



INSPIRING YOU

REVEALING ROLLS-ROYCE

ROLLS-ROYCE
www.rollsroyce.com

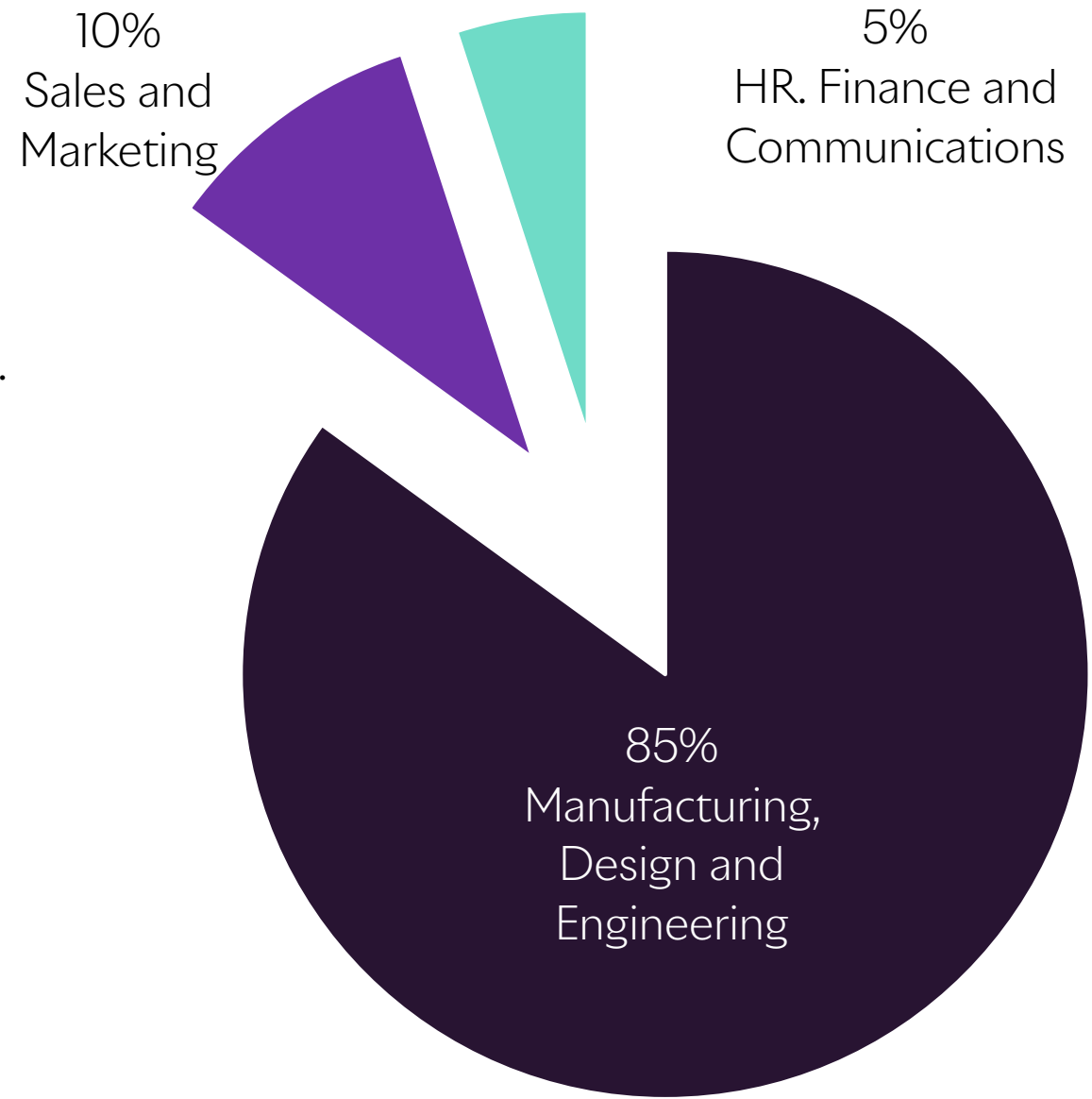


ULTRA LUXURY CAR MANUFACTURING



OUR PEOPLE

- We are part of one of the largest manufacturers in the world, comprised of 114,000 people across 140 countries.
- More than 2,600 people work at Rolls-Royce.
- We promote our opportunities as widely as possible to ensure the greatest level of diversity in applications.
- This year our future talent recruitment totals are follows:
 - 18 apprentices
 - 83 interns
 - 7 graduates.



WHAT IS IMPORTANT TO US?

Sustainability

- Home at Goodwood – largest living roof in UK
- Increasing the use of renewable energy in production
- Developing electric and hybrid vehicle models
- Implementing circular economy principles in manufacturing

Innovative Technologies

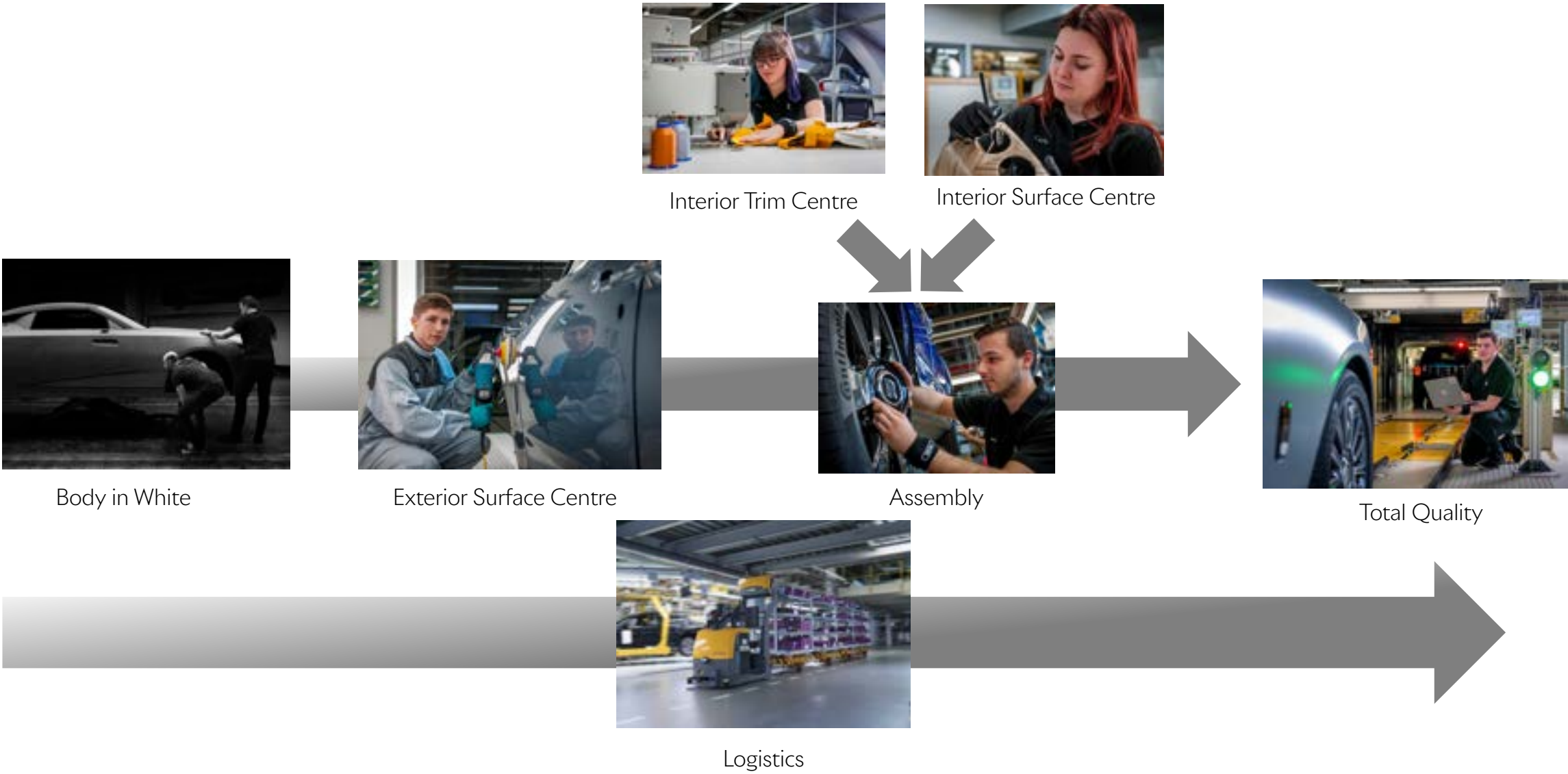
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People

- Last year we recruited 126 individuals. The total for 2024 will be 135, apprentices make up around ¼ of that total.
- We offer training, support and mentors
- Host of company benefits including access to a car scheme.



HOW WE BUILD A ROLLS-ROYCE



OPPORTUNITIES

- **Product Development:** Accessories Product Development, Bespoke Design Engineers, Product Development Managers, Materials Scientists, and more
- **Engineering and Quality:** Analysis Engineers, Quality Inspectors, Quality Technicians, and Validation specialists
- **Manufacturing and Assembly:** Assembly Planners, Production Specialists, Paint Application Associates, and Logistics Coordinators, Sewing, Marquetry/Wood
- **Sales and Marketing:** Bespoke Sales Managers, Brand Communications Assistants, Client Experience Managers
- **Business Operations:** Project Managers, IT, HR, Process Leaders, Client Insights Specialists, Administrative roles and more



WHAT IS AN APPRENTICESHIP REALLY LIKE?



WHAT DO THE LEVELS MEAN?

Level 2

- Equivalent to GCSE, a great place to start a career in a production area. These apprenticeships are typically 2 years long. For apprentices who excel and meet the required criteria, progression to a higher level apprenticeship may be offered.

Level 3

- Equivalent to A-Levels, this is classed as intermediate/advanced and is usually for more technical roles like maintenance. These apprenticeships are typically 3-4 years long. For apprentices who excel and meet the required criteria, progression to a higher level apprenticeship may be offered.

Level 6

- Equivalent to a degree, these are usually for more office-based roles in Sales, Engineering and Project Management. These apprenticeships are typically 4-5 years long.



OVERVIEW OF THE PROGRAMME

4 year overview

	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
YEAR 1	Company Induction Team Building (all apprentices) Skern Lodge	Start of apprenticeship course				VPS Training Values Workshop Return to plant Home Dep. Induction				Green Goblin Go Kart Project		
		Foundation Course at Chichester College				First Placement- Home Dep.			Placement 1			
		Minimum 1 day a week in Home Department										
YEAR 2	Team Building (all apprentices)	1 year probation review										
	Home Department		Placement 2		Home Department		Placement 3		Home Department			
YEAR 3	Team Building (all apprentices)											
	Placement 4		Home Department		Placement 5		Home Department		Placement 6			
YEAR 4	Team Building (all apprentices)	Prepare for end role										
	Home Department		Placement 7		Placement 8		Preparation for final role					

- Minimum 50% of time in Home Department
- For illustration purposes only, all plans to be agreed with Home Department Manager & Apprentice Advisor

APPRENTICESHIP BENEFITS

- Competitive salary which is reviewed every 6 months with increases depending on performance and company bonus.
- 27 days annual leave per annum.
- Structured annual appraisal and on-going feedback on development/progression.
- Car scheme which offers you the opportunity to lease a BMW or MINI at a competitive rate.
- Personal Pension Plan with excellent employer contributions and life assurance.
- Employee discount scheme, savings, cash-back and gift vouchers.
- Subsidised restaurant and café on-site.
- On-site Occupational Health service including counselling and physiotherapy.
- Access to trained Mental Health First Aiders.





APPRENTICE RECRUITMENT PROCESS 2025



BMW Group
careers page.

bmwgroup.jobs/UK

Complete profile
Apply for one role
Use predicted
grades

Answer questions on
camera.

Two attempts to
record.

Contact the
recruitment team with
any issues.

Videos are scored
based on motivation
and inherent
capability.

No candidate
feedback provided at
this stage

Successful candidates
shortlisted.

Group activity

Presentation

Interview

Work exercise (if
required).

HOW TO EXCEL

- Find something you love and invest in it.
- Take time researching your options
- Consult teachers, friends and family – what do I enjoy?
- Take time over the recruitment process
- Learn about the company and the industry
- Practice being interviewed
- Focus on your English and Maths
- A decision you make today doesn't fix you to a path, life is not linear.
- If your job is not your passion, it should feed your passion.



