

babcock™

Early Careers



**A WORLD OF
OPPORTUNITIES
FOR EVERYONE**



worldofopportunities.co.uk
babcockgraduates.com

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Who we are

Babcock International

Babcock is a leading provider of critical, complex engineering services which support national defence, save lives and protect communities.

We focus on three highly regulated markets – defence, emergency services and civil nuclear – delivering vital services and managing complex assets in the UK and internationally. We are a trusted partner who understands the key roles that our technology, our expertise, our infrastructure and our assets play in ensuring our customers can deliver. We share risk with them in delivering innovation, and we share the benefits.

Babcock at Clyde

At Her Majesty's Naval Base (HMNB) Clyde, you can expect to work on some of the most advanced defence assets in the world. You'll be challenged and rewarded as you build your skills and experience at the home of the UK Submarine Service.

Working alongside our on-site customer, the MOD, we deliver operational maintenance, upgrades and repairs to support Royal Navy vessels, including the Vanguard and Astute-Class nuclear submarines, base-ported Mine Countermeasure Vessels, and visiting foreign submarines and surface ships.

Our waterfront activities at Clyde also includes operating and maintaining key supporting infrastructure that will enable more advanced maintenance capabilities.

2
major sites

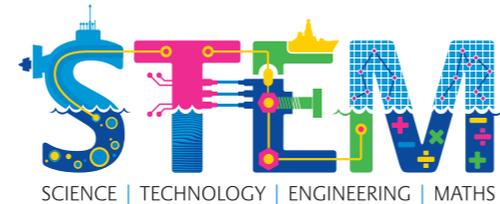
Servicing all
UK operational
submarines

More than
1600
Babcock employees

International
Organisation

STEM and work experience

The demand for people with engineering skills within the UK is rising, and it is nationally recognised that the UK currently has a shortfall. To help address this we have a team of more than 100 STEM Ambassadors at HMNB Clyde who work with a number of local schools, colleges and training providers to encourage young people to study STEM related subjects. Our aim is to help educate young people about the multiple career opportunities available within the world of science, technology, engineering and maths.



Work Experience:

Future Engineers Programme

We provide opportunities for pupils to undertake a week-long work experience programme with us. We offer pupils who have a passion for science, technology, engineering or maths an opportunity to get an insight into what we do as a business. We run the programme twice a year and the week consists of:

- › Placements in different areas of the business such as Estates Maintenance, Engineering Compliance and Statutory Testing
- › A mock assessment centre involving interviews and activities to provide insight to the recruitment process
- › Plus fun activities such as a police boat tour and team building challenges



Employee benefits

In addition to excellent career prospects, when you work for Babcock, you have access to a host of other benefits:



Earn while you study



Very competitive starting salary



25 days holiday plus bank holidays



Fully funded qualification as an apprentice



Personal development training and opportunities



Flexible working as a graduate



Pension scheme with employee contributions matched up to 8% of salary



Cycle to work scheme



Discounted shopping and half price cinema tickets



Employee assistance programme including support and counselling



STEM engagement



Employee Share Scheme

Our apprenticeships

Our long established apprenticeship programme offers you a World of Opportunities to develop your career in a supportive environment.

A Babcock apprenticeship gives you hands-on technical experience in the workplace while you undertake a college course on a part-time basis. As you progress through your career, further education opportunities become available for those who choose to obtain higher level qualifications.

Throughout your apprenticeship, support is available from Apprentice Masters. You could also train as a STEM Ambassador which presents an opportunity to pass on your passion for engineering to young people.

We are very proud that our apprentices choose to stay with us long after completion of their apprenticeship. In fact many of our senior managers started their careers as apprentices in Babcock.

We offer a variety of different apprenticeships in a range of disciplines:

- › Electrical Fitter
- › Mechanical Fitter
- › Refrigeration & Air Conditioning
- › Fabrication & Welding
- › Electronics
- › Instrumentation & Control



Engineering Technician

Our well-established Engineering Apprenticeship programme is dedicated to developing the next generation of skilled employees to maintain and increase our capability. As part of your apprenticeship you will be supported in working on Royal Navy ships and submarines, as well as in on-shore workshops.

You will be given the opportunity to gain experience in many of the different work areas across the Clyde site, and you'll be able to choose a specialism from the following programmes:

- › Electrical Engineering (fitter)
- › Mechanical Engineering (fitter)
- › Refrigeration & Air Conditioning
- › Fabrication & Welding
- › Electronics
- › Instrumentation & Control

Year 1

This will be spent at college learning the basic skills of your trade and carrying out a formal technical qualification (Year 1 of National Certificate).

Year 2

You will undertake placements on-site within our production areas to broaden your knowledge and experience. You will also attend college one day per week to continue your technical education. (Year 2 of National Certificate).

Year 3-4

You will continue to undertake placements with day release to college to continue your technical education – or to pursue further education. In year 4, you will be

placed in a substantive post for the rest of your apprenticeship. This allows you to become highly skilled and competent within this specialism, developing you into an integral part of the team.

Requirements

Five SQA National Qualifications needed:

- › Maths at National Level 5
- › English at National Level 5
- › Science or technical subject at National Level 5
- › Two others at National Level 4 or 5

Qualification

You will gain the following qualifications in your respective apprenticeship discipline:

- › Performing Engineering Operations SVQ Level 2
- › SVQ Level 3 Engineering Maintenance
- › National Certificate (Mechanical or Electrical)



Our Apprenticeship disciplines



Electrical Fitter

Electrical fitters work in some of our most exciting and technically challenging areas. Working on warships and nuclear submarine systems, tasks range from rewiring and connecting circuits, to overhauling, testing and installing complex electrical equipment and systems.



Refrigeration and air conditioning

Refrigeration and air conditioning apprentices play a key part in the maintenance of cooling and air systems at Babcock. They could be working anywhere across the site, including on board submarines and on unique on-site facilities.



Mechanical Fitter

Using sophisticated engineering skills, Mechanical Fitters work on equipment such as turbines, pumps, torpedo firing systems and complex hydraulics, taking the equipment apart and repairing any faults before re-assembling it.



Electronics

As an electronics apprentice you could be responsible for maintaining key systems on-board submarines or working within the calibration team to ensure complex equipment is operating within the correct limits.



Fabricator

Fabricators work with steel, aluminium, timber or composite materials. They could be manufacturing ventilation trunking components for warships one day and fitting out compartments and carrying out major structural repairs on board a submarine the next.



Instrumentation and control

Instrumentation and Control apprentices are responsible for maintaining and repairing equipment used to monitor and control engineering systems. Ensuring these systems operate correctly will allow Babcock to provide confidence and assurance to the customer.



Welder

Our Welders work with numerous types of materials to manufacture and assemble a wide range of structures from working drawings. Welders work on-board both surface ships and submarines.

Frequently asked questions - Apprenticeships

What is an apprenticeship?

An apprenticeship is a work-based training scheme which allows you to earn whilst you learn. It combines elements of education, training and employment to equip you with the skills for a career.

Who can be an apprentice?

Anyone! Apprenticeships are open to people of all ages who have the required qualifications, from school leavers onwards.

What are the benefits?

Apprentices receive the same treatment as other employees in terms of pension schemes and paid holidays, however, you will also receive dedicated training to help you develop your personal and team working skills.

What qualifications will I gain?

The specific qualification you receive depends on your chosen apprenticeship.

How long is the scheme?

The length of the Apprenticeship scheme is 4 years. Each scheme consists of a number of placements of varying lengths, and you'll be placed in a responsible position within the business in the second half of the scheme.

Will I undergo employment, security and medical checks?

Yes, all of our employees are likely to be subject to routine employment, security and medical checks; these are completed prior to your start date.

I have applied before and have been unsuccessful, can I re-apply?

Yes, there are no restrictions on the number of times you can apply for any of our schemes.



Our graduate opportunities

Our long-established graduate scheme and summer internships at HMNB Clyde offer you a fantastic and unique location to develop your career in a supportive environment.

The schemes provide you with a range of experiences as you rotate throughout several areas of the business. Development is at the forefront of our schemes so we provide many opportunities to gain new skills and experience different working environments.

Throughout the schemes, support is available from mentors with whom you will work towards professional qualifications within your relevant institution. As a mechanical or electrical engineer – you'll follow the Institute of Mechanical Engineers (IMechE) or Institution of Engineering and Technology (IET) route and as a project manager you'll follow the Association for Project Management (APM) as you work towards a professional qualification.

We are very proud that graduates choose to stay with us long after completion of their scheme – and are accelerated to managerial positions early in their careers where they can continue to professionally develop.

We offer a graduate scheme and summer internship in each of the following disciplines:

- › Mechanical Engineering
- › Electrical Engineering
- › Project Management



Undergraduate Summer Internships

At Babcock we offer summer internships for Engineering and Project Management undergraduates, this is an excellent opportunity to experience life as a professional at Babcock. As well as applying your university learnings, you'll get to work in a unique industrial environment and learn more about our business.

There are numerous departments that you could be placed in for the duration of the placement, such as:

- › Fleet Engineering / Programmes
- › Safety Justification
- › Compliance
- › Quality Assurance
- › Health and Safety
- › Estates Maintenance / Planning

During the 10-12 week placement you'll work on real projects with key stakeholders to add value to our business while developing your skills.

At Babcock, we really prioritise your professional development so you'll be assigned a graduate mentor. They will guide you through a professional development route relevant to your discipline which will allow you to accelerate your progression towards professional qualifications at Babcock. This will also prepare you for graduate life in the near future.

Additionally, you will have the opportunity to support Babcock's STEM strategy – working with current graduates to prepare and deliver STEM workshops. We'll provide tours where you'll get to see some of our unique facilities on-site, and you'll learn loads about our business and how we operate.

Overall, the undergraduate summer internship programme provides you with valuable experience. While you work on projects with us, you'll be able to learn about yourself, see where you fit in, and decide whether Babcock is the place for you once you graduate.

Overview

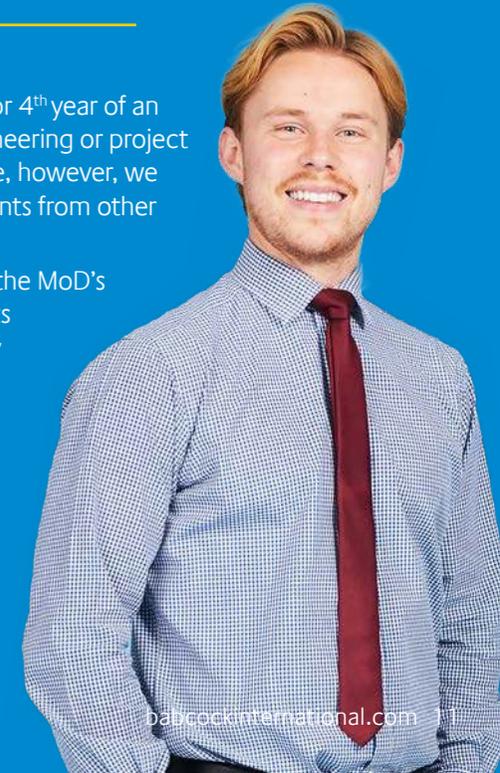
The summer internship programme lasts 10-12 weeks in which you will complete a placement in one of our business areas – similar to a graduate placement. You'll gain real life work experience in an industrial environment and receive quality insight into what to expect as a graduate at Babcock.

Requirement

- › Studying in your 3rd or 4th year of an undergraduate engineering or project management degree, however, we also consider applicants from other degree disciplines.
- › To be able to satisfy the MoD's security requirements by obtaining security clearance.

Qualification

Experience working towards incorporated or chartered engineer status with the IMechE or IET.



Graduate scheme opportunities

The Babcock Graduate scheme offers a wide range of opportunities across a variety of sectors throughout the UK to enable you to kick-start your career. As a graduate at Babcock you will be trusted to deliver complex projects and given a high amount of responsibility within your role. At Clyde you will be primarily working on maintaining national defence outputs and the key supporting infrastructure.

On our two year graduate scheme you will undertake a series of six month placements across business areas, such as:

- › Fleet Engineering/Programmes
- › Nuclear Operations
- › Safety Justification
- › Compliance
- › Quality Assurance
- › Estates Maintenance/Planning

On each placement you will be given a project to complete alongside supporting the department in other responsibilities. The six month duration will allow you to embed yourself in the team and fully understand the operations the department undertakes while ensuring you have enough time to take a project from its initial stages through to completion.

Throughout your graduate scheme you will be supported with your professional development. The scheme also involves attending graduate development modules where you can expect to learn more about the business, how best to transition from studies to working life and how to work effectively in a team. These events are a

great experience and an excellent opportunity to meet fellow graduates from other sites and build your network.

Alongside your main projects, graduates at Babcock also take on early careers engagement roles. The STEM initiative is high on Babcock's priority list and you will be responsible for arranging and attending numerous events throughout your graduate career and further into full employment. As a graduate you may also lead our Future Engineers programme where school students will attend a week's work experience with us. Our university engagement is also led by graduates and we attend many events across Glasgow and the West to advertise our graduate scheme and answer any questions that future graduates may have. We also look to run mock assessment centres, careers presentations and showcase what the Babcock graduate scheme can offer, again all run by graduates.

Overall, the Babcock graduate scheme enables you to apply your learning from university and gain a smooth transition into industry. Throughout the graduate scheme you'll learn a lot about Babcock and where you believe your future career may lie. You'll be challenged with complex projects and Babcock will trust you to deliver these and support you throughout the scheme.

Overview

The Graduate scheme lasts two years in which you will complete multiple six month placements in several of our business areas – applying your knowledge and skills. You'll

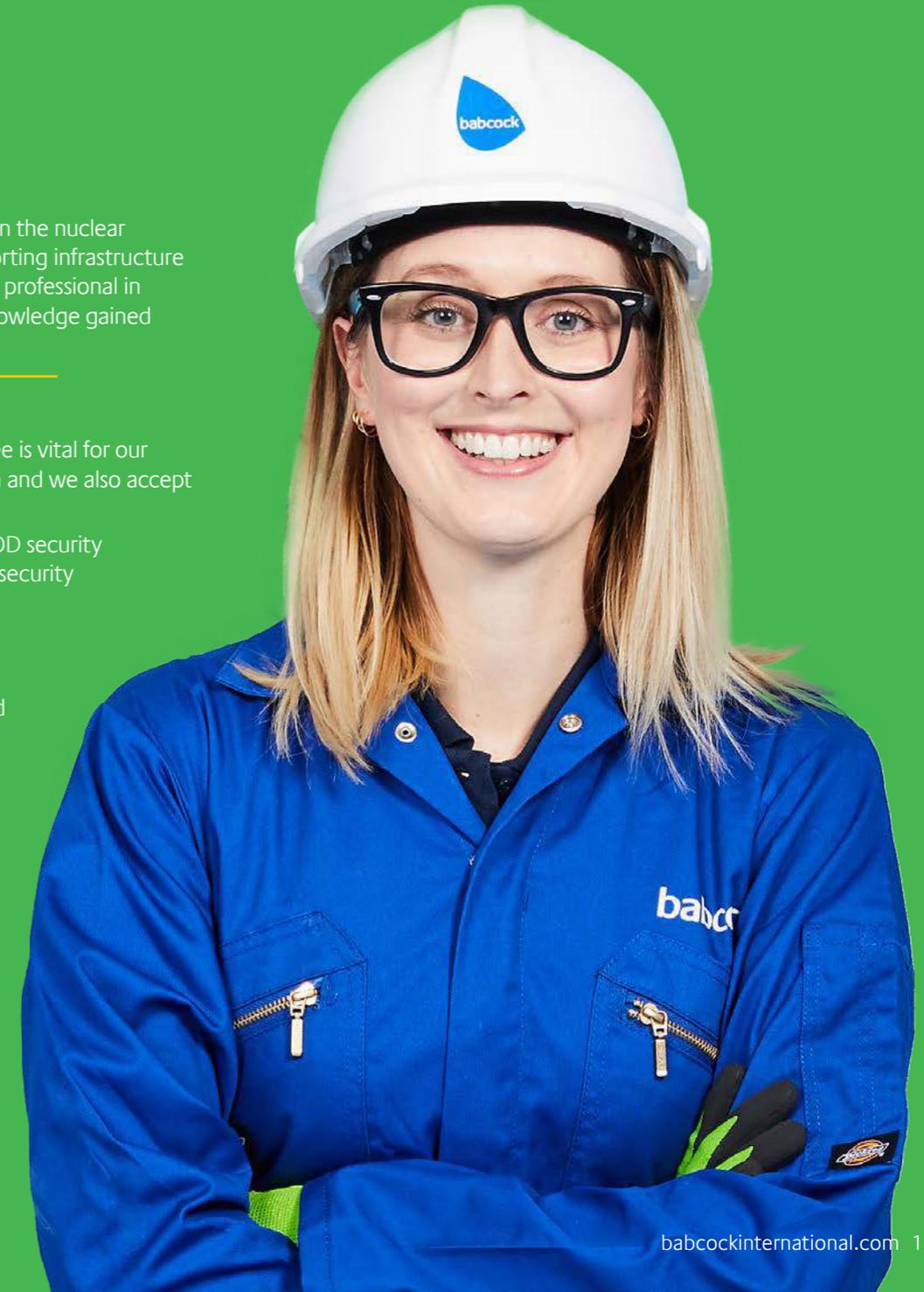
deliver key projects working on the nuclear submarines and the key supporting infrastructure while developing yourself as a professional in industry and applying your knowledge gained through your studies.

Requirement

- › 2:2 Bachelor's (Hons) degree is vital for our programmes as a minimum and we also accept Master's Degrees.
- › To be able to satisfy the MOD security requirements by obtaining security clearance.

Qualification

Working towards incorporated or chartered engineer status with the IMechE or IET or working towards project management qualification with APM.



Frequently asked questions - Graduates

What is a graduate scheme?

A graduate scheme is an opportunity to apply your university education and experience difference areas of a business. The primary focus of a graduate scheme is development and while on the scheme there will be many opportunities to develop new skills, build a wide network and work on exciting projects.

What is a summer internship?

A summer internship is an opportunity to gain some insight into what you would experience as a graduate. Similar to the graduate scheme, you will work on exciting projects, gain new skills and help you decide if Babcock is the right place for you.

What are the benefits?

As well as a competitive salary, access to company pension schemes and annual leave – you will be supported throughout your professional development and gain qualifications from your relevant institute while on the graduate scheme.

What qualifications will I gain?

This will depend on your degree discipline. Engineers will work towards incorporated or chartered status, whereas project managers work towards qualifications from the APM.

How long is the scheme?

The length of our schemes vary depending on which one you join:

- › Summer Internships last 10-12 weeks
- › Graduate scheme is two years

Will I undergo employment, security and medical checks?

Yes, all of our employees are likely to be subject to routine employment, security and medical checks; these are completed prior to your start date.

I have applied before and have been unsuccessful, can I reapply?

Yes, there are no restrictions on the number of times you can apply for any of our schemes.

For our summer internships programmes – as long as you're not in your final year, you can re-apply.

Where do you run your graduate scheme?

The majority of graduate placements are at HMNB Clyde but there will be opportunities to undertake placements at our other sites across the country.



How to apply

Apply Online

You can apply for all of our apprenticeships online at worldofopportunities.co.uk. Applications based on predicted grades are acceptable.

You can apply for our graduate and summer placement opportunities at babcockgraduates.com

Online Testing

As long as you meet the eligibility criteria, after you've applied we will email you a link to an online test*.

Graduate applicants may be subject to an initial review prior to the online testing stage.

Assessment Centres

If successful, you will be invited to attend one of our assessment events for a full day of team-based activities and interviews held at a venue in the West of Scotland.

*Please keep an eye on your Inbox and check your Spam folder regularly to ensure you don't miss these emails.

Contact

Earlycareers@babcockinternational.com



A day in the life of...



Lauren – 3rd Year Apprentice

My apprentice trade:

“I started my apprenticeship in August 2018 with Babcock at Clyde and I am now well into my third year. Since then, I have been working at the Northern Calibration Facility learning how to calibrate and repair various pieces of electronic equipment. Additionally, I have been completing my SVQ Level 3 and attending college on day release to achieve an electronics HNC. I am also a STEM ambassador and have an active role in Diversity and Inclusion on site, as I am Vice-Chair of the Young Persons Network.”



Darren – Graduate Mechanical Engineer

My graduate role:

“I started my Graduate scheme in September 2019 and I have worked in fleet engineering and facility operations. My roles have involved planning and implementing key engineering trials high on the customer priority list. Day to day I am responsible for co-ordinating teams of colleagues and contractors to assist in the maintenance of the UK submarine fleet. I engage with key stakeholders to set out a plan and ensure jobs are being performed to a high standard. As well as my main project I lead the careers engagement campaigns to recruit our future engineers into Babcock. I attend numerous STEM events and assist with delivering the work experience programme.”

Why choose Babcock



“Being an apprentice at Babcock has allowed me to study what I love, while becoming more confident and competent every day”

– Glen, Apprentice



“As an apprentice at Babcock, I work on complex equipment and learn every day. It’s a great way to build a career.”

– Daniel, Apprentice



“Babcock’s graduate scheme provides the perfect environment to continuously develop my professional and personal skills. I am encouraged to apply innovative engineering solutions to all projects I am involved in while working towards my goal of becoming an Incorporated Engineer.”

– Rachel, Electrical Graduate



“Babcock is giving me the opportunity to rotate throughout different departments - really stretching my range of experience and allowing me to apply my learnings in a variety of ways. This really helps accelerate my development towards becoming a Chartered Engineer in the future.”

– Bilal, Mechanical Graduate

Our Networks

As part of our commitment to Diversity & Inclusion (D&I), Babcock is delighted to support a number of employee networks within the business. Our networks include:

- › Disability Network
- › Young Persons Network
- › Women's Network
- › STEM Ambassador Network
- › Pride in Babcock Network

These networks support their members in many ways, including connecting people across the business and empowering them to achieve their potential.

Our networks are a valuable resource to the business and our D&I strategy relies on harnessing their power to achieve our wider strategic objectives. They contribute to these objectives by raising awareness, educating the business, attracting diverse new talent, creating a sense of affinity within the business, connecting to the market and challenging the business to ensure that inclusive practices are 'business as usual'.

All networks are inclusive and welcome members from any background. You are able to join all of them. They provide great development opportunities for their members and are excellent ways to build your own personal networks here at Babcock.



Young Persons Network



Women's Network



STEM Ambassador Network



Pride in Babcock Network

Social and community life

We have a wide network of apprentices and graduates who join Babcock each year and there is always a social event for you to get involved with.



*Pictures taken 2019



Contact

Earlycareers@babcockinternational.com