Apprenticeships with BAE Systems

Land, Sea, Air, Cyber – Join us and apply your talent where it counts

baesystems.com/apprentices
Apprentices are making a difference
apply your talent where it counts
From stealth submarines to supersonic fighter jets, radar technology to aircraft carriers and cyber security, we design, build and support defence technology that protects people all over the world.
Where are we?

1. Ash Vale, Surrey
2. Barrow
3. Brough
4. Christchurch, Dorset
5. Cowes, Isle of Wight
6. Frimley, Surrey
7. Glascoed, Monmouthshire
8. Glasgow
9. Humberside
10. Leeds
11. New Malden, Surrey
12. Portsmouth
13. Radway Green, Crewe
14. Rochester, Kent
15. Preston area
16. Washington, Tyne and Wear
17. Weymouth, Dorset
18. Yeovil
There are more than 25 award-winning apprenticeships on offer at BAE Systems. Whatever your skills and ambitions and wherever in the UK you live, if you bring your commitment and energy, you’ll be able to make a difference here doing work that really matters. We even offer five different degree level apprenticeships.

Here are just some of the apprenticeships we offer:

- Software Engineering
- Electrical Engineering
- Project Management
- Maintenance
- Welding
- Finance
- Business
- Aircraft Maintenance
- Mechanical Engineering
- Sheet Metal

Our success depends on investing in the talent we need to meet our customers’ requirements for ground-breaking technology and flawless support. Apprentices are our future, so we’ll invest in them.

Whether you choose an engineering or a business apprenticeship you’ll be guaranteed a good salary; academic or vocational qualifications; hands-on training and work where you can make a real contribution, doing work of vital importance to our customers. With an average of 2,000 apprentices in learning, you’ll be joining others who’ll become great colleagues and friends for life.

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**Introduction**

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About BAE Systems

BAE Systems is a leading defence, aerospace and security company. Our advanced defence technology protects people and national security, and keeps critical information and infrastructure secure. We search for new ways to provide our customers with a competitive edge across air, maritime, land and cyber.

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.

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. Our employees also deliver and support hybrid propulsion systems that power over 1,200 buses in the UK and more than 2,500 buses across Europe.

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.
Shared Services
Our company is home to engineering expertise, technical skill and ingenious people who deliver the most complex programmes. To support such a uniquely complex range of operations our Shared Services business adds real benefit and value to our operations, technology, people and property. With 1,400 employees located on over 32 sites in the UK, our Shared Services team allows our businesses to concentrate on what they do best. Capabilities and services include real estate management, air shuttle services, decision and analysis support, IT services, risk management, procurement, finance support, HR support, early careers and facilities management.

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 British Armed Forces and remain committed to support those who serve and protect us.

To overcome the toughest challenges, we’re committed to collaborating across our global alliances and partnerships, across BAE Systems and military domains, with our customers, partners, suppliers and with each other. You could find yourself in one of three main areas:

Naval ships
We provide 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.

Submarines
Primarily based in Barrow-in-Furness, 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 incumbent across the UK Royal Navy’s fleet.

From concept through to production and in-service support, we use our combined manufacturing, supply chain, engineering and logistics expertise to ensure our customers get the best possible end-to-end service, where it counts.
Starting your career can be tough. The choices are daunting and it’s easy to feel that you don’t have the experience a big company like ours is looking for.
We don’t expect you to know everything about your chosen area of work and we don’t expect you to have experience in all the tasks you’ll be doing. In fact, the whole purpose of an apprenticeship is to learn and experience new challenges.

So if you’re enthusiastic, have a thirst for knowledge and a desire to learn, and you’d like your talent and hard work to make a difference, we want to hear from you.

Each apprenticeship has a slightly different entry requirement which you can find in the role descriptions on our website baesystems.com/apprenticeships. We are an inclusive employer and welcome applications for all communities whatever your gender, age, ethnicity or identity.

We’re looking for people who can show us:

- **Commitment to learning** – Apprenticeships aren’t easy and you’ll need to work hard for your qualifications.

- **Good team skills** – It takes a lot of people working together to build a submarine, ship or aircraft. Everything we achieve here, we achieve together.

- **Ability to work on your own and follow instructions** – You need to manage your own performance and be able to take on work and “run with it”.

- **Willingness to share ideas** – Thinking in new ways and developing new ideas is essential for keeping our business ready for the future. Apprentices are an important source of fresh thinking and ideas.

- **Enthusiasm** – We’ve got lots of opportunities for you to try new things. You’ll need a get up and go attitude to take full advantage of them.

- **Proven interest in your field** – You may not have made a submarine but what else have you made? Are you in a school engineering club? Are you fascinated by technology and mechanical things? Have you led a project at school or managed any money? How have you solved a problem?

Please be aware that many roles working for BAE Systems will be subject to security restrictions. This means that factors such as your nationality, any previous nationalities that you have held, and/or your place of birth may limit the roles that you can perform for the organisation. If you are concerned about how these restrictions may affect your application please email gart@baesystemshr.com
We’re offering hundreds of apprenticeships in over 25 award-winning programmes across the UK, at all levels right up to degree and master’s level apprenticeships. There are opportunities for apprentices in our Land, Sea, Air and Cyber businesses.
Whether your strengths lie within technical, engineering, business, project management, cyber security or finance, a BAE Systems apprenticeship is a great chance to get your career off to the best possible start.

We group our programmes according to the qualifications you will need for that level of apprenticeship. This brochure offers you a short overview of what we offer. For more information about apprenticeships at each level visit our website baesystems.com/apprenticeships. You’ll also find answers to the questions we are frequently asked.

Rewards and benefits

- **We’ll pay your fees** so your hard earned nationally recognised academic qualifications will be debt-free.
- **On-the-job training** delivered by experienced professionals who’ll help you to achieve your goals.
- **Off-the-job training** delivered in dedicated in-house training facilities or our partner colleges or universities.
- **Real work placements** in our businesses working on landmark projects.
- **Activities designed to enrich your experience** including team building, charity, skills competitions, opportunities to work with apprentices from all parts of our business on our innovation challenge and to help out in our work to encourage young people’s interest in STEM.
- **A competitive salary** (the exact figure depends on what programme you choose)
- **Company pension scheme**
- **Company share scheme**
- **25 days holiday** (plus statutory holidays like Bank Holidays)
- **National Union of Students (NUS) membership** which offers discounts on goods and services all over the country.
- **A great job after completion** is a very strong likelihood whether you choose to go for promotion and progression or remain doing a brilliant job in the role you’ve moved into. Around 95% of our apprentices stay with us and go on to have really successful careers.
- **A world of opportunities.** We’re a global business and our apprenticeships create the skills and experiences that help our people to travel far. There are increasing opportunities to travel and work overseas with our customers on our exciting export programmes once you’ve completed your apprenticeship and are competent in your role.
### About our apprenticeships

<table>
<thead>
<tr>
<th>Apprenticeship</th>
<th>What sort of qualification you need to join</th>
<th>Example types of roles available</th>
<th>Location</th>
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<tbody>
<tr>
<td>Intermediate Apprenticeship</td>
<td>Typically five GCSE grade 3 and above (or equivalent) including maths and English. Scotland: three National Level 4’s or above (including maths and English).</td>
<td>Technical roles including painters, logistics operative, caulker, burner and production operative.</td>
<td>Barrow</td>
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<td>Glasgow</td>
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<tr>
<td>Advanced Apprenticeship</td>
<td>Typically five GCSE grade 4 and above (or equivalent) including maths and English. For engineering roles you will need one of these to be a science/technical subject. Scotland: five National Level 4’s or above (including maths and English).</td>
<td>Technical engineering including design, systems, flight, electrical, marine and aeronautical engineering. Craft engineering including pipe work, electrical and fitting. Business including information technology.</td>
<td>Barrow</td>
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<td>Glasgow</td>
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<td>Preston area</td>
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<td>Washington</td>
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<tr>
<td>Higher Apprenticeship</td>
<td>Each opportunity requires a certain number of UCAS points so you will need A Levels or equivalent qualifications. For an engineering role you will need one of these to be a science/technical subject. Scotland: three Highers at grade C or above including maths and English. Five National Level 5’s at grade C or above.</td>
<td>Electrical Engineering Mechanical Engineering Software Engineering Finance Procurement</td>
<td>Barrow</td>
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<td>Portsmouth</td>
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<td>Preston area</td>
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<td>Rochester</td>
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<tr>
<td>Degree/Graduate Apprenticeship</td>
<td>Each degree/graduate apprenticeship has a slightly different UCAS point requirement. Scotland: three Highers at grade C or above including maths, English and a science subject.</td>
<td>Aerospace Engineering Nuclear Engineering Software Engineering Chartered Management Information Management Project Management</td>
<td>Yeovil</td>
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<td>Brough</td>
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<td>Preston area</td>
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<td>Glasgow</td>
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Note: exact entry requirements can be found on our website for each of our opportunities
Post GCSE/National Level – Advanced Level or Intermediate Apprenticeships

If you’re over 16 and have GCSEs or National Level (Scotland), an Intermediate or Advanced Apprenticeship could be for you. We have a huge range of engineering opportunities – which require you to have a qualification in a science subject, as well as business opportunities including business administration. Depending on your chosen field, these apprenticeships take between two and three and a half years to complete and result in qualifications that are equivalent to A Levels/Highers.

**Engineering opportunities**

**Advanced Engineering Technician Apprenticeship**
Engineering careers cover a vast array of specialisms. This three-and-a-half year apprenticeship will give you a strong grounding in practical and theoretical principles, as well as the opportunity to gain practical skills and work experience in the engineering discipline you choose to progress in. Depending on which business unit you work in, this may involve design engineering, systems engineering, flight systems, electrical engineering, marine engineering or aeronautical engineering. As well as academic study, you’ll have classroom-based and workshop-based training delivered in our own fully equipped in-house academies and training facilities.

**Locations:** Preston area; Barrow; Portsmouth; Glasgow; Rochester.

**Advanced Engineering Craft Apprenticeship**
Advanced Engineering Craft Apprenticeships generally take three and a half years to complete and will see you gain a strong grounding in engineering practice – using tools and machinery to carry out a range of tasks, operating safely in the workplace and working on complex products like submarines, surface naval ships, munitions or aircraft. You’ll usually spend the first year in full-time training, learning core skills before moving into your chosen trade discipline – of which there are many to choose from including fabricator, welder, mechanical fitter, electrician, sheet metal worker, pipeworker, aircraft fitter, machinist.

**Locations:** Preston area; Barrow; Portsmouth; Glasgow; Crewe.

In the first year you will be based in Humberside before moving to work at a Royal Air Force base in the UK.

**Locations:** Humberside, followed by UK RAF bases.

**Aircraft Maintenance Fitter Technician Apprenticeship**
At the end of this two-year apprenticeship you’ll be qualified and will be able to support and maintain aircraft in either the UK or overseas.
Intermediate Apprenticeships
Intermediate Apprenticeships are available at our site in Barrow, Cumbria. A mixture of full-time training with a local college or external training provider and application of techniques in the workplace will see you complete your apprenticeship between two to three-and-a-half years. There are a number of occupations to choose from including scaffolding, industrial painting, caulking and production services.

Location: Barrow; Glasgow.

Business opportunities

Business Apprenticeship
During this apprenticeship you'll work for two years in a particular business function such as Commercial, Legal, Procurement, Supply Chain Manufacturing operations, or Project Management.

Locations: Preston area; Barrow; Brough.

Information Technology Apprenticeship
At the end of this two-year apprenticeship you'll have a Level 3 Diploma in ICT Professional Competence and a Level 4 Certificate of Higher Education in Computing, with placements in business analysis, project management, procurement, testing, security and development.

Location: Barrow; Brough.

Billie

Technician Apprentice (Advanced)

We’ve got a buddy system so we’re in close contact with apprentices from the year above who we can always talk to for help, advice or guidance if we need it.

Want to know more?
You can find out more about the specific Advanced or Intermediate Level Apprenticeships we have on our website baesystems.com/apprenticeships by clicking on Search and Apply.
Post A Level/Highers – Higher Apprenticeships

Our Higher Apprenticeships are available in a range of engineering and business disciplines and generally lead to qualifications and learning equivalent to a first-year degree programme. These apprenticeships last between three and five years and lead to occupation competence and present the platform for further progression in the company.

For specific information about entry requirements see the table on page 12 or visit our website at www.baesystems.com/apprenticeships

1 Engineering opportunities

Engineering Higher Apprenticeship
During the three-year apprenticeship you will be working with a team of highly skilled engineers responsible for through-life upgrades of naval products.

Locations: Portsmouth.

2 Business opportunities

Finance Higher Apprenticeship
At the end of your two years, you will achieve a Level 4 finance apprenticeship. During the programme you’ll gain experience in management reporting and budgeting, producing accounts, transactional processing, project finance, governance and overheads.

At some locations there could be an opportunity to progress on to a Level 7 apprenticeship to pursue full Chartered status.

Location: Various locations.

Project Management Higher Apprenticeship
During your three-year apprenticeship you will work towards a SCQF Level 8 Diploma in Project Management and gain experience in all elements of project management.

Location: Glasgow.

Want to know more?
You can find out more about the specific Higher Apprenticeships we have on our website baesystems.com/apprenticeships by clicking on Search and Apply.
Degree/Graduate Apprenticeships

Our Degree/Graduate Level Apprenticeships offer you the chance to gain a degree with Honours with all your fees paid for. You’ll study part-time at University whilst working on real-life projects in the workplace and gaining vital experience in your chosen field.

For specific information about entry requirements see the table on page 12 or visit our website at www.baesystems.com/apprenticeships

1 Engineering opportunities

**Aerospace Engineering Degree Apprenticeship**
In this five-year apprenticeship you’ll gain various qualifications as well as a BEng Degree in Aerospace Engineering while working in a range of engineering disciplines within our Air sector. For the first six months you’ll be training in theory and practical concepts, after which you’ll work four days a week and attend college one day a week.

**Locations:** Preston area; Brough.

**Nuclear Engineering Degree Apprenticeship**
During this five-year apprenticeship you’ll gain a foundation degree before moving onto a BEng (Hons) in nuclear engineering. Over the first three years you will follow a schedule of placements designed to give you an insight into different aspects of nuclear engineering including, reactor operations, nuclear integration, test and commissioning, safety and regulation. In the final two years you’ll work exclusively in one role to deepen your experience.

**Location:** Barrow.

**Software Engineering Degree/Graduate Apprenticeship**
Over the course of this apprenticeship you will learn how to programme, how networks and wireless systems are used in the workplace and how to design and integrate systems. You’ll study for qualifications and progress to an honours degree in Software Engineering.

**Locations:** Preston area; Yeovil; Brough; Glasgow.

**Manufacturing, Electrical or Civil Engineering Degree Apprenticeship**
Our Engineering Degree Apprenticeships cover a vast array of specialisms including manufacturing engineering, electrical and civil engineering. These five-year apprenticeships will give you a strong grounding in design and theoretical principles, as well as the opportunity to gain practical skills in engineering. You will complete a formal apprenticeship, with your academic study taking place at one of our partner colleges/universities.

**Location:** Barrow.
Chartered Management Degree Apprenticeship
This four-year apprenticeship offers placements including Human Resources, Finance, Information Technology and Procurement to give you experience in all aspects of business management. You’ll be studying part-time for a BA (Hons) Degree in Business Studies, with your development programme structured towards achieving Chartered Manager status.

Location: Preston area.

Project Management Degree Apprenticeship
You’ll be working in placements alongside experienced project managers to learn about all the aspects that help to deliver quality projects on time and to budget including: schedule management, stakeholder communications, cost control, risk management, project governance and budgeting. Initially you’ll attend college to achieve a foundation degree in Project Management and then continue to study for an honours degree.

Locations: Preston area; Portsmouth; New Malden; Barrow; Frimley.

Want to know more?
You can find out more about the specific Degree Apprenticeships we have on our website baesystems.com/apprenticeships by clicking on Search and Apply.

Miles
Information Management Degree Apprentice

The opportunities these placements have given me to develop have been immense. The biggest development is that my confidence has developed massively with the people around me, including myself, noticing a significant and positive increase in how I interact with people, and how I approach challenges.
How to apply

**Key dates**

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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>1 November</td>
<td>Applications for apprenticeships open</td>
</tr>
<tr>
<td>28 February</td>
<td>We stop taking apprenticeship applications. We will review applications and shortlist, inviting successful candidates to complete online testing</td>
</tr>
<tr>
<td>April</td>
<td>Interviews</td>
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<tr>
<td>May</td>
<td>Notification of conditional offers</td>
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<tr>
<td>August</td>
<td>Notification of firm offers</td>
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<td>You’ll start your apprenticeship now! (Scotland)</td>
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<tr>
<td>September</td>
<td>You’ll start your apprenticeship now! (England and Wales)</td>
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To find the apprenticeship that inspires you, visit our website [baesystems.com/apprenticeships](http://baesystems.com/apprenticeships), head through to our search pages and see which locations are offering the programme you’re looking for.

1. Decide if you are looking for an Intermediate, Advanced, Higher or Degree Apprenticeship and visit that part of the website for more information about the apprenticeships we have available at each level. Have a look at our FAQs.

2. If you want to find out more about each apprenticeship click “Apply Now” which will take you to the full job description.

3. If you think it is the apprenticeship for you, complete and submit your online application form. Leave yourself plenty of time so you can complete it with care and attention.

4. If you are successful you will be asked to attend an interview or an assessment centre where you will be asked to complete a number of tasks. You will be sent more information about that nearer the time.

5. If you are not successful you will receive an email notification – you can apply again next year.

6. Good luck!
**Other opportunities at BAE Systems**

**Work experience**
Work experience can really help you consider your career choices and give you a better view of opportunities available – giving you a taster of the possibilities on offer and the chance to help you develop the experience, skills and behaviours businesses are looking for.

Our work experience placements are available at all sites for people aged 14-16 and can involve working in a variety of different environments depending on what activity takes place on the site. For more information see our website baesystems.com/gettingreadyforwork.

Once you have decided that you would like to apply for work experience you will need to ask your school or college to apply on your behalf.

Additional work experience is available in our Air sector for people aged 16-18.

**Engineering Taster Weeks**
Engineering Taster Weeks are usually held in July at our Warton, Samlesbury and Rochester sites to offer students the opportunity to gain real-world experience as an engineer and first-hand insight into the aerospace and defence industry. Applicants accepted into the programme will:

- Work on real engineering projects;
- Hear about the work we do from engineers across the business;
- Gain careers advice;
- Learn about our world-leading products through facility tours and product demonstrations.

For more information see our website baesystems.com/gettingreadyforwork.

**Undergraduate opportunities – putting theory into practice**
We offer a huge range of opportunities for undergraduates who are studying a degree course to gain valuable experience within BAE Systems including a 12-week summer internship and year-long industrial placements.

For engineering opportunities students must be studying any STEM related subject but for our business and finance opportunities you can be studying any subject.

For more information see our website baesystems.com/graduates.

**Graduate schemes**
- Our Graduate Programme has opportunities in a range of engineering and business disciplines for graduates with a 2:2 and a strong desire to progress.
- Our Applied Intelligence Graduate Programme offers graduate roles in consulting, engineering and project management.
- Our Finance Leaders Development Programme offers a five-year scheme for those with the potential and determination to make it to a fully CIMA qualified senior finance position.

For more information see our website baesystems.com/graduates.
Keep in touch

We run events and careers talks throughout the year. To keep in touch please visit earlycareers.baesystems.com or follow us on:

@BAESGraduates
@BAESA apprentices

BAE Systems Apprentices
BAE Systems Graduates
Join to make a difference

For more information on all of our schemes and to apply, go to: baesystems.com/gettingreadyforwork