

**babcock™**



**CREATING  
FUTURES  
IT'S WHAT WE DO**

**Apprenticeship opportunities in Business,  
Engineering, Science and Technology**

[earlycareers.babcockinternational.com/apprenticeships](http://earlycareers.babcockinternational.com/apprenticeships)

**CREATING  
A SAFE AND  
SECURE WORLD,  
TOGETHER**

# WELCOME

If you've got an interest in business, engineering, science or technology, a Babcock apprenticeship could be for you.

As a Babcock apprentice you will gain hands-on experience in the workplace while also undertaking a part time course with a training provider.

As you progress through your career, you may have the opportunity to pursue further education

opportunities and higher-level qualifications.

We are very proud that 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.

Read on to learn more about Babcock and the apprenticeship opportunities on offer.

## Apprentices at Babcock



Watch the film

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# WHO WE ARE

Babcock is an international defence company operating in our focus countries of the UK, Australasia, Canada, France and South Africa, with exports to additional markets with potential to become focus countries.

We meet our customers' key requirements of affordability, availability, and capability by

delivering engineering, support and critical systems to defence and civil markets.

We provide through-life technical and engineering support for our customers' assets, delivering improvements in performance, availability and programme cost.

## Our purpose

As part of the Babcock team, you will play an integral role as we create a safe and secure world, together.



Watch the film

## Our principles

Our principles put people at the core of everything we do; they guide how we all work together and create the foundation for how we behave as individuals and as a team.

They keep us on the right course for achieving our vision of a safe,

strong, sustainable Babcock, unifying the way we work. So, no matter your role in the business or location around the world, from the front-line to the Board, we're all on the same page and working together in the same way.



### be curious

We believe in positively challenging the status quo and asking, 'how might we?'



### be kind

We believe in being kind to ourselves, kind to each other and kind to the planet.



### be courageous

We believe in being brave, ambitious and determined.



### think : outcomes

We believe in measuring success by the results we deliver and the positive impact we make.



### collaborate

We believe that Babcock is greater than the sum of its parts.



### own & deliver

We believe everybody has a part to play in Babcock's and our customers' success.

# Our locations

Headquartered in London and with dockyards, specialist training facilities, equipment testing centres and research and development facilities and offices across England,

Scotland, Northern Ireland and Wales, Babcock is a significant employer and a key driver of the UK economy.

## Key apprenticeship sites and office hub locations across the UK

- Anglesey
- Belfast
- Bovington
- Bristol
- Catterick
- Clyde
- Cumbria
- Devonport
- Donnington
- Halton
- Leeming
- Leicester
- London
- Northolt
- Rosyth
- Sennybridge
- Staverton
- Taunton
- Tewkesbury
- Walsall
- Warminster
- Warrington
- Whetstone



This list is not exhaustive; therefore, there could be additional UK locations where our apprentices are based.

# Our sectors

We have a range of apprenticeship opportunities available across our four sectors.

## MARINE



## NUCLEAR



## LAND



## AVIATION



Read on to find out more about apprenticeship opportunities across Marine, Nuclear, Land and Aviation and discover how you can play your part in creating a safe and secure world.

# ENSURING THE UK ROYAL NAVY GOES TO SEA SAFELY

## IT'S WHAT WE DO



“We work closely with the Royal Navy to get the work that’s needed on the ships completed. We will support by running in any new cables needed, fixing faults, and installing new electrics.”

**Aaron**  
Electrical Engineering Apprentice

## Marine

### WHAT WE DO

- ✓ UK and international warship through-life support: design, build, assemble, maintain, upgrade
- ✓ Global naval exports: ship design, military equipment and engineering support
- ✓ Digital defence communications
- ✓ Energy and marine equipment and support

### ACTIVITIES

#### Defence

Design, build, maintenance and upgrades to warships, frigates and aircraft carriers.

#### Civil

Maintenance for commercial ships; installation and maintenance of liquefied gas handling and re-liquefaction systems.

### APPRENTICESHIPS IN MARINE

#### Business

Business Administration, Commercial, Digital and Technology, Finance, HR, Procurement and Supply Chain, Project Management, Quality

#### Engineering

Communications Engineer, Design and Draughtsperson, Design Engineer (Electrical, Mechanical, Structural), Engineering Technician/Engineering Trades (Fabricator, Welder, Pipefitter, Mechanical Fitter, Electrical Fitter, CNC Machinist), Mechanical and Electrical Engineer, Naval Architect, Project Engineer, Quality Engineer, Project Controls, Radio Frequency Technician

#### Degree Apprenticeships

Design and Manufacture, Digital and Technology Solutions, Instrumentation, Measurement and Control, Mechanical Engineering with Manufacturing

#### Levels

We offer Level 2 to Level 6 apprenticeships in England and SCQF Level 5 to Level 10 in Scotland.

#### Locations

- Bristol
- Devonport, Plymouth
- Rosyth
- UK – Multiple



# PROTECTING OUR NATION. ENSURING ENERGY SECURITY. IT'S WHAT WE DO



“My favourite part about the job is getting to meet loads of new people and make new friends. I also love that I get to challenge myself daily with each task that I complete. I’m doing my dream job!”

**Siobhan**  
Pipefitter Apprentice

## Nuclear



### WHAT WE DO

- ✓ Support all UK nuclear submarines and infrastructure
- ✓ Own or manage key infrastructure and naval bases
- ✓ Nuclear submarine dismantling
- ✓ UK civil nuclear new build, generation support and decommissioning projects
- ✓ UK and international nuclear services

### ACTIVITIES

#### Defence

Design, build, maintenance and upgrades to naval submarines.

#### Civil

New build, installation and decommissioning of nuclear power sites.

### APPRENTICESHIPS IN NUCLEAR

#### Business

Business Administration, Commercial, Digital and Technology, Finance, HR, Procurement and Supply Chain, Project Management, Quality

#### Engineering

Crane Fitter, EC&I Craftsperson, Electrical Design, Electrical, Civil, Engineering Trades (CNC Machinist, Electrical Fitter, Fabricator, Mechanical Fitter, Pipefitter, Welder), Mechanical Design, Mechanical, Metallurgy, Nuclear Health Physics Monitor, Nuclear Safety, Process, Project Controls, Project Engineer, Structural and Architectural

#### Science

Health Physics Monitor, Scientific

#### Degree Apprenticeships

Design and Manufacture Instrumentation, Measurement and Control

#### Levels

We offer Level 2 to Level 6 apprenticeships in England and SCQF Level 5 to Level 10 in Scotland.

#### Locations

- Bristol
- Cumbria
- Clyde
- Devonport, Plymouth
- Leicester
- Warrington
- UK – multiple

# SUPPORTING OUR TROOPS. EQUIPPING OUR EMERGENCY SERVICES.

## IT'S WHAT WE DO



“I enjoy the hands-on side of the job because it’s interesting and challenging in a good way. It’s really rewarding knowing you have solved a problem and your own hands fixed a vehicle.”

**Megan**  
Mobile Repair Technician Apprentice

## Land

### WHAT WE DO

- ✓ Asset management and engineering support for British Army vehicles
- ✓ Technical training and support for the British Army
- ✓ Emergency services technical training and fleet management
- ✓ South Africa engineering and equipment businesses

### ACTIVITIES

#### Defence

Training, vehicle maintenance and upgrades.

#### Civil

Fleet management, vehicle maintenance and upgrades.

### APPRENTICESHIPS IN LAND

#### Business

Business Administration, HR, Learning Support, Supply Chain

#### Engineering

Electrical Engineer, Engineering Operative, HGV Technician, Mechanical Engineer, Mechatronics, Rail, Vehicle Technician

#### Levels

We offer Level 2 to Level 4 apprenticeships.

#### 📍 Locations

- Belfast
- Hamilton
- London
- Ruislip
- Wales
- Walsall
- UK – multiple



# SUPPORTING THE UK AIR FORCE

## IT'S WHAT WE DO



“Babcock is an excellent place to kick-start your career in engineering and gain engineering knowledge working in an aviation environment.

Being able to talk to and learn from experienced staff has been the most rewarding part of the apprenticeship so far.”

**Harry**  
Avionic and Electrical Aviation Apprentice

## Aviation



### WHAT WE DO

- ✓ UK and French pilot training and support
- ✓ Military aircraft engineering and airbase support
- ✓ Military and emergency services aircraft maintenance, repair and overhaul
- ✓ Air ambulance, search and rescue and firefighting services in our focus countries

### ACTIVITIES

#### Defence

Air station support; military flying training; design, build, maintenance and upgrades to aircraft.

#### Civil

Piloting and maintenance of air ambulances; design, build, maintenance and upgrades to helicopters; piloting and maintenance of aerial firefighting aircraft.

### APPRENTICESHIPS IN AVIATION

#### Business

Business Administration, HR, IT, Supply Chain

#### Engineering

Aero Technician, Aircraft Engineer, Electrical Engineer, Mechanical Engineer, Mechatronics, Safety Equipment

#### Levels

We offer Level 3 to Level 4 apprenticeships.

#### 📍 Locations

- Anglesey
- Belfast
- Hamilton
- London
- Ruislip
- Wales
- Walsall
- UK – multiple



# REWARDS AND BENEFITS

✓ Earn while you learn with a Babcock apprenticeship. Rates of pay are highly competitive and further training opportunities are available during and after your apprenticeship.

✓ We offer a competitive starting salary for apprentices, ranging from £12,000 to £22,000 per annum. Salary is dependent on factors such as the apprenticeship level, discipline and location.



Competitive starting salary



25 days holiday plus bank holidays



Personal development training and opportunities



Discounted shopping and half price cinema tickets



Agile working\*



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



Cycle to Work Scheme



Employee assistance programme including support and counselling



Employee Share Scheme



STEM outreach and volunteering activities

“I chose Babcock because of the future opportunities the company provides. Babcock is a stable company and somewhere I can see my future. The pay is also very good allowing for a good work, life, and study balance.”

**Aaron**  
Electrical Engineering  
Apprentice

Babcock and Rewards



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\*Flexible working dependent on the business area you're working in.

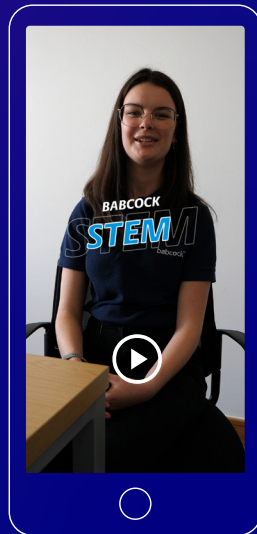
# HEAR ABOUT OUR NETWORKS



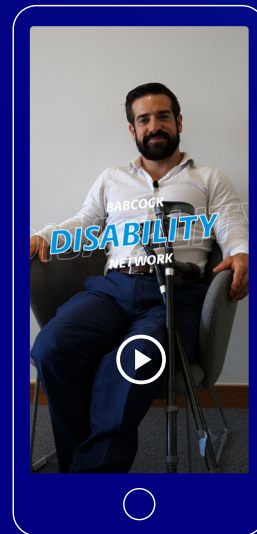
Pride network



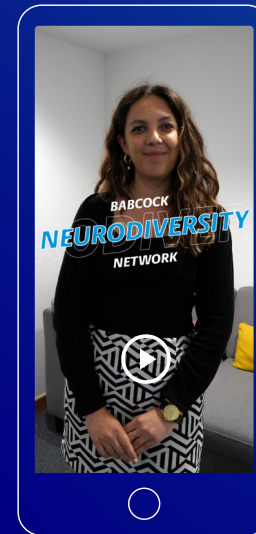
Young professionals network



STEM network



Disability network



Neurodiversity network



Health and wellbeing network

## Our networks



Neurodiversity Network



Pride in Babcock Network



STEM Network  
(Science, Technology, Engineering and Maths)



Disability Network



Young Professionals Network



Health & Wellbeing Group



Carers Network



Babcock for ME Network



Gender Balance Network



Multi Faith Network



Forces Community Network

# HOW TO APPLY

“The best advice I can give someone applying to Babcock is to be yourself. Don’t undersell yourself, and don’t be afraid to ask questions. And if you aren’t successful the first time, don’t give up - try again.”

**Cameron**  
Mechanical Engineering Apprentice



**Apprentice top tips**

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The majority of our apprenticeship opportunities are published on our website [earlycareers.babcockinternational.com/apprenticeships](https://earlycareers.babcockinternational.com/apprenticeships) in November. However, further opportunities may be published through to the end of March. Applications based on predicted grades are acceptable.



## Step 1 Apply online

Once you click 'Apply', you'll be taken to our application site. Set up a candidate profile and you can start applying for roles at Babcock.



## Step 2 Online assessments

If you're shortlisted, you'll be asked to complete some online assessments. These help us select candidates to invite to our assessment centres or interview.



## Step 3 Interview/assessment centre

Our assessment centres and interviews typically run from November to March around the UK and online. This is our chance to find out more about you and your chance to find out more about us.



## Step 4 Offer

Soon after your final assessment, we'll let you know if you've secured a place.

## HINTS AND TIPS

- > Get to know us and what we look for – [earlycareers.babcockinternational.com](https://earlycareers.babcockinternational.com) is great place to start, but [babcockinternational.com](https://babcockinternational.com) is also worth a look.
- > Check that you meet our entry requirements, are eligible to live and work in the UK, and can meet Ministry of Defence security requirements.
- > Make a good first impression by putting plenty of time and effort into your written application.
- > Keep it simple, stick to plain English and let your achievements speak for themselves.
- > Ask questions at the interview/assessment centre – it's a chance to find out more about us and confirm whether or not we're right for you.
- > Submit your application sooner rather than later – we review applications in the order we receive them and may close roles earlier than advertised.

## Frequently asked questions

### What is an apprenticeship?

In the simplest terms, it's a work-based training programme that lets you earn while you learn. Apprenticeships combine elements of education, training and employment to equip you with the skills for a successful 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 pension and holiday allowance as employees. You will also enjoy dedicated training to help you develop your personal and team-working skills.

### What qualifications will I gain?

The specific qualification you receive will depend on your chosen apprenticeship.

### How long is the programme?

Your apprenticeship can run from 2 to 6 years depending on your chosen apprenticeship. Each programme consists of a number of placements of varying lengths. At the end of it, you'll move into a substantive position within the business.

### Will I undergo employment, security and medical checks?

Yes. Employment, security and medical checks will be completed before 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 programmes.

# CONNECT WITH US

Find out how you can work with us to create a safe and secure world together at [earlycareers.babcockinternational.com](http://earlycareers.babcockinternational.com)



Babcock  
Future Talent



Babcock  
International Group



Babcock  
International



Working at Babcock  
International Group



**babcock**<sup>TM</sup>

[earlycareers.babcockinternational.com/apprenticeships](https://earlycareers.babcockinternational.com/apprenticeships)