

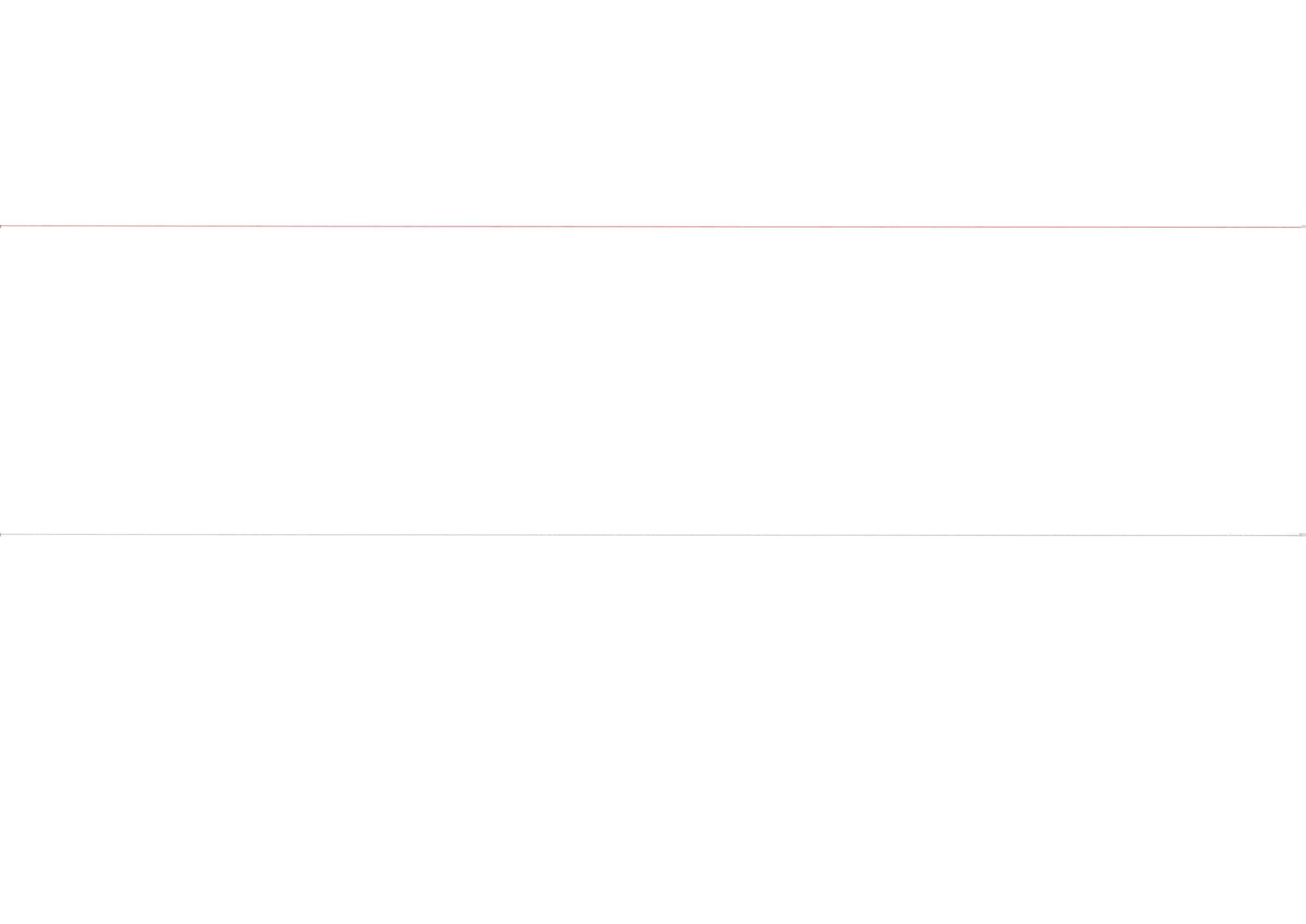
An aerial photograph of a vast, flat desert landscape under a clear blue sky. Two long, parallel metal grates, likely for water collection or irrigation, are laid out on the sandy ground. The grates are made of a grid of metal bars and run from the bottom left towards the top right of the frame. The ground is a mix of light brown sand and patches of green and yellowish vegetation.

**THE NEXT GENERATION IS YOURS.**

GRADUATE OPPORTUNITIES

**BAE SYSTEMS**

[www.rochesteravionicarchives.co.uk](http://www.rochesteravionicarchives.co.uk)



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# IMAGINE CREATING THE NEXT GENERATION OF DEFENCE SYSTEMS.

Like an aircraft that can fly at supersonic speeds, land vertically and avoid detection by radar. A bridge that takes three minutes to deploy and can carry a tank over ten different rivers in just one day. Or ships that can stretch to 600ft, evade radar, and accommodate 800 commandos.

At BAE Systems we develop, deliver and support the world's most advanced defence and aerospace systems, in the air, on land and at sea.

Sounds impressive. But what does that mean in real terms? Well, it means we have customers in 100 countries. It means we have an order book that's worth £31.7 billion. It means we generate annual sales\* of £15 billion and it means we invest a staggering £1.3 billion annually on R&D\*, which delivers more than 100 new inventions every year.

From military aircraft to surface ships and submarines, from radar and avionics to guided weapons systems, we're constantly pushing the boundaries of defence technology.

If you have the drive – and the vision – to make the seemingly impossible possible, you can support us to develop today's defence systems. Imagine creating tomorrow's.



**IMAGINE HELPING TO CREATE A SHIP THAT CAN STRETCH TO 600 FEET, HAS A HELIPAD, SATELLITE TELEVISION, RADAR JAMMING AND ENOUGH BEDS FOR 803 COMMANDOS.**



IMAGINE DEVELOPING AN AIRCRAFT THAT CAN FLY AT SUPERSONIC SPEEDS, LANDS VERTICALLY AND EVADES ALL FORMS OF RADAR.

# IMAGINE THE PART YOU'LL PLAY IN OUR FUTURE.

We are understandably proud of our history; there's a lot we can learn from our past achievements. But as a forward-thinking company, the majority of our focus is on the future. And there are plenty of state-of-the-art projects taking shape on the horizon. Like the Future Aircraft Carriers we're developing for the Royal Navy. At 65,000 tonnes they will be the second largest carriers on the planet. Or the unmanned air vehicles (UAVs) that can soar thousands of feet in the air and take thermal images of the terrain below – all without a pilot on board.

You'll also find that we take real pride in being a socially and environmentally aware business. Our revolutionary HybriDrive® engine is already powering 1,500 buses around America and leading the way towards more efficient, low emission transport. You could find yourself using that technology to improve air quality in other countries across the world. And the military don't only use 'green' for camouflage. In an effort to reduce our impact on the environment, we're exploring lots of new ways to be even more 'eco-friendly', including making our products out of biodegradable materials.

If you're a talented graduate, there really is no limit to what you can achieve. The following pages will give you an insight into the sort of things you could get involved in. We've also asked some of our current graduates to talk you through their experiences. More from them later.

## **Intelligent engineering**

The ingenuity of our engineers has been the catalyst for some of the most pioneering advancements in intelligent defence and aerospace systems. Their innovative thinking stems from a culture where people are encouraged to try the untried and question the norm. You'll get to experience this first-hand as you design and develop advanced technologies for both new and existing platforms. And the great thing is, rather than just looking at one aspect of a project, you're likely to get involved in the full lifecycle – from concept design and build, through to eventual decommission.

## **Big business**

We lead some of the world's highest-profile defence projects and are continually winning new business. As an organisation we're very much commercially-focused, and we need to be robust in the way we bid for, negotiate and manage complex contracts. But that's not to say all our business graduates will join our commercial function. We have opportunities in a variety of business-related areas – everything from project management and procurement to human resources. Whichever one you choose, you'll enjoy tailored training and gain a range of experiences that will prepare you for a long and rewarding career at the forefront of international business.

As you can see, no matter which route you take into our organisation, you'll have a big part to play in our future. But don't just take our word for it. Over the coming pages you'll hear how some of our current graduates are making an impact in their roles.

# IMAGINE

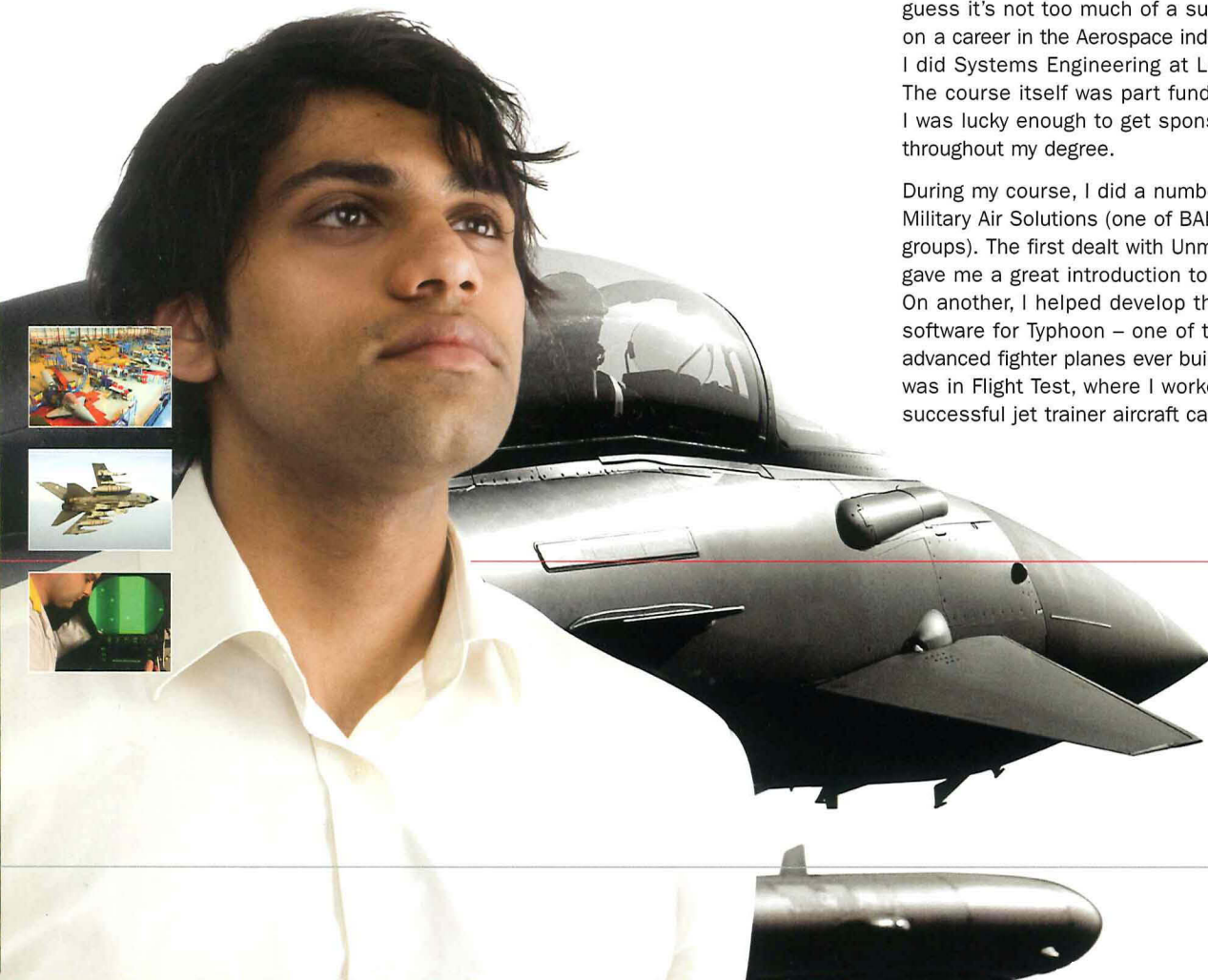
BEING AJAI AHULWALIA, THE INNOVATOR WHO'S HELPING US REACH NEW HEIGHTS.

"I've always been interested in how aeroplanes work. So I guess it's not too much of a surprise that I set my sights on a career in the Aerospace industry. To help get me there, I did Systems Engineering at Loughborough University. The course itself was part funded by BAE Systems, and I was lucky enough to get sponsored by the company throughout my degree.

During my course, I did a number of placements within Military Air Solutions (one of BAE System's core business groups). The first dealt with Unmanned Air Vehicles, which gave me a great introduction to general aircraft design. On another, I helped develop the display and controls software for Typhoon – one of the most technologically advanced fighter planes ever built. And my final placement was in Flight Test, where I worked on our hugely successful jet trainer aircraft called Hawk.

The experience I gained on those placements was invaluable. Plus it meant I could really hit the ground running when I rejoined Flight Test after finishing my degree. I'm now working on the Tornado F3 Interceptors, which we use to help develop the Typhoon. One of my key responsibilities is to liaise between the pilots and our testing specialists, who have certain requirements for the pilots to carry out when trying new software systems.

Coming to work everyday at the airfield is great – especially when you see the planes taking off. It's pretty amazing to think that I'm helping to get such complex machines up in the air. But there's still so much to learn. I want to try my hand at team leadership and I've just started working towards my Chartership with the Royal Society of Engineering. As for how far I can go, well, I guess the sky's the limit (if you pardon the pun)."





"I wanted to work for a big, international company. BAE Systems ticked those boxes and, when I delved a bit further, its history of innovation caught my eye too.

I joined Land Systems in a commercial role, and my first placement was on the customer support side of the business. This area manages a lot of repair and spares contracts, but my work was focussed on Urgent Operational Requirements (UORs). Basically, UORs involve upgrades to products in active use. And, as the title suggests, these upgrades are needed in double quick time. We might need to send out a new piece of software to update a thermal imaging camera system. Or develop and package a product that will provide added protection to soldiers riding on the top of our armoured vehicles.

There is a high contractual risk to this type of work, as the design and development phase can take place alongside the manufacturing process. In other words, because of the long lead times on certain materials, customers will have to pay out before they see the final product. It means we have to work closely with our customers (normally the MOD) to manage their expectations. We also have to look out for opportunities where we can share any potential risk. There's a lot to consider, which makes these types of contracts particularly challenging. But the experience I'm gaining now will stand me in good stead for the future.

Although I'm not an engineer, I can appreciate that the technology I'm dealing with is truly world-class. For example, on my next placement I'll be negotiating contracts to upgrade our Trojan and Titan support vehicles. One is a unique obstacle-clearing vehicle. The other is the fastest armoured bridgelaying vehicle in the world. And through my work, I'll be helping to make them even better."

**IMAGINE**  
BEING LINDSAY MAGUIRE, LAND SYSTEMS' RISK MANAGER AND DEAL MAKER.



# IMAGINE WHAT YOU'LL DISCOVER.

The size and scope of our business means that we can offer you a wide range of experiences and opportunities – and a quick read of our current graduates' profiles should confirm that.

But how will your learning be structured?

Most graduates will join our Graduate Development Framework (GDF), which is our main two-year entry scheme. It covers careers in **Engineering** (which includes **Systems, Software, Support, Electrical & Electronic, Mechanical, Structures, Project Management** and **Manufacturing**) and **Business functions** (which includes **Project Management, Procurement, Commercial, Human Resources** and **Sales & Marketing**).

However, this is by no means everything you can do within BAE Systems. For a full range of the careers we offer, check our website.

Once you've been assigned to a particular Business Group (we have ten in all, Military Air Solutions, Customer Solutions & Support International, Insyte, Land Systems, Surface Fleet Solutions, Platform Solutions, Regional Aircraft, Shared Services, Submarine Solutions & Underwater Systems), you'll receive an initial induction, and then get stuck into the first of four six-month placements.

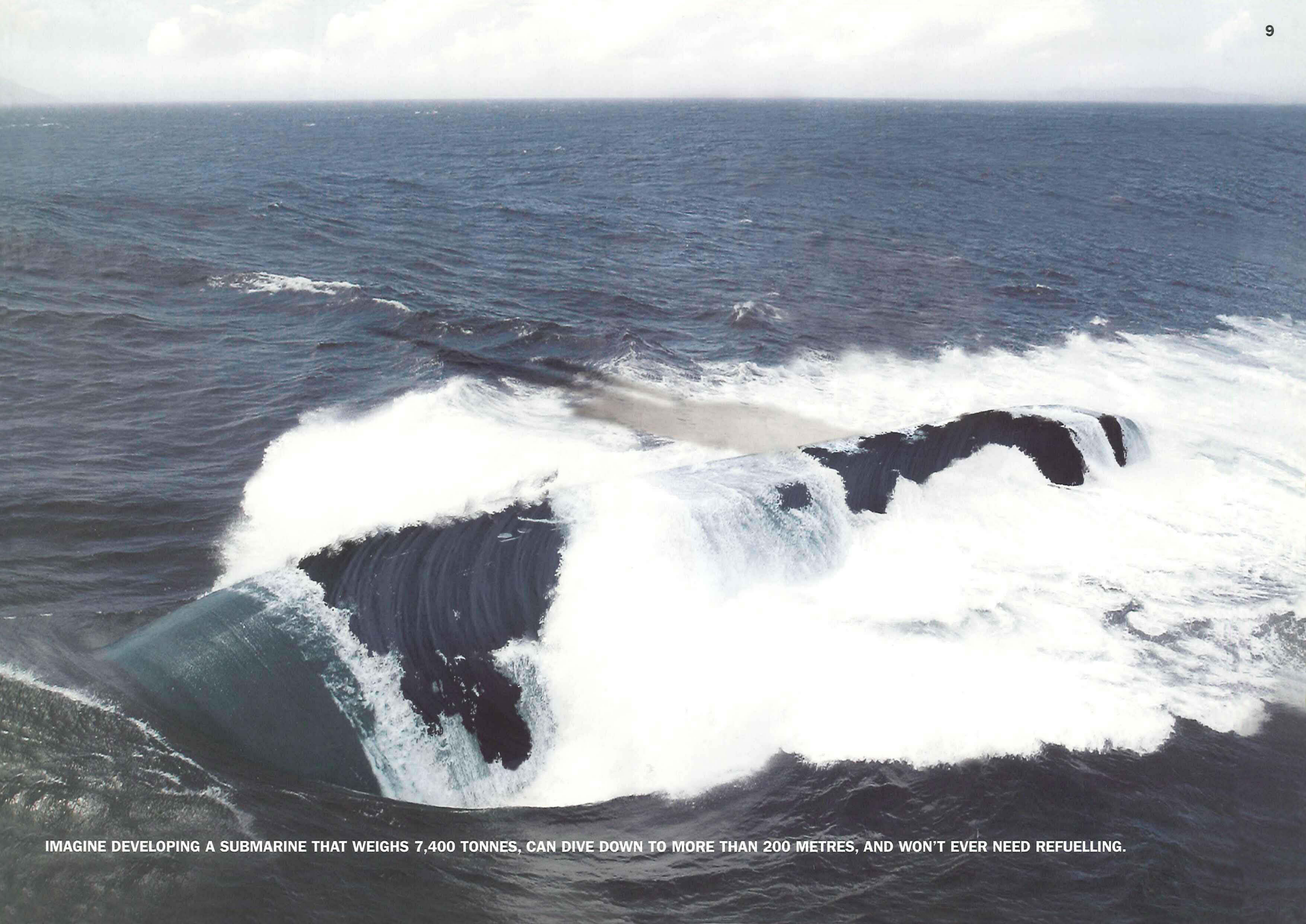
Before we expand on that, it's worth mentioning that even before your first day you'll be able to call on the support of

a personal 'buddy'. This will be a current graduate, who'll be on hand to offer advice and help you settle in. That way, even as a new starter, you won't feel quite so new.

As well as offering you real responsibility on real projects, your placements will give you the chance to gain experience in different business areas. You'll receive on-the-job training from some of the most talented people in our industry. You'll also be able to access a range of external training courses (covering everything from technical to interpersonal skills) and use our Learning Resource Centres and e-learning facility.

We will actively support you to achieve relevant professional qualifications for your chosen career. And to help you drive your development, you'll be able to call on the expertise of your corporate mentor (a senior manager). They'll work with you to put together a plan that will help you achieve your goals and ambitions.

Another important thing to mention is our graduate conference. Run by graduates for graduates, this annual event is the perfect opportunity to meet with senior managers, exchange ideas, build up a network of people you'll want to stay in touch with, and find out what your peers are working on.



IMAGINE DEVELOPING A SUBMARINE THAT WEIGHS 7,400 TONNES, CAN DIVE DOWN TO MORE THAN 200 METRES, AND WON'T EVER NEED REFUELLING.



“What we do here is pretty amazing. I still have to pinch myself when I think about the products and technology I’m dealing with. I mean, here I am, a young lad from Ireland who’s helped to build a 7,400 tonne submarine. And not just any submarine either. Astute is a first-of-class nuclear attack sub. It’s capable of staying underwater for 90 days at a time, and won’t ever need re-fuelling.

When I joined the Submarine Solutions business group, Astute was nearing completion. So a lot of the projects I worked on were critical to its launch. One of them involved a secondment to another organisation, who were developing components for the submarine’s nuclear reactor. The work I did there was key to de-risking the Astute nuclear program – a pretty big responsibility!

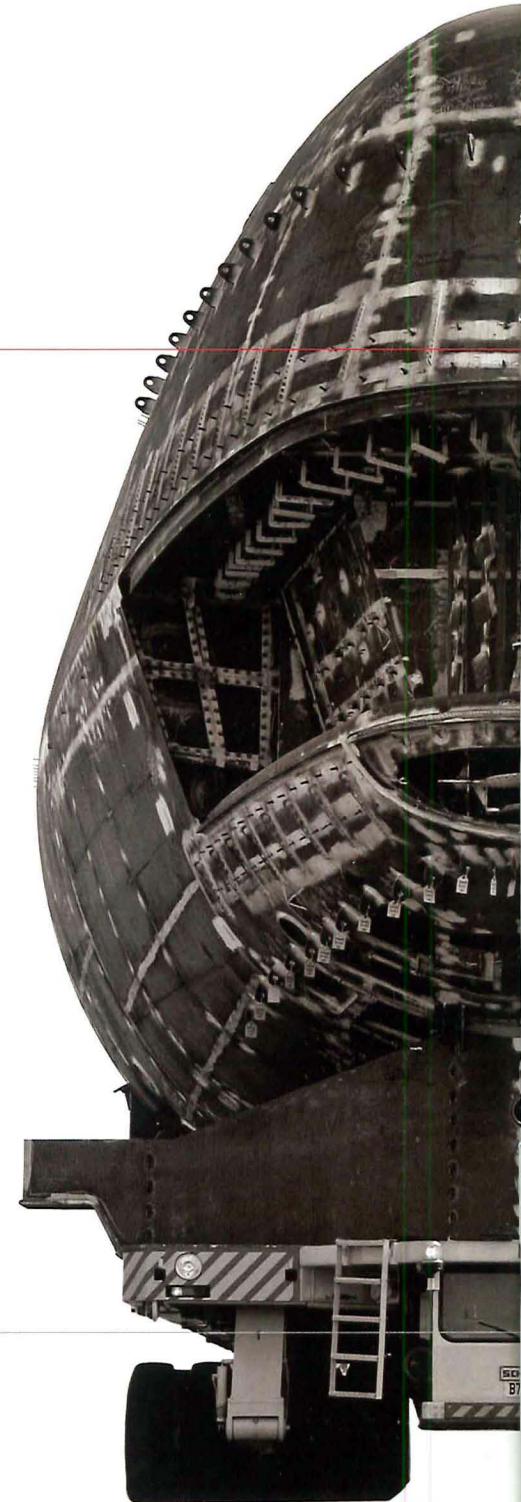
That’s the great thing about the Graduate Development Framework; it gives you the structure you need to develop in your chosen area, but it’s also flexible enough to let you gain experience elsewhere too. For example,

I’ve spent time as project engineer in Land Systems, where I helped to increase the output of M777 Howitzers (which are a bit like cannons) from six to 16 a month. And I’ve project managed the maintenance and refurbishment of an ex-navy diving boat, which had been transformed into a floating hospital as part of our corporate responsibility commitments by BAE Systems Submarine Solutions.

That project was a real highlight for me. The boat was set up to provide medical care for people living on the Amazon in Peru, and had been sailing around the UK to drum up support for its journey. I had three months to get it in tip-top condition and prepare it for the challenges ahead. This involved among other things, installing a new water treatment plant, generator and radar. But the best thing was, when we’d completed the work, I got to sail it across the Atlantic to New York, where it was doing a final round of fundraising. What a way to travel to the USA for the first time!”

# IMAGINE

BEING RITCHIE FARMER, A DRIVING FORCE OF TEAM ASTUTE SYSTEMS.



# IMAGINE

BEING JESS PAGE, THE PERSON OUR PEOPLE RELY ON.

"I came into the business having studied Law and Management at Leeds University. My involvement in a project to help graduates interact more effectively with the rest of the business really sold me to a role in HR.

I work for a part of BAE Systems called Insyte. We're essentially an engineering company, and our main role is to integrate the various complex software systems our businesses produce. We work on the radars for the new Type 45 warships, and we also produce a lot of the Navy's training systems and simulators.

I'm currently the HR Site Advisor at Frimley, which is home to over 520 people. I work with a lot of engineers, but BAE Systems has opportunities for people from all kinds of backgrounds. And those opportunities can be international too. For example, BAE Systems has a big presence in the US, and I know people who've worked as far afield as Australia.

My team's quite lucky in that a lot of our transactional, admin-based HR tasks are outsourced, so we're seen very much as a strategic resource. Because of that I've been able to get involved in everything from remuneration and pay reviews, to co-ordinating long service awards and organising a number of events, including a business induction for last year's graduates.

As for what's next, well, I'm currently working towards my Chartered Institute of Personnel & Development (CIPD) qualification with the company's full support. And I'm about to start work on a project that will aim to harness all the great things about our culture and use them to create an even more effective working environment. It's busy, and challenging. But I wouldn't have it any other way."





**IMAGINE CREATING A 60FT BRIDGE THAT TAKES THREE MINUTES TO BUILD AND CAN CARRY A TANK OVER TEN DIFFERENT RIVERS IN JUST ONE DAY.**

## IMAGINE GETTING A YEAR'S HEAD START.

If you need to spend a year in industry as part of your degree, we offer Industrial Placements in **engineering, technology, business** and **finance**. As well as giving you a fascinating insight into the workings of our global business, the exposure, responsibility and experiences they provide will give you a real advantage over your fellow peers.

Once you've had a taste of the world of work, you'll no doubt have fresh ideas about where your future lies. Of course, we think it should lie with us. So, as an added incentive (depending on your performance), we may offer to sponsor your final year at university. And if you really impress us, we could go one step further and make you a conditional job offer before you go back for your final year.

## IMAGINE IF THERE WERE MORE.

In addition to the GDF and our Industrial Placements, we also offer a Finance Leader Development Programme (FLDP) and something a little bit special called Sigma. The FLDP is a unique five-year scheme which will provide you with all the skills you need to become a senior financial leader of the future. While, for a select number of exceptional graduates, our Sigma programme provides a fast-track to the very top of our international business.

More in-depth information about all of our programmes, and placements, can be found on our website.

## IMAGINE BEING HERE.

Have you got what it takes to push the boundaries, to try the untried and challenge the accepted? Can you see yourself working alongside the most talented minds in industry to redefine what is and isn't possible? Do you have the motivation and desire to drive your own development?

If the answer to all of these questions is a resounding 'yes' and you're flexible about where you work in the UK, with the potential for working abroad, you could soon be helping us to develop the next generation of defence systems in the air, on land and at sea.

Stop imagining. Start creating. Visit [www.baesystems.com/graduates](http://www.baesystems.com/graduates)

