

Human Resources

The Integrated Systems Technology (Insyte) strategy for 2009 is “to improve our business, growing our capabilities, delivering against our commitments and winning new business” with a new drive towards a Business Improvement culture. It is a strategy that has raised many new challenges and high levels of change all in which Human Resources (HR) has a pivotal part to play.

The HR team within Insyte work hard to try to ensure that we have the right people in the right place at the right time and that those people are capable of meeting our business needs whilst still trying to sure that employees meet their own development needs. To ensure this happens there are many areas that are concentrated upon, ranging from the more conventional areas such as Resourcing and development , Reward and partnership, Employee relations and site HR; to the more specific areas such as HR solutions, HR Engineering and Operations, HR Organisational design, HR Naval and HR Joint Air and Land.

As an Insyte HR graduate you could be involved in any of these areas and will have the opportunity to work across several at the same time with the aim of developing a good base of HR skills, seeing the linkages between each different area producing a positive impact on our people and the business as a whole. Furthermore, if you do not already have your Chartered Institute for Personnel Development (CIPD) qualification, you are encouraged to work towards it in order to learn the theory behind best practice and speed your progression within HR. Your career progression is largely up to you with support being given whether you want to specialise in a certain area of HR or if you want to gain some general experience.

HR is seen as making a real a difference in modern organisations and if that is the kind of impact and responsibility you feel you could make then maybe this is the career path for you. Your degree subject is not nearly as important, many of our recent graduates having studied subjects ranging from Manufacturing to History. What you do need is a desire to support our people and add real value to the business. In order to do that you need to be focused on achieving results, be able to build strong relationships, apply critical thinking to solving problems, have a willingness to develop yourself and others, and be self confident.