



**EARLY CAREER
OPPORTUNITIES
WITHIN LEONARDO**

LEONARDO IN THE UNITED KINGDOM

As one of the UK's leading engineering companies and a global player in Aerospace, Defence and Security, Leonardo offers a variety of exciting early career opportunities and the chance to work on some of the UK's most challenging engineering programmes.

We are constantly looking for talented and passionate individuals to join our team of industry-leading team experts whose innovation and creativity will ensure the UK remains one of the world's engineering powerhouses.

At any one time we have over 400 people on a range of training schemes at our sites across the UK and operate a worldwide education programme aimed at encouraging young people throughout their academic careers to take an interest in science and technology.

Leonardo is committed to maintaining its skilled workforce, and recognises the need to expand the UK's pool of engineering resources by supporting initiatives such as the '5% Club' which aims to increase the number of graduates and apprentices in the UK.

Our strategic partnerships with colleges and universities help identify and develop valuable engineering research capabilities and make the transfer from academia to the workplace as easy as possible.

By choosing to join Leonardo, you will work as a part of team dedicated to solving complex engineering challenges which make a real difference to the world around us and help to keep people safe.

For more information, visit our careers website.
careers.uk.leonardo.com



INVESTING IN THE UK'S FUTURE

In the UK, Leonardo is the second biggest supplier of defence equipment to the Ministry of Defence. With over 8,200 employees across 9 main sites, we contribute £2.5 billion to the annual UK economy, whilst generating nearly 32,000 British jobs.

UK SITES

NEWCASTLE

Next generation digital, artificial intelligence, machine learning, data analytics, autonomy via Air Launched Effects

EDINBURGH

Radar, Lasers, Infra-Red Counter Measures, Electro-Optic Targeting, Data Science and Analytics.

LUTON AND LINCOLN

Defensive Aid Suites, Radar Warning Receivers, Jammers, Electronic Warfare Cyber, Electronic Warfare Training, Mission Systems Integration, Satellite Services, Geo-information and Ground Systems, Electro-Magnetic Exploitation.

BRISTOL

Cyber and Information Assurance, Critical Infrastructure, Training & Simulation.

YEOVIL

End-to-end helicopter capability in design, development, manufacture, support and training.

BASILDON

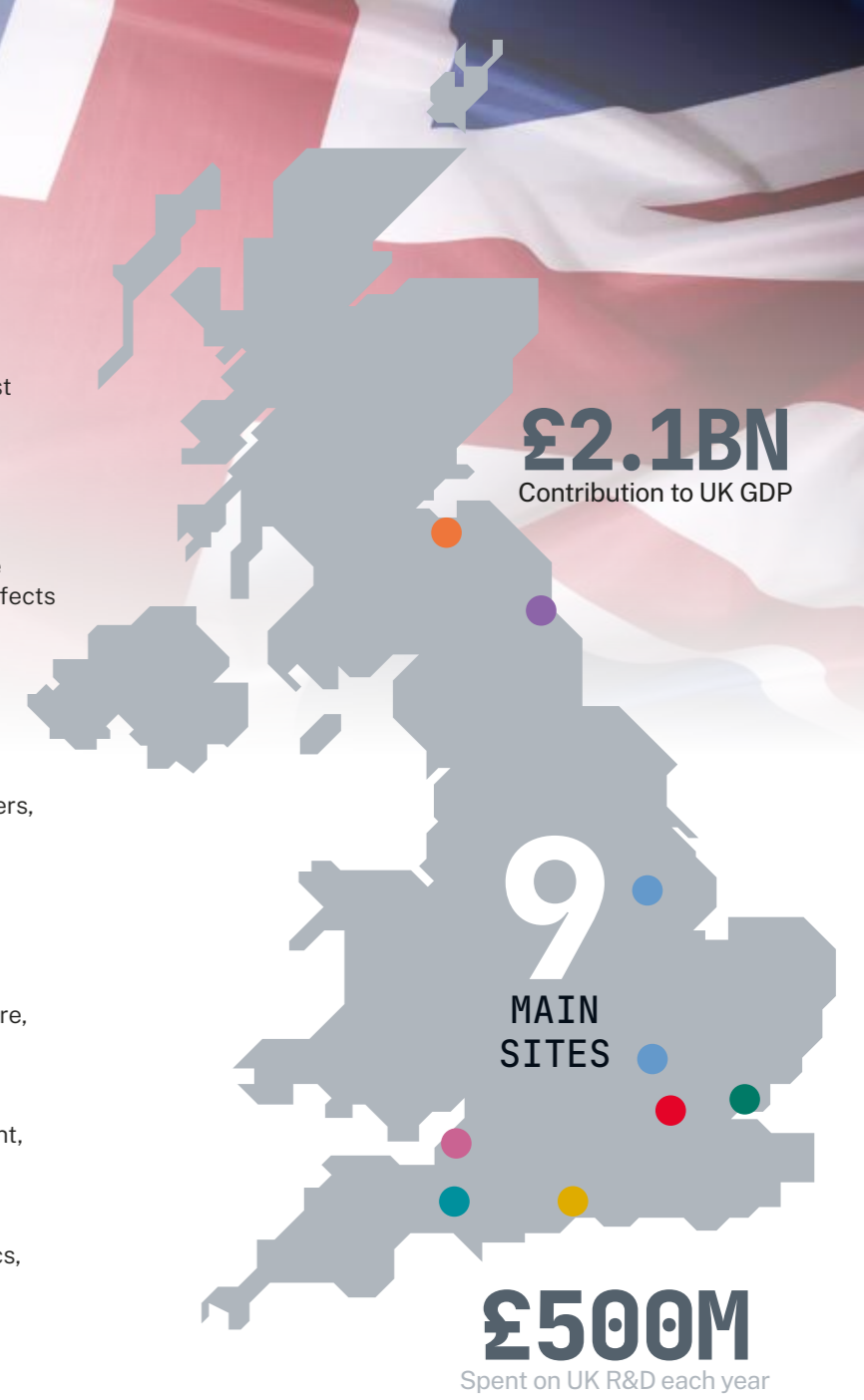
Optronics, Defence communications systems, Acoustics, Counter-Unmanned Aerial Systems, Land Electronic Counter Measures.

SOUTHAMPTON

Infra-red detection, Special Projects Defence communications systems; IFF systems.

LONDON

Head Office



£1 HMG = £3.10 GENERATED
spend with Leonardo in the UK economy

8200
employees



Generating 31,700 total jobs across the United Kingdom

£220M

Invested in UK R&D each year



800+

people on apprentice and graduate schemes

2/3 of Leonardo's 2100 suppliers are SMEs



28% of all Leonardo supply chain spend direct with SMEs

APPRENTICESHIPS

Each year, we welcome hundreds of enthusiastic people to one of our highly regarded apprenticeship programmes.

Although there is no age limit on those that can apply, entrants to the programme are typically school and college leavers looking for the next step on their career journey. You should be self-motivated, full of drive and enthusiasm and able to work under pressure to meet challenging deadlines.

Entrants undertake an intensive training programme lasting two to five years (depending on the scheme) which results in graduation with a substantial depth of skills in the area of chosen specialism. Programmes consist of both academic 'off-the-job' learning at local colleges and structured 'on-the-job' learning, working alongside our industry leading experts.

Our programmes have consistently been inspected and assessed as offering the best training and support for those starting their career on an apprenticeship.

The success rates of the Leonardo apprentice training programme are very high, with over 90% of apprentices successfully completing the programme. Many of the company's senior leaders began their careers as apprentices, and in addition to those joining on a degree apprenticeship, a significant number of apprentices go on to undertake degrees or achieve industry recognised professional qualifications. Recently, Leonardo was recognised for its outstanding work with apprentices.

Leonardo operates a worldwide education programme aimed at encouraging young people throughout their academic careers to take an interest in science and technology. Strategic partnerships with schools, colleges and universities exist throughout the UK to develop engineering research capabilities and improve students and teachers understanding of engineering careers.



BUSINESS APPRENTICESHIPS

Through our business apprenticeship schemes, you will unlock a wealth of learning and development opportunities through a series of placements, and gain valuable experience working on real projects alongside field specialists in the world of business.

WHAT WILL YOU DO?

- Explore all elements of the business
- Work on real projects
- Operate within world class facilities
- Work within an international environment
- Conduct placements including procurement, project management, commercial, finance and sales and marketing

WHAT'S IN IT FOR YOU?

- Earn while you learn
- Competitive salary
- Yearly pay increments
- Flexible working
- Top class training and development
- Nationally recognised qualifications
- Involvement in a UK-wide apprentice community

ENTRY REQUIREMENTS?

We currently recruit a range of business apprentices across our English and Scottish sites ranging from level 3 to level 6.

CURRENT OPPORTUNITIES

We are now recruiting for business apprentices in the following areas:

- Business apprentice
- Logistics apprentice
- Business degree/graduate apprentice
- Project Management degree apprentice
- Procurement graduate apprentice

Our entry requirements differ dependant on the role, so please refer to the entry requirements on the job description.

These can be found on our careers website.

careers.uk.leonardo.com

ENGINEERING APPRENTICESHIPS

Unlock a wealth of learning and development opportunities on our technical and craft apprenticeships. Complete a series of placements that will give you hands-on experience in real-life working scenarios, alongside industry leading engineers.

WHAT WILL YOU DO?

- Develop a range of technical skills
- Work on cutting-edge technology
- Operate within world-class facilities
- Working on a international level
- Complete placements in hardware design/test, mechanical design, software development and many more

WHAT'S IN IT FOR YOU?

- Earn a highly competitive salary while you learn
- Yearly pay increments
- Flexible working
- Top class training and development
- Nationally recognised qualifications
- Involvement in a UK-wide apprentice community

ENTRY REQUIREMENTS?

We currently recruit a range of engineering apprentices across our English and Scottish sites ranging from level 3 to level 6.

CURRENT OPPORTUNITIES

We are now recruiting for engineering apprentices in the following areas:

ELECTRONICS BUSINESS

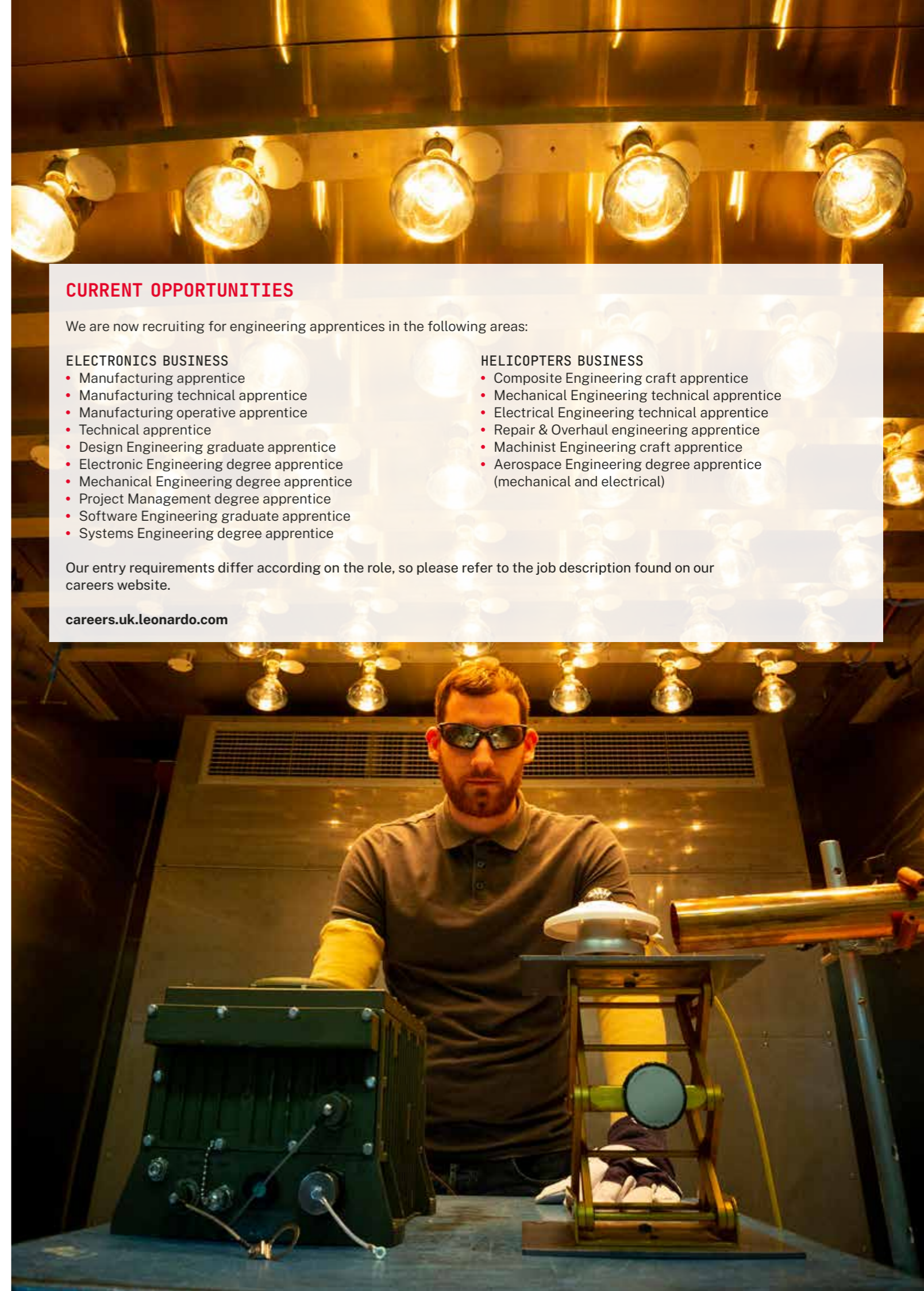
- Manufacturing apprentice
- Manufacturing technical apprentice
- Manufacturing operative apprentice
- Technical apprentice
- Design Engineering graduate apprentice
- Electronic Engineering degree apprentice
- Mechanical Engineering degree apprentice
- Project Management degree apprentice
- Software Engineering graduate apprentice
- Systems Engineering degree apprentice

HELICOPTERS BUSINESS

- Composite Engineering craft apprentice
- Mechanical Engineering technical apprentice
- Electrical Engineering technical apprentice
- Repair & Overhaul engineering apprentice
- Machinist Engineering craft apprentice
- Aerospace Engineering degree apprentice (mechanical and electrical)

Our entry requirements differ according on the role, so please refer to the job description found on our careers website.

careers.uk.leonardo.com





GRADUATE OPPORTUNITIES

Leonardo's graduate programmes develop promising young graduates into engineers and business professionals of the future.

Each year, Leonardo seeks to recruit enthusiastic people for its graduate programmes who are willing to drive change and innovate. Your talent and energy are essential to the future of our high-tech business to continue evolving in the competitive market and to ensure we meet our customers' needs.

From our focus on radar technology at our Edinburgh site, to our helicopters centre of excellence in Yeovil, we offer exciting opportunities to talented graduates who want to work at the forefront of our technology, gaining practical experience and developing in a supportive environment.

With the majority of our engineers having gained chartered status, and with our graduate schemes particularly designed for professional recognition, you can look forward to working with highly skilled professionals that are passionate about their work and mentoring those joining our team.

Within our Helicopters business, graduates will look at the mechanical, structural and electrical aspects of products such as transmissions, rotors, aerodynamics etc.

Our graduate training programmes have been designed to support your first steps after leaving university and to help you develop your career. Through a comprehensive induction programme, you will have the chance to gain a complete picture of the organisation and be involved in real challenges from day one. You will have the opportunity to learn from colleagues who are experts in their field, while always being encouraged to use your initiative.

Leonardo is offering graduate positions in many disciplines. If you are looking for a role that works at the cutting edge of technology, enhances your skills, business acumen and future prospects, all while earning a competitive salary, then a Leonardo graduate role may be for you!

We have graduate vacancies within the following engineering and non-engineering functions:

- Systems Engineering
- Hardware Engineering (electronics)
- Business Development
- Test Equipment Engineering
- Supportability Engineering
- Project Management
- Software Engineering
- Quality assurance
- Commercial
- Electrical/Avionic Engineering
- Mechanical Engineering
- Business-Procurement and Supply Chain
- Business-Customer Support
- Business-Programme Management
- Sales, Marketing and Contracts
- Industrial Engineering
- Product Support Engineering

ENTRY REQUIREMENTS

For our graduate roles, we are looking for enthusiastic applicants from Business or STEM backgrounds, with a 2:2 or higher (actual or predicted as appropriate) degree.

WORK PLACEMENTS

It can be difficult when it comes to choosing the right work placement for you; finding work experience that complements your studies or allows you to explore the wider or practical elements of STEM to complement the theory you are studying.

At Leonardo, we have long believed that offering industrial internships, summer placements and work experience is invaluable to employers and students, enabling them to understand the full diversity of a career in STEM.

Undertaking a UK internship or placement with Leonardo can open up your horizons to the diverse and dynamic ways in which your studies can be used within the global high-tech company.

Leonardo offers the following placement opportunities:

1. INDUSTRIAL PLACEMENTS*

We offer industrial placements which can provide support to your current studies, whilst providing insight into the ways in which your degree can be used within a global high-tech company.

2. SUMMER PLACEMENTS*

A summer placement can provide invaluable support to your current studies, whilst opening up your horizons to the diverse and dynamic ways.

3. WORK EXPERIENCE

Our various work experience programmes provide an invaluable insight into the varied career options that can be explored from studying STEM-related subjects.

From a day's overview of the company, to a week exploring the diversity of engineering, we want to challenge your perceptions about the working environment, show you how working as a team to meet a challenge can be fun, and help you discover your potential.

1. INDUSTRIAL PLACEMENTS

We offer industrial placement positions in many disciplines.

If you are looking for a role that works at the cutting-edge of technology, enhances your skills, business acumen and future prospects, all while earning a competitive salary, then a Leonardo placement may be for you!

Our world-class centres of excellence across the UK produce complex systems to detect, analyse and protect against a wide range of threats. We provide radio frequency and electro-optic sensing, communications, platform protection and mission management systems and solutions to fast jet aircraft, helicopters and unmanned aircraft systems (UAS).

By becoming part of our business, you can work as a team to help us to solve problems, make a difference and keep people safe.

We have industrial placement vacancies within the following functions*:

- Core Engineering
- Hardware Engineering (Electronics)
- Supportability Engineering
- Human Resources
- Software Engineering
- Microwave Engineering
- Procurement
- Industrial Engineering

ENTRY REQUIREMENTS

For our Industrial Placements, we are looking for applicants from Business or STEM backgrounds.



* Not applicable to Helicopters Business

* Helicopters Business currently only offering industrial placements within engineering functions



2. SUMMER PLACEMENTS

We offer a range of exciting summer placement opportunities across various technical functions. Leonardo relies on having the very best employees to maintain its competitive edge and has some of the industry's most sophisticated technology at its fingertips. Undertaking a summer placement with Leonardo can provide invaluable support to your current studies: you will not only be working for a company at the cutting-edge of technology, you will also be enhancing your skills and business acumen, and opening up your horizons to the diverse and dynamic ways in which your degree could be used in the future.

We have a variety of Summer Placements within the following engineering functions:

- Systems
- Software
- Mechanical
- Electronics
- Supportability

As well as the opportunity to gain hands on experience we offer our placements a competitive salary and relevant training and development opportunities.

3. WORK EXPERIENCE

Our Work Experience programme enhances your knowledge and understanding and better prepares you for the world of work and the challenges of tomorrow.

Work experience provides an important link between Leonardo, schools and colleges.

ENTRY REQUIREMENTS

We run work experience programmes for various age groups undertaking GCSEs and 16+ courses at our sites in England. Please refer to the Work Experience section of our company website for more information.

In Edinburgh, our work experience programme is linked to the school curriculum. We therefore require applicants to have National 5 level Maths and English at A or B grade, or for expected grades for those about to sit exams, ideally with similar grades in relevant subjects such as physics, chemistry, engineering or design and manufacturing.



OUR CULTURE

At Leonardo, we are committed to creating an inclusive working environment in which people feel safe to be themselves and where everyone has the opportunity to develop their skills and interests through specific training programmes.

INCLUSION & DIVERSITY

We know that having a variety of people from different backgrounds, cultures and approaches can, and does, enhance our working environment.

Such a workplace fosters mutual respect amongst colleagues and allows each individual to bring their whole self to work and perform at their best. A culture of inclusion goes on to create an environment for greater collaboration, innovation and opportunities to develop as an organisation.

We create this culture by letting our employees know that they have a voice that is valued in their role and through one of our many employee engagement forums. From the start you can expect a carefully designed Induction to welcome you into our business and share the opportunities in front of you. Our employee-led Network Groups raise awareness and provide a voice for a number of diverse communities within our business and welcome new members and allies to their UK-wide groups. Our Apprentice & Graduate Forums help us to stay close to those who are new to our business to make sure that everyone settles in.

There are lots of ways to get involved when you join Leonardo and we look forward to welcoming you into our business.

DEVELOPING OUR PEOPLE

Leonardo's growth in the UK has resulted from the skills, energy and dedication of our people. We are committed to equal opportunity and offering personal fulfilment through the highest quality education and development.

By instilling the importance of engineering in younger generations, we nurture the talent of tomorrow and help guarantee our future business prosperity. With over 8,200 employees in the UK and 53,000 worldwide, we have the global resources to offer real variety of career opportunities.

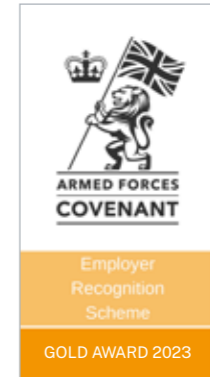
Looking to the future, we want to reinforce our competitive position in the UK and its other markets. To meet this challenge, we offer an environment for qualified people - with the will to succeed and a passion for engineering excellence - to fulfil their potential and enable our company to stay at the forefront of innovation and technology.



SUPPORTING THE UK'S ARMED FORCES

Leonardo recognises the contribution that the members of the Armed Forces make to the nation through their service and sacrifices.

We are therefore proud to have received the UK MoD's Employer Recognition Scheme Gold Award for our commitment to accommodating those who have served in the past - whether Regular or Reserve - those who are now serving as a reserve while working for Leonardo, as well as the families who play a significant role in supporting the Armed Forces members.



INVESTORS IN PEOPLE

Leonardo has achieved gold level accreditation for Investors in People (IIP), gold level accreditation for Investors in Young People (IiYP) and gold level accreditation for the award We Invest in Wellbeing. These reflect the company's commitment to supporting the recruitment, development and retention of all its employees in a diverse and inclusive environment. IIP as a group recognises employers that are committed to looking after their people, engaging them and building trust; and it is the only international standard that aligns ambition and people.

Leonardo became the first defence business to receive IiYP accreditation in 2015 and the first to be recognised for Wellbeing in 2020.

INVESTORS IN PEOPLE™
We invest in wellbeing Gold



INVESTORS IN PEOPLE®
We invest in people Gold

SUPPORTING OUR COMMUNITIES

Across Leonardo's UK sites, employees are engaged in a range of charitable initiatives that support local and national charities, raising tens of thousands of pounds that benefit people in the UK and overseas.

Through our corporate partnership with SSAFA, Leonardo is focused on specific programmes generating value for the charity's armed forces community across the UK and around the world - whether reserve or regular, serving or retired, and regardless of rank, regiment, squadron or ship. The three core initiatives are: short breaks for families with additional needs, the Community Connection Champions project, and SSAFA's refuge for women and children fleeing domestic abuse.

WHY LEONARDO?

We believe that our employees work best when they are able to achieve balance between work and other aspects of life. That's why we are committed to designing policies and developing a working environment that promote the benefits and well-being of all our employees.

ANNUAL LEAVE

We offer 25 days holiday plus bank holidays.

EMPLOYEE DISCOUNT SCHEMES

In addition to the above flexible benefits, our employees benefit from access to everyday discounts with many high street and online retailers, restaurants and days out, to help make the most of time spent with family and friends.

FLEXIBLE BENEFITS

Our company-funded approach to flexible benefits allows employees to make choices appropriate for them. Each employee has access to a wide choice of lifestyle, health and wellbeing options best suited to their individual lifestyle goals.

Options include:

- Discounted private medical and dental care
- Offers on the latest technology
- Gym memberships
- Health screening
- Preferred rates on loans and investments
- The Bike-to-Work scheme
- The ability to buy and sell annual leave

FREE PARKING

This is available on or near all our sites.

AWARD-WINNING PENSION SCHEME

Our multi-award-winning pension scheme includes generous employer contribution.

FLEXIBLE WORKING AND ADDITIONAL FLEX-LEAVE SCHEMES

We offer our employees the time and flexibility they need to enjoy a balanced life.

GENEROUS RELOCATION PACKAGE

We offer an excellent package to ease the move for people relocating for work.

ONSITE OCCUPATIONAL HEALTH SERVICE

Our specialist teams help keep our staff physically and mentally healthy and safe whilst at work.

ONSITE SHOPS AND RESTAURANT FACILITIES

Our sites include coffee shops and restaurants for you to enjoy throughout the day.

MATERNITY LEAVE

We have very flexible working arrangements and advantageous Maternity Policy.

PATERNITY, PARENTAL, ADOPTION AND DEPENDENT LEAVE

We care to ensure that we consider every aspect of your needs. All these policies are covered as part of our Work-Life Balance Policy.

LEARNING & DEVELOPMENT

We help assess your development needs in line with the role you wish to perform, and allow you to further develop your knowledge.

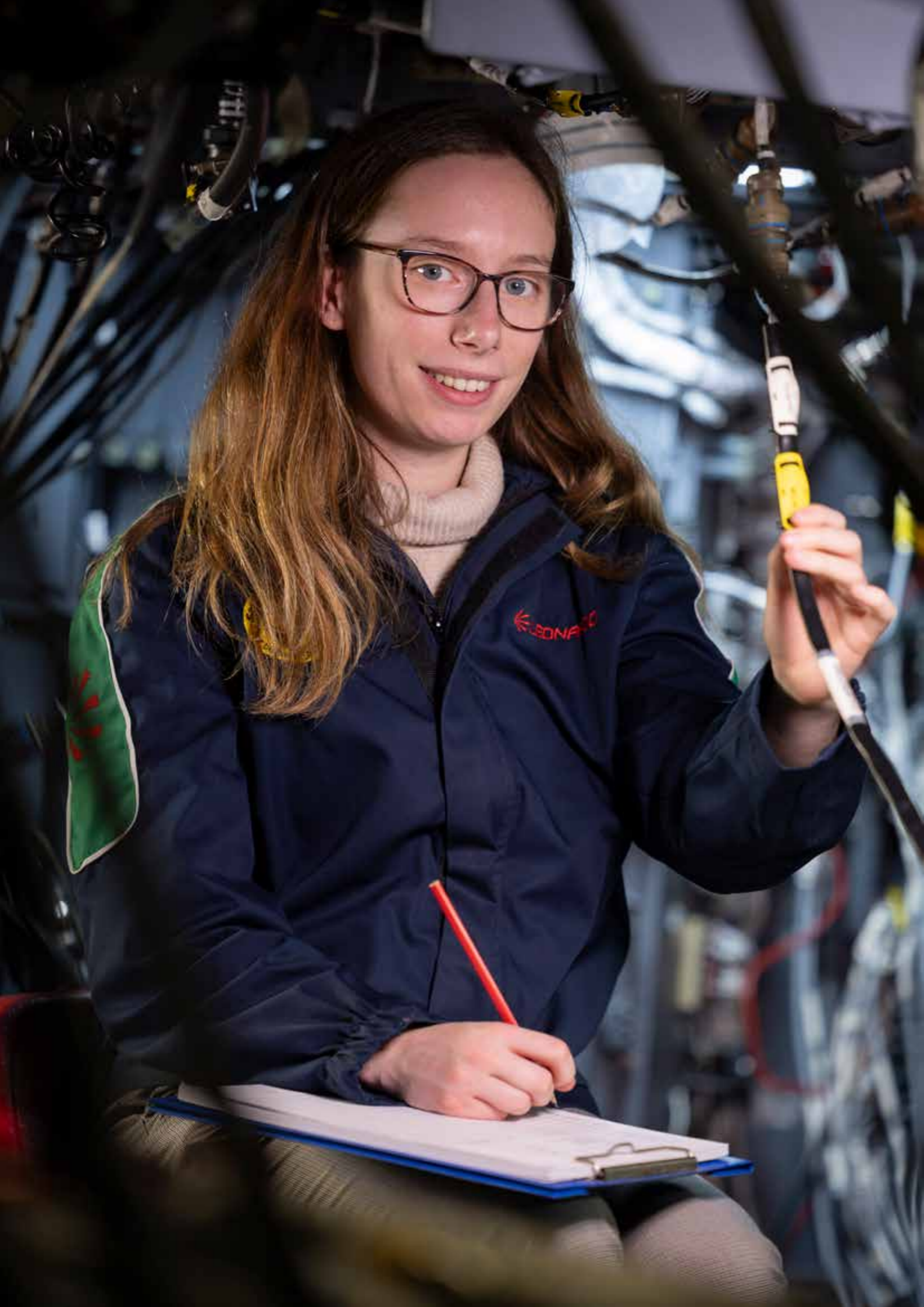
CAREER BREAK

Where appropriate, we support our employees in pursuing other interests outside the workplace.

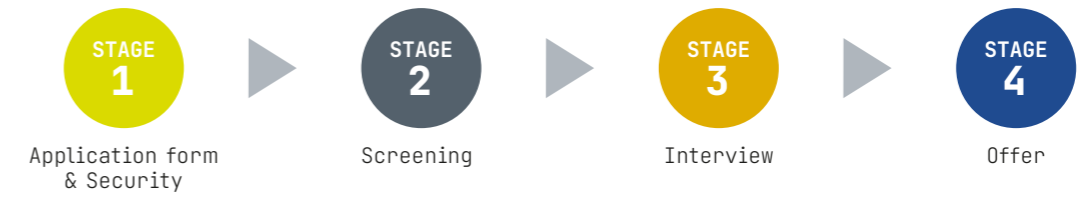
RESERVE FORCES

We provide positive support to the Reserve Forces and allow employees who are Reservists to take additional time off.





HOW TO APPLY



STAGE 1 - APPLICATION FORM & SECURITY

The first stage of the application process is to complete the application form and upload your CV for the desired role you want to apply for.

You will be emailed a questionnaire to ask a few supplementary questions to confirm important information in relation to your application.

Please note: in order to apply for our opportunities, you must be eligible for UK Security Clearance. Normally this is to the level of Security Check (typically known as "SC") for our business which includes having a minimum of 5 years' permanent residency in the UK.

STAGE 2- SCREENING

If selected, you will be requested to complete a one way video interview on some competency-based questions for the role. You will have the opportunity to record a video of yourself answering each question and will be provided with an opportunity to practice before submitting your response.



STAGE 3 - INTERVIEW

This is the final stage of the selection process where you will be interviewed by members of the Leonardo team who are recruiting this role. This will be an opportunity for you to find out more about Leonardo and demonstrate your suitability for the role you have applied for.

STAGE 4 - OFFER

After the interview, we will provide all candidates with feedback. If you are successful in your application, the Leonardo recruitment team will subsequently contact you to formally offer you the role.

Our early careers roles attract a high volume of applicants that are screened on a first come first serve basis, and will be closed when the role is filled.

For more information, visit our careers website:
careers.uk.leonardo.com



For more information:
careers.uk.leonardo.com

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