develop, engineer, manufacture and support products and systems to deliver military capability, protect national security and keep critical information and infrastructures secure.

Submarines business overview

BAE Systems is the prime contractor for the seven boat Astute Programme and the Dreadnought Programme - designing, testing and commissioning nuclear powered submarines for the UK Royal Navy.

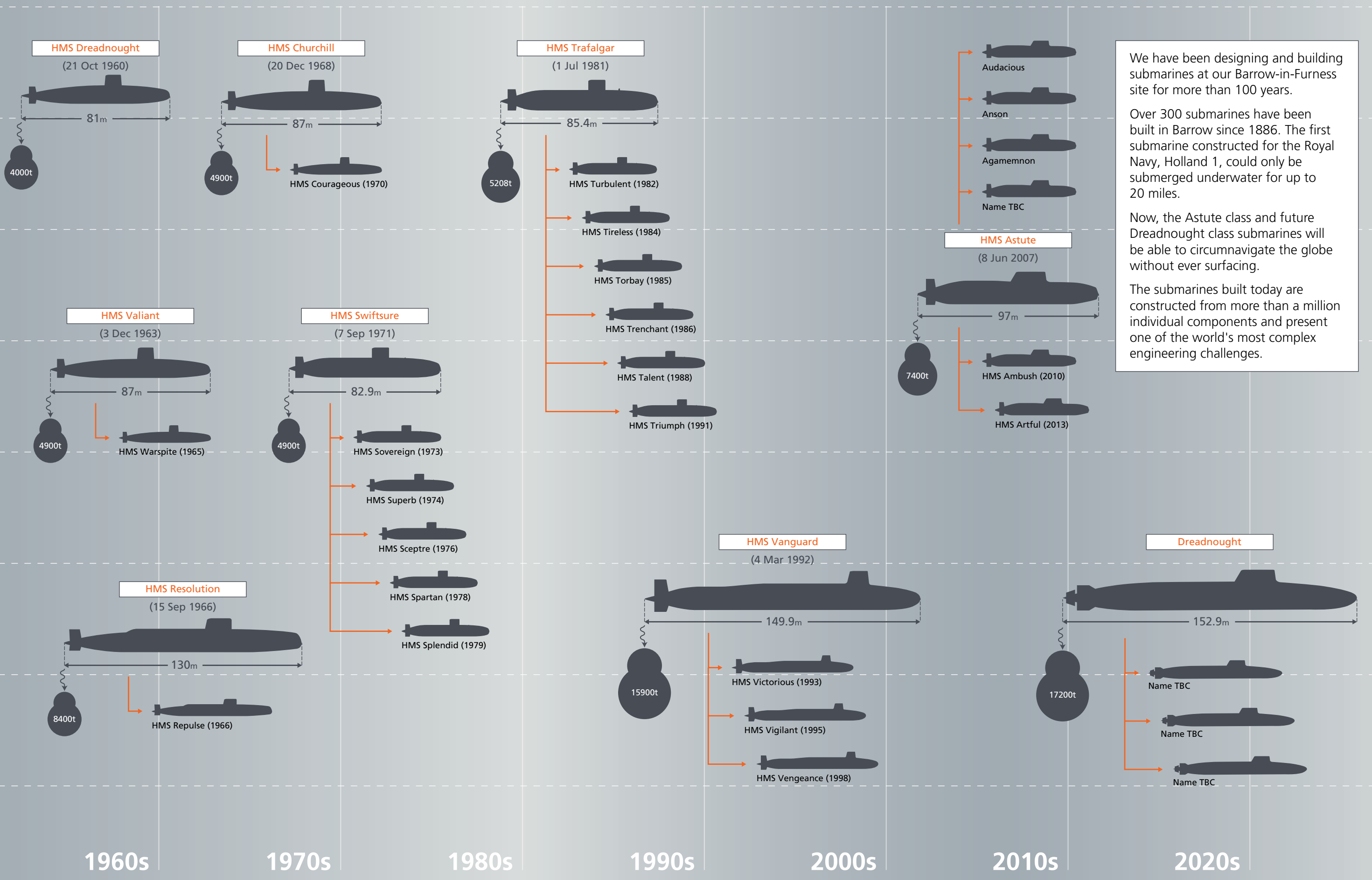
Described as 'more complex than a space shuttle', Astute class submarines are packed with cutting edge, state-of-the-art technology which enable them to operate in one of the most complex and hostile environments on the planet.

We currently have nearly 8000 employees within our Submarine business, including nearly 1000 apprentices. Our Barrow-in-Furness site is currently undergoing a major £300m+ redevelopment to prepare the business as it begins to build the Dreadnought class, maintaining its proud history of delivering complex submarine programmes.

Come and join us today and be a part of our exciting future.



Five decades of nuclear-powered submarine building at BAE Systems



We have been designing and building submarines at our Barrow-in-Furness site for more than 100 years.

Over 300 submarines have been built in Barrow since 1886. The first submarine constructed for the Royal Navy, Holland 1, could only be submerged underwater for up to 20 miles.

Now, the Astute class and future Dreadnought class submarines will be able to circumnavigate the globe without ever surfacing.

The submarines built today are constructed from more than a million individual components and present one of the world's most complex engineering challenges.

1960s

1970s

1980s

1990s

2000s

2010s

2020s

Five decades of
nuclear-powered
submarine building
at BAE Systems

Early Careers

At BAE Systems we actively support education and skill development in schools and colleges across our UK businesses, as well as offering an exciting range of graduate, undergraduate and apprentice opportunities.

In 2017 we recruited approximately 550 new members to the Early Careers schemes across the UK. The opportunities reflect the workload at our sites, and our investment reflects the continued success of our training programmes

in developing skilled and committed employees who are highly valued by the business.

Our apprentices and graduates have a fantastic track record of achieving their potential and making excellent careers within BAE Systems. The apprentices and graduates are the future of BAE Systems and, here within the early careers team, we do everything possible to develop apprentices and graduates into skilled and valued employees.

As Apprentice Training Manager at Submarines, it's a real privilege to be able to influence our scheme to meet the needs of the many new learners that are the future of the business. On a day-to-day basis, I am responsible for a team of 24 training and assessment professionals that support the delivery of our Advanced Apprenticeship scheme - from recruitment and selection through to exit and celebration. The scheme is 42 months in duration and we aim to make it the best possible experience for our apprentices. There are many elements on this journey and my job is to motivate and lead our team to ensure all of our apprentices gain the skills, knowledge and experience required for their roles.

I hope you choose to apply to us as an apprentice, it's the way I was trained and it built the foundations for a Welding career that stretched 23 enjoyable years.

Our ultimate aim is that you feel and become a valued BAE Systems employee with skills, behaviours and knowledge that lead you on a long and fruitful career. We will do all we can to support and encourage you to achieve this.

Good luck on the journey your about to begin, hopefully with BAE Systems but equally in whichever direction you choose to take.

Paul - Apprentice Training Team Manager

As the Line Manager of BAE Systems Submarines Higher Apprentices, my challenge is to find exceptional, fresh talent and to nurture that talent into individuals who will ensure the delivery of world class submarines for decades to come.

A Higher Apprenticeship with BAE Systems opens the door to an exciting and varied working life within a unique field. It takes a special person to relish the complexity of building a submarine. If you demonstrate that potential, we will nurture you to provide the best possible start to your career.

We recognise the importance of developing you as a whole person, not just an employee. So we will focus on your academic, behavioural, technical and personal growth throughout your apprenticeship – using specialist training providers to deliver

relevant professional qualifications and quality on-the-job experience to embed your learning. We'll focus on your behaviours continuously to make sure you not only excel in what to do, but also how to go about it.

A Higher Apprenticeship is no easy option. You'll work full time, undertake professional study and manage stretch projects. You'll need to be driven, focussed and resilient with a very strong work ethic. We'll provide an abundance of support to help you do this – from the Early Careers team, functional leads, buddies and mentors .

This scheme in a sentence? A one way ticket to a fantastic career... if you work really hard for it.

Kristel - Higher Apprentice Project Leader

As the Graduate Line Manager, my role is to prepare you for a successful start towards a career within BAE Systems Submarines. The Graduate scheme develops people who show great potential and passion for their chosen field. Combining formal learning with real world challenges across a number of placements, the Graduate Development Framework (GDF) provides a solid foundation to ensure that you achieve your maximum potential.

You will have the opportunity to work across BAE Systems Submarines and develop product knowledge and specific technical skills. You will also participate in Graduate Developing You (GDY) which is a series of development modules supporting graduates to develop the behavioral competencies that are believed

to be fundamental to establishing a successful career within BAE Systems. GDY offers delegates challenges, development opportunities, skills enhancement and coaching both at a personal and team level.

You will also attend our UK Graduate Conference, which brings together graduates from across the globe to network, engage with a diverse range of managers and learn more about the inspiring work we do.

You will receive guidance and support from numerous professionals within the business and have lots of fun along the way.

Jo - Graduate Project Leader

Education Ambassadors

Education Ambassadors are STEM Ambassadors who represent the company.

The Education Ambassador Programme enables anyone with Science, Technology, Engineering and Maths (STEM) skills to inspire young people and demonstrate the career possibilities of STEM subjects.

If you use STEM Skills, and you are willing and able to excite young people about STEM subjects, you can apply to become an Education Ambassador once you are in the business.

The Education Ambassadors programme is co-ordinated on site and is managed by our Submarines business. At Present, we have more than 200 active Education Ambassadors within the business and all new early careers employees are encouraged to apply.

What type of activities do Education Ambassadors do?

Ambassadors are provided with opportunities which fit their own skills and availability and include a wide range of activities such as giving careers talks, helping with projects in after-school STEM clubs or helping with challenge days and judging competitions.

They support and inspire teachers in the classroom, and help them update their knowledge of contemporary Science, Technology and research process. The variety of activities and the impact they have, is huge.

Education Ambassadors aim to:

- Excite young people about Science, Technology, Engineering and Maths (STEM)
- Encourage young people to consider STEM careers and qualifications
- Contribute to improved academic achievement in STEM subjects
- Develop other employability skills including confidence, teamwork, presentation and creativity.

Benefits of being an Education Ambassador include:

- A sense of achievement
- Making a difference in the local community
- Developing new skills and confidence.



Central Training Facility

A new £25m training centre on the Submarines site is set to open in mid-2018. The training centre will transform the way we learn across our business.

The new facility will provide a modern learning environment to supplement the training that apprentices already receive at Furness College. It will contain equipment unique to submarine building and importantly, apprentices will get a chance to develop their skills in a safe environment before starting work on the real thing. Making sure they are safer, can reach our workmanship standards and understand the quality we demand as a business.

The Training Centre will have workshop areas for the following Crafts:

Electricians, Pipe Fitters, Mechanical Fitters, Painters, Pipe Welders, Sheet Metal Workers, Steelworkers, Caulkers, Drillers and Structural Welders.

There will also be a Virtual Reality (VR) suite and a number of breakout zones with soft furnishings; as well as 'hot desks' with power points for laptop users and interactive breakout areas with smart boards and white boards for informal workshops.

The first floor will also house the canteen with floor to ceiling glass windows offering panoramic views of the channel.

As well as dedicated workshop areas, the training facility will also have a 'mock up' area, where different submarine construction scenarios can be created, to give apprentices experience consistent with working on a submarine.

The building has been designed to meet the very specific requirements of our business and has involved a great amount of stakeholder engagement to ensure the final product allows us to train our apprentices to the highest possible standard.



Stretch and Social

During any of the Early Careers schemes Apprentices, Trainees, Higher Apprentices and Graduates are encouraged to take part in challenges or “stretch” assignments which are activities outside of an employee’s day-to-day work.

As well as providing great opportunities to learn skills not easily gained in the workplace they also offer a great platform to meet new people and network. A few of the opportunities available can be found below.

Top of the Form

This is a large-scale project that involves staging a STEM based quiz competition, open to teams from schools throughout the Furness area.

There are many roles in the project, ranging from project lead to quiz master. Top of the Form enables you to develop a wide range of skills, and to be part of a large team, running a project from start to finish.



Charity Football

The biggest sporting event in the calendar. BAE Systems charity football is a large football tournament organised and run by Early Careers members. The team will fundraise, organise teams and players, arrange for any stalls, food and drink to be on sale and oversee the management of the whole event. This allows a fun and inclusive day where employees throughout the business compete to win the coveted trophy.

Challenge Day

Challenge Day is an annual BAE Systems STEM activity that has been held in Farnborough for over 20 years. The day consists of inviting 60 to 80 Year 10 students from local schools, and setting them an engineering challenge, encouraging them to work together and assign roles normally found in our day to day business.

The day is organised entirely by Graduates and Higher Apprentices, and as such, you will develop both behavioural and technical skills as you manage this large-scale, fun project.

Conferences

During the course of a year Early Careers members will have the opportunity to attend and organise a number of conferences. Last year conferences organised and attended by Early Careers included a Project Management Conference, held in Liverpool, for Early Careers members at multiple BAE Systems business units and a Complex Systems & Support conference which was project managed by Southern Sites Higher Apprentices and Graduates for over 800 delegates.

Innovation Challenge

BAE Systems Apprentice innovation challenge is a cross-company charity challenge to design and build a prototype of a product put forward by a partner charity to help its clients.

Teams from most BAE Systems sites take part in the challenge over a number of months. Each team chooses the product it wishes to develop and uses its knowledge and creativity to develop something that could be of lasting benefit to the people it's designed to help.



Stretch and Social

BAE Systems actively encourage its Early Careers members to get involved in social activities. As part of Early Careers you will find yourself in an open and safe environment where there is lots to do and lots to get involved with either within the Early Careers community or within your placement teams. Some examples of the social side of the BAE Systems environment can be found below.

Outward Bound

As part of the Apprentice and Trainee schemes, there is an opportunity to take part in an Outward bound course. This is a great chance to meet others on the scheme and take part in lots of outdoor activities. You will develop team-working, planning, problem solving and several other skills.

Outward bound gives you the chance to lead activities in a different environment and gain the trust of other team members. Learning is enhanced through feedback sessions during the course.

Social Events

As part of the Early Careers community you are never too far away from a variety of social events. Whether that be taking part in a sporting event such as Charity Football and Charity golf or attending one of the many social events organised outside of work by Early Careers members throughout the year. Events that have taken place over the past year have included a trip to the Manchester Christmas Markets and the Christmas Night Out.

Outlink UK

Outlink UK is the business' LGBT resource group and its main goal is to create a work environment that is open, inclusive and welcomes diversity. Whether you're LGBT or a 'straight ally', you can sign up to Outlink UK and play an active role in supporting diversity in BAE Systems.

There are several events that members of Outlink UK can attend - BAE Systems Pride marches across the country, the annual Outlink UK conference and several social events – all of which you can also play a part in coordinating.



The Cumbrian Graduate Network

The CGN is a collaboration between BAE and other local industries such as GSK, NHS and Sellafield. We aim to give Early Careers members a platform to enjoy life outside of work.

So far the group has organised hugely successful events such as paintballing, ghyll scrambling, nights out and much more! If you would like to be involved please feel free to join in the fun via our Facebook group: <https://www.facebook.com/groups/CumbrianGradNetwork/>

The CGN prides itself on being fully inclusive and welcomes any new ideas – so don't be shy!



Forums and councils

Across the Early Careers programmes, there are various councils made up of volunteer representatives from the relevant schemes, whose aim is to make improvements for future early career members.

Council members learn to liaise with others on their scheme, and with Early Careers management, to jointly address any issues that arise.

Apprenticeships

The Advanced and Intermediate Apprenticeship schemes range from two to three-and-a-half years in duration, are **nationally recognised** and accredited, and offer **opportunities** for most craft and technical roles involved in designing, planning and manufacturing submarines.

Apprenticeships

Both our craft and technical apprenticeship schemes are government-funded and approved through the Education & Skills Funding Agency against OFSTED quality and inspection criteria. The schemes include on and off-the-job training in both a college and work placement environment.

The BAE Systems apprenticeship entry route is just the beginning of a rewarding and successful career with the business.

New Roles for 2018 (more information will be provided on the company website in due course)

- Site & Facilities

More information can be found at: <http://www.baesystems.com/en/careers/careers-in-the-uk/apprenticeships/our-businesses/maritime-submarines>

Your learning and development

We understand that as an apprentice, the support and development you receive becomes your foundation for career success. That's why we've created a programme that builds upon your learning at each stage, recognises prior achievement, different learning styles and brings out the best in you.

On joining the scheme, you will receive a full apprenticeship induction, which will include a five-day residential Outward Bound experience in the Lake District. During this period of your training, you'll learn how the company values- trusted, innovative and bold- apply as well as our principles; accountability, honesty, integrity, openness and respect.

Your first year will involve a combination of on-the-job training, both in college and a work based environment.

As a craft or technical apprentice, you will:

- Learn basic hand skills
- Learn about health and safety
- Complete training tasks in preparation for your assessment against the qualification associated with your chosen roll.

As an administration apprentice, you will learn:

- The fundamentals of good organisation
- Time management
- Communication

Your second and third year of the schemes will take place in a series of work placements across the submarines site. In this period you will develop the skills and underpinning knowledge required for your role from skilled and qualified craft and technical employees. You will gain both technical and vocational qualifications during this period, whilst being supported by the Early Careers team.

During the apprenticeship you will be encouraged to take part in some of the enrichment activities that are available, these may include becoming an Education Ambassador, joining the Apprentice Council, attending and competing in apprentice exhibitions and competitions, and many others.

Once you have completed the apprenticeship scheme, your success will be celebrated at the annual Apprentice Awards evening. Together with your peers, you will enjoy a meal and entertainment at a local venue and receive your apprentice certificates marking the culmination of a successful training scheme.

Benefits

- 12 month salary reviews
- 25 days holiday per annum
- Entry level from GCSE
- Earn while you learn
- Two to three and a half year nationally accredited scheme
- Off-the-job (vocational study) and on-the-job training
- A competitive training salary

Apprentice Case Study

James

In September 2016 I was successful in applying for an apprenticeship in Sheet Metal Work. I had worked in a few different jobs before but decided that I wanted to join BAE Systems. The main reason for this was because I knew many friends and family who worked here, they had told me that it was a good place to work where employees were looked after and where there was job security for the foreseeable future.

Since starting my apprenticeship I have enjoyed working in the business. I have so far been in two placements. Both of these have been enjoyable and I have picked up different skills in each of them. I really enjoyed working on the module

tasks in the Sheet Metal shop and found this was a great way to learn new skills and techniques.

In May 2017 I was fortunate enough to be awarded apprentice of the month which I feel is a great achievement and have been put forward to compete in the World Skills competition which I have had to train for. As well as this I am currently participating in the apprentice Innovation challenge which is about half way through the 9 month process. I have previously been involved in the Apprentice council but have had to step down from that for now until the Innovation challenge is completed.



Alice

After completing my GCSEs I decided to go to Ulverston 6th form. I hadn't really considered an apprenticeship after finishing school. However, following a presentation given during my first year of sixth form I decided that I would apply for a design apprenticeship within BAE Systems. It really appealed to me to be able to gain experience in such an intriguing industry whilst also furthering my education at the same time. I chose design because I thought it best suited my skillset and was an engineering based college course which interested me. I started my apprenticeship in September 2015.

I spent the first 9 months solely in college working towards my qualifications. However, the best part of my apprenticeship so far has been the last year where I have had the opportunity to go into the business where I have chosen to specialise in Hull design. Having the opportunity to join a variety of teams throughout the business, all of which

have been welcoming, has been a great way to increase my knowledge and develop skills which I never thought I would have the chance to do.

As well as placements I have had plenty of other opportunities during my time on the apprenticeship. I have joined the apprentice council, giving me responsibility to represent my peers. This has massively helped build my self-confidence and communication skills. Additionally, I have also signed up to a volunteering opportunity with the Bendrigg Trust through BAE Systems, supporting disabled and disadvantaged teenagers during a week of outdoor activities. Not only will this help me develop further but I am looking forward to giving something back to the community.

Gaining experience and growing as a person whilst earning a wage has definitely been the right choice for me and I would encourage people to at least consider this option.



Caulker

Entry requirements:

A minimum of 5 GCSE's A*-E or 9-2, including Maths, English and a Science related subject.

Framework qualifications:

- Level 1 functional skills, English, Maths, Information Communication Technology (ICT)
- Level 2 personal learning and thinking skills (PLTS)
- Level 2 Employee Rights and Responsibilities certificate
- Level 2 NVQ diploma in Fabrication and Welding (plus an additional three units of NVQ level 2 Performing Engineering Operations)
- Level 2 EAL diploma in engineering technology

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan.

Job description:

The role of a caulker within BAE Systems Submarines involves a variety of different tasks, mainly around plate preparation and metal removal.

The role is broken down into four areas, which are: gouging, grinding, burning and tank testing. Gouging has been designed for carbon-based metals, and is used to remove metal and generally prepare materials before welding is carried out. In carbon arc gouging, an electric arc at the end of a consumable carbon rod melts the metal, and a continuous blast of compressed air blows the molten metal away.

Grinding is used to dress areas to the correct size, and to prepare weld joints so that the required quality can be achieved. Grinding is also used to remove weld profiles prior to inspection.

Burning is used to cut steel to correct sizes prior to fabrication. This process uses oxygen and propane to heat the steel up to a molten state, and then a jet of additional oxygen to cut through the steel.

Tank testing is used to confirm the integrity of any tanks on the submarine. These are tested by blanking all holes into the tank and then using air or water to raise the pressure within the tank. The caulker will then inspect the tank boundaries for leaks.

Designer

Entry requirements:

A minimum of 5 GCSEs A*-C or 9-4, including Maths, English and a Science related subject.

Standards qualifications:

Engineering Design and Draughtsperson Standard consisting of:

- BTEC National Diploma in Engineering
- Level 3 Vocational Diploma in Design and Draughting (Development Knowledge and Competence)
- Enrichment and Behaviours Study

All qualifications will be achieved by a combination of on and off the job training, teaching and assessment across the whole of the apprenticeship period in line with an agreed individual learning plan.

Job description:

The role of a designer within BAE Systems Submarines is broken down into three disciplines - electrical, mechanical and hull. You will work together with the engineers to develop and design submarines, from initial concept right through to build.

Your main duties will include the drawing and design of the structure and internal systems, and routing cable runs and pipework through various compartments within the vessels under development.

Systems include external and internal steelwork, electrical systems, hydraulic and pneumatic mechanical systems, and heating, ventilation and air conditioning (HVAC).

All work is carried out using the two computer aided design systems, CADD5 and FORAN, currently employed within the business, and training is given in the various techniques and skills required of each discipline.

Excellent teamwork and communication skills are required, as you will be working alongside colleagues in your own team, engineers and representatives from the customer or suppliers.

Dimensional Control Technician

Entry requirements:

A minimum of 5 GCSEs A*-C or 9-4, including Maths, English and a Science related subject.

Framework qualifications:

- Level 2 Functional Skills, Communications, Maths, Information Technology
- Level 2 Personal Learning and Thinking Skills (PLTS)
- Level 2 Employee Rights and Responsibilities certificate
- Level 3 EAL extended diploma (three units of NVQ Level 2 Performing Engineering Operations qualification and full NVQ level 3 role specific engineering qualification)
- Level 3 BTEC national diploma

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan.

Job description:

The role of a dimensional control technician within BAE Systems Submarines involves using various three-dimensional measuring techniques, new technology and traditional methods to help in the modular build of submarines.

Part shop floor and part office based,

you will be using computer software and various means of analysis. You will use hi-tech measuring equipment such as laser trackers, total stations and Faro arms, in addition to the more traditional equipment such as theodolites, dumpy levels, and Taylor Hobson scopes.

These would be used to ensure the correct positioning and measurement of small and large pieces of equipment, ranging from intricate engine parts to weapons alignment and clash detection as well as the build control and alignment of major submarine modules.



Driller

Entry requirements:

A minimum of 5 GCSEs A*-E or 9-2, including Maths, English and a Science related subject.

Framework qualifications:

- Level 1 functional skills, English, Maths, Information Communication Technology
- Level 2 Personal Learning and Thinking Skills (PLTS)
- Level 2 Employee Rights and Responsibilities certificate
- Level 2 NVQ diploma in Marine Engineering (plus an additional three units of NVQ level 2 performing engineering operations and a role specific level 3 NVQ Qualification)
- Level 2 EAL diploma in engineering technology

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan.

Job description:

The role of a driller within BAE Systems Submarines involves a variety of different activities requiring great accuracy and hand skills. You will be working in workshops and on board submarines, drilling holes using various types of drilling equipment, ranging from a small compressed air pistol drill to large scale industrial drills. Larger holes are bored using specialist boring bars and machinery, up to 140mm in size.

Specialist training is provided to allow you to work on nuclear reactor bulkhead work, using state-of-the-art equipment costing up to £100,000 designed especially for this type of work.

Drillers will also be trained in machine engineering facing - working to high tolerances to produce near perfect flat surfaces, stud welding, hole tapping up to 56mm. The burning process will be taught, which involves cutting holes in submarine steelwork using specialist Trammel burning equipment.

Electrician

Entry requirements:

A minimum of 5 GCSEs A*-C or 9-4, including Maths, English and a Science related subject.

Standards qualifications:

Maritime Electrical Fitter Standard comprising:

- Level 2 Diploma in Maritime Defence (Foundation Knowledge and Competence)
- Level 3 Diploma in Maritime Defence (Development Knowledge and Competence)
- Enrichment & Behaviours Study

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan.

Job description:

The role of an electrician within BAE Systems Submarines involves working from planned drawings and company procedures to install, terminate and test all electrical equipment in the hi-tech environment of a nuclear submarine.

You will achieve competence in the fabrication and fitting of cable supports, varying from fibreglass cable tray to metal conduit, and the installation of electrical equipment using different types of resilience mounts.

Crimping and termination is an important part of the electrical role, where attention to detail and the ability to produce defect free work is essential. Individuals will get the opportunity to work on a variety of electrical systems, such as lighting, fire detection and communication systems, using various hand tools and specialist electrical components and equipment.

Experience will be gained in a number of specialist areas, such as plant maintenance, electrical testing, and calibration etc, giving you a wide range of skills and knowledge.

Fitter

Entry requirements:

A minimum of 5 GCSEs A*-C or 9-4, including Maths, English and a Science related subject.

Standards qualifications:

Maritime Mechanical Fitter Standard consisting of:

- Level 2 Diploma in Maritime Defence (Foundation Knowledge and Competence)
- Level 3 Diploma in Maritime Defence (Development Knowledge and Competence)
- Enrichment and Behaviours Study

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan

Job description:

The role of a mechanical fitter within BAE Systems Submarines involves working from engineering drawings in order to carry out the manufacture, installation, testing and commissioning of all hydraulic, pneumatic and mechanical equipment. This can include the main propulsion machinery, weapons systems and reactor services.

Day-to-day tasks could include measuring paper-thin gaps using specialist measuring equipment or outfitting a unit the size of a double-decker bus.

Many skills will be gained, including 'facing off' seats/castings to gain near perfect flat surfaces, using face plates and feeler gauges, and alignment of major pieces of equipment. You will also gain experience in carrying out testing procedures, ranging from leakage testing of pipe systems to the running of major equipment.

Teamwork and communication skills are essential to this role as liaison with other trade groups will be required when working. On a large unit move this could include working alongside a heavy lifting squad, slingers and the optical alignment team.



Information Management and Technology (IM&T)

Entry requirements:

A minimum of 5 GCSEs A* - C or 9-4, including Maths, English and an IT related subject.

Framework qualifications:

- Level 3 Diploma in ICT Professional Competence
- Level 4 Certificate of Higher Education in Computing

These qualifications will be achieved by a combination of practical work-based training and training to support the theory and knowledge of IM&T.

Job description:

The IM&T apprenticeship is a two year scheme which develops skills and knowledge which apprentices will need to perform effectively in their chosen exit role. During the first 12 months, apprentices will work towards completion of their apprenticeship qualification by gaining the required competencies at work and with support from Furness College. The aim of this first year is to develop the apprentice's understanding of the IM&T lifecycle by completing placements across the six different careers paths within IM&T.

Upon successful completion of their apprenticeship qualification, apprentices will begin studying for a Certificate of Higher Education in Computing while continuing to complete placements at work. The placements in these last 12 months are designed to prepare the apprentice for their exit role.

IM&T placements include Business Analysis, Project Management, Capability, Procurement, Testing, Security and Development.

Machinist

Entry requirements:

A minimum of 5 GCSEs A*-C or 9-4, including Maths, English and a Science related subject.

Standards qualifications:

- Maritime Mechanical Fitter Standard consisting of:
 - Level 2 Diploma in Maritime Defence (Foundation Knowledge and Competence)
 - Level 3 Diploma in Maritime Defence (Development Knowledge and Competence)
- Enrichment and Behaviours Study

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan.

Job description:

The role of a machinist within BAE Systems Submarines involves working from engineering drawings, in order to carry out the manufacture of many of the parts required in the construction of a submarine. This can include hinges and chocks right through to components like sleeves and pressure hull penetrators.

Tolerances range from 0.5mm to as little as 0.02mm, and you will be using many different measuring devices - such as micrometres, vernier callipers, slip gauges and screw thread gauges - to measure the components and ensure the accuracy of the work produced.

There is a variety of machines that are used to manufacture the components, ranging from manually operated machines, such as lathes and milling machines, to full CNC (computer numerically controlled) machines such as the Tornado (CNC lathe) and the Storm (CNC mill). Many skills can be gained, including turning, threading, milling, tapping and boring as well as having the chance to be able to operate a CNC machine.

Teamwork, communication and adaptability are essential to this role. As well as the planned work there can often be emergent work that needs to be done as quickly as possible, and therefore has to fit in ahead of planned tasks. It is often necessary for jobs started on one machine to be finished on another, requiring good communication between the various operators to ensure that work is done correctly.



Non-Destructive Examination

Entry requirements:

A minimum of 5 GCSEs A*-E or 9-2, including Maths, English and a Science related subject.

Framework qualifications:

- Level 2 functional skills, English, Maths, Information Communication Technology
- Level 2 Personal Learning and Thinking Skills (PLTS)
- Level 2 Employee Rights and Responsibilities certificate
- Level 3 NVQ extended diploma in Engineering Technical Support (made up of three units of NVQ level 2 performing engineering operations and a role specific level 3 NVQ qualification)
- Level 3 BTEC National Diploma

All qualifications will be achieved by a combination of on and off-the-job training, teaching and assessment across the whole of the apprenticeship period, in line with an agreed individual learning plan.

Job description:

The role of an NDE (Non-Destructive Examination) technician within BAE Systems Submarines is an important part of quality control, and involves working within the following methods of inspection: weld inspection, crack detection, ultrasonic inspection, automated ultrasonic inspection, and radiography.

In all the above disciplines the inspector firstly has to visually inspect the welding for surface defects to ensure the correct quality of workmanship. This is followed by crack detection in the form of either magnetic particle inspection or dye penetrate inspection, which will detect fine surface flaws on the weld. The weld will then be inspected using either ultrasonic, which involves the use of sound waves, or if this is not possible, radiography.

Radiography uses either x-rays or gamma rays to detect weld flaws by transferring images to radiographic film. Initially you will be working alongside a qualified NDE technician, and observing the various processes involved, before undergoing examinations in the techniques used, to allow you to work independently.

Painter

Entry requirements:

A minimum of 5 GCSE's A*-E or 9-2, including Maths, English and a Science related subject.

Framework qualifications:

- Level 2 functional skills in Maths & English
- Level 2 Employee Rights & Responsibilities (ERR) Certificate
- Level 2 Personal Learning and Thinking Skills (PLTS)
- Level 2 Extended Diploma in Painting and Decorating
- Level 3 NVQ Diploma in Decorative finishing, painting and decorating.

Job description:

The role of a Painter includes the preparation and application of various materials that are used to outfit the interior and exterior of a submarine. You will be working with tools and equipment that are used for the preparation of surfaces to enable specialised marine coatings to be applied. These coatings need to be applied within the correct environmental conditions within our Submarines site. As a painter your role could involve abrasive blasting, spray paint application, using state of the art equipment to conduct specialised activities or detailed work to support a final inspection of a submarine compartment. You will also be trained in the application of state of the art acoustic and anechoic submarine stealth tiling and specialist casting techniques.

Pipe Fabricator

Entry requirements:

A minimum of 5 GCSEs A*-C or 9-4, including Maths, English and a Science related subject.

Standards qualifications:

Maritime Pipe Worker Standard consisting of:

- Level 2 Diploma in Maritime Defence (Foundation Knowledge and Competence)
- Level 3 Diploma in Maritime Defence (Development Knowledge and Competence)
- Enrichment and Behaviours Study

All qualifications will be achieved by a combination of on and off the job training, teaching and assessment across the whole of the apprenticeship period in line with an agreed individual learning plan.

Job description:

The role of pipe fabricator within BAE Systems Submarines involves working from planned drawings, to fabricate and fit various pipework installations. These can range from less complex hot and cold water systems right through to first level stainless steel, nuclear reactor pipework.

This work requires the use of tools and machinery ranging from numerous hand tools, such as pipe cutters, hacksaws, and files, to state-of-the-art computer aided bending machines.

Throughout the apprenticeship programme you will learn how to fabricate pipework, of various shapes and lengths,

whilst complying with strict tolerances. This is achieved using a number of techniques, such as brazing and compression fittings. Experience will be gained fitting the fabricated pipes on board the vessel, securing them using various fixing devices - such as block clips and fish tales - both individually and as part of a team.

Scaffolder

Entry requirements:

A minimum of 5 GCSEs A*-E or 9-2, including Maths, English and a Science related subject.

Framework qualifications:

- Level 2 functional skills in Maths & English
- Level 2 Diploma in scaffolding
- Level 2 NVQ Diploma in Access Operations & rigging

Job description:

As an Apprentice Scaffolder you will receive comprehensive training in an off and on-the-job environment.

You will work as part of a qualified and competent scaffolding team responsible for the safe and complex erection of working platforms both on the inside and outside of Astute Submarines in Barrow.

The training you will receive will include assembly of internal and external structures using tube and fitting techniques, understanding scaffolding terminology, use of lifting equipment, boards and stock quality control and servicing of equipment.

The competencies gained through the combination of these skills and others will qualify you as a Scaffolder capable of erecting and dismantling standard and bespoke working platforms at low level and height.

You will also achieve the knowledge required to support you through the training scheme and post apprenticeship development, to advanced Scaffolder.



BAE SYSTEMS
INSPIRED WORK

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Sheet Metal Worker

Entry requirements:

A minimum of 5 GCSE's A*-E or 9-2, including Maths, English and a Science related subject.

Framework qualifications:

- Level 2 Functional Skills, English, Maths, Information Communication Technology
- Level 2 Personal Learning and Thinking Skills (PLTS)
- Level 2 Employee Rights and Responsibilities certificate
- Level 3 NVQ extended diploma in Marine Engineering (made up of three units of NVQ level 2 performing engineering operations and a role specific level 3 NVQ qualification)
- Level 3 EAL diploma in Engineering Technology

All qualifications will be achieved by a combination of on and off the job training, teaching and assessment across the whole of the apprenticeship period in line with an agreed individual learning plan.

Job description:

The role of a Sheet Metal Worker within BAE Systems Submarines involves working from planned drawings to fabricate and install components to outfit a vessel in areas ranging from the Engine Room to the Kitchen Galley.

As a Sheet Metal worker you will be using various types of hand tools, such as jig saws, dividers, and scribes. You will also be trained to use various large pieces of machinery, ranging from a manual folding machine to the latest hi-tech computer aided machine punch.

The skills you develop will be used to produce a variety of components, using anything from 1mm thick aluminium up to, and including, 5mm thick stainless steel plate.

Steelworker

Entry requirements:

A minimum of 5 GCSE's A*-E or 9-2, including Maths, English and a Science related subject.

Standards qualifications:

Maritime Fabricator Standard consisting of:

- Level 2 Diploma in Maritime Defence (Foundation Knowledge and Competence)
- Level 3 Diploma in Maritime Defence (Development Knowledge and Competence)
- Level 2 Functional Skills Mathematics
- Level 2 Functional Skills English
- Enrichment and Behaviours Study

All qualifications will be achieved by a combination of on and off the job training, teaching and assessment across the whole of the apprenticeship period in line with an agreed individual learning plan.

Job description:

The role of a steelworker within BAE Systems Submarines involves working from planned drawings to mark out, cut and shape vessel structures. This involves fabricating various submarine sections, seatings, bulkheads and decks, as well as smaller steel components.

As a steelworker you will be trained to use various types of tools and machinery used in the forming of steel plate. These will range from hand tools, such as scribes, dividers and hammers, to large presses and state-of-the-art computer aided burning machines.

Other skills you will be taught in the steelwork environment will include, burning, welding and slinging. Teamwork and communication skills are essential to this role; liaison with other trade groups will be required when working with vessel sections weighing up to 300 tonnes, with steel plate thickness ranging from 3mm to 150mm.

Welder

Entry requirements:

A minimum of 5 GCSE's A*-E or 9-2, including Maths, English and a Science related subject.

Standards qualifications:

Multi-position Welder Standard consisting of:

- Foundation Knowledge and Competence Training
- Development Knowledge and Competence Training
- Level 2 Functional Skills Mathematics
- Level 2 Functional Skills English
- Enrichment and Behaviours Study

All qualifications will be achieved by a combination of on and off the job training, teaching and assessment across the whole of the apprenticeship period in line with an agreed individual learning plan.

Job description:

The role of a welder within BAE Systems Submarines requires a high level of skill and manual dexterity to carry out tasks ranging from pipe welding and using gas tungsten arc welding, through to structural welding, using flux core arc welding techniques. Pipe welders are trained in mirror welding and also semiautomatic machine pipe welding (orbital), and are responsible for welding large and small bore pipes in numerous materials.

Structural welders work on the main structures, ranging from the outer hull and internal structures, such as bulkheads and decking, to the missile tubes and nuclear reactor casing. All welding work undergoes rigorous testing to ensure it meets the high standards expected.



Trainee and Higher Apprenticeships

The Trainee and Higher Apprenticeship scheme is designed for A-level or equivalent qualified individuals, offering the **opportunity** to 'earn while you learn' and experience **hands-on work** in a fast-paced environment.

The schemes vary in duration from three to five years, during which you will move around the business on three to six months placements.

Trainee and Higher Apprenticeships

The Trainee and Higher Apprenticeship schemes comprise of on and off-the-job training, in both a college and working environment.

We offer roles in the following areas:

- Cost Estimating
- Electrical Engineering
- Finance
- IM&T
- Nuclear
- Operations Manufacturing and Build Delivery
- Project Management
- Quality Assurance
- Supply Chain
- Mechanical Engineering

New Roles for 2018 (more information will be provided on the company website in due course)

Site and Facilities

Your Learning and Development

We understand that as a business Trainee or Higher Apprentice, successfully completing the scheme is the foundation to fulfilling your career potential. That is why we have built a solid programme to help you develop and deliver real business value. Shortly after joining, you will be assigned a mentor who can act as a source of advice and insight, if required. The Trainee and Higher Apprenticeship schemes are three to five years in length and focus on personal and professional development. By moving placements every three to six months, you will gain a broader knowledge of the business and the variety of job roles within your function.

Benefits

- Competitive salary
- Development based salary
- Competitive pension scheme
- Discounted healthcare and share scheme
- 25 days holiday per annum

Higher Apprenticeship Case Study



Abbie

I joined BAE Systems as a Project Management Higher Apprentice in September 2016 having completed A-levels in Law, Business Studies and Psychology. The Project Management HA Scheme was the perfect opportunity for me because whilst gaining qualifications I am also receiving, high level, on-the-job training.

As I have only been on the scheme for a year I have only been exposed to a small part of the business and have so far been in three placements. My most enjoyable placement so far has been my Dreadnought placement. I am communicating with different stakeholders on a day-to-day basis and every day is different, meaning I am faced with new and exciting challenges every day.

Throughout my first year I have been involved with three different stretch

assignments: Future Engineers Day, BAE Systems Charity Football Tournament and Project Management Induction Day. Stretch assignments are a huge part of your apprenticeship life and I thoroughly recommend getting involved in as much as you can. They enable you to work with other trainees and help to improve your communication, stakeholder management and organisation skills.

I love working for BAE Systems, they are a brilliant and reputable company to work for. There are so many opportunities the company can offer in terms of progression, skills and qualifications to help support you throughout your career. Applying for the Project Management Higher Apprenticeship scheme is the best decision I've made, and I am looking forward to my future within BAE Systems.



Ben

I started working for BAE Systems as an Engineering Higher Apprentice in 2014 after completing A-levels in, Maths, Physics and Law. I had previously completed work experience within the shipyard which gave me an early insight into the business. I decided to apply to become a Nuclear HA because of the opportunity to study for an engineering degree whilst gaining vital industry experience.

Throughout my time on the scheme I have completed a number of placements in key areas of the business. I have always had an interest in engineering and have enjoyed my placements particularly the ones that have allowed me to directly interface with the submarine and the numerous technical systems. I have found that each day at work provides me the opportunity to work on a different challenge from stakeholder management through to installing key components

into the submarine and this variety has been great for my development as well as my enjoyment.

In addition to placement work I have also had the opportunity to be the BAE Systems representative on the Young Nuclear Safety Professionals Forum during my time on the scheme. This is a national forum made up of graduates and apprentices from companies throughout the nuclear industry. I developed stakeholder management skills which have also improved my confidence - a key skill which is transferable to my placements.

The Higher Apprenticeship scheme has allowed me to work directly with a product more advanced than the space shuttle and work on the cutting edge of technological development and has definitely proved to be the right decision for me.

Cost Estimating

Cost Estimating is the discipline within the Finance function that works collaboratively with the Programme teams to establish cost estimates and associated basis of estimate for the purpose of determining bid prices and managing ongoing contracts.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding General Studies, and must include a grade A*-C (or equivalent grading) in both Maths and a science-related subject

Higher Apprentice framework qualifications:

You will study towards a Level 4 Higher Apprenticeship in Manufacture & Engineering (including an HNC). You will also take part in the internally run Estimating Developing You course. This will further increase your knowledge of the principles of cost estimating. Dependant on personal and business requirements there may be the opportunity to progress to full degree upon completion of the scheme.

Job description:

Cost Estimating requires the combination of engineering practise, interpretation, judgement and experience in order to predict the potential cost, timing and preceding dependencies of a product or service. Working closely with colleagues responsible for the drafting of commercial contracts, Cost Estimating supports the major programmes through decentralised teams. The function also supports internal and external stakeholders involved within the estimation or communication of costs and pricing information to ensure adherence to mandated commercial governance processes.

Throughout the scheme typical tasks will include pricing major Ministry of Defence (MoD) non-competitive submarine platform contracts, pricing competitive bid submissions for activities separate to the submarine programmes, pricing customer change requests, indemnity and delay claims and costing internal business activity.



Engineering

Working within Engineering, you'll be part of a team that prides itself on providing those customers with world-class, cutting-edge, defence solutions – and typically creates more than 100 new inventions every year.

Many of our roles offer the opportunity to work from concept to completion, giving you real ownership of projects.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding General Studies, and must include a grade A*-C (or equivalent grading) in both Maths and a science-related subject

Higher Apprentice framework qualifications:

You will study towards a Level 4 Higher Apprenticeship in Manufacture & Engineering (including a HNC). Dependant on personal and business requirements there may be the opportunity to progress to full degree.

Job description:

Engineering is split into two strands: Mechanical and Electrical. Each strand has a number of disciplines, one of which you will specialise in:

Electrical

- **Electrical Engineering:** You will join a large team of highly qualified Electrical Engineers. You will contribute to supporting the ongoing design, validation, test and verification for a number of critical submarine electrical systems. You will have the opportunity to experience and develop during placements in a number of roles including Power Engineering, Control and Instrumentation and Electrical & Electronic Communications.
- **EMC (Electromagnetic Compatibility):** You will work within a dedicated EMC team, evaluating the electromagnetic performance of the submarine platforms. You will be executing, delivering and managing complex engineering and cross-functional tasks or programmes of work, recognising and addressing stakeholder and customer requirements.

Mechanical

- **Mechanical Engineering:** You'll be the one who turns ideas into products. You'll be involved in the design, development and testing of complex mechanical systems. In the early stages of a project, you'll apply scientific principles and technical information to generate concept ideas. After this, you'll select the most suitable design and turn it into a viable solution. Through 3D modelling and a range of analysis tools, you'll create a detailed design of the product that factor in considerations such as materials, manufacture, assembly, cost and performance – to name just a few. Our military and commercial programmes require us to push our capabilities and technologies to the limit of what is achievable today. This raises many challenges for the system as it must ultimately meet both our customer's stringent safety requirements and bring leading edge performance to provide competitive advantage wherever applied.
- **Naval Architecture:** Not only will you be involved in the design of vessels, but also all aspects of manufacture right through to launch, test and commission. In the case of our businesses, you'll work to ensure that our surface ships and submarines do what they should do. A large part of the work involves computer based design. However, you'll also get extensively involved in other activities too – such as computer simulation modelling and physical model tank testing.
- **Noise and Vibration Engineering Department (NAVED):** NAVED are specialists in radiated noise, vibration, airborne noise control and non-acoustic signatures. NAVED provide signatures expertise and technology to BAE Systems Submarines and are part of Specialist Engineering Capabilities Group. The NAVED team supports the current submarine build and future submarine design strategy in terms of the radiated noise signature achieving the necessary stealth performance. This is done in the design stage via input to engineering design services by using years of experience and expertise in the control and development of manufacture technology to minimise noise and vibration acoustic and non-acoustic signatures. In the build and commissioning of current vessels we apply analysis of the radiated signature stealth of the boat. NAVED also provide support to in-service vessels through ongoing and future contracts, helping to maintain the stealth capability of the current fleet.
- **PED:** The Production Engineering Department (PED) is a specialist team experienced in the processes and techniques of fabricating and outfitting vessels. It provides a varied and flexible engineering service to support production activities and develop improvements to production processes and facilities. The main focus is to provide the engineering outputs to enable major production activities to occur safely and efficiently.
- **Structural Engineering:** The Structural Engineering Department are responsible for the design and substantiation of primary and secondary structures for Submarines and Surface Ships, considering relevant failure modes resulting from operational loads, material strength, fracture and fatigue. The team use comprehensive finite element methods to calculate design and collapse capabilities, using recognised codes and standards of vessel structures, including nuclear containment capability

Finance

The BAE Systems Finance Higher Apprenticeship aims to develop A-level qualified (or equivalent) individuals into high performing chartered management accountants, with a well-rounded understanding of finance.

Entry requirements:

You will need a total of 120 UCAS Points (new 2017 tariff) or 300 UCAS points (old tariff). This must be achieved from three full A-levels or equivalent (excluding points accrued at AS-levels) preferably including Maths or a business related subject and excluding General Studies.

Higher Apprentice standards qualifications:

You will study a Level 4 Higher Apprenticeship Standard for Professional Accountancy / Tax Technician

Job description:

The five year Finance Higher Apprentice scheme comprises placements of between 6 and 12 months, which ensure valuable experience is gained from the following areas:

- Management reporting and budgeting - producing management accounts by pulling together information from around the business
- Transactional processing – looking at how we pay employees and suppliers
- Project finance – helping to monitor and manage the financial performance of our long-term contracts
- Governance – ensuring that we complete work in accordance with the necessary financial controls
- Overheads – monitoring and controlling the running costs of the business

During the scheme you will receive support and guidance from experienced members of the Finance function, who will help you to develop in the discipline and progress into a challenging Finance role on completion.

Information Management and Technology (IM&T)

The IM&T Higher Apprenticeship aims to develop A-level qualified individuals into competent, capable technology professionals, who are able to operate in a wide range of roles.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff) excluding General Studies.

Higher Apprentice standards qualifications:

You will study a Level 6 Degree Apprenticeship Standard for a Digital Technology Solutions Professional. On successful completion of your Higher Apprenticeship, you will be awarded a BSc (Hons) in Digital and Technology Solutions.

Job description:

The IM&T Higher Apprenticeship is a three-year scheme, which develops skills and knowledge Higher Apprentices will need to perform a chosen role or career within the function. During the first 18 months, the aim is to complete placements across the six different career paths within IM&T. The next 12 months then looks to provide placements with our customer/partner areas, as well as a placement with the Chief Information Officer (CIO) to gain an understanding of IM&T's strategic direction. The last six months of the scheme should be tailored towards your final role based within IM&T.

IM&T placements include business analysis, project management, capability, procurement, testing, security and development. Customer/partner placements include Capita (third party IT supplier), boat project management, nuclear capability, business strategy and engagement.



Nuclear

The Nuclear Higher Apprenticeship scheme recruits and develops A-level qualified (or equivalent) individuals to become the next generation of nuclear engineers. Nuclear Higher Apprentices will develop an understanding of, and ability to work to, the relevant nuclear regulation and nuclear site license conditions, which support the safe design, build and commissioning of our world class submarines.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding General Studies, and must include a grade A*-C (or equivalent grading) in both Maths and a science.

Higher Apprentice standards qualifications:

You will study a Level 6 Degree apprenticeship Standard for a Nuclear Scientist and Nuclear Engineer. This includes studying towards a Foundation Degree in Nuclear Engineering, leading to BEng. (Hons) in Nuclear Engineering.

Job description:

The scheme typically runs for five years, with the first three years being your opportunity to undertake varied and interesting placements in exciting nuclear areas such as reactor operations, nuclear integration, test and commissioning, and nuclear safety and regulation. In the final two years you will be working full time in one of these relevant nuclear placements as a Nuclear Engineer.

In the first three years all Nuclear Higher Apprentices follow a set placement schedule and are working towards completing a bespoke nuclear competency workbook, which allows you to track the knowledge and experience you are acquiring. This provides crucial preparation for the transition into exit roles during which you are placed specifically into one of the above nuclear areas, subject to business requirements, and spend your final two years gaining relevant experience and developing specifically for that role.

In achieving the Nuclear Higher Apprenticeship, you will not only be continually developed within the business, you will also undertake part-time academic study, which is fully funded by the company. During the five years of study, you will be working towards a Foundation Degree, before progressing onto Level 6 to achieve a BEng (Hons) Nuclear Engineer Degree. Once complete, there is the opportunity to apply for professional registration as a Chartered Engineer.

Operations Manufacturing and Build Delivery

The Operations Higher Apprentice scheme aims to recruit A level qualified individuals and help them develop careers within BAE Systems Submarines' Operations and Manufacturing functions.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding General Studies, and should include Maths or a Science based subject.

Higher Apprentice framework qualifications:

You will study a Level 4 Higher Apprenticeship Standard for an Associate Project Manager. Further development and qualifications will be considered as part of your development plan.

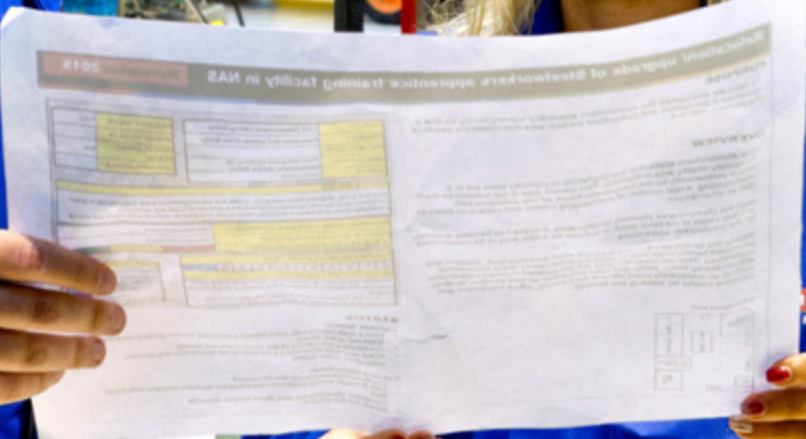
Job description:

Operations Higher Apprentices will be able to develop skills and experience across a range of placements, designed to provide them with exposure to the Submarine product and Operations processes, driving high quality delivery in a safe environment. Placements will be arranged over a three year period and will immerse individuals in different areas of the Build Delivery organisation. These include the integrated work teams responsible for building the Submarines, project management, planning and manufacturing engineering. Higher apprentices will have the opportunity of pursuing a career path within the Build Delivery organisation and ultimately into operational leadership based roles.

This apprenticeship will suit individuals with drive and tenacity, who thrive on challenge and developing a network business wide. Key skills will include communication, problem solving and the ability to affect change, in order to deliver a first class product.



SAFETY
FIRST
PLUS



Project Management (Barrow and Frimley)

Project management is the key discipline to ensure that we deliver our projects on time, to schedule, on budget and to the customer's expectations. It is the process by which projects are defined, monitored, controlled and delivered.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding General Studies, and should include one or more of the following: Mathematics, a business related subject, IT, Engineering, English or a science related subject, excluding general studies.

Higher Apprentice standards qualifications:

You will study a Level 4 Higher Apprenticeship Standard for an Associate Project Manager, which includes an IPMA Level D qualification. You will also gain a Foundation degree in Project Management.

Job description:

All projects are unique and are undertaken to achieve a desired outcome to bring about change. Project management is recognised as the most effective way of managing such change. The project management Higher Apprentice scheme is designed to develop A-level qualified people to become the future of project management. As a project management Higher Apprentice, you will work in project roles, moving around a wide area of the business on four to six month placements. You will cover all the core elements of project management, including risk, project controls, planning and quality.

Quality Assurance

The Quality Higher Apprenticeship scheme recruits and develops A-level qualified (or equivalent) individuals to become the next generation of quality professionals. The Quality Higher Apprentices will develop an understanding of the relevant quality standards and have the ability to work alongside the work force and suppliers ensuring the safe design, build and delivery of our world class submarines.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding General Studies, and should include Mathematics or a Science based subject.

Higher Apprentice framework qualifications:

You will study towards a Level 4 Higher Apprenticeship in Manufacture and Engineering (including an HNC).

Job description:

Submarines operate in a very demanding environment and require the highest levels of quality in order to remain safe. Getting quality right first time will help to achieve cost and schedule performance challenges.

The Quality Higher Apprenticeship scheme is designed to develop A-level qualified people to become the Quality function of the future. Typical tasks that will be undertaken on the scheme include practical problem solving, inspecting and testing using different techniques, covering a wide range of inspection areas such as non-destructive examination (NDE), Quality Control and Dimensional Control. The role will also include dealing with outsourcing suppliers and taking on coaching responsibilities within the teams.

Supply Chain

The Supply Chain function is responsible for researching, sourcing, buying, storing, maintaining and delivering every piece of equipment that goes onto our Submarines. Our teams must ensure that all of this is delivered at the right time, for the right cost and to the right quality standards.

Entry requirements:

You will need a total of 96 UCAS points (new 2017 tariff) or 240 UCAS points (old tariff). This must be achieved from three full A-levels (or equivalent), excluding points accrued at AS-levels and General Studies.

Higher Apprenticeship framework qualifications:

You will study a level 4 Diploma in Procurement and Supply and be supported in achieving professional membership of the Chartered Institute of Procurement and Supply (CIPS).

Job description:

Having high quality, good value products available at the right time for our build programmes is critical to business performance. As a Supply Chain trainee you will gain experience in every area of the function (Procurement, Material Availability, Logistics and Transport, Strategy, Governance and Capability), with direct involvement in making this happen.

Working as an assistant procurement practitioner, your projects and placements will be diverse - from placing Purchase Orders for multi-million pound contracts, to helping us to improve our policies and procedures, to figuring out how to store the hundreds of thousands of items needed to build a submarine. As a result, you'll develop an in-depth understanding of Supply Chain activities and processes, plus all the skills you need to become a confident member of our future function.



Graduate Development Framework

Graduate Development Framework (GDF)

Combining formal learning with real world challenges across a number of placements, the GDF provides a solid foundation to build a successful career within one of our UK businesses.

We offer roles in the following areas (Barrow):

- Costing and Pricing
- Electrical Engineering
- IM&T
- Mechanical Engineering
- Naval Architecture
- NAVED
- Nuclear
- Operations Engineering
- Project Management
- Procurement
- Systems Engineering
- Product Safety
- Human Factors

Your Learning and Development

We recognise that your development is key to fulfil your potential in the world of work. That is why we have created a programme that will support your learning and deliver real business value. Shortly after joining, you will be assigned a mentor who can act as a source of advice and insight. This mentor will help guide you through your GDF.

We will encourage and support you to realise your potential. You will also have the opportunity to learn from colleagues who are experts in their field, and gain insights that can only come from real world experience. During your two-year graduate scheme you will rotate around multiple different placements within the business, thus gaining knowledge of many different departments and learning about how the business operates.

There will be plenty of opportunities for development during your time on the GDF, including GDY (Graduate Developing You), the Graduate Conference and training such as 'I Keep Submarines Safe'. All of the development opportunities available bring graduates together and develop us as the future workforce of the company.

You will also have the opportunity to take part in 'stretch assignments' where you can utilise your time to take part in extra-curricular activities such as: TOTF (Top of the Form), Challenge Day, Lego Robotics and Charity Football.

Level 7 Post Graduate Diploma

Throughout 2017/18, various BAE Systems business units will be enrolling their graduates onto the level 7 programme. This will be an enhancement on the current GDF. Further information will be supplied during the application phase

Benefits

- Competitive salary
- Welcome payment
- Flexible working hours
- Regular development reviews
- Discounted healthcare and share schemes
- 20 per cent of salary available upfront as an optional advance
- 25 days holiday per annum
- Competitive pension scheme

At the end of your first year you will attend our Graduate Conference where graduates from all UK business units, as well as international graduates, gather for a two-day conference. The conference includes speeches from BAE Systems directors, interactive workshops, an exhibition showcasing some of the most innovative work that we are engaged in, and an evening gala dinner which will give you the chance to network with graduates from all over the world.

All of these opportunities will complement your placements to help you realise your potential. In essence, when you take ownership of your career aspirations, we will give you support, training and practical experience.

Graduate Case Study

James

I first joined BAE Systems as a Summer Intern whilst studying for a Master of Mechanical Engineering degree at Loughborough University. I was able to learn more about the business and see if it was suited to me. I joined the Graduate Scheme in September 2016 as a Systems Engineer based within Complex Systems and Support in Frimley.

The Graduate Scheme is excellent for allowing the freedom to move around different areas within the business. I started out in Submarine Test Equipment, modelling the equipment we use to test the Submarine Combat System. Then, wanting to develop my programming skills, I moved to Ash Vale to create scripts that would automate our testing of the software side of the Combat System. In the future I would like to try

a placement in Project Management to better understand that side of the business.

I have participated in a number of stretch activities, including hosting a daylong STEM event for 60 school children. I was also tasked with leading a team to present what the Combat System is in our annual conference to 800 people over three events. This has given me confidence when presenting and I feel more self-assured in my ability to successfully lead a project.

BAE Systems is a brilliant company to join if you are willing to push yourself and have a desire to develop your skills. My advice when applying would be to show your interest in the product. I am proud to say that I help to design and develop our country's submarines!



Neelofar

I am currently on the GDF in submarines as an Engineering graduate having studied an Aeronautical Engineering Bachelor's degree, and then a Master's degree in Aerospace Engineering. With little experience, the flexibility and ability to try different placements appealed to me in the Graduate Scheme.

I have had a variety of placements across different functions; IM&T procurement team, Platform Mechanical Hydraulics team, Secondary Propulsion team and I am currently in Reactor Build. Each placement has allowed me to gain competencies in line with those required for achieving Chartership which the company is supporting me to work towards. My placements, along with GDY and training courses have not only helped me to develop my weaknesses, but also to identify and use my strengths.

The GDF allowed me to take part in a range of stretch assignments including STEM activities, such as the Big Bang Science Fair, LEGO robotics, and the Furness Academy Science Girls Group; A European project aiming to inspire more girls to get into STEM training. I was also an Executive Assistant for the Business Integration team, and am currently working towards supporting the business with their advertisement for VR equipment.

Working at BAE Systems Submarines has been a great experience so far. The community spirit, as well as the help and support provided made the move to Barrow easy and helped me define my career path. The best advice I can give to anyone wishing to join is to make the most of the many opportunities available to help you develop yourself!



Costing and Pricing (Frimley)

As a Costing and Pricing Analyst, you will help to ensure that all aspects of our programmes and the associated risks are fully costed and considered.

Entry requirements:

To succeed in this area, you will need to have achieved or be on course to achieve a minimum 2:1 Bachelor's degree in a subject with a strong mathematical and data analysis focus (e.g. Mathematics, Statistics, Business Studies, Accountancy, Engineering, or related subject), be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

Costing and Pricing Analysts generate cost and pricing models to meet the needs of the programme and the business, validating and challenging functional estimate returns through the compilation of independent views to drive affordable and profitable solutions. You will also generate 'should cost' estimates for the purchase of major equipment and provide estimating support to negotiations with suppliers.

Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems and understand the supporting activities required to design, manufacture and qualify world leading capability.

Your learning journey need not complete at graduation with our Estimating Foundation and Practitioner level training designed to help progress to a professional qualification in Estimating.

If you are interested in working as an integral part of high performing multi-functional teams then a career in Costing and Pricing could be for you.

Electrical Engineering

As an Electrical Engineering graduate, you will have the opportunity to join a large team of highly qualified electrical engineers. You will contribute to supporting the ongoing design, validation, test and verification for a number of critical submarine electrical systems.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree for our graduate scheme or be on course to achieving a 2:1 for our undergraduate schemes. In addition, you must be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

You will be responsible for delivering specific electrical engineering activities, benefits and improvements to the submarine build programme. You will have the opportunity to experience and develop during placements in a number of roles within the electrical discipline, from Power Engineering, to Control and Instrumentation and also Electrical & Electronic Communications.

As an electrical engineer you will turn ideas into products. You will be involved in the design, development and testing of complex electrical systems and equipment. Electrical Engineering graduates will receive on-the-job training and coaching through placements within the electrical discipline. Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems at different stages of the engineering lifecycle. Placements will be structured and tailored to provide exposure to the different career paths within Electrical Engineering. You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.

Human Factors

As a Human Factors engineer, you will help to ensure our products are safe and effective for human use.

Entry requirements:

To succeed in this area, you'll need to be on course to achieving a minimum 2:1 Bachelor's degree in a Human Factors, Ergonomic or related subject, be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

Human Factors (HF) engineers support the Human Engineering process by applying specific knowledge and analytical methods covering the full width of the HF skill set to ensure the resulting system/service is able to perform its mission, achieve its goals and be supported in its operational environment. This includes consideration of human characteristics (anthropometry, sensory capabilities, etc.) and the effects of stress, workplace design, information and control requirement.

Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems at different stages of the engineering lifecycle. Placements will be structured and tailored to provide exposure to the different career paths within Engineering.

You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.

Information Management and Technology (IM&T)

Information Management and Technology graduate positions will be offered to individuals who have undertaken an Industrial Placement within the function. As a returning graduate to the business, you will have the opportunity to continue your development across the IM&T career framework, in a range of roles, developing your capabilities towards a chosen exit role.

Entry requirements:

As IM&T can offer multiple career options, covering both business and technical roles, we take graduates with a minimum 2:1 Bachelor's degree in any subject. An interest in IT is required.

Job description:

Following on from an Industrial Placement year, graduates will have the opportunity to undertake a wide range of roles across the IM&T career framework, giving graduates the opportunity to develop their skills and competencies, as well as finding a suitable career path.

Roles within IM&T include:

- Solution definition, architecture design and delivery, development, testing, and application support.
- Product management - business engagement, business relationship, business analysis, and business process.
- Procurement
- Project management - project control, project management, and programme management.
- General management - governance, operations management, and service delivery.
- Information security.



BAE SYSTEMS
INSPIRED WORK

Mechanical Engineering

Our Mechanical Engineer Graduates turn ideas into products. This involves the design, development and testing of complex mechanical systems.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree for our graduate scheme or be on course to achieving a 2:1 for our undergraduate schemes. In addition, you must be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

In the early stages of a project, you'll apply scientific principles and technical information to generate concept ideas. After this, you'll select the most suitable design and turn it into a viable solution. Through 3D modelling and a range of analysis tools, you'll create a detailed design of the product that factor in considerations such as materials, manufacture, assembly, cost and performance - to name just a few.

Our programmes require us to push our capabilities and technologies to the limit of what is achievable today. This raises many challenges for the system as it must ultimately meet both our customer's stringent safety requirements and bring leading edge performance to give competitive advantage wherever applied.

Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems at different stages of the engineering lifecycle.

Placements will be structured and tailored to provide exposure to the different career paths within Mechanical Engineering. You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.

Naval Architecture

As a Naval Architect, you won't just be involved in the design of vessels but will be able to get involved with aspects of manufacture through to launch, test and commissioning.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree for our graduate scheme. In addition, you must be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

Naval Architecture is a whole boat engineering discipline. This means that as a Naval Architect you'll not only be involved in the design of vessels, but also all aspects of manufacture right through to launch, test and commissioning. In the case of our businesses, you'll work to ensure that our surface ships and submarines do what they should do. A large part of the work involves computer based design. However, you'll also get extensively involved in other activities too – such as computer simulation modelling and physical model tank testing.

Our programmes require us to push our capabilities and technologies to the limit of what is achievable today. This raises many challenges for the system as it must ultimately meet both our customer's stringent safety requirements and bring leading edge performance to give competitive advantage wherever applied.

Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems at different stages of the engineering lifecycle.

Placements will be structured and tailored to provide exposure to the different career paths within Engineering.

You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.

Noise and Vibration Engineering Department (NAVED)

Our graduate Noise and Vibration Engineers spend two years in specialist teams creating and testing equipment that ensures noise and vibration levels fall within specification.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree in an IMechE accredited degree for our graduate schemes. In addition, you must be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

The Noise and Vibration Engineering Department (NAVED) is a specialist team of engineers, who together focus on issues of radiated noise, acoustic noise and vibration.

You'll be responsible for testing new and in service equipment to ensure that radiated noise and vibration levels fall within specification. At the same time, you'll also get involved in designing solutions to potential problems in these areas. This might see you dynamically balancing rotational equipment to reduce the noise profile of a new machine, creating instrumentation rigs to cope with often unique environmental conditions during trials or even working with Navy teams to address an existing issue.

Working in NAVED will expose you to advanced technologies in the field of noise and vibration engineering such as, but not limited to, MeScope 3D modelling and FE analysis programme.

Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems at different stages of the engineering lifecycle.

Placements will be structured and tailored to provide exposure to the different career paths within Engineering.

You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.

Nuclear Engineering

The Nuclear Engineering graduate scheme is designed to develop highly ambitious and determined people into the Nuclear Engineers of the future.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree in an engineering, numerical or scientific subject, be eligible to work in the UK, and be able to successfully achieve security clearance.

Job description:

The Nuclear Engineering graduate scheme lasts for two years and is your opportunity to undertake various placements at the only UK company which manufactures nuclear powered submarines. Specifically, these varied and diverse placements can include nuclear safety and regulation; management of fuel on site; nuclear engineering and reactor build, test and commissioning. On completion of the scheme, you will begin working full time in one of these nuclear related placements subject to business requirements.

Because BAE Systems is currently manufacturing both the Astute Class and Dreadnought Class of submarines, the Nuclear Engineering graduate scheme provides the unique opportunity to join the only UK business which tests and commissions submarine nuclear reactors.

In your day to day role, you will have the opportunity to learn from colleagues who are experts in their field. Alongside your placement work, there are also opportunities to undertake relevant training and outward bound courses, as well as to organise events with other businesses, local colleges and nuclear professional bodies, to develop and equip you with a rounded skill set.

Ultimately, on completion of the Nuclear Engineering graduate scheme, you will have a strong foundation of knowledge and experiences and will have the opportunity of developing into a Chartered Engineer.

Operations Manufacturing and Build Delivery

As an Operations Engineering graduate you will deliver projects, benefits and improvements to the submarine build programme, which is vital for delivering our customer the products it expects at the right cost and quality.

Entry requirements:

To succeed in this area, you will need a minimum 2:1 Bachelor's degree in an engineering, numerical or scientific subject.

Framework qualifications:

You will be required to study towards your Level 7 Post Graduate Apprenticeship in Engineering Competence

Job description:

The Operations function is responsible for taking the designs, raw materials and plans and making our products a reality. When cost, safety and quality are all paramount, this can be quite a challenge. Operations is the largest function within the submarines business and covers all aspects of manufacturing, construction and integration across the entire shipyard. As an Operations graduate you will be able to get involved at all levels of the business, from solving manufacturing problems on the shop floor, through to working on facility strategies or managing your own improvement projects. It is an exciting and diverse function, and so are the opportunities.

Product Safety

As a Product Safety Graduate you will be working in a team containing some of the country's leading experts in the field of Safety Engineering and working on one of the most complex and high profile Safety Cases in the United Kingdom. You will be embarking upon a career which is intellectually demanding, stimulating and challenging, a career which will equip you with highly sought after expertise and a career which is ample with opportunities.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree for our graduate scheme. In addition, you must be eligible to work in the UK and be able to successfully achieve security clearance.

Job description:

The Product Safety Team is responsible for producing the argument that the country's future nuclear deterrent is acceptably safe. To better illustrate the scale of this task, the team is responsible for demonstrating that a platform, which contains a nuclear power plant, which carries nuclear weapons and other munitions and explosives, which spends the majority of its life in a corrosive environment and accommodates a crew of 100 people is acceptably safe. The team is also involved in providing support to the Astute Class Safety Case as well as other projects.

The activities involved in constructing a Safety Case for a Nuclear Submarine are complex and wide ranging. A Product Safety Graduate can expect to be involved in activities regarding Safety Case architecture as well as detailed Safety Analysis of the engineering design using tools such as Hazard Identification, Fault Tree Analysis, Functional Hazard Analysis, Event Tree Analysis and many others.

The role of a Safety Engineer requires a unique mind-set in which the question to be answered is not how does it work, but how does it fail. To do this the Graduate will acquire an in depth understanding of the engineering design. This is a role which requires relentless intellectual effort in which subjective questions must be answered with a compelling argument supported by a body of evidence.

Placements will be structured and tailored to provide exposure to the different career paths within Engineering. You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.



Project Management (Frimley)

Project management is the key discipline to ensure that we deliver our projects on time, to schedule, on budget and to the customer's expectations. It is the process by which projects are defined, monitored, controlled and delivered.

Entry requirements:

To succeed in this area you will need a minimum 2:1 Bachelor's degree in Project Management, Mathematics, IT, Engineering, Science or a Business related subject.

Job description:

All projects are unique and are undertaken to achieve a desired outcome to bring about change. Project management is recognised as the most efficient way of managing such change.

The Project Management Graduate Development Framework is designed to develop Degree qualified people to become the project function of the future.

As a project management graduate you will work as a project leader, moving around a wide area of the business in a variety of placements. You will cover and gain experience in core elements of project management including risk, project controls, planning, lifecycle management and bid development. You will also have the opportunity to gain experience in related functions such as commercial, procurement, engineering or quality as one of the placements. Within the framework you will work closely with and coordinate a range of disciplines to ensure projects are delivered on time, to budget and to the required quality in line with customer requirements.

As a project management graduate you will not only get the opportunity to be involved in projects, you will also be enrolled in the 'Project Management Developing You' (PMDY) learning and development programme to enable you to achieve professional qualification and recognition by the Association of Project Management (APM).

Procurement

Working in Procurement enables you to experience a variety of roles, ensuring that we deliver the right products, at the right time, for the right cost and to the required quality standards.

Entry requirements:

For the Procurement Graduate Scheme, you will need a minimum 2:1 Bachelor's degree in any subject area. You must also be eligible to work in the UK and be able to successfully achieve full security clearance.

Job description:

With more than £9bn spent each year and a growing supply base of over 32,000 suppliers, the need for skilled Supply Chain professionals is imperative for our business. As a key member of our team, your role will be very varied, ranging from undertaking supplier visits to a more analytical focus of developing Supply Chain, Procurement and site redevelopment strategies. You will be offered challenging placements, of both an operational and strategic nature, getting involved in the supply of essential services, materials, components and high-value equipment.

As a Procurement graduate you will enrol on the Procurement Developing You (PDY) learning and development programme, to enable you to achieve professional recognition by the Chartered Institute of Procurement and Supply (CIPS).

Systems Engineering

(Barrow, Frimley and Weymouth)

As a systems engineer, you will work in a holistic, multi-disciplinary role, focusing on the bigger picture and bridging gaps between disciplines.

Entry requirements:

To succeed in this area, you'll need a minimum 2:1 Bachelor's degree for our graduate. In addition, you must be eligible to work in the UK and be able to successfully achieve security clearance.

If you are still studying at university we offer 2 schemes which allow you to get a feel for working life, Industrial Placements and Summers Internship.

Job description:

As a systems engineer, you will work in a holistic, multi-disciplinary role, focusing on the bigger picture and bridging gaps between disciplines – such as software or mechanical design- by using your knowledge of the system to provide appropriate information to each area of engineering.

Throughout the different stages of the lifecycle, you will take the lead in systems integration and testing, qualification and acceptance. As well as the technical aspects of the projects, you will also consider important factors such as schedules, costs, training and concerns.

Graduates will also be provided with the opportunity to experience a broad range of complex equipment and systems at different stages of the engineering lifecycle.

Placements will be structured and tailored to provide exposure to the different career paths within Engineering.

You will also be actively seeking and incorporated and/or Chartered status with a professional engineering body.



Summer Internship and Industrial Placement

Summer Internship:

Our Summer Internship Programme offers you the chance to hone your skills and gain invaluable industry experience. For twelve weeks you'll have the chance to put theory into practice, learn from experts in their field and gain insights that can only come from real world experience.

One of the many benefits of being a summer intern is that if you demonstrate outstanding performance on the internship you will not have to complete all the stages of the Graduate Development Framework recruitment process if you wish to join us after you graduate.

Information on the placements available, how to apply and what grades/ prospective grades you need are detailed on our website: www.baesystems.com/en/careers/careers-in-the-uk/graduates/graduate-opportunities/our-schemes/summer-internship

Industrial Placement:

In our Industrial Placement Programme we offer the chance for you to join the company on a twelve month placement in a specific part of the business. This twelve month placement will see you gain invaluable experience in the real world. You'll be working alongside some of the top professionals in their field.

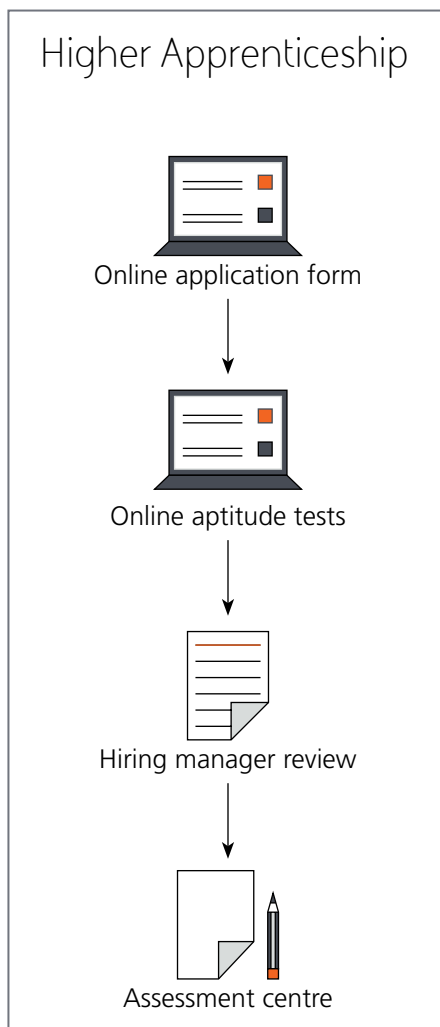
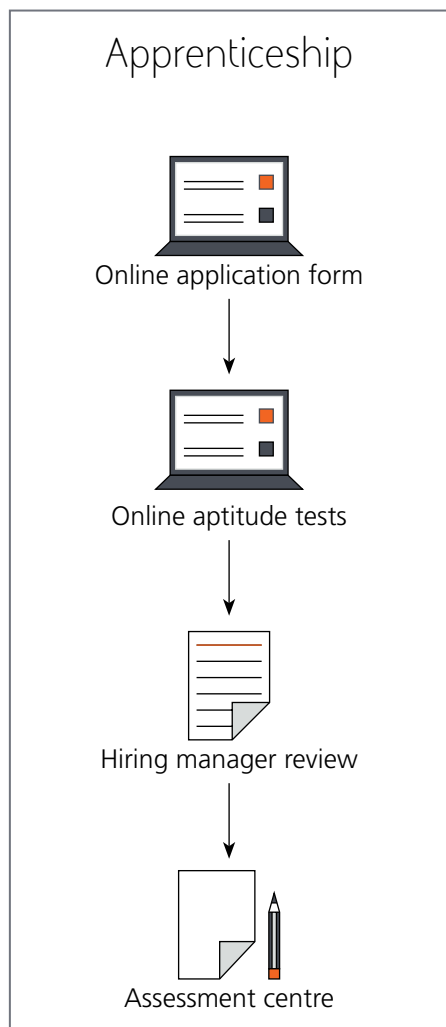
There are numerous benefits to joining our Industrial Placement scheme, not least in that you may receive a conditional offer to join our Graduate Development Framework (Subject to performance and availability of suitable roles) without the need to reapply.

Information on how to apply and what grades/ prospective grades you need are detailed on our website: www.baesystems.com/en/careers/careers-in-the-uk/graduates/graduate-opportunities/our-schemes/industrial-placement

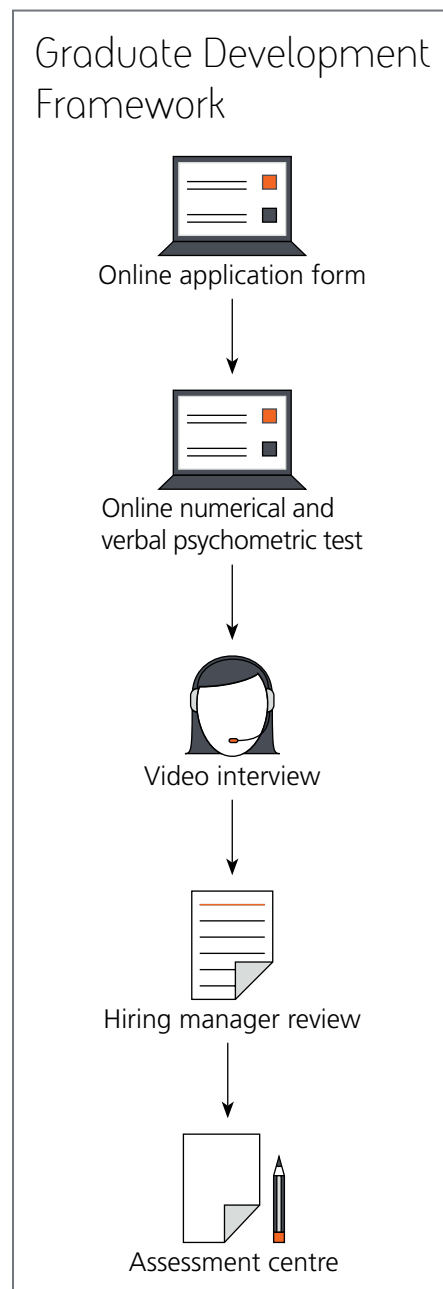
Application process

www.baesystems.com

Finally, as a defence contractor there are security obligations placed on the company, meaning that all applicants must be able to successfully achieve the relevant level of security clearance to join us as an employee.



For more information contact:
higherapprentices.enquiries@baesystems.com



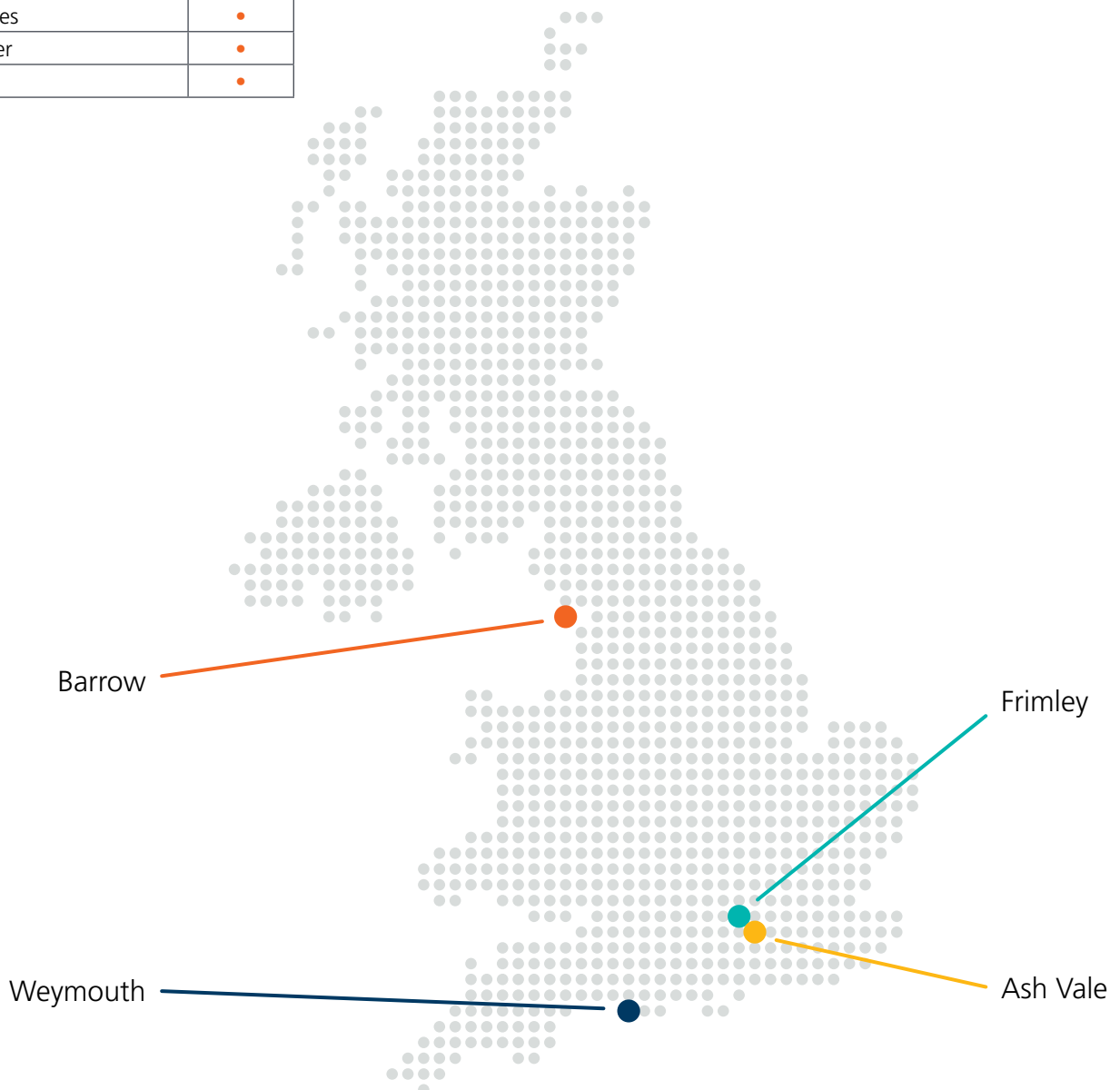
For more information contact:
enquiries.graduates@baesystems.com

Map of scheme locations

Apprenticeships	
Scheme	Location
Administration	•
Caulker	•
Designer	•
Dimensional Control Technician	•
Driller	•
Electrician	•
Fitter	•
IM&T	•
Machinist	•
Non-Destructive Examination	•
Painter	•
Pipe Fabricator	•
Scaffolder	•
Sheet Metal Worker	•
Site Facilities	•
Steelworker	•
Welder	•

Higher Apprenticeships	
Scheme	Location
Cost Estimating	•
Electrical Engineering	•
Finance	•
IM&T	•
Mechanical Engineering	•
Nuclear	•
Operations Manufacturing and Build Delivery	•
Project Management	• •
Quality Assurance	•
Site Facilities	•
Supply Chain	•

Graduate Development Framework	
Scheme	Location
Costing and Pricing	•
Electrical Engineering	•
Human Factors	•
IM&T	•
Mechanical Engineering	•
Naval Architecture	•
NAVED	•
Nuclear	•
Operations Manufacturing and Build Delivery	•
Procurement	•
Project Management	•
Product Safety	•
Systems Engineering	• • •



Notes



The document gives only a general description of products and services and, except where expressly provided otherwise, shall not form part of any contract. From time to time, changes may be made in the products or conditions of supply.

CM214-17

Submarines
Early Careers
Prospectus 2018

