



2021 Prospectus

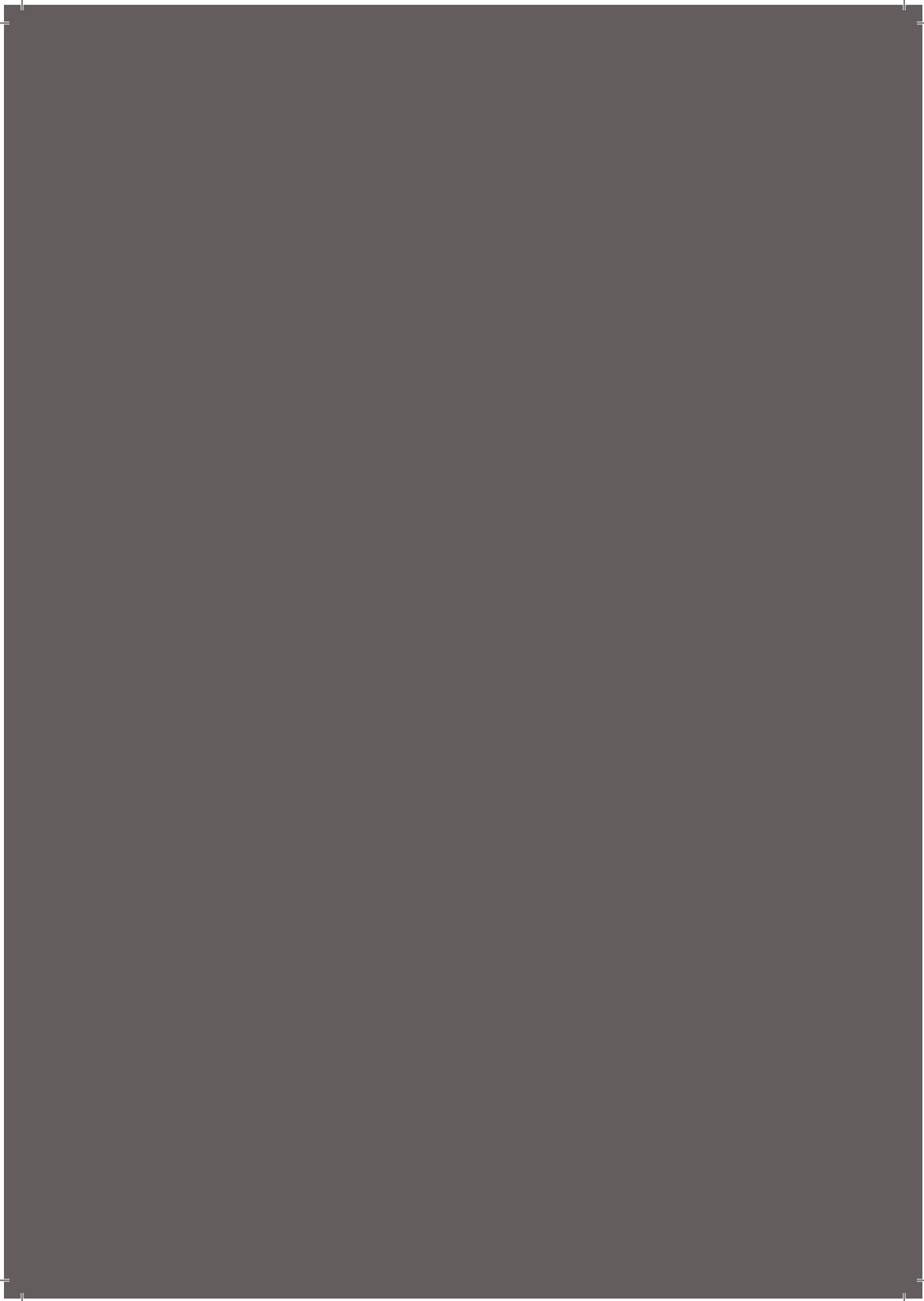


# Submarines Early Careers

[baesystems.com](http://baesystems.com)



**BAE SYSTEMS**



# Contents

- 1 Welcome
- 4 Submarine building, it's in our DNA
- 7 Submarines sites in the UK
- 8 Submarines Academy for Skills and Knowledge
- 9 Embracing our differences
- 10 Celebrating success
- 11 Developing yourself, enriching your community
- 12 Careers advice and guidance
- 14 Intermediate and Advanced Apprenticeships
- 18 Higher Apprenticeships
- 22 Graduate Accelerate Programme
- 26 Gaining experience of the workplace



# Managing Director's welcome

In BAE Systems Submarines we take **pride in delivering** an essential capability to the Royal Navy, supporting them to protect what matters most. We are proud of our reputation for designing, building, testing, and commissioning world class submarines, and every one of our employees is here to make a vital contribution.

Today's nuclear-powered submarines are among the most complex engineering products in the world, and require a vast range of skills to deliver successfully, offering exciting opportunities for anyone joining our business.

The shipyard has a proud and distinguished history of shipbuilding, with 140 years' experience in supplying ships to the Royal Navy. We built our first submarine in 1886 and our first submarine for the Royal Navy in 1901. As an ambitious, determined and hard-working Apprentice, Higher Apprentice or Graduate, you could be part of our continuing success story.

Today we continue to deliver world class submarines for the Royal Navy. As we design and build the Astute and Dreadnought classes along with the SSN(R), we are creating challenging and exciting opportunities for the decades to come.

To deliver some of engineering's complex challenges, we need **world class talent** across a wide range of disciplines, trades and professions. If you have what it takes to help us rise to the challenge and deliver for the Royal Navy, a career at BAE Systems Submarines can provide a most varied and rewarding career opportunity, giving you the chance to have a real impact on our business, our customer and our nation.

Our Submarines Academy for Skills and Knowledge demonstrates our determination to invest in our future success. I hope you will be part of that, and I look forward to meeting you soon.



**Cliff Robson**  
Managing Director Submarines

# Principal's welcome



As Principal of the Submarines Academy for Skills and Knowledge I am pleased that you are considering beginning your career with BAE Systems, and taking up the fantastic opportunity to learn in such a dynamic and innovative facility.

Whether you are considering an apprenticeship, want to join us for a summer internship, or you are a graduate looking for a position after university, you will be spending a considerable amount of time in our state-of-the-art academy.

And what an inspiring place it is to learn and begin your career.

I began my own career as an apprentice and I am passionate about providing our people with the opportunity to learn new skills, no matter what their age or point in their career. My 32 years in the business have helped me to understand the importance of providing people with the right environment in which to learn and thrive - and the Submarines Academy for Skills and Knowledge offers just that.

I want to see each of you seize this opportunity and gain new skills, giving you the confidence to contribute towards the business's aims and objectives. As a team, we will be working hard to make sure you receive all the support you need to help you fulfil your potential.

I am committed to playing my part in developing the skills we need for our future success – both for our business and our community. There is no more exciting time to be joining our Early Careers programmes.

**Janet Garner**

Principal - Submarines Academy  
for Skills and Knowledge



# Five decades of nuclear-powered submarine building at BAE Systems

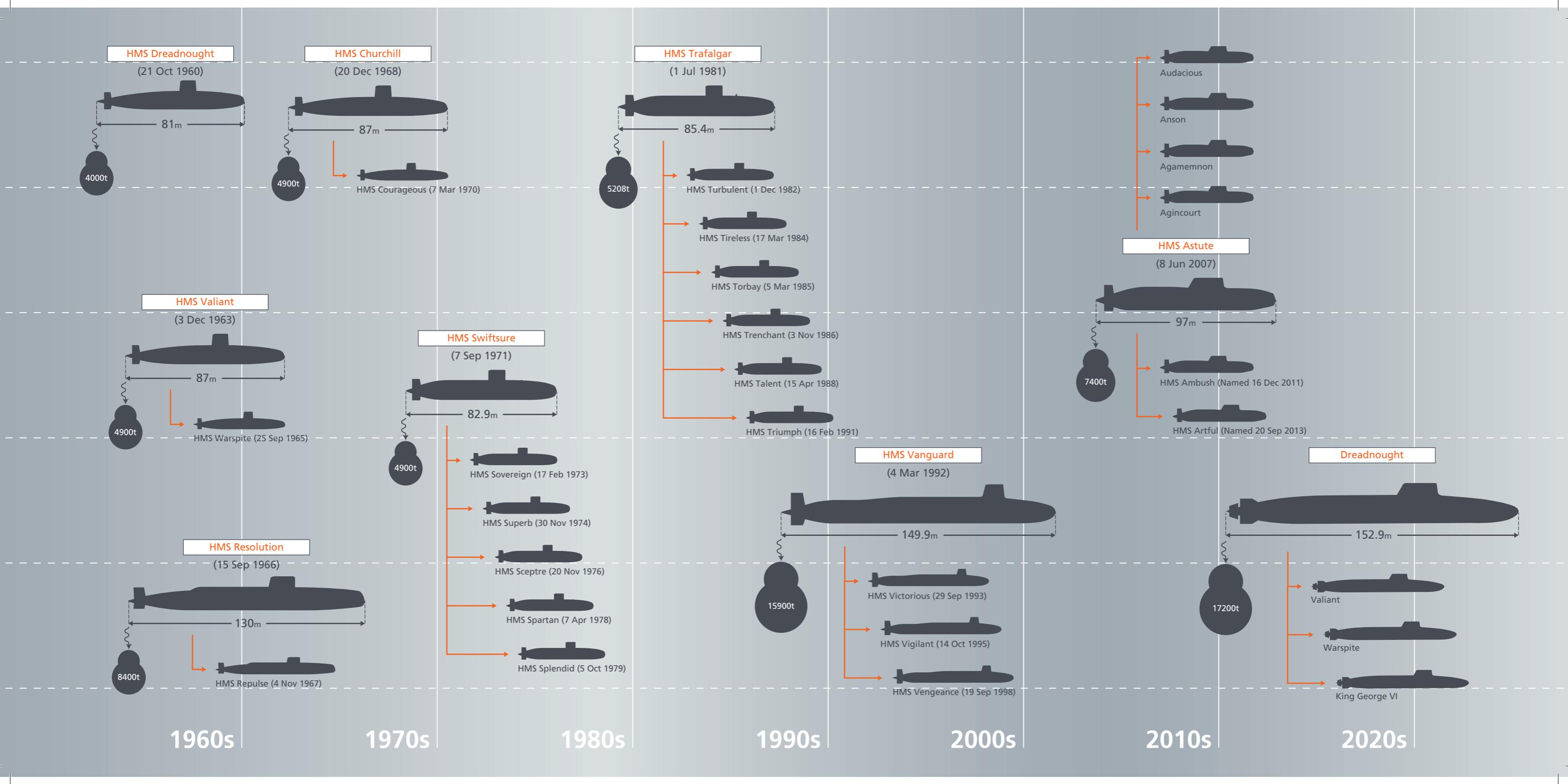
We have been designing and building submarines at our Barrow-in-Furness site for more than 100 years.

More than 300 submarines have been built in Barrow since 1886. The first submarine constructed for the Royal Navy, Holland 1, could only be submerged underwater for up to 20 miles.

Now, the Astute class and future Dreadnought class submarines will be able to circumnavigate the globe without ever surfacing.

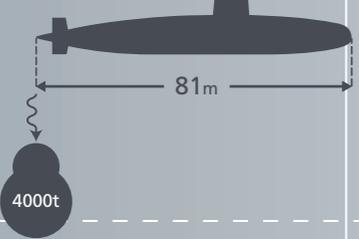
The submarines built today are constructed from more than a million individual components and present one of the world's most complex engineering challenges.

50 years of nuclear  
powered submarines



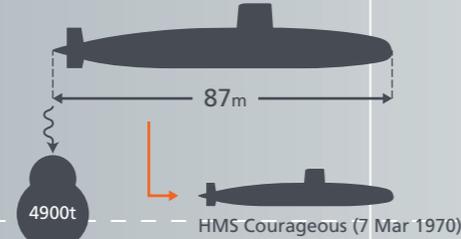
**HMS Dreadnought**

(21 Oct 1960)



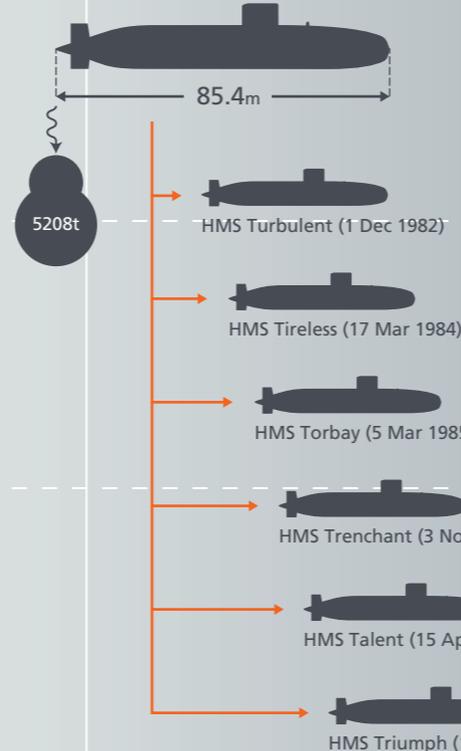
**HMS Churchill**

(20 Dec 1968)



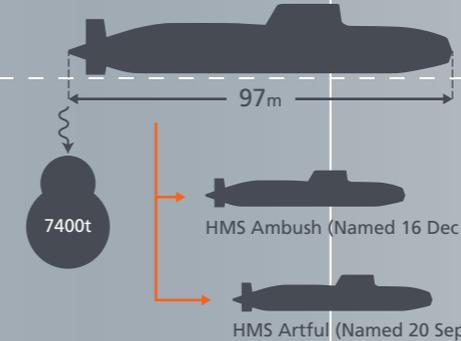
**HMS Trafalgar**

(1 Jul 1981)

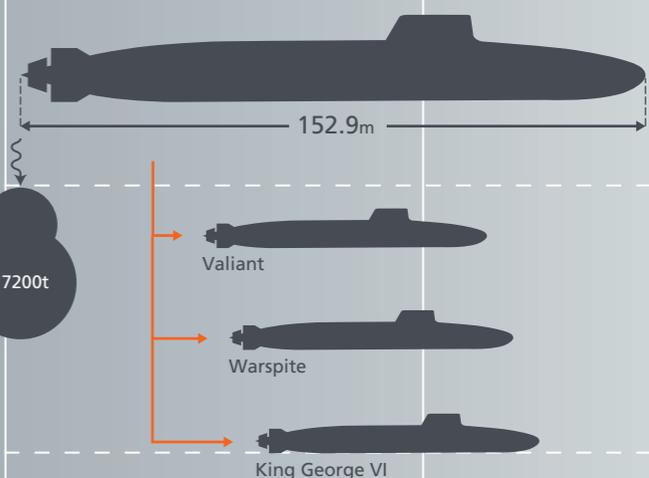


**HMS Astute**

(8 Jun 2007)



**Dreadnought**



1960s

1970s

1980s

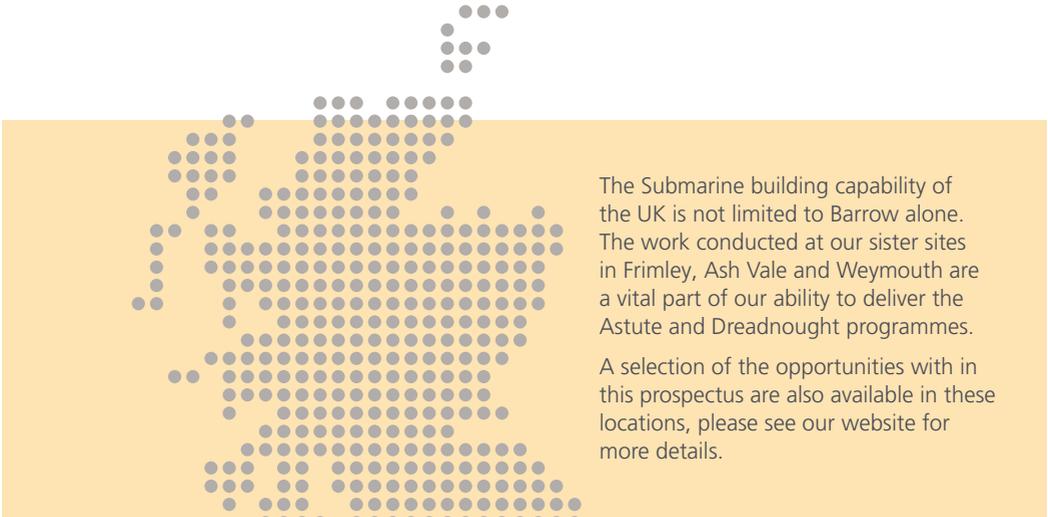
1990s

2000s

2010s

2020s

# Submarines sites in the UK



# Submarines Academy for Skills and Knowledge (SASK)

The Submarines Academy for Skills and Knowledge is our brand new state of the art learning facility based in Barrow. This is a significant £25million investment by the business, aiming to ensure all of our employees receive the best possible development.

The Submarines Academy is founded on **pride in our heritage** and symbolises our commitment to **develop our people**, whilst also ensuring we **secure our future** for generations to come.

The Submarines Academy is at the heart of our commitment to unlock the potential of our people and is a beacon for collaboration across industry and academia.



# Diversity and Inclusion

We're all different, and that difference counts. Greater diversity in our business leads to richer thinking, increased collaboration, more creative problem solving and greater innovation.

We promote an environment where every individual can thrive, with inclusive policies and ways of working that enable everyone to give their best. It's not only the right thing to do, it's vital to our success.



## Our Early Careers Community

Our ability to meet our objectives is built upon the strength of the teams within which we work. Relationships within the business are of vital importance and with a BAE Systems Early Careers programme you have the benefit of becoming part of a community of 1000 Apprentices, Higher Apprentices and Graduates onsite. Through our Early Careers community you can build bonds which stretch beyond the work place, fostering friendships that you can keep for life.

# Celebrating success

Our Apprentices, Higher Apprentices and Graduates are regularly recognised by both the business and external awarding bodies as amongst the best in the UK. We will look to build on your passion and commitment by providing you with the skills required to excel in your career. You too could be part of the next generation of award winning BAE Systems employees.



Sheet Metal Worker James Taylor with his Craft Apprentice of the Year Award



Graduates James Cross (2nd left) and Naomi Pulfrey (right) after winning Engineering & Science Graduate of the year respectively at the National Skills Academy for Nuclear Awards



Mechanical Apprentice of the Year - Martin Scott, with fellow Mechanical Fitting Apprentices receiving certification on completion of their apprenticeship

# Community Outreach

As a responsible business BAE Systems Submarines acknowledges its position as a fundamental part of our local communities. Whilst studying on one of our Early Careers programmes you will be given the opportunity to be a part of projects that support the development of our local area.

These activities are not only an opportunity to give something back to your community but also help you to develop additional skills outside of your day to day role. Over the past 12 months our Early Careers community have helped the business deliver a wide variety of different projects, highlights include; Barrow Soapbox Derby, Lego Robotics, Future Engineers Day and Top of the Form



# Careers advice and guidance

At BAE Systems Submarines we aim to ensure that all potential applicants are making well informed decisions about their career. We encourage you to gather as much information as possible and utilise all of the resources available to ensure the decisions you make are right for you.

## Entry Routes

BAE Systems is considered one of the UK's most sought after destinations for Apprentices and Graduates and with a range of entry routes on offer, there are opportunities available to suit a broad variety of career aspirations.

Whichever programme you choose, you can expect to receive a top quality learner experience, providing you with the platform to go on to achieve to your full potential and enjoy an exciting career.

Take the time to consider all the information contained within these pages and on our website at [www.baesystems.com](http://www.baesystems.com) before making a decision on which opportunity is the right fit for you.

## Open Days

At our virtual Early Careers Open Day you will be able to access content on all the Early Careers opportunities we are currently recruiting. You will also be able to chat directly with representatives of the business to ask any questions you may have about the business or the opportunities that are available. The aim of the evening is to give you a practical insight into a potential future career with BAE Systems

What are my qualifications?	What can I do?
I'm still at school	Work experience
I have GCSEs (or equivalent)	Intermediate/Advanced Apprenticeship
I have A-Levels (or equivalent)	Intermediate/Advanced Apprenticeship Higher/Degree Apprenticeship
I am an undergraduate	Intermediate/Advanced Apprenticeship Higher/Degree Apprenticeship Summer Internship Industrial Placement
I have a degree (or higher level qualification)	Intermediate/Advanced Apprenticeship Higher/Degree Apprenticeship Graduate Accelerate Programme



# Intermediate and Advanced Apprenticeships

There are many benefits of completing an apprenticeship, such as:

- Learn from industry experts
- Hands-on experience of world class projects
- Competitive salary.
- Annual performance based salary uplift
- A fully funded level 2 or level 3 qualification dependant on role
- A dedicated Early Careers team providing support throughout your programme
- Support from business mentors and coaches.
- Opportunity to give back to the local community whilst enhancing your skills through STEM and stretch projects
- Pension, shares, cycle to work scheme and employee offers.
- Ongoing professional development beyond the end of your Early Careers programme.

Depending on which scheme you choose, entry requirements are; A\*-C / 9 - 4 or A\*-E / 9 – 2 (see website for full details)

The duration of our intermediate/advanced apprenticeships can vary dependant on the role selected, however, the majority range in length from 2 - 3.5 years.

# Opportunities

## Intermediate

- Ancillary
- Caulker
- Joiner
- Logistics
- Painter
- Scaffolder

## Advanced

- Business Administration
- Designer
- Driller
- Electrician
- Mechanical Fitter
- Mechanical Machinist
- Pipeworker
- Sheet Metal Worker
- Site and Facilities - Electrician
- Site and Facilities - Mechanical Fitter
- Site and Facilities - Plumber
- Steelworker
- Supply Chain
- Technician - Calibration
- Technician - Dimensional Control
- Technician - Manufacturing Engineer
- Technician - NDE
- Technician - Site and Facilities
- Welder

Please be aware that available apprenticeships can vary from year to year and between BAE Systems sites, please see website for confirmed details or for further queries contact our Graduate & Apprentice Recruitment Team (GART) on **01772677277** or via email at **[baesystemshr@baesystems.com](mailto:baesystemshr@baesystems.com)**

(( ))

When I first left school I did consider doing something similar to my current role but after listening to a number of different people it made me question whether it would be a suitable option for me.

I tried quite a few different jobs in my early 20's, but I was never really able to settle into a career that I felt was right for me. After trying a number of different options, I decided to look again at craft apprenticeships.

I knew that BAE Systems Submarines could offer me a really exciting career opportunity, with job security and excellent benefits, so even though it still felt like a bit of a leap of faith, I decided to take the plunge and have never looked back.

I had no idea before I started how varied my role would be. Everyone is so friendly and supportive, I now feel I'm on the right path and making real progress in my career. I wish I'd been a bit bolder and given it a go when I first left school.

**Jade Bushell**

3rd Year Welding Apprentice



# Higher and Degree Apprenticeships

The Higher and Degree Apprenticeship programmes are designed for individuals who have A-level or equivalent qualifications, offering the opportunity to 'earn while you learn' and experience hands-on work in a fast-paced environment. The schemes vary in duration from three to five years, during which time you will move around the business on placement rotations that may vary in length and are planned in line with business requirements.

The Higher and Degree Apprenticeship programmes with BAE Systems Submarines offer a unique opportunity; helping to develop highly qualified professionals, with much sought after skills, whilst working on one of the biggest Engineering projects in the World. Our programmes run across almost every area of the business and provide you with outstanding learning opportunities and support across academic, behavioural, technical and personal development.

There are many benefits of completing our Higher and Degree Apprenticeships, such as:

- Learn from industry experts
- Hands-on experience of world class projects
- Competitive salary.
- Annual performance based salary uplift
- A fully funded Higher Education or Professional qualification at Level 4 or above.
- A dedicated Early Careers team providing support throughout your programme
- Support from business mentors and coaches.
- Opportunity to give back to the local community whilst enhancing your skills through STEM and stretch projects
- Pension, shares, cycle to work scheme and employee offers.
- Ongoing professional development beyond the end of your Early Careers programme.

Entry requirements vary, depending on which Higher Apprenticeship discipline you are interested in, from 96 to 120 UCAS points (new tariff) and must be achieved from three full A-Levels (or equivalent) excluding General Studies. Some disciplines also require Maths / Science related subjects. For precise details of the discipline you are interested in, please check online.

# Opportunities

## Higher

- Commercial
- Data Analyst
- Finance
- Procurement

## Degree

- Business Development
- Commissioning Engineer
- Engineer
- Information Management and Technology
- Manufacturing Engineer
- Nuclear Engineer
- Project Management
- Project Management (Cost Estimating)
- Project Management (Operations)
- Project Management (Quality)

Please be aware that available Higher/Degree apprenticeships can vary from year to year and between BAE Systems sites, please see website for confirmed details or for further queries contact our Graduate & Apprentice Recruitment Team (GART) on **01772677277** or via email at **[baesystemshr@baesystems.com](mailto:baesystemshr@baesystems.com)**

(( ))

I really enjoyed Science and Maths at Secondary School, you might even say that I was a bit of a science geek, but I've been pretty set on a career in Engineering for quite a while.

I did an activity with BAE Systems in Brough where I learnt a lot about Engineering but I was really interested in Nuclear Engineering in particular, so I made the decision to relocate from my home in Lincolnshire to Barrow for a Nuclear Degree Apprenticeship.

It was a big decision to move to Barrow, it was a little bit scary but also really exciting! Everyone has been so friendly and helpful it's not taken me too long to find my feet. There is close to a thousand Apprentices, Higher Apprentices and Graduates onsite so I've already made a network of friends to spend my time with outside of work.

Now when I get to tell people that I'm training to be a Nuclear Engineer, building and delivering Nuclear Submarines for Royal Navy, they are amazed, what we do definitely has that wow factor.

My degree apprenticeship allows me to carry on my academic studies, earn a competitive salary and gain experience working on one of the biggest engineering projects in the World. I'd encourage anyone to take a serious look at a Higher/Degree Apprenticeship with BAE Systems Submarines.

**Sammy Hutchinson**

3rd Year Nuclear Higher Apprentice



# Graduate Accelerate Programme

Combining formal learning with real world challenges, the Graduate Accelerate Programme provides a solid foundation to build a successful career within one of our UK businesses. We recognise that your development is key to fulfilling your potential in the world of work. That is why we have created a programme that will support your learning and deliver real business value. You will have access to an extended Induction Programme, an early substantive role, the opportunity to pace your own programme (min. 18months), personal effectiveness and technical development.

Shortly after joining, you will be assigned a mentor who can act as a source of advice and insight. This mentor will help guide you through your Accelerate Programme. We will encourage and support you to realise your potential. You will also have the opportunity to learn from colleagues who are experts in their field, and gain insights that can only come from real world experience.

There are many benefits of completing a Graduate scheme, such as:

- Learn from industry experts
- Hands-on experience of world class projects
- Competitive salary.
- Welcome payment.
- 20% of salary available up front as an optional advance
- Full developmental framework.
- A dedicated Early Careers team providing support throughout your programme
- Support from business mentors and coaches.
- Opportunity to give back to the local community whilst enhancing your skills through STEM and stretch projects
- A range of benefits including pension, shares, cycle to work scheme and employee offers.
- Ongoing professional development beyond the end of your Early Careers programme.

# Opportunities

- Commercial
- Electrical Engineer
- Human Resources
- Information Management and Technology
- Materials Engineer
- Naval Architecture Engineer
- Nuclear Engineer
- Operations
- Procurement
- Product Safety Engineer
- Product Security Engineer
- Project Management
- Quality Engineer
- Radiation Physics and Shielding Engineer
- Shock and Dynamics Engineer
- Systems Engineer

Please be aware that available Graduate opportunities can vary from year to year and between BAE Systems sites, please see website for confirmed details or for further queries contact our Graduate & Apprentice Recruitment Team (GART) on **01772677277** or via email at **[baesystemshr@baesystems.com](mailto:baesystemshr@baesystems.com)**

(( ))

I grew up in the Barrow area and I've always been one of those people who was really keen on the idea of going to university. I decided to study Law as it fitted well with my personality and I've always preferred subjects like English over Maths.

I really enjoyed my time at university, I learnt a lot and living away from home in the city definitely helped me to grow as a person.

After university I decided to look at BAE Systems Submarines in Barrow, I know people who have worked there, so I knew they had a nationally reputable Graduate scheme with some really excellent opportunities.

I really enjoy living in Barrow, it's quite an industrial town but when you actually look around you there is so much natural beauty here. I like being able to step out of my front door every morning, knowing I'm going to be surrounded by green spaces and be right on the doorstep of the lake district

My advice if you are unsure about whether to apply is give it a go, the benefits and the level of work you are involved with is excellent. So much time and effort is put into your development, it's been an excellent experience

**Luke Dyer**

3rd Year Procurement Graduate



# Gaining experience of the workplace

Work experience is a great way to consider your career choices and give you a better view of the opportunities available. You will get a taster of the possibilities on offer and a chance to develop the experience, skills and behaviours employers are looking for.

## Work Experience

Work placements are available at the majority of our sites and cover lots of different potential future careers, whether you are interested in business or engineering related opportunities.

If you live with in the local vicinity of our Barrow site then you should apply by speaking with your school or college careers advisor. Those outside of the Barrow area can apply directly via our website at:

<https://www.baesystems.com/en/careers/careers-in-the-uk/getting-ready-for-work>

## Summer Internship

Our Summer Internship programme is a 12-week scheme which offers you the chance to hone your skills and gain invaluable industry experience. You will have the chance to put theory into practice, learn from experts in their field and gain insights that can only come from real world experience.

One of the many benefits of being a summer intern is that if you demonstrate outstanding performance on throughout your internship you will not have to complete all the stages of the Graduate Accelerate Programmes recruitment process if you

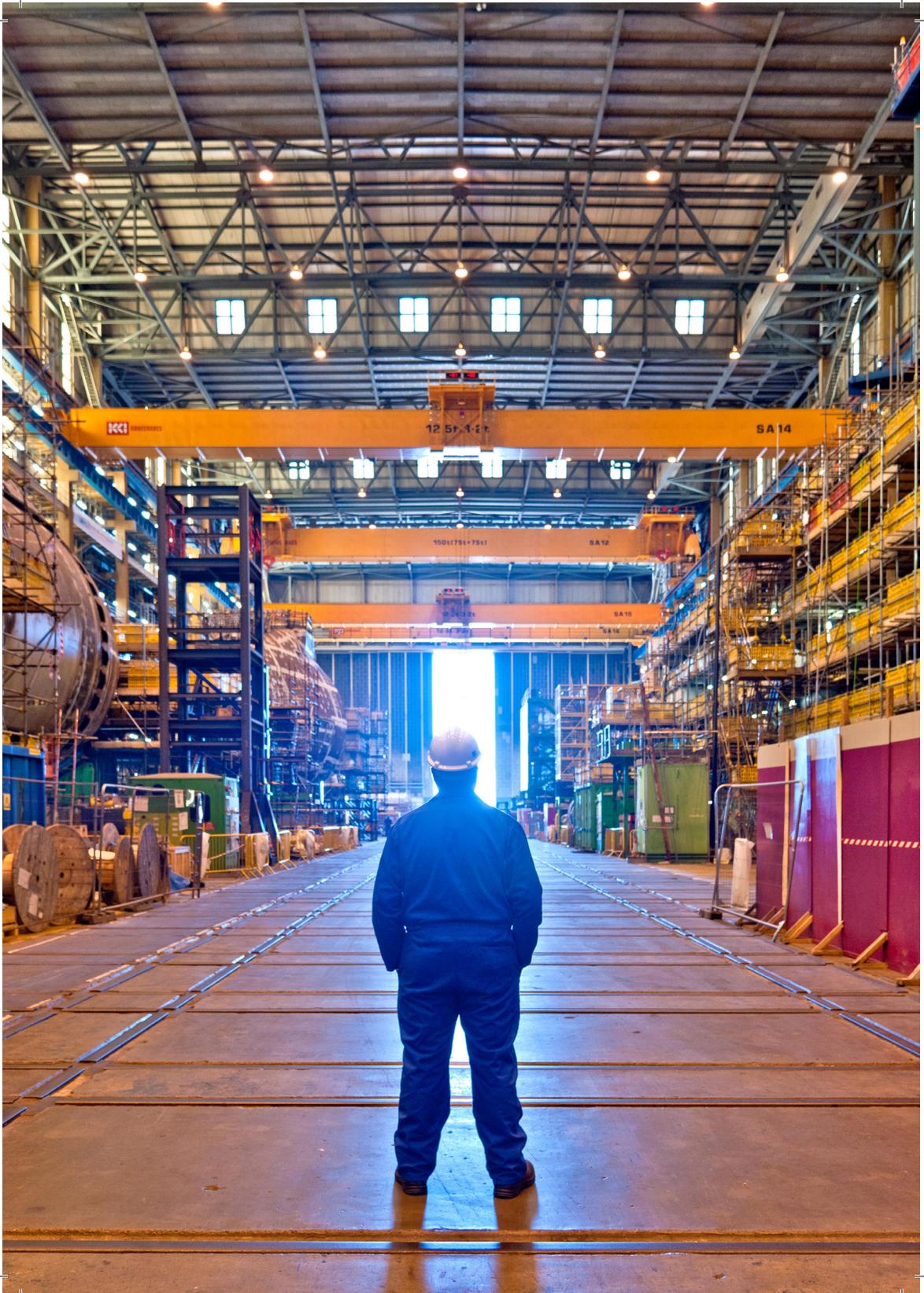
## Industrial Placement

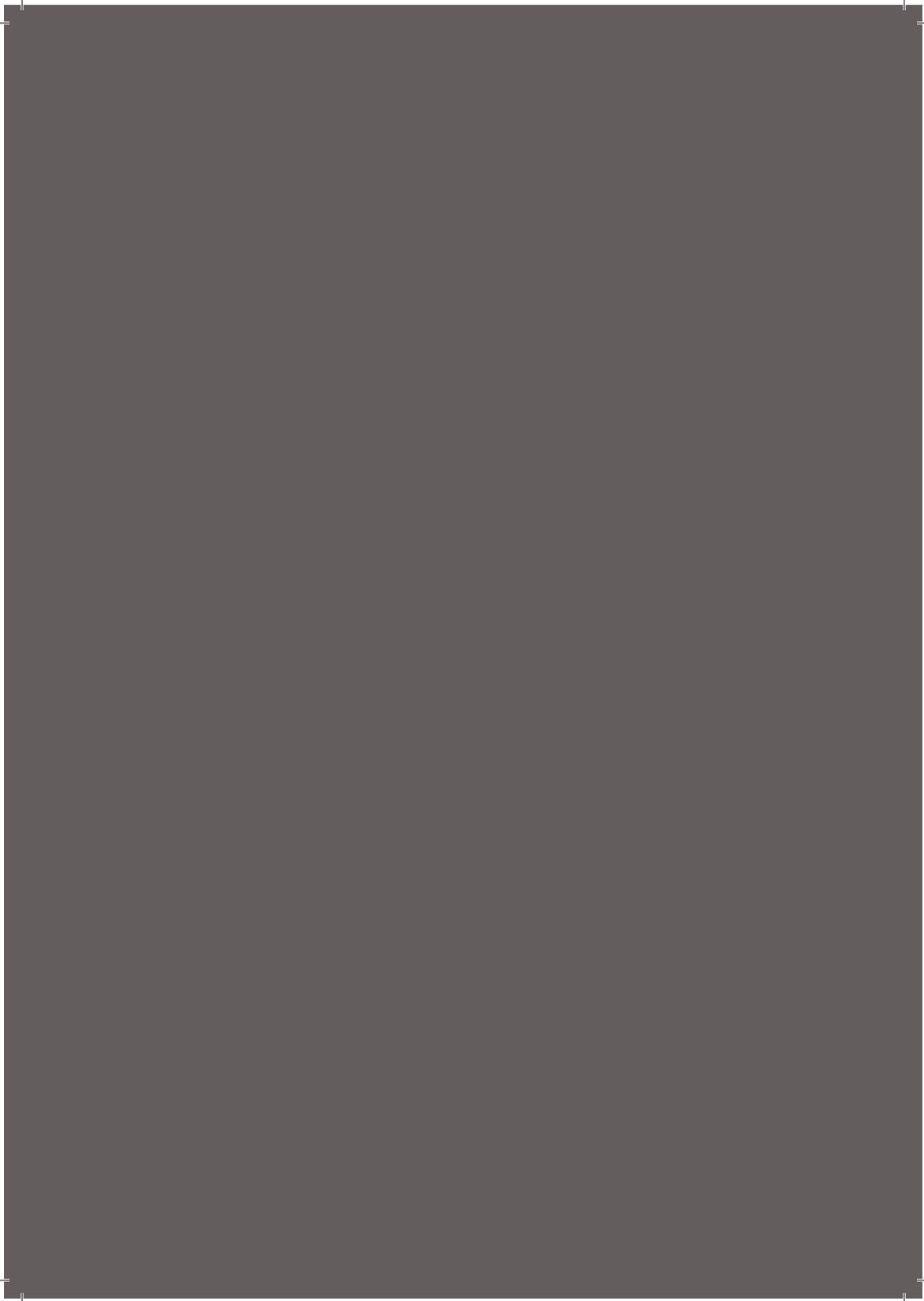
If you are at university studying a course which requires you to complete 12 months in industry then you may be eligible to apply for our industrial placement programme. On this programme you will have an opportunity to contextualise your academic learning whilst earning a competitive salary and gaining invaluable experience working on one of the biggest engineering projects in the World.

A key benefit of an Industrial Placement with BAE Systems Submarines is that based on your performance you may receive a conditional offer to join our Graduate Accelerate Programme (subject to performance and availability of suitable roles) without the need to reapply.

For more information or to apply please visit [www.baesystems.com/graduates](http://www.baesystems.com/graduates)









Submarines Early Careers Prospectus 2020

[www.boesystems.com](http://www.boesystems.com)