Successful Applications to Industry
How planning and thinking from the recruiters’ perspective can increase your chance of success

Katherine Noon – Materials Engineer, Rolls-Royce
Agenda

- Key steps in the process
- What is an employer looking for?
- How do you prove yourself?
- Opportunities at Rolls-Royce
The Process of Getting a Job

- What are the key steps in the process of getting a job?
The Process of Getting a Job

- Career Planning
- Prepare CV
- Research Opportunities
- Select Opportunities to pursue
- Submit Application
- Assessment Process
  - Pre-Screening (HR)
  - Business Screening (Recruiting Managers)
  - Interview or Assessment Centre
- Raise Offer
- Accept Offer
- Keep in Touch
- Start Job
What does a good candidate look like?

- **Knowledge of field** - relevant qualifications, proof of ability
- **Work Experience** - Previous relevant work experience preferred
- **Activities/Interests** - Several areas of interest and leadership level of achievement. (E.g. Sports, societies, committees, organising a significant event or trip, Duke of Edinburgh award, professional membership, languages, charity/voluntary work,).
- **Globally mobile for leadership / regionally for PE (grad schemes)**
- **Career Ambition** - Clear motivation for the function they have applied for and why they have applied to Rolls-Royce. NB. If the statement reads that Rolls-Royce makes cars or they want to work in the automobile industry please reject the application.
- **Language** - Fluent in the English language required. Other languages desirable.
What does the recruiter look for?

- Can you do the job (straight away or with training)?
- Could you work with the current employees (or vice versa)?
- Would you fit with the company?
- Do you want the job (company knowledge, job understanding)
- Do you have potential/ambition?
- Are you the best candidate?

- Presentation - first impressions
- Technical/transferable skills
- Personal Skills
A Non-PC note on Presentation

Rolls-Royce

Oxford Materials

The BBC

Google
Are you the best candidate?

- Answer the following questions...
  - What are you good at?
  - What do you enjoy?
  - What would you like your job to involve (or not)?
- Why is the company advertising?
  - Advert, recent news, contacts in the business
- Who else will be applying?
  - Why are you a more appropriate candidate?
- Why do you want to work for this company?
  - Reputation, stability, training, travel, responsibility, facilities
A DPhil skill set

- Independent working
- Problem solving
- Communication – presentations, conferences, thesis
- Management and leadership – time, people, project
- Computer skills
- Cultural awareness
- Project Management – testing, research etc
- Statistical analysis
- Budget (business) awareness
CV – 30 second review

- Clear and concise. No more than 2 pages
- Relevant Qualifications
  - include specific courses or projects
- Relevant Work Experience or Employment
  - include short description
- “Personal Achievements”
  - not work related. Show your soft skills
- Other Skills that the employer may not know they want:
  eg Languages, Experience of Programming, Qualified Lifeguard

Not just a list of skills or Buzz Words
Don’t Lie!
Online Assessment – 5 minutes

- Chance to expand your CV
- Answer the **all the questions** and be **company specific**
- Show your **knowledge** and ability to **communicate**
- Prove your **enthusiasm**
- Use **true** examples in the “I” form (I did ...)
- All answers are **scored by HR** and only those with a certain score are interviewed
- Check your **spelling and grammar**
- Use a range of examples from both **work and play** to give a better overall picture of “you”
Interview/Assessment Day

- Technical Interview
- Personal Interview
- Psychometric tests
- Group Exercise
- Tours/Lunch

- Be yourself
- Show energy and enthusiasm for the company
- 4Ps – Planning Prevents Poor Performance
- Communicate what you know and how you think
- It’s not just about WHAT you know
What do you need to do now?

- Keep a record of courses, conferences and lectures you attend
- Take every opportunity
- Raise your own awareness of companies, jobs
- Join Professional Institutes
- Do things you enjoy

Remember that everybody you meet could be a potential employer or contact for a future job.
Rolls-Royce: What we do

Civil Aerospace
Defence Aerospace
Marine
Energy
Nuclear
Services
R&D
Where we are

Our locations worldwide

UK – Derby, Bristol, Glasgow
Germany – Oberursel, Dahlewitz
US – Indianapolis, Houston
Canada – Montreal
Singapore
Norway
Brazil
China – Shanghai and many more

www.rolls-royce.com/careers
Current R&D

- Alternative fuel systems
- Tidal Power
- Bladed discs (Blisk)
- Intermetallics
- Nanotechnology
- Thermal coatings
- Robotics
- Carbon Fibre
- Single Crystal blades

www.rolls-royce.com/careers
Ways to join us...

**Professional Excellence Programme**
- Gives you a hands-on, immersive experience
- £26,300 p a

**Leadership Development Programme**
- Channels your learning in a broader business context
- £28,800 p a

**Direct entry**
- Opportunities for direct recruitment
- Dependent on role

618 graduate vacancies worldwide 2012
415 vacancies currently advertised

www.rolls-royce.com/careers
## Job Roles

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Any Questions?