



Technical Development Framework

Launch your technical career through our two-year structured programme

BAE Systems is the premier global defence, security and aerospace company delivering a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions and customer support services.

BAE Systems Integrated System Technologies (Insyte) strives to be a dependable partner of choice, delivering our customers world class mission systems solutions, business reliability and real value. Operating across the air, land, joint and naval sectors, we have expertise in the areas of surveillance, command and information systems, mission training and torpedoes, underpinned by world class visualisation and experimentation facilities.

We bring together the best people, products and technology and work in partnership with our customers, operators and suppliers to understand their mission requirements, develop sustainable through-life systems solutions and deliver real operational advantage.

We have 3,640 employees, based at company and customer facilities in the UK and around the world, including 1,850 engineers in the systems, software, through-life capabilities and hardware fields of operations. Engineers, and graduates in particular, are actively encouraged to partake in diverse work across our market sectors.

Technical Development Framework

The TDF is a two year programme within our Graduate Development Framework that specifically focuses on your technical development such that you can become one of our technical experts of the future, whether as a Design Authority or as an acknowledged expert within your chosen discipline.

It offers you:

- a launch pad for your technical career
- a broad range of experience and training
- a structured route from graduate to professional engineer
- work on exciting projects of vital and strategic importance in an uncertain world
- two years that will count for you and for us - and may play a key role in making the world a safer place

The programme

The TDF programme supports your growth as an engineer by providing specialist training modules which cover significant technical/engineering areas and key products.

You'll start with our comprehensive two-week **induction programme** - not only will you learn about all aspects of the business, but you'll also make lasting friendships with the other new graduates, and soon feel you belong.

Then you'll spend almost a year on each of two **placements on projects** within the business - this gives you in-depth involvement with important programmes of your choice.

Training is a fundamental part of our business structure - you'll typically get about seven weeks training in your first year and about five weeks in your second year.

We strongly encourage **professional development** and have a growing list of Chartered Engineers within the business. Our engineering graduate development programme is accredited by the Institution of Engineering and Technology (IET) and will support you in achieving professional accreditation.

You'll also work in a small team with other new graduates to complete a **Graduate Project** - a six month problem-solving assignment that gives you a perspective across the whole business and a chance to tackle challenges that the business faces.

Your benefits

On the TDF you will receive:

- a welcome payment of £2000
- a starting salary of £24000 to £28000
- performance and development review every six months

Additional benefits include:

- 25 days holiday (plus Bank holidays)
- all Employee Bonus Scheme
- BAE Systems Pension Scheme
- optional Healthcare Scheme
- recognition Award Scheme
- optional Share Scheme
- LifeWorks employee assistance programme





We asked our current new graduates to tell you honestly what they think about working at Insyte...

"The best thing about working for Integrated System Technologies is the number of opportunities available. The scope of the work undertaken ranges from surveillance solutions to unmanned aerial vehicles, and the Development Framework is the perfect place to gain a wider understanding of the defence industry."

Over the past year I have been to defence exhibitions, been shown around Type 23 and Type 42 Frigates and sat in a Eurofighter. The training provided has been second to none, and you are given different mentors around the business to guide and support you through the first stages of your career. I can honestly say joining this business was the best decision I made coming out of university, and I haven't looked back since."

"Great to work here, with a very wide range of interesting and cutting edge projects. Good potential to travel and a business which I've had an excellent experience working for. Leaders listen and make changes for the better, and achievement is recognised and rewarded. There are shorter lifecycle projects with less of a feeling of being a tiny cog in a huge machine (more exposure across the whole lifecycle)."

"Possibility (and encouragement) to move around different projects and locations was very appealing to me. A lot of grads I know came out of University into a 9-5 routine behind the same desk every day with little chance of change. Here you have the opportunity to be very flexible."

"I'd say that the best thing is to be trusted to make my own decisions and take responsibility for them at the early stages of my career, knowing that if I

need support, all I have to do is ask. I enjoy working with people with a 'can do' attitude, and this business seems full of them!"

"The thing that really stood out for me with BAE Systems was just how friendly and approachable everyone was during the recruitment process. After having been through interviews and assessment centres with a couple of other large corporations, BAE Systems was a welcome change. And for the most part that openness doesn't seem to vanish once you're in."

Do you have what we're looking for?

We would prefer a minimum 2:1 honours degree in an engineering discipline and 220 UCAS points (or equivalent, excluding General Studies). However, strong applications with an expected or achieved 2:2 will still be considered.

Insyte is engaged in government work with classified aspects. In order to join the Technical Development Framework you must be eligible to work in the UK and be able to successfully achieve security clearance.



TO APPLY:

visit www.baesystems.com/graduates, click **Graduate Programmes** near the top of the screen, then

Apply Now on the right

- select **Apply Now** here to register for a Graduate position in 2010
- select **launch our online application system**
- progress through the application screens, and when you reach the REGISTRATION screen, select:
 - Programme: **Graduate Development Framework**
 - Career Stream: **Engineering - Software - TDF or Engineering - Systems - TDF**
 - Business Unit: **Integrated System Technologies**
 - and choose your preferred site

For further information visit the TDF pages of the Integrated System Technologies area of the website:

www.baesystems.com/Graduates/GraduateProgrammes/TechnicalDevelopmentFrameworkTDF/

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