

Open your mind & Power the future

Pioneers of Power

EARLY CAREERS PROGRAMMES





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A new era

We're re-inventing Rolls-Royce. Re-configuring it. Re-imagining it. Transforming what was once a traditional engineering company into a digital-first, industrial technology leader.

We're expanding beyond our famous engineering capabilities and exploring new territories, pushing the boundaries of a digital world to meet the planet's vital power needs.

Along the way, we're solving some of the world's biggest technological challenges – and addressing some of society's most pressing issues – all through the delivery of clean, sustainable power.

We're one of few organisations on the planet with the creativity, the courage and agility, the scope of technology and the breadth of expertise to take on such an enormous challenge. And the only one to pioneer the power that matters.

Now's your time

This is your chance to join us at the start of a whole new era in the history of Rolls-Royce. A fundamental transformation of our iconic business that's every bit as momentous as the times we've re-invented ourselves in the past.

To make it a success, we need curious, adaptable, motivated and creative people from diverse backgrounds to bring new perspectives and fresh ideas. If you're passionate about connecting, powering and protecting society for generations to come, this is the place and now is the time.

You'll have access to an incredible breadth and depth of experience, working with brilliant minds across the globe. Our inclusive, digital-first culture invests in you, and gives you a platform for continuous learning and development.

All of which will help you to shape the Rolls-Royce of the future and lay the foundations of a brilliant career.





Stand up &
Light the way

We deliver everyday power to people throughout the world. From combined heat and power to diesel generator sets and small modular nuclear reactors, our technology is designed to pioneer the power that matters.

Graduate Development Programme

Join us as a graduate and you'll have a crucial role to play in developing solutions that meet the planet's vital power needs.

A world-class programme run by specialists from every engineering discipline, this is the perfect start to a career that could take you in any number of directions.

GRADUATE DEVELOPMENT PROGRAMME

Duration: 12-24-months

Salary: £28,500 plus a joining bonus of £2,000

Locations: Birmingham, Bristol and Derby

Depending on your experience and the path you take, our graduate programme could last anything from 12 to 24-months. During that time, you'll complete a series of rotations, giving you the chance to work with different teams and explore where your own skills and interests lie.

Working across the product and service lifecycle you could be involved in innovating, concept development, architecting and designing products and systems, testing, manufacture or service support.

Wherever you are and whatever you're doing, you'll be working in a collaborative and digitally-enabled environment with the most advanced technology and respected industry experts.

You'll gain an incredible insight into the huge variety and future potential of our work. And, through a combination of digital learning, on-the-job training and practical skills development, you'll get to share your thinking, test your ideas and start focusing on the work you enjoy most.

At every stage, you'll be supported by business leaders, technical specialists and your very own dedicated mentor. And your development won't stop when the programme ends. We're committed to continuous learning and to helping you grow as an individual, which could mean supporting you in obtaining a relevant professional qualification.

Learn more at careers.rolls-royce.com/graduates

Jess Lomath

Component Design Lead

My first experience with Rolls-Royce was a 10-week summer internship. It was a real eye-opener and I loved every minute. And on the strength of that, I applied for a place on the graduate programme.

I joined the Defence business the following year and was based in Bristol for the first 18-months, where I completed four rotations in different areas of Engineering. After that I applied to a talent development programme and moved across to the Civil Aerospace business in Derby.

I completed that scheme last year and started in my current role. But I still feel like this is just the start of my journey and I'm always keen to get others on board. I'm passionate about STEM and I love to get involved in various outreach activities as well as running the Warwick University Campus Team.

There are still so many areas I want to explore at Rolls-Royce, but there's one career goal I recently achieved: for the first time, a component I designed and developed – all the way from concept through to manufacture – actually took to the skies! It's on a test aircraft at Airbus and I've been tracking the flights on my phone over the last couple of weeks!

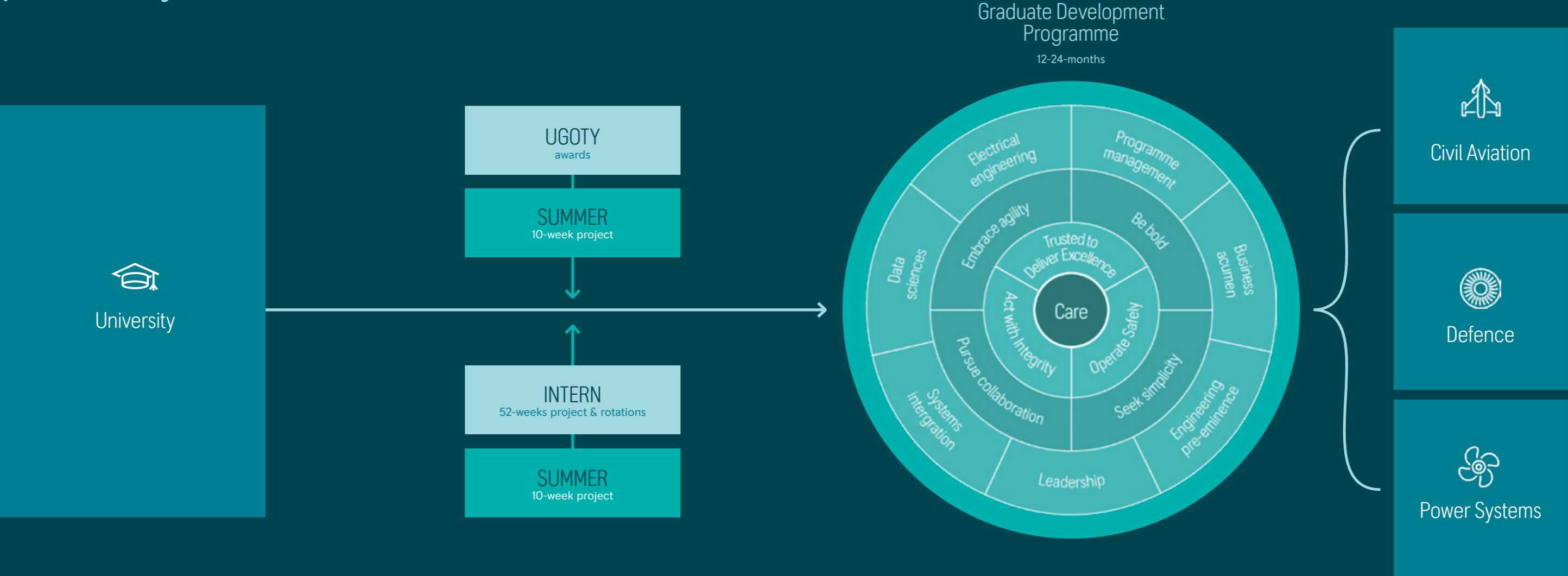


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I'm passionate about STEM and I love to get involved in various outreach activities, as well as running the Warwick University Campus Team.

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Graduate development pathways



A woman with dark hair, wearing a black patterned top and blue jeans, is sitting on a wooden bench and smiling at the camera while working on a laptop. The laptop has several stickers on it, including a green dinosaur and a 'NEXT' logo. A man with short dark hair, wearing a purple plaid shirt and blue headphones, is sitting next to her, looking down at his laptop. In the background, another person is working at a desk. The office has a modern, industrial feel with exposed brick walls, hanging lights, and large windows.

Intern Programmes

Joining us for a year of your degree or 10-weeks over the summer could be the first step towards an incredibly rewarding career.

12-MONTH INTERNSHIP

Salary: £17,850 pro rata
Duration: 12-months
Locations: Bristol and Derby

Our 12-month undergraduate internship is not just a great experience in itself, but the perfect stepping-stone to a place on our graduate programme.

During what is broadly equivalent to a rotation on the graduate programme, you'll gain valuable experience in areas such as Innovation, Digital, Design and Manufacturing.

You'll make a real impact on live projects as you immerse yourself in our business and experience for yourself the digital mind-set and curiosity that under-pin everything we do.

SUMMER INTERNSHIP

Salary: £17,850 pro rata
Duration: 10-weeks over the summer
Locations: Bristol and Derby

Join us for a 10-week summer internship, and you'll be right at the heart of the action – working with the latest technology, alongside diverse and talented people, as you discover the sheer variety and impact of our work.

You'll gain lots of practical experience and an insight into the way we work and the culture of Rolls-Royce. Deliver your best and here too it could boost your chances of a place on our graduate programme.

Whichever type of internship you choose, you'll discover a fast-paced, high-tech environment, with plenty of varied and interesting challenges, and tremendous scope to design, develop and test new ideas.

Wherever you are and whatever you're doing, you'll also learn a lot about yourself and start to develop a clearer picture of where your own talents and ambitions lie.

Learn more at careers.rolls-royce.com/internships

Joseph Kavanagh Programme Lead

I have to say I felt a little nervous before I started my 10-week summer internship. Especially as I knew I'd be joining the team behind the nuclear propulsion systems in the Royal Navy's submarines! But I was amazed at the welcome they gave me, and how quickly I was integrated into the team.

Now this sounds like a cliché, but from day one I was never really seen as an intern. My opinions were valued. My ideas were listened to. I was treated like any other member of the team. And that meant I had a proper job to do as well – supporting the delivery of a Safety Justification.

For my part, that involved estimating various aspects of an extremely large new contract for my team. And the nature of the client meant it all had to be done in strict accordance with Single Source Contract Regulations.

It was quite a challenge. But with such a supportive team around me, I never felt out of my depth. The whole experience helped to develop my professional skills, gave me a rounded awareness of project management, and confirmed it was something I really enjoyed and wanted to make a career of.

“My opinions were valued. My ideas were listened to. I was treated like any other member of the team.”



Apprentice Programmes

If you want a degree without the debt or you're looking for a more practical alternative, you'll find it here.

DEGREE APPRENTICESHIPS

Salary: £13,532 pro rata

Duration: 4 years

Locations: Bristol and Derby

Each of our five degree apprenticeships focuses on a different aspect of our work, and combines on-the-job training and practical skills development with digital learning and study towards a full-sponsored degree.

ENGINEERING DEGREE APPRENTICESHIP

Here, you'll gain a firm foundation in general engineering principles, which will serve you well as you launch your career and progress into any number of engineering roles.

MANUFACTURING ENGINEERING DEGREE APPRENTICESHIP

On this programme, you'll be working alongside our talented engineers, as you learn how to design and develop some of the most advanced manufacturing processes in the world.

MATERIALS LABORATORIES DEGREE APPRENTICESHIP

Here, you'll learn about different materials and their uses, failure investigation studies, research and development, process control and laboratory-related improvement activities.

NON-DESTRUCTIVE TESTING (NDT) ENGINEER DEGREE APPRENTICESHIP

On this programme, you'll learn how we apply a wide variety of NDT techniques to find surface and internal defects in all kinds of different materials.

Learn more at careers.rolls-royce.com/apprenticeships

PRACTICAL APPRENTICESHIP

Salary: £12,302 pro rata

Duration: 4 years

Locations: Nationwide

Our Practical Apprenticeship is a hands-on alternative that involves producing, building and maintaining either Rolls-Royce products or the tools we need to make them.

In your first year, you'll develop the necessary practical skills. Then, over the next three years, you'll broaden and deepen your knowledge through a range of attachments, all the while working towards your Apprenticeship Standard and relevant engineering qualifications.

On all of our programmes, you can expect to train on state-of-the-art products, equipment and machinery. All while being guided and supported by engineering experts.

Learn more at
careers.rolls-royce.com/apprenticeships



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When I discovered Rolls-Royce's degree apprenticeships, it was just a matter of deciding on which one I wanted to go forward with.

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Freya Bexon
Non-Destructive Testing (NDT)
Engineer Degree Apprentice

I knew university wasn't for me. I was keen to further my education and get myself a degree, but at the same time I wanted to earn money and gain experience within a business. When I discovered Rolls-Royce's degree apprenticeships, it was just a matter of deciding on which one I wanted to go forward with.

After a bit of research, it was clear NDT was the right choice for me. In chemistry, I learned a lot about the bonds within materials and how they react with other elements. And when I'm looking into different compositions, that knowledge helps me to understand where defects can occur and why.

I've always been quite confident and a good communicator, so the social side came fairly easy to me. What I found more daunting, particularly after life in sixth form, was the constant change and lack of routine. As time's gone on, however, I've become more adaptable, and that variety is now something I really enjoy.

In three years, I'll have completed my apprenticeship and I'll be fully qualified. Right now, I'm leaning towards a career on the management side, but who knows? Once I've gained more experience in different testing techniques, I may decide to specialise in one particular area. Whatever happens, I know I've got a great future ahead of me at Rolls-Royce.

Your journey

You can join Rolls-Royce at a number of different stages.
Study the options below and see which route suits you best.



Practical Apprenticeship

- **Nationwide**
- Hands on experience producing, building, making or maintaining Rolls-Royce products and tools in our Civil Aerospace or Defence businesses
- **Earn while you learn and gain valuable qualifications**
- **Salary starts from £12,302 pro rata**
- **Programmes are 4 years**
- **Study for recognised qualifications**, like A-level 3 NVQ or SVQ, college certificates (e.g. BTEC)
- **You need:** A minimum of 4 GCSEs (or equivalent). You will need Maths at Grade 5/B, English Language at Grade 4/C, Science Grade 4/C and one other at Grade 4/C (obtained or predicated)



Degree Apprenticeships

- **Bristol and Derby**
- Engineering, advanced manufacturing, scientific or digital skills and study across our businesses or central functions
- **Earn while you learn and gain degree level qualifications**
- **Salary starts from £13,532 pro rata**
- **Programmes are 4 years**
- **You'll get to work alongside world-class engineers, and study towards a bachelor's degree**
- **You need:** Qualifications vary across degree programmes, see careers.rolls-royce.com for details



Internships & Summer Internships

- **Bristol and Derby**
- During what is broadly equivalent to a rotation on our graduate programme, you'll have the chance to gain valuable experience in areas such as Innovation, Digital, Design and Manufacturing. You'll also get an amazing insight into the way we work and the culture of Rolls-Royce
- **Earn over the summer or as part of your course**
- **Salary paid at £17,850 pro rata**
- **Internships are up to 12-months summer internships last 10-weeks**
- **Gain invaluable experience working on live projects**
- **You need:** We know that diverse teams make for better thinking and we want you to bring something different to Rolls-Royce. So while you may be studying something directly related to our work, like Electrical, Software or Materials Engineering, you could be working towards any STEM degree, or a joint-honours that combines a STEM subject with another like Business or Economics



Graduate Development Programme

- **Derby, Bristol and Birmingham**
- During the programme and through a combination of digital learning, on-the-job training and practical skills development you will complete rotations and work across the product and service lifecycle. You could be involved in innovating, architecting and designing products and systems, testing, manufacture or service support
- **Salary starts from £28,500 plus a joining bonus of £2,000**
- **Programmes last from 12-24-months**
- **You will be supported by business leaders, technical specialists and your very own dedicated mentor**
- **You need:** While you may have studied something directly related to our work, like Electrical, Software or Materials Engineering, you could have any STEM degree, or a joint-honours that combines a STEM subject with another like Business or Economics

Be bold & Make manure matter

We've created heat and power systems that can operate on the biogas made by anaerobic bacteria as they can break down manure. Helping to turn a pungent problem into an invaluable energy source is just one of the ways we're harnessing the transformative power of technology.

What we look for

The qualifications you'll need vary from programme to programme (you'll find full details on our website). But at the same time, we know diverse teams make for better thinking, so we want you to bring something different to Rolls-Royce.

Whatever your background and academic achievements, you must be passionate about the work you do and the future of sustainable power, open-minded, curious, collaborative and creative in your approach to problem-solving.

We'll provide a fantastic framework and all the opportunities you need to progress, but ultimately it'll be up to you to lead own your development. So you must also have plenty of initiative, be eager to learn and driven to succeed.



Lynette Kebirungi
Turbine Aerothermal Engineer

I'm from Kampala City in Uganda. I'm actually Uganda's second ever female aerospace engineer. After I graduated from Imperial College, I became the first female aerospace engineer from Uganda to gain an MSc.

My interests focus on the fields of fluid and aerodynamics. Now I'm a Turbine Aerothermal Engineer supporting the Trent 900 engine programme.

I currently chair the African Caribbean Pioneers Network. Here I work with a great team who are passionate about creating a more inclusive environment. I'm passionate about three things: empowering more young people to have access to great education; improving health care awareness and access; and poverty alleviation. I do a lot of charity work in my free time around these three themes.

We make products for all kinds of people who think differently and see things differently. So to ensure we stay relevant, we need to capture that diversity of thought. It's great to work for an employer who is constantly striving to improve not just itself but also the wellbeing of its people.

For the future, I see myself helping to revolutionise engine design. Rolls-Royce is already helping me achieve this by giving me the tools and resources I need to develop technically.

“
It's great to work for an employer who is constantly striving to improve not just itself but also the wellbeing of its people.
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Life at Rolls-Royce

Our salaries are generous. Our benefits are excellent. But the best reason to join us is the chance you'll have to build an amazing career in an environment where you can be yourself and be your best.

LOCATIONS

We have offices all over the UK, with major sites in Derby – where you'll find our Apprentice Academy – Bristol, and Birmingham.

Where you work, however, will depend on the programme you're on, so we'll need you to be flexible. Equally, if you don't need to be on site, we encourage virtual working. Whatever your circumstances, we'll consider other options for flexible working that help you be your best.



THE SOCIAL SIDE

Lifelong friendships are forged during our early careers programmes. Social distancing and lockdown rules allowing of course, our cohorts stay connected inside and outside of work. At last count, there were over 100 clubs run by our trainees, independently and through the Apprentice & Graduate Association.

From paintballing to skiing, there's lots on offer – including sports and leisure facilities at many of our sites. Our Intern Network also connects interns during their time with us to help them maximise their professional experience.

YOUR WELLBEING

Our approach to wellbeing extends to every aspect of your life, from sports clubs to flexible working arrangements and programmes to help your personal development. From balancing life, work and caring responsibilities, to additional support at difficult times, our diverse support networks and focus on wellbeing will help you be your best.

COMMUNITY & INCLUSION

Wherever we are in the world, we're part of the community. Our people are engaged in STEM education (Science, Technology, Engineering, Maths) in local communities to inspire the next generation of talent into STEM careers.

We're actively involved in other community areas, including the environment, arts, culture and heritage, and social investment. You'll have the opportunity to get involved too.

We sponsor a range of initiatives designed to give underrepresented groups in STEM equal access to our opportunities. These include Female Undergraduate of the Year, and our new Excellence through Adversity Undergraduate of the Year award for inspiring students who have overcome societal, inclusion, health, educational or financial barriers to get where they are today.

BE YOURSELF

We're more than a business – we're an evolving community, and our employee-led networks are an important part of our culture. Run by our people, for our people, they help us all to be our best through direct support, personal and professional development and events. Our current UK groups include:

- **African Caribbean Pioneers Network (ACPN):** a network for our employees from African and Caribbean cultures
- **Multi-Faith Network (MFN):** for people of different faiths and beliefs
- **PRISM:** a network for our LGBT+ employees – and for everyone else too
- **EAST:** a community for people to embrace and share the diversity and culture of Asia
- **UK Gender Diversity Network (UK GDN):** a network for all employees that aim to develop a gender agnostic culture
- **OPEN:** for anyone who is impacted by a disability (visible or non-visible) or underlying medical condition

BENEFITS & REWARDS

Along with a competitive salary, sponsored study and a strong support network of colleagues, peers and leaders, you'll also enjoy the following benefits:

- Bonus schemes
- A choice of voluntary benefits, including discounted health care, life assurance and accidental injury insurance
- A competitive pension
- Tax-effective share plans
- An enhanced maternity scheme and family friendly policies
- A cycle to work scheme
- Flexible work arrangements and career breaks
- An independent, 24-hour, confidential counselling service
- The opportunity to donate to charity from pre-tax pay

Most importantly, we'll set you free to be yourself and be your best – to explore your career in the world of Rolls-Royce and to work on projects that really matter.



Application process



STAGE 1 THE APPLICATION

Our online application form will ask you to provide details about your degree, qualifications and background. We'll also want to know about extra-curricular activities and why you think you're the perfect choice.



STAGE 2 ONLINE ASSESSMENTS

Once you click *submit* on your application, you'll be invited to take online assessments. With 10-days to complete this stage, you'll have plenty of time to practise.



STAGE 3 ASSESSMENT CENTRE

If your application is successful, we'll invite you to a virtual assessment centre. In some cases, we may hold on site assessments. We will let you know on your invite. These usually include group exercises, and interviews with supporting exercises.



STAGE 4 OFFER

We'll be in touch to let you know if you've been successful – so there's no big wait! If you're successful, you'll then receive a formal offer over email, along with everything else you need before your first day. We'll even put you in touch with your future manager and buddy.

Your next steps

To find out more about Rolls-Royce and the opportunities we have available, follow us on social media and visit careers.rolls-royce.com

You'll be able to hear what life is like from current apprentices, interns and graduates, get more information on what our programmes involve and apply online. (Don't forget you can apply for an internship from your first year at university.) Apply early, as we close once we have a diverse candidate shortlist for assessment centres.





careers.rolls-royce.com

Pioneers of Power

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