Begin your journey
Where it counts

Early Careers opportunities
Graduates | Internships | Industrial Placements

baesystems.com/graduates
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Step up
Where it counts

This is a place for pioneers.
Go-getters, smart thinkers, curious minds.

This is where you’ll find yourself, surprise yourself, become an expert in your field. This is somewhere you can make a difference.

Here, your ideas help to protect the world. You’ll learn from the best, do the right thing. Play your part in something that really matters.

This is where your career begins. This is where you’ll make an impact.

This is where it counts.
Be part of something bigger
Where it counts
We employ **90,000** people around the world.
Operating in more than **40** countries.
With **50** UK sites.
**Global** defence supplier and innovator.
2020 sales of **£20.9bn**.
We invest **£90m+** annually in education and skills.
Over **1,000** early careers hires in the UK in 2020.
Make an impact
Where it counts

Our work is all about the big picture. Our advanced defence technology protects people and national security, and keeps critical information and infrastructure secure. We provide some of the world’s most advanced, technology-led defence, aerospace and security solutions, helping to tackle some of the biggest problems facing the world today. And we’re always searching for new ways to provide our customers with a competitive edge across air, sea, land and cyberspace.

From cyber threat detection to flight control systems that enable pilots to make better decisions, we never stop innovating at the cutting edge. Doing that requires investment, and we’re committed to investing where it counts – in people like you.

With a long history of innovation and excellence behind us, and ambitious plans for the future, BAE Systems is a place where you can start, and grow, your career with confidence. Wherever your career interests lie – from engineering, finance or project management, to manufacturing, consulting, technology, or wider business disciplines – at BAE Systems, you’ll have the chance to make a real impact, where it counts, whichever team you join.
I grew up in a village near Farnborough and used to be able to watch the Farnborough Air Show from my back garden. It really kick-started my fascination with aviation from a young age and by the time I reached university, I'd volunteered and worked at the show six times.

At college I was advised that my grades weren’t good enough for engineering at university, so instead I enrolled on a social science degree. I worked hard and applied to the BAE Systems graduate scheme; they really saw my drive and potential. Although I took a different route, I’m now working on a programme at the cutting-edge of aviation technology, on the Tempest concept aircraft – one of the UK’s largest ever science and technology endeavours.

You really feel a sense of pride being part of BAE Systems and that’s shared by the people around you. I’ve met so many people who have made me feel right at home here. I’m in a role that I genuinely love, I get to work on next generation aviation technology and I’m surrounded by people who are passionate, approachable and allow me to be the best I can be.

“By joining BAE Systems, I’m fulfilling my childhood dream.”

Vicki Skinner-Allen
Project Manager Graduate, Air Sector
What we do
**Air**

We’re at the start of an exciting journey which will see us design, develop, produce and deliver the next generation of combat aircraft. Join us and you’ll be creating technologies for aircraft which will be flying for decades to come – securing the skies over the UK and around the world today, and in the future.

Our teams in the UK work alongside colleagues and partners based everywhere from air force bases to capital cities, in high-tech labs and specialist test facilities, across time zones from the west coast of the United States to the east coast of Australia, and everywhere in between. Behind these teams working on the frontline of programmes such as Eurofighter Typhoon and the F-35 Lightning II, there are people playing vital support roles to ensure we deliver where it counts.

**Applied Intelligence**

Applied Intelligence delivers vital solutions to help protect and enhance critical assets in the connected world. We solve complex problems using our unique set of solutions, systems, experience and processes by analysing huge volumes of data. We defend our customers against cyber attacks, detect fraud, and conduct intelligence-led policing.

You could help us protect and enhance critical national infrastructure, mission-critical systems, intellectual property, vital information – even entire nations and the people who live in them. The solutions we deliver help to strengthen national security and resilience for a safer world.

**Electronic Systems**

From digital head-mounted displays to cutting-edge flight controls, BAE Systems’ employees in Rochester, Kent, design, develop and produce some of the world’s most advanced avionics equipment spanning both the commercial and defence markets. As well as producing advanced avionics equipment, the site provides world-leading aftermarket support and in-service repair for aircraft fleets around the globe. They also deliver and support hybrid propulsion systems that power over 1,200 buses in the UK and more than 2,500 buses across Europe.

**Head Office**

In a group as complex as BAE Systems, there’s a requirement for a range of specialist functions to provide efficient and professional support across a range of areas. This is managed through a network of offices in London, Hampshire and Lancashire. At all times we aim to reflect best practice and deliver world-class business support. Head Office teams include Technology, Communications, Finance, Business Development, HR, Internal Audit, Legal, Operational Governance, Procurement, Information Technology, Security and others.

**Land**

We give our customers a strategic edge on the battlefield by designing, manufacturing and maintaining some of their most vital equipment. We are proud to be the partner of choice for the British Armed Forces and provide them with a wide range of munitions, which have been proven in every possible environment over many decades. Our major facilities are in Cheshire, Monmouthshire and Tyne and Wear.
Maritime

Maritime is a £2.7bn sector with over 16,000 employees and tens of thousands more working with us through our supply chain partners. We’re based across 12 major sites with a presence elsewhere across the UK and internationally.

Together we deliver some of the UK’s most complex and high-profile defence priorities – from programmes such as the Queen Elizabeth Class aircraft carriers, Type 26 frigates, and Astute and Dreadnought Class submarines, as well as our engineering and through-life solutions. We’re incredibly proud of our relationship with our Armed Forces and remain committed to support those who serve and protect us.
Submarines
Based in Barrow-in-Furness and Frimley, our engineers design, build, commission and support submarines for the UK Royal Navy. The skills of our expert workforce range from advanced precision steel fabrication to complex, state-of-the-art combat systems and nuclear engineering.

Maritime Services
Our end-to-end maritime services range from warship availability, equipment and facilities management to training, product development and through-life support for radar, torpedoes and small boats. Located across the South of England, our family of technologies, including sensors, effectors and systems are designed, delivered and integrated by engineers with unique skills and expertise. Our combat systems are operational in over 20 countries and our naval gun systems, torpedoes and radars are in use across the UK Royal Navy’s fleet.

You could find yourself in one of three main areas:

Naval Ships
We’re the only provider of complex warships to the UK Royal Navy’s surface fleet and our naval ships are in service with navies globally. From our base either side of the River Clyde in Glasgow, our complex warship design and manufacturing capability offers a full range of naval ships from offshore patrol vessels through to giant aircraft carriers, giving customers the capability to fulfil extensive naval operations around the world.
BAE Systems has sites right across the UK – in the north, south, east and west. Some of our sites are famous airfields and docks filled with centuries of history; others are brand new state-of-the-art facilities packed with the latest technology. Depending on the area you go into and the projects you take on, you may need to move around, but we offer relocation assistance for some roles and we work hard to make sure any moves are as painless as possible.

**Where you’ll be working**

1. Ash Vale, Surrey  
   Submarines
2. Barrow-in-Furness, Cumbria  
   Submarines
3. Brough, East Yorkshire  
   Air
4. Christchurch, Dorset  
   Air
5. Cowes, Isle of Wight  
   Maritime Services
6. Farnborough, Hampshire  
   Head Office
7. Filton, Gloucestershire  
   Maritime Services, Submarines, Naval Ships
8. Frimley, Hampshire  
   Submarines, Naval Ships
9. Glascoed, Monmouthshire  
   Land UK
10. Glasgow, Scotland  
    Naval Ships
11. Gloucester, Gloucestershire  
    Applied Intelligence
12. Great Baddow, Chelmsford  
    Maritime Services, Applied Intelligence
13. Guildford, Surrey  
    Applied Intelligence
14. Scotland  
    Maritime Services
15. Leeds, West Yorkshire  
    Applied Intelligence
16 Portsmouth, Hampshire
Maritime Services, Naval Ships

17 Radway Green, Cheshire
Land UK

18 Rochester, Kent
Electronic Systems

19 Yeovil, Somerset
Air

20 Warton and Samlesbury, Lancashire
Air
Live your best

Life at BAE Systems
At BAE Systems, we’re not just proud of what we do, we’re proud of how we do it. We are committed to working to the highest ethical, safety and environmental standards, retaining and attracting a diverse and talented workforce, and making a positive contribution to the countries and communities in which we operate.

We work hard to create an inclusive, dynamic and rewarding environment where you are inspired to achieve remarkable things and make a difference.

Committed to diversity
It’s up to us, collectively, to create an environment where anyone can succeed. Why? Because we believe that a diverse workforce inspires creativity and drives innovation. As a result, we respect and value the huge variety of skills, abilities and perspectives that our people bring to our business.

Within the company we have specialist employees whose job it is to champion diversity and inclusivity. They’re helped by a number of employee resource groups that support cultural diversity, gender, disability, veteran, mental health and LGBTQ+ matters for our people and create strong networks of support and interest.

Committed to communities
We’re strongly committed to strengthening relationships and investing in the communities in which we operate. That’s why we support programmes that are closely connected to our business – from working with charities that support armed forces personnel and their families, to encouraging young people to study science, technology, engineering and mathematics (STEM) subjects and pursue engineering and technology careers.

To find out more about our how we do business, download a copy of our Corporate Responsibility Report at: baesystems.com/sustainability

Committed to award-winning standards
When you join BAE Systems, you join an award-winning company. Here are just some examples of the recognition we’ve received:

- No.1 Most Attractive Employer with Engineering Professionals in the UK, Universum
- 29th in The Times Top 100 Graduate Employer and 3rd in the engineering sector
- 29th in The UK 300 Graduate Employers
- Winner, Princess Royal Training Award for our Apprenticeship programme, 2016
- Winner, Princess Royal Training Award for targeting youth unemployment, 2017
Inclusion

The skill, commitment and diverse talents of our people help us take on and solve some of our customers’ most complex and demanding challenges.

To build the best teams, we’re focused on creating an inclusive work environment where everyone can be their best. Where diverse talent can thrive.

We’re proud signatories to a range of charters which are changing the way companies across the UK approach critical issues such as gender equality, mental health and social mobility.

And within the company, we have a number of employee groups working with our leadership teams to make sure everyone feels included and everyone’s contribution is valued.

Join our graduate scheme and you can help build something important – in more ways than one.

Embrace
Supporting Cultural & Ethnic Diversity

GEN
Supporting Gender Equality

ENabled UK
Supporting our Disability Network

VetNet
Supporting our Military Community

OutLink UK
Supporting Gender & Sexual Diversity

MindSet
Supporting Mental Health & Wellbeing
What makes us different?

With opportunities across our main Graduate Programme, Finance Accelerate Programme and Applied Intelligence Programme, we’re looking for graduates with drive and enthusiasm who can help us stay ahead. If you have the potential, we will support you all the way, because your success will drive ours.

Start discovering what matters to you and seize your chance to make it count.
Recognised for quality
‘The Times Top 100 Graduate Employers’

A huge range of roles to choose from
Choose engineering, business, finance, consulting or technology – each offers the chance to experience amazing projects and develop new skills

Immersive inductions
Training and development is detailed and intense. You’ll start with an induction programme to accelerate your readiness to work, while further training – formal and on-the-job – is continuous.
Our Main Graduate Programme

Set your course. Dive straight in. Learn from the very best. Make a difference where it matters most.

We offer a very different graduate experience from the norm. You choose where you want to specialise, and you’ll join us in a substantive role – with all its responsibilities – for the minimum 18 months you’ll spend on the scheme. You’ll tackle engaging, real-world challenges that will present plenty of opportunities to demonstrate your capability, enthusiasm and potential.

You’ll start with an immersive induction to accelerate your readiness to work. Of course, you’ll benefit from a powerful combination of formal learning with valuable real-world experience. As part of the course, you’ll undertake our Personal Effectiveness programme, with dedicated career coaching modules, from leadership and communication skills, to developing your personal brand which will help you get all the skills you need to succeed. And when you graduate at the end of the programme, you can look forward to meeting and exceeding your own expectations, as you develop in a career that counts.
Here are just some of the areas we offer:

**Business**

We’re one of the biggest businesses you could work for – with recent sales of over £20.1 billion and more than £9 billion spent with around 20,000 suppliers. You’ll find opportunities to develop a world-class career abound:

- Business Development
- Commercial
- HR
- Information Management & Technology (IM&T)
- Procurement/Supply Chain
- Project Management

**Engineering**

Inspired engineering is the foundation of our business. We’re a major engineering employer and we rely on and support professional accreditation. Engineering opportunities include:

- Electrical & Electronics
- Operations, Manufacturing and Production
- Mechanical
- Naval Architects
- Software
- Systems

We also employ graduates for roles in Aircraft Maintenance, Product Safety, Aerospace, Human Factors, and Materials and Chemical Engineering.
Learning and development

We take career development, support and progression very seriously. After an immersive induction into your UK business, you’ll hit the ground running in your chosen role. You’ll gain valuable on-the-job training and development, and you’ll develop your own interpersonal skills by taking part in a professionally-delivered Personal Effectiveness Training programme.

Throughout the programme, you’ll receive vital support from your line manager, and you’ll also have the opportunity to work with a mentor to further develop your career. It’s also possible to enrich your experience by becoming a STEM ambassador to a local school, taking part in charity events as part of our community investment activity, or getting involved in other employee groups and initiatives across the company.

What do I need to apply?

You’ll need to be on track to achieve a minimum of a 2:2 Bachelor’s degree in a subject related to your chosen area of work. You will find specific details on preferred degrees within each role type on our website. We have intakes in January, June and September.

Not sure which role is for you?
Find out more at: baesystems.com/graduates
What opportunities will I have after the Graduate Programme?

The variety and breadth of activities and disciplines covered within BAE Systems mean that you will have opportunities to pursue your career with us in the direction that aligns the best with your aspirations.

Following a completion review at the end of your Graduate Programme, going through your achievements to dates and giving you guidance and advice on your future development, the following steps in your career could involve:

Developing depth of knowledge into the role and discipline you have joined through the programme, continuing to build valued experience and expertise in your chosen specialist area

Exploring opportunities to widen your knowledge and experience by assuming further responsibilities in your area, or taking up a different role altogether, which could be in any part of the organisation, and give you a chance to get a broader exposure to our programmes, products and services

For graduates displaying a high level of potential to assume senior technical or leadership positions within the organisation, there will be an opportunity to join our Future Talent Programme, which complements our Graduate Programme with a further 18 months in a different and more challenging role, with additional development support and interactions with senior leadership

Whichever path you follow at the end of the Graduate Programme, you can be sure to have ahead of you a wide range of opportunities for personal growth, through on-the-job learning, collaboration with leading experts, formal training or involvement in key projects. We offer many ways to build a successful career and fulfil your potential.
Graduate Programme facts

Real responsibility
Throughout the programme you’ll deliver a substantive role in your chosen business area.

Career areas
Opportunities spanning business and engineering disciplines, so you can choose a career that interests you.

Fully flexible intake
Intakes in January, June and September with an immersive induction to accelerate your readiness to work.
When I was researching potential employers, I was looking for organisations that could really strengthen my skillset and push my development. The work at Electronic Systems seemed really cool and genuinely interesting, which spurred me on to apply.

One of my first projects was working as a Systems Engineer on the LiteHUD® head-up displays programme. It’s an impressive see-through display that lets pilots view dash readings such as telemetry, altitude and speed overlaid on the outside world, instead of looking down at traditional instruments. I worked on testing the system hardware and mechanics, making sure different aspects of the software connected correctly to multiple aircraft parts.

The personal support I’ve found here has been great. My manager on the LiteHUD® programme has been my mentor since day one, and has been really helpful in coaching me and developing my knowledge. I’ve been provided with constant feedback that has really helped my progression.
“The personal support I’ve found here has been great. I’ve been provided with constant feedback that has really helped my progression.”

Rishi
Graduate Systems Engineer, Electronic Systems
Learn to operate in the world of global finance, taking responsibility on multi-billion pound programmes.

The Finance Accelerate Programme is a three-year scheme for high-calibre individuals who want to own their career aspirations, supported by training and practical experience, to help them succeed in becoming a highly skilled member of the finance community at BAE Systems.

The scheme offers significant responsibility and exposure across three diverse placements to gain a broad understanding of all aspects of finance and how these fit into the wider organisation. BAE Systems also supports you in obtaining a Chartered Accountancy qualification and are committed to investing in training to complement your career development, communication and teamwork attributes.

You’ll develop high-level skills in:

- Financial Accounting: Usually based in central finance, working accurately to tight deadlines, while developing a solid foundation in core accounting.
- Management Accounting: Learning how to develop strategy and long-term business planning, assessing operational efficiency, inventory management and more.
- Project Accounting: Discovering how to provide vital financial support to the decision-making process, ensuring we offer robust contract status reporting and constructive feedback on completion estimates.

Our Finance Accelerate Programme
Study with a CIMA Premier Partner

CIMA requires a big commitment, but we’ll offer you unrivalled support. As a CIMA Premier Partner, our CIMA training is delivered through a leading training provider, and we offer a comprehensive study package. On completing your first three years and achieving your CIMA qualification, you’ll continue on the programme in a two-year senior accountancy position. This gives you managerial experience and helps you to develop the skills you’ll need to move into a leadership role.

Further learning and development

On the Finance Accelerate Programme, BAE Systems will invest in your development with encouragement and support to reach your full potential. Alongside your studies, you will be given the tools to succeed via regular training workshops, cross functional peer collaboration, 360 feedback, stretch assignments and a senior mentor.

What do I need to apply?

You’ll need a minimum 2:1 Bachelor’s degree in any subject and 120 UCAS points or equivalent (excluding General Studies).
Finance Accelerate Programme Facts

Length
You’ll be given everything you need to learn and develop on our three-year fast track programme.

Rotations
Develop a breadth of experience as you’re exposed to a variety of finance roles.

Professional accreditation
Along with all the skills and experience, you’ll also earn a Chartered Accountancy Qualification.
Key skills acquired
You’ll gain a breadth of technical experience across various roles, including Financial and Management Accounting.

Salary
You’ll be on a starting salary of £30,000, plus you’ll also receive a welcome payment of £2,000.

Requirements
To be eligible, you’ll need any 2:1 degree and 120 UCAS points or equivalent.
I wanted to join BAE Systems after gaining my Maths & Stats degree as I felt that the Finance Leader Development Programme offered a fantastic opportunity to gain a wide range of business experience, and fast-track my career progression. I was right.

As well as having the opportunity to genuinely make a difference in my day job, I’ve led a conference, managed the Graduate Council, and now I’m a local sponsor for improving business acumen in a Finance team of 45 people. I’ve lived in different locations across the country, and worked in completely different environments, including an RAF base. I have also completed my CIMA qualification. The breadth of experiences and opportunities I’ve had since I’ve joined has been more than I ever imagined.

My most memorable experience so far is leading the 2018 conference which was a big achievement for me personally. Other memorable moments include being stuck in the canteen at lunchtime during an RAF lockdown (how unfortunate!), and leading a Business Acumen workshop with an X-Factor theme... whilst dressed as Cheryl Cole!

I’d like to move into an area of the business I haven’t yet experienced, and also keep improving my professional ability by moving into more leadership roles. The key is to keep an open mind to all opportunities presented to you on the programme.
“I didn’t quite know what to expect when I joined but looking back, I can see how much I’ve grown professionally, and the company has really cared about my development.”

Clare
F-35 Senior Project Accountant, Air Sector
Surround yourself with innovation. Work at technology’s frontier. Help keep data, systems and vital information safe and secure.

Join our Applied Intelligence Programme and you’ll be part of a team developing advanced technology solutions to help our customers to protect and enhance their critical assets in the connected world.

As a graduate within this area, you’ll enter either Consulting, Engineering or Project Management, depending on your skills and ambitions. Our work is project driven, which means you can start with us in January, June or September.

Whenever or wherever you start, you’ll be supported by a powerful blend of on-the-job learning, and business and personal effectiveness training. The very best in the industry will be on-hand to support you, advise you and accelerate your career. And from your very first day, you’ll have real responsibility and the chance to work on cutting-edge, industry-leading technology projects.
Entry route 1: Consulting
Our consultants work on a range of projects with multiple clients – usually onsite with the customer. You’ll help identify the problem and define the solution, then take on the task of implementing and managing project requirements. There are a range of different consulting roles to choose from, and as you’ll benefit from having a breadth of experience in the early stages of your career as a consultant, you may also work in a Delivery Management or Engineering role.

Our Consultant roles:

- Business Consultant: Define a client’s strategy, developing their future operating model or organisational change.
- Technical Consultant: Help clients to solve complex problems with a significant technology or information systems component.
- Cyber Security Consultant: Help clients understand their exposure to cyber security threats, offering pragmatic and cost-effective countermeasures.
- Data Scientist: Transform data into information, information into insights, and insights into better decision-making and game-changing strategies.
- Business Analyst: Help identify business issues or areas for improvement, improve processes and support the development of business cases for future change.
Entry route 2: Engineering

Our graduate engineers work in project teams, learning from skilled colleagues about the day-to-day skills required to work to the best of their ability. You’ll learn the tools, techniques and approaches used by engineering professionals, and have the opportunity to gain a real depth of experience in a particular product or technical discipline.

Our engineering roles:

• Software Engineer: Working primarily in Java, although some of our developments use C#, .NET, C++ and HTML5.

• Electronic Engineer: Design and develop analogue and digital electronics, VHDL and embedded/l ow level software for a wide range of electronic systems.

• DevOps Engineer: Form a core element of our systems teams ensuring robust, secure, and efficient execution in development, test, and deployment environments. Activities are wide ranging, but include the development CD/CI toolchains, design of deployment strategies, and the defining orchestration strategies and approaches.

• Cyber & Vulnerability Research: Work in the most deeply technical part of the Cyber Security domain, researching new technologies or creating software that makes a difference in the real world.

Entry route 3: Project Management

Our project managers harness the expertise of talented and experienced project teams to successfully deliver a mixture of business and technical projects, programmes and IT services. You’ll have the opportunity to experience our full range of services, usually working on a project to completion.

You will work across:

• Project, Programme and Portfolio Management: Support senior managers in mobilising teams and managing suppliers, contractors and associates.

• Planning, Monitoring and Control: Support local project teams within the business, focusing on portfolios, programmes and projects.

• Service Delivery Management: Work closely with internal teams and external clients in order to identify and manage service improvements.

What do I need to apply?

To join, you’ll need at least 128 UCAS points (or equivalent) and be on track for a 2:2 Bachelor’s degree in a related discipline. We will consider any degree subject, although STEM subjects are desirable for engineering roles. We have multiple intakes throughout the year, depending upon business requirements.

Not sure which role is for you?

Find out more at: baesystems.com/graduates-at-ai

Length
18 months

Salary
£30,000 + up to £1,000 relocation

Requirements
Expected 2:2 degree + 128 UCAS points or equivalent
Applied Intelligence Programme facts

Entry Roles
Consulting, Engineering, Project Management

Career areas
Technical, software, cyber-security, data, electronics

Fully flexible intake
Intakes in January, June and September with an immersive induction to accelerate your readiness to work
“As I became more familiar with the technologies and how they’re used elsewhere, I began to realise the sheer amount of hard work involved.”

Damini
Data Scientist, Applied Intelligence
In the summer of 2017 I joined on a three-month engineering internship, working in the national security domain. I was part of a small team developing a GDPR-compliant proof of concept (PoC) for an RRD (retention, review and disposal) tool. Initially I was bewildered by the new technologies that surrounded me – Git, Enterprise Architect, Camunda and Angular JS to name a few. As I became more familiar with the technologies and how they’re used elsewhere, I began to realise the sheer amount of hard work involved even in building a PoC, let alone the end-to-end solution.

After completing my Masters in Applied Mathematics and my internship, I combined what I had learned from both. I decided to return to AI in October 2018 as a Graduate Data Consultant. I started with training at the four-week Data Academy which was a great introduction and set me up well to tackle my first project.

Since then I have worked on some interesting projects – one of which is a Data Sandbox experiment to test Anomaly Detection techniques on an open source taxi journey dataset. We were aiming to train models that could detect anomalous journeys from a set of taxi journeys, as well as changes in behaviour across a period of time.
Summer Internships and Industrial Placements

There’s no need to wait until you graduate to start your career. Each year, we offer around 80 Summer Internship Placements and 90 one-year Industrial Placements across all three Graduate Programme areas. All of them offer an invaluable insight into working life.

Secure a place and you’ll receive on-the-job training within a structured framework, and have the chance to develop new skills. Internships and Placements are offered across a wealth of areas including business and finance, consultancy, project management, and engineering.

Expect to get involved in a variety of exciting projects, working alongside the most accomplished professionals in their field. Depending upon the field you choose, you’ll develop your problem solving, business acumen and project management skills, and work on some of the world’s leading technologies and cutting-edge innovations.

How to apply

Roles open from the end of August. You’ll need to complete an online application, and we strongly advise completing it early.

Ideally you’ll be on course for a 2:2 Bachelor’s degree in a related subject. To be eligible, you must not have graduated before the start date of the placement.

• In addition, for cyber security roles, you’ll need 128 UCAS points or equivalent.
• If you’re interested in a finance placement, you should be expecting at least a 2:1 Bachelor’s degree, as well as 120 UCAS points or equivalent (excluding AS Levels and General Studies).
Summer Internship facts

Starting salary
£18,000 per annum pro rata

Benefits
6.5 days’ paid holiday across 12 weeks

Future potential
Possible fast track to graduate opportunities
One-year Industrial Placement facts

Starting salary
From £18,000 per annum pro rata

Benefits
Competitive pension, 25 days' holiday per year

Future potential
The opportunity to secure a conditional offer to join us
Early Careers

Haven’t found what you are looking for? Take a look at our website where you can learn more about how we support people early in their careers and all the opportunities on offer.

Whether you join us for work experience, an internship, as an apprentice or through one of our graduate programmes, you’ll work on exciting, world-leading engineering and business projects from day one.

As well as our graduate programmes we also have more than 50 award-winning apprentice programmes. Whether you’re interested in technical, engineering, business, project management, cyber security or finance, all of our UK-based apprenticeships offer a good salary plus recognised academic or vocational qualifications.

Find out more at: baesystems.com/earlycareers
“I’ve learned more about what I enjoy and where I want to take my career – and my confidence has grown too.”

Jane
Manufacturing Graduate, Air Sector

Joining BAE Systems is one of the best decisions I’ve made. I applied to BAE Systems because, being a leading defence and security company, it was a given that I would be working on the cutting edge. The products I discovered during my background research were really exciting.

It’s more than lived up to my expectations. I’ve been given real work from day one; in my first day I was in a project meeting. My teams have varied in size from four to 15 and I’ve been the only graduate – but I was never treated as “the graduate” but as an equal member of the team.

One of my highlights has been when I was given an R&D project to lead. I was introduced to the project when I started the role and was allowed to run it by myself, asking for support and guidance when I needed it. A lot of the role involved project management, keeping everyone informed and updated on progress, and I was impressed by the amount of responsibility I was given.

I’ve learned more about what I enjoy and where I want to take my career – and my confidence has grown too.
The exact package you’ll receive will depend on the area of the business you enter, and whether you’re a graduate, postgraduate or undergraduate. However, we believe that hard work and commitment deserves to be rewarded, so we’ve developed a reward package designed to help you live your best life.
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<th>Main Graduate Programme</th>
<th>Finance Accelerate Programme</th>
<th>AI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting salaries from £30,000</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>£2,000 welcome payment</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Competitive pension</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Buddy scheme and/or senior mentoring</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Car lease and share schemes</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>25 days’ holiday per year</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>20% optional salary advance loan</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Product and service discounts</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Financial investment and study leave to attain relevant professional qualifications</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Relocation package to support annual placement rotations</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Regular networking social events and forums</td>
<td>✓</td>
<td>✓</td>
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</tr>
</tbody>
</table>
How to apply

We ask everyone to apply for every opportunity via an online application form on our website. That way we can ensure that our selection process is completely fair and consistent.

We operate multiple intakes throughout the year for our Graduate Programme, including January, June and September with separate intakes for our Applied Intelligence and Finance Accelerate Programme. We are an inclusive employer and strive to recruit, retain and inspire the best people. We encourage and welcome applications from all walks of life and are happy to discuss any adjustments or arrangements, as required, to support your application.

However, as a defence contractor, many of our roles will be subject to both security and export control restrictions, which means that factors including your nationality, any previous nationalities you have held, and/or your place of birth may limit the roles you can perform for the organisation.

Good luck with your application, we look forward to hearing from you.
The first step is to submit your online application for the programme you are interested in.

Following your online application you will be invited to undertake a virtual assessment involving gamified challenges and video questions.

If you are successful, you’ll be invited to either a virtual or face-to-face interview. Here you will be asked a series of questions to help us find out more about you.

Here you will also be able to learn more about life at BAE Systems and what to expect as part of our graduate programme.

The next step is your offer, congratulations! This offer is conditional on successfully clearing the vetting stage.

If you’re unsuccessful in your application, you will receive feedback at this point.

There are a number of security clearances, occupational health procedures and degree confirmation steps to take before your first day begins.

Welcome to BAE Systems and the start of your exciting career.