



# CHANGING THE WAY THE WORLD MOVES

WHAT PART WILL YOU PLAY?

THINK BEYOND

APPRENTICES

# THE WAY THE WORLD MOVES IS CHANGING FASTER THAN AT ANY OTHER TIME IN AUTOMOTIVE HISTORY

The world has changed beyond all recognition since the first car was made in 1885. And it's a very different place than it was a year ago. The impact of the global pandemic has altered the way everyone thinks, the way everyone works and the way we all live. Every life has been affected, every industry has been impacted. And the automotive industry has been put under enormous pressure.

But where there is change, there is also the challenge of meeting that change with bold action and positive behaviour. We want to lead the way in the development of tomorrow's cars with a clear vision for the future. Cars that are cleaner, smarter and more connected to the world.

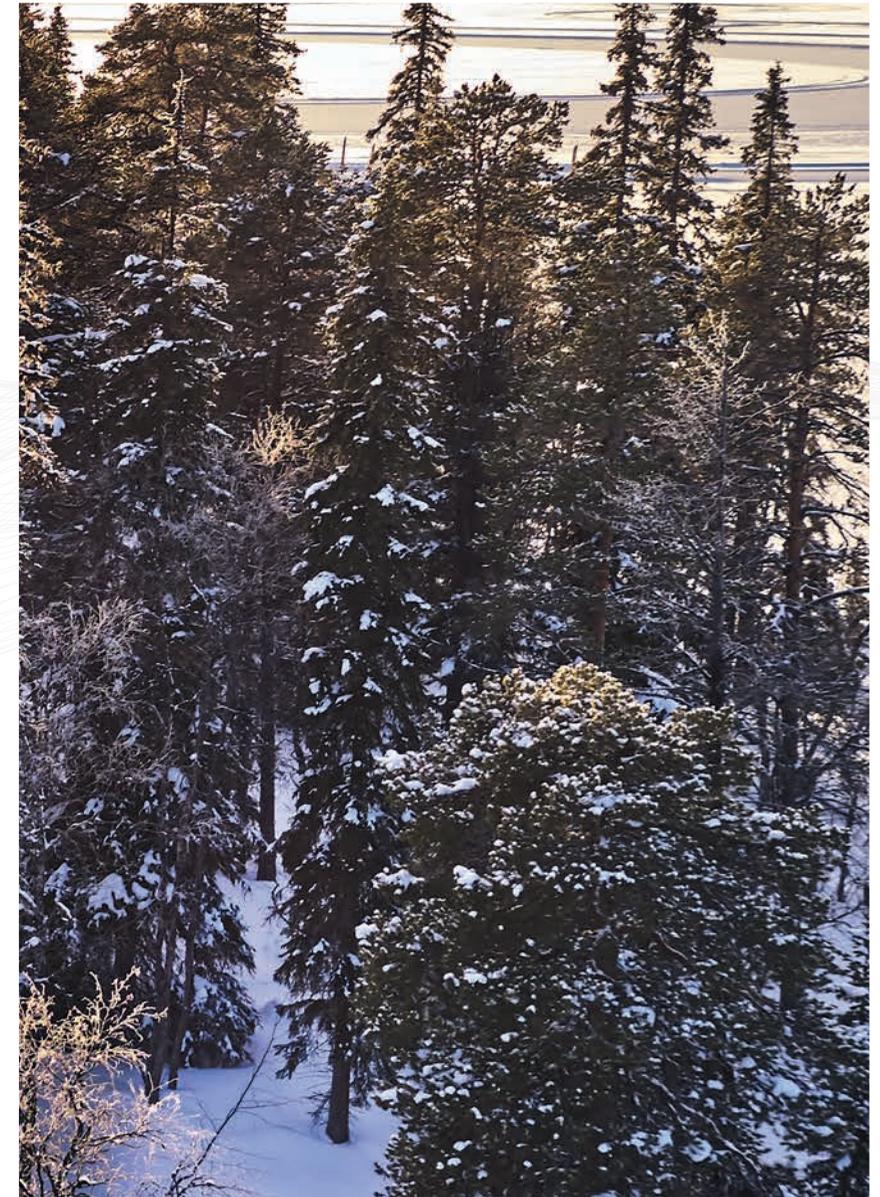
We believe in zero congestion, zero accidents and zero emissions. And we'll achieve this by changing our focus from being simply a car manufacturer to a technology business that makes great cars. We'll do this by putting real purpose at the heart of everything we do.

If you would like to play your part changing the way the world moves, we would love to talk to you.

\*Please note, all images in this brochure were taken before the COVID-19 pandemic



“Our ambition is to make our societies safer and healthier, and our environments cleaner through relentless innovation. Adapting our products and services to the rapidly-changing world around us.”



# CONTENTS

- 5 History to be proud of
- 7 History to make
- 9 Our apprentice programmes
- 15 Our apprentice behaviours
- 17 Training and development
- 18 Rewards and benefits
- 19 A culture of support for all
- 20 Health and Wellbeing
- 21 Meet our apprentices
- 23 Application process
- 24 Connecting with us



“Our range of rewards and benefits supports you in so many ways, so you can enjoy every aspect of life inside and outside work.”

# HISTORY TO BE PROUD OF

We are all proud of our heritage of innovation, delivering driving experiences that people love. When people wanted to explore, we introduced the Land Rover 4x4. We built the Jaguar C-Type and D-Type to show the world how to go faster. The iconic E-Type won the hearts of a generation. Range Rover is admired and desired the world over. And our first all-electric car, the Jaguar I-PACE has been recognised as the 2019 World Car of the Year.



**THE ORIGINAL**

From an original drawing in wet sand on a Welsh beach, the original Land Rover was launched a few months later, in 1948. The first 4x4 production car changed the way the world got from A to B, via hills, streams and previously inaccessible areas. The rest, as they say, is history.



**JAGUAR C-TYPE**

The 'C' in the Jaguar C-Type stands for 'Competition'. And whilst only 53 were built, it competed at the highest level. Driven by Sir Stirling Moss, the C-Type won the 1953 24 hour Le Mans endurance race. The first time it had entered the competition.



**JAGUAR E-TYPE**

Iconic sports cars don't happen by accident, they happen by design. And thanks to the influence of aerodynamic engineer, Malcolm Sayer, the team at Jaguar designed and built one of the most iconic sports cars of all time in 1961.



**LAND ROVER**

Since 1948, more than 7 million have been sold in over 100 countries. Our pioneering spirit and industry leading expertise in all-terrain technologies put Land Rover at the forefront of future mobility.



**JAGUAR I-PACE**

The all-electric Jaguar I-PACE is one of the safest and most innovative vehicles on the road today. The model embodies the innovation that puts Jaguar Land Rover at the forefront of the electric vehicle revolution. In April 2019, the I-PACE became World Car of the Year at the New York International Auto Show.

# HISTORY TO MAKE

This is such an important time to be part of Jaguar Land Rover. More will happen to the automotive industry in the next five years than the last 50 years. And those with the foresight, bravery, determination, investment and innovation will emerge stronger and ready for tomorrow.

Our strategy is strong, our facilities are world-class and our people are prepared. Our partnership approach to business is unlocking new opportunities every day. Our long-term agreement with Waymo for example, will develop the world's first premium electric vehicle for their driverless transportation service. Joining forces is the way forward. Join us and you'll play your part making history.

Our new Defender represents 70 years of innovation and improvement; honouring the vehicle's history for rugged solidity while thoroughly remaining a Defender for the 21st century. Featuring our toughest materials yet and tested to its very limits, Defender has been designed for optimum durability, balanced with comfort and innovation.



“The future of the car is so exciting. I’m working on ideas now that were impossible 5 years ago.”

LAUREN  
COMFORT, OCCUPANT & RESTRAINTS SYSTEMS



## AUTONOMOUS

Self-driving cars will impact the automotive industry now and in the future. Delivering an experience our customers will love depends on advanced technologies, cutting-edge software engineering and machine learning.

## CONNECTED

Imagine a world with smooth-flowing traffic, cleaner vehicles and no accidents – the connected car will help to make this a reality in the future. Connectivity makes our automotive revolution possible. Smart, connected cars, communicating with each other and the road, take human error out of the equation.

## ELECTRIFIED

To shape this new sustainable and smart world, we are investing in an electrified industrial footprint, every new Jaguar Land Rover model line will be electrified from 2020, giving our customers even more choice and creating cleaner, more connected cities. Modern, clean, efficient combustion engines have significantly reduced emissions and will continue to play a role as we transition to a future world of electric mobility.

## SHARED

Shared mobility. Vehicles on demand. This is the shape of things to come. Owning a vehicle may be far less common and hailing a ride might become the norm. Join us and think beyond the traditional model. How city dwellers are moving is changing. We're investing in new products and services to meet this change.

# OUR APPRENTICE PROGRAMMES

There are several options open to you here, from level 3 to level 7, so you can choose one of our Advanced Apprenticeships, Higher Apprenticeships or Degree Apprenticeships. Whatever programme you decide to join, you'll be starting your journey to a fantastic career.

Our award-winning programmes are aimed at people who have a dedication to learning and a passion for pioneering. Ambitious, innovative and determined apprentices respect our heritage and think beyond the challenges of today to build the cars of tomorrow.

With a mixture of hands-on experience and qualifications to target, our apprentices work on projects that are fundamental to our global success. If you want to join us as an apprentice, please visit our website and discover the scheme that suits your ambition best.

In addition to the academic requirements needed for DTS and APEP Apprenticeship programme, at the assessment stage we will also look for evidence of other qualifications, knowledge, experience or qualities – for example a third A-level or other further academic qualifications; a substantial time in employment or voluntary activity; a technical project or hobby or substantial responsibilities as a carer.

We will also be looking for you to demonstrate your passion for the role and explain your motivation for wanting to join any of our programmes.

If you don't have all the qualifications, but you have or are studying for qualifications that you believe to be equivalent, please contact us at [apprent@jaguarlandrover.com](mailto:apprent@jaguarlandrover.com) to discuss before you submit an application.



## LEVEL 3 ADVANCED APPRENTICESHIP

Programme Duration – 4 Years

Salary– Circa £13,000

Available pathways -

**Manufacturing:** Manufacturing Engineering, Tooling & Press Parts Group  
**Special Operations:** Special Vehicle Operations, Classic, Event Vehicle Operations

Our Advanced Apprenticeship gives you the best of both worlds - classroom learning and on-site experience. You can broaden your mind with brand new concepts at college and put them in to action here at Jaguar Land Rover. One day, you'll be learning about the latest technologies in your field, and the next you'll be actually interacting with them - propelling your experiences beyond other people your age.

And while we open your eyes to the future of automotive technology, giving you a platform to make a real difference to Jaguar Land Rover and our customers, we'll also pay for you to complete several valuable academic and vocational qualifications.

### WHAT YOU'LL NEED

You'll need to demonstrate a strong motivation for working in one of four key areas of our business and a good understanding of a level 3 'hands on' apprenticeship and the learning and training that is involved. You'll also need to meet our academic entry criteria:

GCSE Maths and English Language at level 4(C) or higher and in addition 3 further GCSEs at level 4(C) or higher to include one STEM subject OR an Engineering vocational qualification level 3 90 credits/540 GLH or higher.



“I'm not only changing the way people drive cars, but also the way we design cars of the future.”

EZRA  
DESIGN ENGINEER



## LEVEL 4 HIGHER APPRENTICESHIP

Programme Duration – 4 Years

Salary– Circa £16,000

**Available pathways** - Robot Programmer, Controls Engineer, Computer Aided Design (CAD) Technician

If you are as passionate about innovative manufacturing as we are, then our Higher Apprenticeship could be a great choice for you. We're looking for the next generation of manufacturing talent that can blend the motivation to succeed, with practical 'hands-on' application in equal measure.

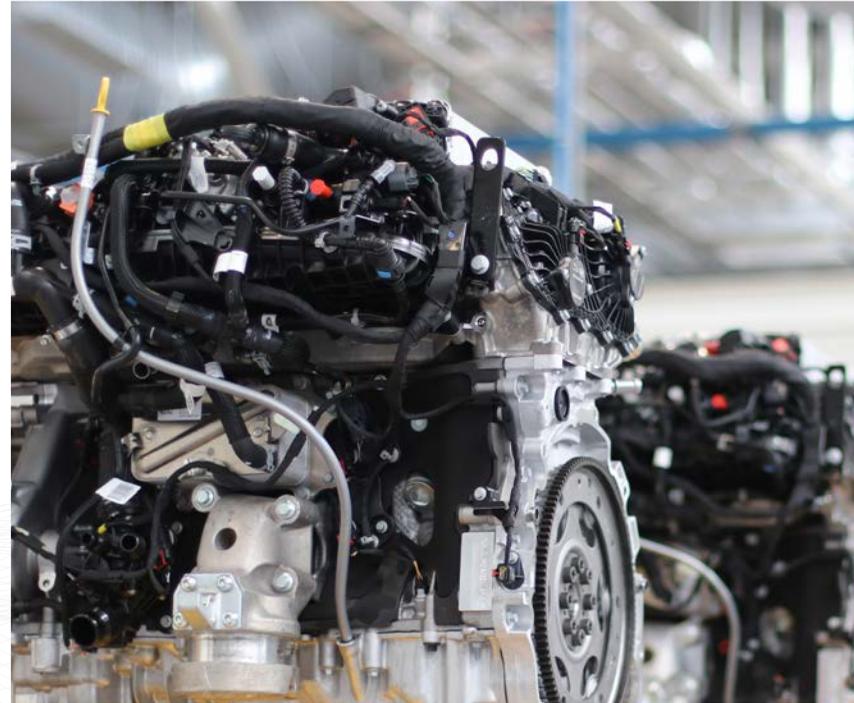
This apprenticeship will educate you in all forms of manufacturing, both on site and in The Learning Academy. You'll also learn from the colleagues and managers around you. If you have the desire to develop alongside some of the world's most experienced manufacturing experts, you'll see there are so many parts you can play within this apprenticeship.

Over four years, your knowledge, and your manufacturing confidence, will grow in equal measure. We need the agile and innovative minds who can apply their passion for manufacturing across robot programming, controls engineering and computer aided design. Each one a key component in the manufacturing of tomorrow's cars.

### WHAT YOU'LL NEED

You'll need to demonstrate a strong motivation for working in our manufacturing function and a good understanding of a level 4 'hands on' apprenticeship and the learning and training that is involved. You'll also need to meet our academic entry criteria:

A level Maths grade C or above plus GCSE Maths and English Language at level 4(C) or higher. You'll also need 3 additional GCSEs level 4(C) or above to include one STEM subject or Engineering Vocational qualification level 3 /90 credits/540 GLH or above.



## LEVEL 6 DIGITAL AND TECHNOLOGY SOLUTIONS DEGREE APPRENTICESHIP

Programme Duration – 4 Years

Salary– Circa £20,000

**Available pathways** - Software Engineering, Software Engineering with Data, Network Engineering, Data Analytics

If you want to work at the cutting edge of car production, then look no further than our Digital and Technology Solutions Degree Apprenticeship. Working on the ideas that will be on the production line in three years' time, means you will be fascinated by the world of tomorrow and the opportunities that the future brings. And where better to put your technology skills and passion to the test than in a business that will change from a car manufacturer to a technology company that makes superb cars?

If you are motivated by the power of technology to change the way the world moves, in a business that believes that technology can be a force for good, then this apprenticeship could be perfect for you. You'll balance 'hands on' learning with time at the University of Warwick to give you the best of both worlds. And the best chance to develop your career.

### WHAT YOU'LL NEED

You'll need to demonstrate a passion for technology and strong motivation for the role. For all of our DTS pathways you'll also need to meet our academic entry criteria:

- For all pathways: GCSE Maths and English Language at level 5(C) or higher and in addition, a further 3 GCSEs at level 5(C) or higher.
- For Software with Data and Data Analytics: a minimum of A-level Maths grade B or higher and A-level Physics; Chemistry; Design & Technology; ICT; Computer Science; Economics or Engineering grade C or higher.
- For Software and Network Engineering: a minimum of A-level Maths grade C or higher and A-level Physics; Chemistry; Design & Technology; ICT; Computer Science; Economics or Engineering grade C or higher.



“There are so many funky features in the cars now, it's ridiculous!! Plus I get to take the cars home to see how my ideas really work!”

CLAUDIA  
SOFTWARE ENGINEER WITH DATA

## LEVEL 6 APPLIED PROFESSIONAL ENGINEERING DEGREE APPRENTICESHIP

Programme Duration – 4 Years

Salary– Circa £20,000

**Available pathways** - Product Development, Manufacturing, Control Systems or Electrical and Electronics

The Applied Professional Engineering Degree Apprenticeship (Level 6), is a four year programme where you earn as you learn.

You'll work on groundbreaking projects, alongside expert minds and become one yourself, thanks to your studies at the prestigious University of Warwick. This is real-world experience with academic recognition. And getting the best of both worlds means you'll jump ahead of your peers.

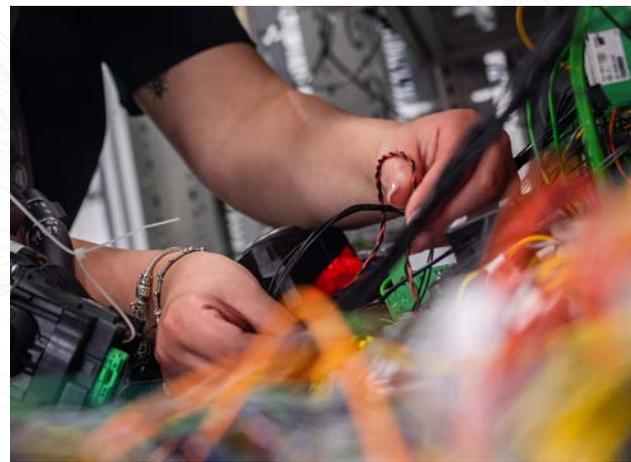
Your university course will teach you the technical skills you need to start working with us. Plus, the theory you learn here throughout your time spent at university – which will be typically one week out of six – means you'll make an ever-greater contribution and have more in-demand skills.

In Years three and four you will study specialised subjects in line with your chosen pathway. Your final year of your apprenticeship will see you complete your end-point assessment and achieve your Level 6 Apprenticeship, ready for an amazing career in a permanent role within Engineering or Manufacturing.

### WHAT YOU'LL NEED

You'll need to demonstrate a passion for engineering and strong motivation for the role. For all of our APEP pathways you'll also need to meet our academic entry criteria:

- GCSE Maths and English Language at level 5(C) or higher and in addition 3 additional GCSEs level 5(C) or above to include one STEM subject or Engineering Vocational qualification level 3/ 90 credits/540 GLH or higher
- In addition A-level Maths at grade B or higher and a second A-level at grade C or above in Physics; Chemistry; Engineering or Design & Technology



**“I'm working in advanced battery and cell engineering and I've got my sights set on being the youngest female manager ever at JLR.”**

MIA  
ADVANCED BATTERY AND CELL ENGINEER

## LEVEL 7 FINANCE APPRENTICESHIP

Programme Duration – 4 Years

Salary– Circa £20,000

Finance sits at the very heart of what we do. As part of a team that affects every element of our business, you'll turn your hand to a vast range of fascinating challenges. We'll look to you to grasp every moment and every opportunity to improve our business functions. What's more, the ideas you come up with will be heard. And the decisions you make will ripple through our business right around the world, directly influencing our success, and yours.

Each division you work in will provide you with the opportunity to grow your finance and commercial skills at the same time as growing your analytical abilities. You'll work towards your apprenticeship whilst rotating around some of our sites in core areas within Finance and studying through day release to reach the Strategic Level of the CIMA / CGMA accountancy qualification. To become a Chartered Global Management Accountant (CGMA), you need a minimum of three years verified relevant work-based practical experience, which we will support you to achieve in your early career.

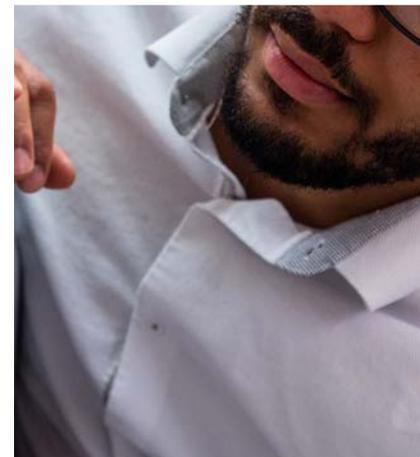
Joining the Finance Apprenticeship Scheme could involve diverse roles within one of the four aspects of the Finance Operating Model:

- Global Financial Services
- Management Information and Analytics
- Corporate Finance
- Business Partnering (Manufacturing, Commercial, Engineering, Purchasing etc)

### WHAT YOU'LL NEED

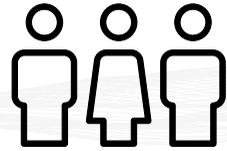
You'll need to demonstrate a passion for finance and strong motivation for the role. You'll also need to meet our academic entry criteria:

- 3 A-levels at Grade B or above, one of which must be in a numerical or business-related subject. We will accept Maths, Physics, Chemistry, Biology, Economics, Business Studies or Accounting.
- Level 3 AAT will be considered alongside 2 A-levels at grade B or above or a Level 4 AAT qualification.
- You'll also need Maths GCSE at level 6(B) or higher; English Language at grade level 6(B) or higher and three additional GCSEs at level 4(C) or higher.



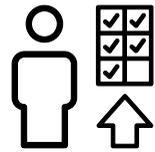
# OUR APPRENTICE BEHAVIOURS

One of the most important parts of the appraisal and selection process is making sure that your attitude to work matches the behaviours we adopt every day in our pursuit of excellence. These behaviours are fundamental to who we recruit, so please be honest when reading through them. If you can think beyond the challenges of today, then you are us.



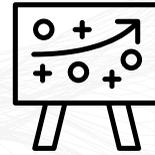
## WORKING WITH OTHERS

Teamwork and collaboration is crucial to the success of our business.



## PERSONAL RESPONSIBILITY

Our people take extreme pride in their work, persevering with tasks even in difficult situations.



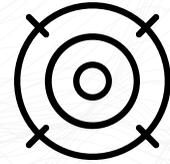
## PROBLEM SOLVING

We strive to overcome any obstacle and meet every challenge we're faced with.



## WILLINGNESS TO LEARN

Our apprenticeships are for people who have a passion for learning and who want to make the most of the hands-on experience and qualifications we offer.



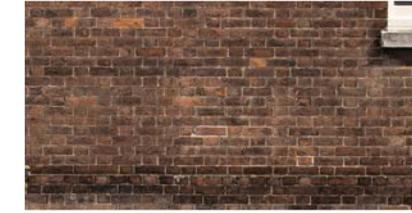
## QUALITY FOCUS

Our iconic vehicles are revered the world over for their quality.



## MOTIVATION FOR ROLE

We are looking for people who are passionate about our brands and dedicated to building a career in engineering.



# TRAINING AND DEVELOPMENT



At Jaguar Land Rover, the learning never stops. We believe that life gets better when you learn new skills. That is why we are committed to lifelong learning. We encourage every one of our employees to extend their skills and knowledge through a range of first-class programmes. If you have the time and the ambition, you can gain any qualification you dare to. These programmes make people's lives better, enhance careers and are vital in shaping the future of the company.

That's why we have built The Jaguar Land Rover Learning Academy; a home for lifelong learning. We have created engaging, relevant and personalised learning content and experiences that can impact personal, team and organisational performance. Here, we are seeking to enable people to learn, create, grow and to support others to do the same; daring each other to embrace the changes and the challenges we face and ensure our future is bright



“We are so proud of The Jaguar Land Rover Learning Academy; a home for lifelong learning.”

# REWARDS AND BENEFITS

Our range of rewards and benefits supports you in so many ways, so you can enjoy every aspect of life inside and outside work.

## PENSION SCHEME

A competitive pension plan that also provides financial benefits to employees and their families.

## FLEXIBLE WORKING AND FAMILY-FRIENDLY POLICIES

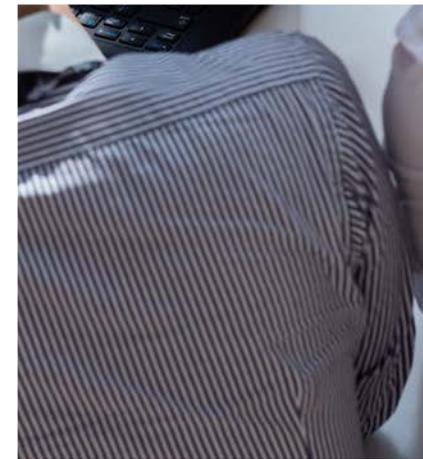
We want everyone at Jaguar Land Rover to have the perfect work-life balance. That is why we have a range of policies in place to support their wellbeing and wider needs. These include generous and comprehensive schemes for maternity and paternity leave, and a number of other family-friendly policies.

## EMPLOYEE VEHICLE DISCOUNT

The chance for you or selected family members to purchase one of our vehicles at a discounted rate.

## EMPLOYEE OFFERS

We offer a wide range of deals and discounts available from various retailers.



## VOLUNTEERING OPPORTUNITIES

We support 16 hours paid community volunteering per year. So, whether you decide to support a local community project or inspire the next generation of pioneers in schools, the choice is incredible.

## OTHER BENEFITS

We will provide an open environment to explore ideas and collaborate. In addition to the above, there are bonus payment opportunities for some employees, childcare vouchers and the 'cycle to work' scheme and long service awards.

# A CULTURE OF SUPPORT FOR ALL

Our culture is fuelled by a passion to inspire brilliance within our people. We believe in a workplace that is safe and inclusive, an environment that fosters respect, nurtures creativity and showcases the pioneers of our future. We recognise that every one of us at Jaguar Land Rover has an important part to play in our future and together we work to a set of common principles, that complement our apprenticeship behaviours. We call them our Customer First Principles; dependable, easy to do business with, make me feel special, personalised and transparent.

## #WEAREJLR

We make a conscious effort to look after our employees and ensure Jaguar Land Rover is a great place to work. As part of this conscious effort we proudly support the growing number of active diversity and inclusion employee-led networks with more than 1,500 members across them.



# HEALTH & WELLBEING

Wherever you work at Jaguar Land Rover, you'll find a huge range of groups and activities to get involved in. From networking events over breakfast, to evening sports and social clubs, you'll find there's something for everyone. And some you've never thought of!

## EARLY CAREERS HUB

The Early Careers Hub is your one-stop shop for all things early careers related. Run by a committee of apprentices, graduates and undergraduates, it exists to help you integrate into Jaguar Land Rover and the world of work.

## HEALTH & WELLBEING

Helping everyone to perform at their best means supporting everyone to feel their best every day. We take this very seriously indeed and have a huge range of health & wellbeing programmes across the entire Jaguar Land Rover network. From health and sports clubs to networking events.

## KEEPING YOU SAFE

The safety of every colleague is of the highest priority. Always has been and always will be. The global pandemic has made every single one of us look at what we, and how we do it.



# RAISA

## MAINTENANCE APPRENTICE

I'm a Maintenance Engineer in my second year of the Advanced Manufacturing Apprenticeship. I chose Jaguar Land Rover because they are one of Britain's largest car manufacturers and the structured and detailed apprenticeship programme really appealed to me and my working style, but also satisfied my passion for learning new skills and getting involved in so many different groups.

I sit on the National Society of Apprentices (NSoA) leadership team. We meet all over the UK for conferences four times a year to discuss the 'apprentice voice' and how apprenticeships across all industries can be more inclusive, diverse, structured and benefit apprentices as well as their employers.

And because of my apprenticeship with Jaguar Land Rover I have also been able to apply for the new intake of the Institute for Apprenticeships panel. This has been set-up by the government to review and make recommendations to the Institute's Funding Committee on whether or not to approve apprenticeship proposals, standards and assessment plans, make recommendations on funding bands for apprenticeship standards and supporting the review of existing apprenticeship standards.

I am also regularly requested to attend different STEM and diversity events for early years. I spend a lot of time volunteering at the onsite education centre, speaking with students of all age groups, from primary school students to 6th formers.

My proudest moment was being awarded the Top 50 Female apprentices in Engineering which has added a very exciting twist in my career very early on. Being recognised by my training provider, my managers and Jaguar Land Rover has been very rewarding and has motivated me to continue excelling in my career.



“My proudest moment was being awarded the Top 50 Female apprentices in Engineering.”

# KENNETH

## CONNECTED CAR INTEGRATION ENGINEER

Over the last five years I've seen the development of the automotive industry change beyond all recognition. And I've seen how much I've developed too. The shift from the internal combustion engine to vehicles that are autonomous, connected, electrified and shared is incredible. I'm currently juggling five different projects that are all focused on how we connect to cars anywhere in the world. And how we are helping cars learn autonomous behaviour.

It's so exciting! 5G technology, streams of data and advanced cloud and server-based platforms are allowing me to help our cars adapt in the moment to drive efficiency for the customer. Whether that's predicting when a car needs to warm the seats or start up, or when an engine needs to change performance to match the conditions it's driving in. Not to mention how we update battery range or infotainment systems in the blink of an eye.

I chose Jaguar Land Rover because it's a great British brand and I came here because I wanted to write code. I didn't expect to work with prototypes, meet great people and constantly learn and develop. I really didn't expect to love the cars as much as I do! And I certainly didn't expect to see the opportunities for progression that I see today.



“I chose Jaguar Land Rover because it's a great British brand and I came here because I wanted to write code.”

# APPLICATION PROCESS

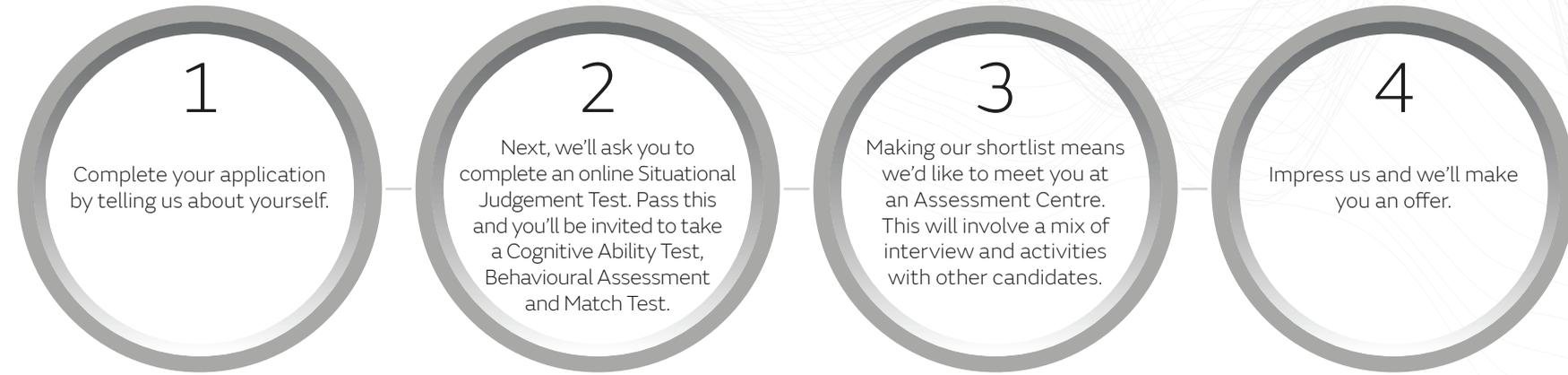
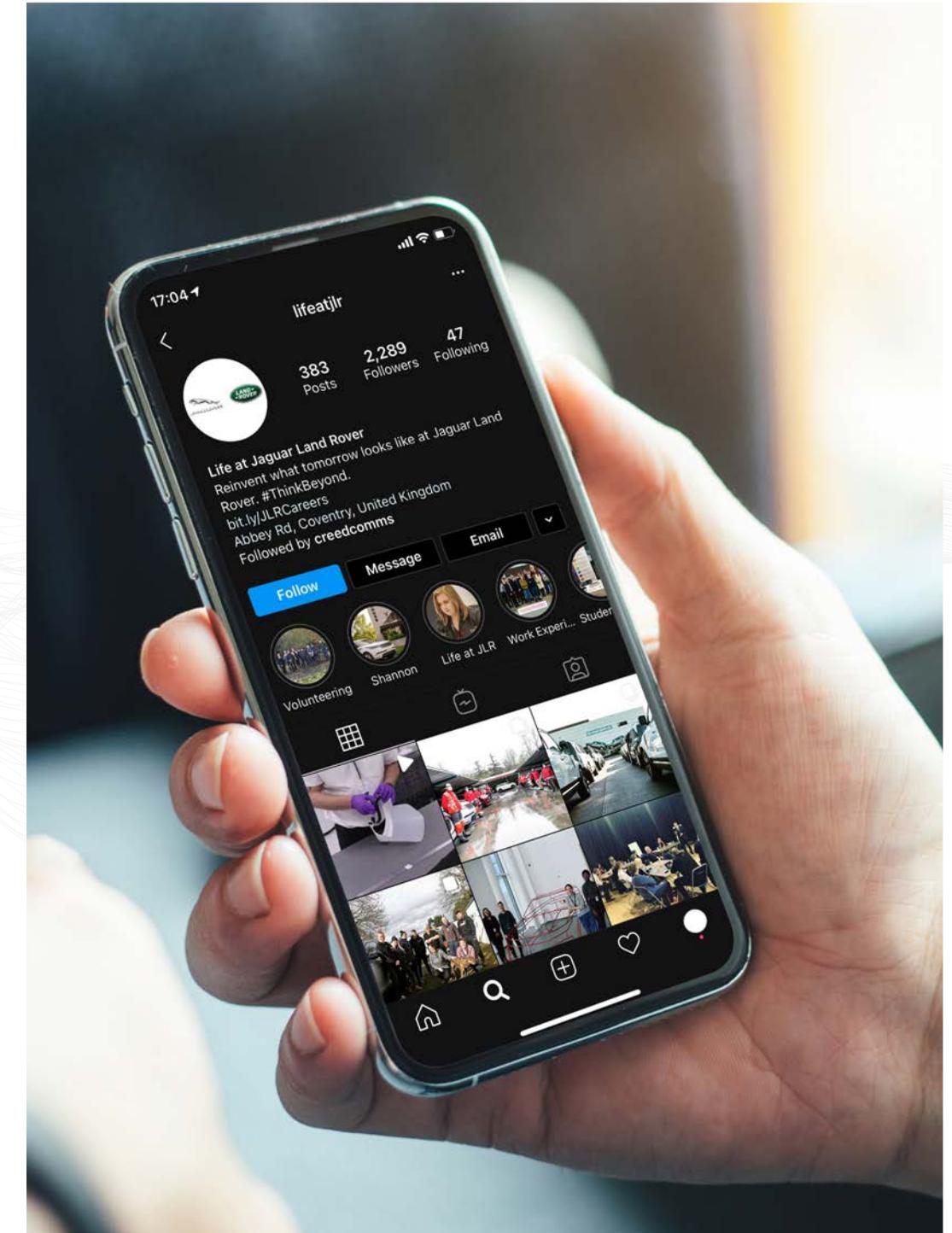
We want you to find the role that suits your skills, and our ambition, best. We have a robust process in place that gives us the best insight into your potential. And it gives you the best possible chance to succeed.

Visit [jaguarlandrovercareers.com](http://jaguarlandrovercareers.com) and start your journey to playing your part changing the way the world moves.



# CONNECTING WITH US

You can keep up to date with everything happening at Jaguar Land Rover and get an insight into our latest innovations across our social channels.



CLICK TO  
**FIND OUT MORE AND APPLY**





[jaguarlandrovercareers.com](http://jaguarlandrovercareers.com)

