GRADUATE & UNDERGRADUATE OPPORTUNITIES

CAREERS THAT MOVE

jaguarlandrovercareers.com
JAGUAR LAND ROVER HAS DELIVERED TREMENDOUS GROWTH THAT HAS SEEN US INVEST HEAVILY IN OUR BUSINESS IN RECENT YEARS, WHETHER THAT BE INTO THE CREATION OF OUR AMAZING PRODUCTS, INFRASTRUCTURE OR FACILITIES. AND THE MOMENTUM CARRIES ON.

Our continued success lies in our ability to deliver the next generation of ever more advanced, desirable but sustainable products that delight and excite our customers in over 170 countries worldwide. We can only do this if we attract, develop and retain the best talent to deliver our ambitious plans. We must recruit the next generation of innovators who will shape the future of our company and the wider industry.

We have demonstrated our commitment to graduate recruitment & development by consistently recruiting significant numbers of graduates and undergraduate placement students into the business – over the last five years, over 1,500 graduates and over 600 placement students have joined us on their journeys into their careers and are making a real contribution. Please take the time to read through the brochure to understand the variety of career opportunities that we offer. The organisation provides an stimulating backdrop where you can begin your professional career and where you will have the ability to grow, whilst contributing to our continued growth and success.

— Ian Harnett, Executive Director - Human Resources & Purchasing
WHERE WE’VE COME FROM...

1922 Jaguar Cars Limited is founded as the Swallow Sidecar Company.

1935 The Jaguar name first appears on a 2.5 litre saloon and the company takes on the name.

1997 The Freelander is born.

2000 Ford buys Land Rover, leading to the formation of Jaguar Land Rover.

2008 TATA Motors buys Jaguar Land Rover for £1.5bn.

2010 Entry into two graduate recruitment rankings – Times Top 100 Graduate Employers (No. 87) and Guardian 300 (No. 75).

2011 The Range Rover Evoque is launched, changing the way the world thinks about 4x4s.

2013 F-TYPE rolls off the production line.

2015 Progress up the graduate recruitment rankings – Times Top 100 (No. 19) and Guardian 300 (No. 6).
Jaguar and Land Rover have many things in common. Heritage, quality and innovation to name a few. But they’re also unique and distinctive. Individually they present two of the world’s most exciting brands to experience and be part of. Together they create one incredible business with a wealth of possibilities.

**JAGUAR**
Performance. Luxury. Style. Three words that have become synonymous with Jaguar through its long and distinguished history. From the E-Type to the XF, every vehicle seduces drivers around the world with impeccable character, engineering and aesthetics. Our commitment to innovation is ongoing too. Jaguar F-PACE is the perfect example of our intent to break new ground. When you work on a Jaguar project, you’ll do exactly the same.

**LAND ROVER**
Undeniably British and unrivalled for durability, Land Rover vehicles are built to explore. And exploration is a defining part in every Land Rover project. Whether it’s the technological refinements that enable the Discovery to overcome the world’s toughest terrain, or the tireless commitment that delivered the outstanding environmental performance of the Range Rover Evoque, new ideas and fresh innovative thinking from graduates and undergraduates like you ensure we can go further than the competition.

...**DETERMINES WHERE WE’RE GOING NEXT**
Pulses racing. Spines tingling. Hearts pumping. For generations, our iconic range of vehicles has delivered an unparalleled driving experience to customers across the world. It’s the expertise, drive and continued ambition of our people that’s made it possible.

We are proud of our achievements, but it’s our vision for the future that excites us most. Right across our business, and in all six of our key UK locations (see back cover), everybody plays a crucial role in the ever-evolving Jaguar Land Rover journey. And with exciting new products, cutting-edge facilities and continued growth into new markets, there has never been a more exciting time to join us.

Designed to be just as rewarding as our cars, we offer Graduate & Undergraduate opportunities in a wide range of business areas, including:

- PROGRAMMES & ENGINEERING
- MANUFACTURING ENGINEERING
- COMMERCIAL ENGINEERING
- COMPANY QUALITY
- DESIGN
- PURCHASING
- HUMAN RESOURCES
- FINANCE
- SUPPLY CHAIN & LOGISTICS
- MARKETING, SALES & SERVICE
- INFORMATION TECHNOLOGY
- PROPERTY
Wherever you join us, you’ll learn from some of the best minds in the industry, work on truly world-class products and play your part in what will be the next chapter in our evolution.
ABOUT
This is where our inspiration, and yours, comes to life. Working right at the cutting edge and utilising the world’s most advanced technologies and systems, you’ll enhance our existing vehicles and shape new ones.

WHAT TO EXPECT
This is a huge part of our business, offering massive variety in the pathways, roles and projects you can take on. It is everything from new concept development to detailed system engineering to production launch for all our award winning vehicles.

WHERE IT WILL TAKE YOU
From mentoring and coaching to ongoing training and development, you’ll receive all the help you need to take your career further and reach chartered status (CEng) with the IMechE (Institute of Mechanical Engineers) or IET (Institute of Engineering & Technology). After that, your vision, creativity and ambition will help keep us out in front.
IDEAS THAT THRILL
ENGINEERING THAT MOVES

PROGRAMMES & ENGINEERING

TAking a concept from initial idea to launch and knowing the way it drives is because of me. That really is pretty special!

— Andy Weatherby
ADVANCED ENGINEERING
This is where it starts. With an emphasis on building strong strategic, technical and financial foundations, this is where new concepts are developed and the next generation of Jaguar and Land Rover vehicles start to become reality.

BODY ENGINEERING
Iconic styling. Luxurious interiors. Stimulating attention to detail. Our customers expect to be rewarded before they have even sat behind the wheel. And you’ll use your determination to deliver just that.

CHASSIS ENGINEERING
From brakes, suspension and engine mounts to steering wheels and tyres, every chassis component needs to be honed to perfection. Our cars work in harmony to deliver the exhilarating driving experience that our discerning customers will expect.

ELECTRONIC, ELECTRICAL & SOFTWARE ENGINEERING
Design, develop and shape the future of our electrical and electronic systems. That’ll be your goal as you use your technical expertise to help develop robust hardware and software in our vehicles. This includes everything from hybrid vehicles and advanced control systems to class-leading infotainment, cloud connected features and integration of consumer electronic technology within our products.

ENGINEERING TECHNICAL SERVICES
Before our vehicles hit the road we need to make sure our ideas work and our innovations are sound. In dedicated test facilities you’ll be the one to ensure every Jaguar and Land Rover offers the outstanding quality we, and our customers, expect.

SPECIAL VEHICLE OPERATIONS (SVO)
From ultra-luxury limited editions of some of our products to bespoke heritage products and the almost tailored vehicles specified by discerning customers and VIPs alike, SVO pushes the luxury and performance boundaries to create truly unique and personalised vehicles.
POWERTRAIN ENGINEERING
This is where the power behind our vehicles is generated. Covering the engine and power units, transmission, driveline and hybridisation, you’ll utilise cutting-edge technology to find that ideal balance between performance, sustainability and refinement. It’s a balance that delivers the impeccable driving experiences our customers love.

PRODUCT, PROCESSES, PROGRAMMES & OPERATIONS
To deliver our future vehicle programmes we need the most advanced tools, processes and technologies. Leaving no questions unanswered and no possibilities unexplored, that’s what you’ll provide in our incredibly diverse operation.

PRODUCT STRATEGY
With a clear focus on the future, you’ll work across the business to keep our product programmes on the road to success. The business planning and long-term studies you carry out will ensure we don’t hesitate when the challenges ahead try to slow us down.

RESEARCH
What is Research? It’s all about inventing, creating and testing your ideas. Then collaborate with industry experts to make your ideas a reality. Nothing is more exciting than having an impact on our iconic brand and leaving your legacy behind whilst moving the business forward.

VEHICLE ENGINEERING
From enthralling handling and dynamics to the tuned sound of the engine, everything about Vehicle Engineering is designed to give our cars their unique characteristics. Join us here and you’ll be leading technical development of each vehicle and delivering the very features that delight our customers around the world.
ABOUT
We have always been renowned for outstanding manufacturing – the kind that can produce a staggering 370,000 Range Rover Evoques in just 36 months. And thanks to revolutionary technology, innovative lean processes, continued investment and expansion across the globe, today it’s even more impressive and inspiring than ever before.

WHAT TO EXPECT
Whether it’s laying out plants and new equipment, refining efficient processes, or managing world-class contractors, you’ll be an invaluable part in one of our most progressive and globally-minded business areas. And with an ambitious programme of new models, increased customer demand, and some exciting vehicle lines and engines in the pipeline, it’s set to become even more exhilarating.

WHERE IT WILL TAKE YOU
We need graduates with ambition and drive to help us meet the challenges ahead. Supported to reach chartered status (CEng) with the IMechE (Institute of Mechanical Engineers) or IET (Institute of Engineering & Technology), you’ll be pushed to take your career further, with the chance to work and ultimately lead at our facilities across the world.

PRODUCTION MANUFACTURING ENGINEERING
Like you, we’re driven by a commitment to quality. And whether it’s our plant manufacturing processes, the construction of vehicle bodies or the application of crucial finishing touches, you’ll make sure we are meeting, and exceeding, the high standards everyone expects.

ADVANCED MANUFACTURING ENGINEERING (AME)
When it comes to the future, our AME teams are planning it today. Working up to three years ahead of production, you’ll use your creativity to help translate, plan and implement engineering outputs into vehicle manufacture and ensure our plants are designed to achieve the best quality and efficiency.

POWERTRAIN MANUFACTURING
The engine. Whether it’s for powerful performance or outstanding capability, it’s the heart of our vehicles. Here, you’ll work at the cutting edge of manufacturing, seeking out and developing the most advanced technologies and techniques for the installation, commissioning and launch phases of lean, internationally-revered engine production facilities.

PRODUCTION SUPERVISION
With such a vast range of products, it’s essential that they’re delivered seamlessly. So as well as providing strong leadership to a team of Production Operators, you’ll improve processes, set targets and maintain a positive environment. Focusing on safety, delivery and, above all, quality.

TOOLING & PRESSED PARTS GROUP
Our team purpose is simple; we’re here to deliver great quality car body parts into the rest of the manufacturing teams. Our customers have high expectations of our premium products and so we set high expectations for ourselves and our suppliers, in order to make this happen. You will be part of a team that are at the forefront of our manufacturing engineering and production processes.
NEW MODEL PROGRAMMES
Taking product programmes from engineering, through pilot build and on to a flawless launch. It doesn't get much better than overseeing the whole process, but with real responsibility yours from day one, that’s exactly what you’ll do here.

INTERNATIONAL MANUFACTURING
Our rapid expansion and growing ambition mean our Strategic Projects team is right at the forefront of our future. Experiencing global exposure from the start, you’ll explore the feasibility of opportunities in current and emerging key markets, and be instrumental in our growth.

AMBITION THAT EXCITES
MANUFACTURING THAT MOVES

I WAS PLACED IN A REAL ROLE WITH REAL RESPONSIBILITIES AND REAL IMPACT – RIGHT FROM DAY ONE
— Umair Qureshi
ABOUT
Bringing invaluable and expert engineering knowledge to our commercial business areas, Commercial Engineering ensures our teams – from Purchasing through to Marketing, Sales & Service – produce the incredible results that define who we are.

WHAT TO EXPECT
You'll enjoy real responsibility and genuine global exposure from the start. Whether you're building relationships with suppliers, delivering exceptional after-sales service or increasing growth in new markets, it'll be the insights, expertise and perspectives you share that will drive our excellence.

WHERE IT WILL TAKE YOU
Receiving support and coaching from industry-leading experts in your field, you'll have the opportunity to gain relevant professional accreditation and develop the skills that will see you, and us, achieve even greater feats.

COST ENGINEERING
Cost Engineering is a crucial and ever-growing area of our business, delivering cost-focused activities to improve overall profitability. As part of our Cost Engineering Delivery & Programmes team, you'll provide insights that influence the direction of current and future programmes, including evaluating designs and ensuring supplier value for money. Join our Team Value Management discipline, and we'll rely on you to seek ever more innovative ways to improve profits – whether through process efficiencies or material cost reductions.

SUPPLIER QUALITY
Involved in a number of key roles, from new model launch to supplier readiness, you'll help in the selection and development of our supply base. It’s a critical role within our Purchasing team, which will see you work with key stakeholders both in and outside of the business. All so we continue to deliver the highest quality and manufacturing capability.

CUSTOMER SERVICES ENGINEERING
Covering a broad range of activities including attribute management, technical assessments, technical publications and commercial activity, our Customer Service Engineering team is part of Global Customer Services. Joining them, you'll ensure exceptional customer service and support is delivered across the world, wherever a vehicle is sold. Service Technical and Service Programmes Delivery are also part of this business area. In the former, you'll build links with our overseas markets on a regular basis and act as the voice of the customer and dealer technician in our engineering environment. Whilst in our Service Programmes Delivery team you'll help shape all future vehicle lines from earliest conception right through to product launch by providing data and insight from customer service input.
KNOWLEDGE THAT EMPOWERS
ENGINEERING THAT MOVES

COMMERCIAL ENGINEERING

£3.6bn
INVESTED IN
CAPEX & R&D DURING
2015/16
FISCAL YEAR
ABOUT
Speed. Power. Precision. Our vehicles are globally renowned for their breath-taking quality. This quality mind-set has to encompass everything from initial engineering and design excellence, through to manufacturing operations and customer service excellence. Joining our Company Quality specialists you’ll use key metrics and advanced problem solving techniques to improve processes, product & customer service quality levels - and make great even greater.

WHAT TO EXPECT
Specialising in areas such as Quality Engineering, Operations, Assurance or Strategy and Transformation, you’ll work closely with our suppliers and processes to ensure we meet our, and our customers, high standards and specifications.

WHERE IT WILL TAKE YOU
With a carefully structured development programme, you’ll receive coaching from some of the industry’s leading experts in their fields. You’ll be encouraged to gain professional accreditation with institutions such as the CQI (Chartered Quality Institute) and develop the skills that will drive your excellence, and ours.

QUALITY ENGINEERING
Use voice of the customer data to identify issues and play a leading role in resolving for future vehicles. Use data and insight to lead the deployment of customer quality requirements and future product strategy for new vehicle designs.

QUALITY OPERATIONS
Work with Manufacturing teams within global assembly plants to ensure Flawless Launch and ensure world class quality in finished vehicles. Problem solve and lead the development of tools and processes to ensure that these measures and standards are maintained.

QUALITY ASSURANCE
Analyse customer surveys, dealer & customer feedback as well as warranty claims to identify and, subsequently, lead rapid response projects to ensure customer satisfaction during vehicle ownership.

QUALITY STRATEGY & TRANSFORMATION
Support all areas of the business and lead the strategic development of benchmarked and integrated company-wide quality systems and processes.
COMPANY QUALITY

EXCELLENCE THAT ASTOUNDS
QUALITY THAT MOVES
ABOUT
From the Defender and the E-Type to the Evoque and the XJ, our designers have created some of the most recognisable vehicles ever made. But that’s not stopping us from looking ahead. One of our latest creations, the desirable F-PACE, was imagined by a new generation of designers. And you can join them.

WHAT TO EXPECT
We make products that customers aspire to. Whether it’s iconic body styling or flourishing interior details, your challenge will be to push the boundaries of what’s possible and keep us at the forefront of automotive style.

WHERE IT WILL TAKE YOU
The only limit to the possibilities is your imagination. With the motivation of designing for two of the world’s most iconic brands, revered design studios and an inspiring team, you’ll have everything you need to create the designs that are admired and desired. What will you come up with?

COLOUR & MATERIALS
Creating a blend of performance and luxury through the use of innovative materials, you’ll use your creativity to translate 2D concepts into 3D products in the development of interior and exterior body and trim projects.

MODELLING
Playing a crucial role in taking the biggest ideas through to the reality of production, this is a fascinating stage of vehicle development. Whether it’s in the virtual or physical world, you’ll translate concepts and data into models, all with the aim of solving the problems that will shape the final scintillating design.

DESIGN TECHNICAL
The sweeping curves and celebrated styles of our vehicles would be nothing without the accuracy and craftsmanship of our Design Technical teams. Joining one of four key disciplines – Surfacing, Studio Engineering, Cubing Engineering and Experience Design – you’ll help to perfect the flourishing finishes that grab attention wherever they’re seen.

CREATIVE DESIGNER
Our vehicles set the benchmark for innovative and high-quality design across the world. Your challenge here will be to push that benchmark ever higher. Utilising a variety of 2D and 3D media, you’ll use your vision to transform insights into global trends and your creativity to generate highly innovative product solutions that set our customers’ pulses racing time and time again.
DESIGN

JLR COMPRIZES TWO BRANDS THAT ARE EXCITING TO WORK ON – ALREADY MY DESIGNS HAVE BEEN PRESENTED TO THE HIGHEST LEVELS IN THE ORGANISATION

— Hitesh Panchal

STYLE THAT SEDUCES

DESIGN THAT MOVES
ABOUT
International markets, global negotiations and billions spent with suppliers worldwide. Purchasing is a challenging and crucial part of our success and the reason why our customers continue to enjoy the highest quality products on the market.

WHAT TO EXPECT
Joining us as a Buyer, you’ll take on a portfolio of commodities and tackle a wide range of commercial challenges. Your role will cover everything from planning supplier strategies and negotiating costs, to sourcing new products and working with engineers to improve the design, cost and quality of all our models.

WHERE IT WILL TAKE YOU
With support from the day you join us, you’ll have the opportunity to undertake professional qualifications in the form of CIPS (Chartered Institute of Purchasing & Supply) and develop the influencing and negotiation skills that will not only enable you to have a big impact on our bottom line, but also ensure the next generation of prestigious vehicles are soon rolling off the production line.
SOURCING PRODUCTS FOR A NEW JAGUAR OR LAND ROVER MODEL THAT VERY FEW PEOPLE KNOW ABOUT IS INCREDIBLE!

— Sophie Hunt
ABOUT
To grow our business and bring our vehicles to life, we need talented people. People with very different capabilities, but all with the energy and determination that makes us who we are. You’ll be one of them yourself and you’ll help us find and develop more.

WHAT TO EXPECT
Your task will be to attract, retain and develop the very best individuals and create a forward-looking environment where they can thrive. From producing training and development programmes to building partnerships with people throughout the business, you’ll work across an exceptionally broad HR career path and help us face the challenges of tomorrow.

WHERE IT WILL TAKE YOU
Responsibility will come straight away, but we’ll help you prepare for the demands ahead by supporting you to attain CIPD (Chartered Institute of Personnel & Development) accreditation. Inspired by your energetic colleagues, you’ll develop the skills that will mean you’re the one driving our change.
PARTNERSHIPS THAT STRENGTHEN
HR THAT MOVES

I’M PROUD TO WORK FOR A THRIVING ORGANISATION THAT CONTINUALLY PUSHES THE BOUNDARIES OF BRITISH MANUFACTURING

— Caitlin Alsop
ABOUT
Finance has been, and always will be, crucial to our progress. From budgeting and forecasting, to profit planning and financial analysis, it’s a fascinating and diverse area of our business, with every idea and every decision affecting our entire operation.

WHERE IT WILL TAKE YOU
Nowhere else will you gain the experience and international exposure you will here. We’ll support your professional development with CIMA (Chartered Institute of Management Accountants) accreditation, and we’ll ensure you have all you need to impact our success around the world.

WHAT TO EXPECT
Seeking out every opportunity for improvement, you’ll turn your hand to a vast range of challenges, and work with teams in Corporate Finance, Profit Planning, Manufacturing Operations, Engineering, Marketing, Sales & Service, Financial Analysis, Funding Modelling & Budget Creation and Forecasting.

GLOBAL REVENUE IN 2014/15
£21.9bn
F-PACE IS AN IMPORTANT PRODUCT FOR JAGUAR. TO HAVE BEEN PART OF IT WAS INCREDIBLE.
— Tom Mann
ABOUT
Already admired in over 170 countries, we have ambitions to expand even further. As we discover new opportunities and break into new markets, we need to provide more customers than ever before with an unrivalled experience. That’s what you’ll join our teams to do.

WHAT TO EXPECT
Fast-moving and dynamic, every day will provide you with stimulating opportunities. Developing invaluable skills and gaining experience across multiple areas – including field sales, supply planning, parts and customer service, brand development and marketing programmes, you’ll be the one to get our customers’ pulses racing faster.

WHERE IT WILL TAKE YOU
With the opportunity to achieve relevant qualifications such as CIM (Chartered Institute of Marketing), you’ll become an instrumental part of our business, protecting our heritage and unique brand values, whilst ensuring our brands continue to grow and seize attention.
BEING PART OF THE TEAM TASKED WITH RE-ENERGISING JAGUAR, A GREAT BRITISH BRAND, IS A ONCE-IN-A-LIFETIME OPPORTUNITY
— Josh Moore
ABOUT
This is where some of the most advanced supply chains in the automotive industry are planned and executed. With over 1,000 suppliers located around the world, the task is to get the right part, at the right price, at the right quality, at the right time. You’ll use your determination and logic to meet the challenge.

WHAT TO EXPECT
Joining one of three key teams, real responsibility will be yours from the day you join us. In our fast-paced environment, you’ll make a significant contribution to our continued success as you ensure our worldwide customer base receives the premium experience they expect.

WHERE IT WILL TAKE YOU
Working alongside a team as ambitious as you are, you’ll have plenty of opportunity to develop your professional skills and be supported to achieve chartered status with CILT (Chartered Institute of Logistics & Transport.) After that, the opportunities are endless.

MATERIAL PLANNING & LOGISTICS
Every minute of every day, thousands of parts are delivered to our plants, ready to be utilised on the production lines within hours. At the same time, hundreds of vehicles are shipped internationally to waiting customers across the globe. A feat like this doesn’t just happen though. Join us here, and it will be your strategic vision meeting the challenge.

PARTS LOGISTICS
Joining our Supply Chain, Inventory Management, Warehousing or Supply Chain Analytics teams, you’ll organise the distribution, storage and inventory management of dealer parts, ensuring their delivery to over 170 international markets worldwide – wherever and whenever they are needed.

TRADING DIVISION
Working within our ever-expanding manufacturing base, our Trading Division team is responsible for the project management and delivery of Jaguar Land Rover’s global supply chains. Join us in this complex and fast-moving area, and it will be you ensuring the international import and export of parts and materials to our manufacturing plants in the UK and beyond.
ORGANISING THE NUMBER OF COMPONENTS TO MAKE OUR VEHICLES IS A GREAT CHALLENGE, BUT THEN ORGANISING FOR VEHICLES TO BE DELIVERED TO EXCITED CUSTOMERS ALL OVER THE GLOBE IS EVEN MORE REWARDING.

— Joe Turner
INFORMATION TECHNOLOGY

SOME OF THE DIGITAL STRATEGIES WE’VE IMPLEMENTED ARE WORLD FIRSTS. THERE’S NO LIMIT TO WHERE IT CAN TAKE US
— Steven Callaghan

INNOVATION THAT INSPIRES

IT THAT MOVES

ABOUT
Anticipating change, reacting to every business need and developing the solutions that keep our business running – we wouldn’t be where we are without IT. So join us here and you’ll immediately find yourself in a position where you can make a real impact.

WHAT TO EXPECT
From providing consultancy to the business and building strong relationships with key suppliers, to supporting process re-engineering and working with customers to identify their needs, your ideas and solutions will not only help manage our operations, but also transform our entire business.

WHERE IT WILL TAKE YOU
Working alongside and learning from IT and Business Relationship specialists, you’ll develop your personal and professional skills as you have an impact on how every one of our business areas work. Your contribution will keep us heading in the right direction. And we’ll make sure your career is too.
About
New markets, new vehicle lines, new facilities. Our vision for the future is clear: we want to build on our success. Delivering strategically important projects that support our growing infrastructure, our Property team moves quickly to put the foundations in place that will make our ambitions a reality.

What to Expect
Working with a portfolio that spans almost 30 countries, you’ll help provide the tactical advice that ensures we’re responding to operational needs. From test tracks to training facilities, the challenges you face will range across the spectrum of real estate, property management and construction.

Where It Will Take You
As our business grows so does the importance of Property. Our recent Engine Manufacturing Centre – the most advanced ever built in the UK – is a prime example of the type of project you’ll influence and the impact you’ll have on the entire automotive industry. What legacy will you build?
Jaguar Land Rover has a set of High Performance Business Behaviours. These are used throughout all of our HR processes from Recruitment through to Performance appraisals. Below is an example of some of the content on our graduate programme and how it links to these behaviours.

### PROGRAMME OUTLINE

#### Business Behaviours Key

- Agility & Flexibility
- My Business
- High Performance
- Strong Teams
- Efficient Delivery
- Clear Direction
- Effective Relationships
- Positive Impact

#### GET AN OVERVIEW OF OUR BUSINESS

- Corporate Induction Curriculum
- Introduction to Jaguar
- Introduction to Land Rover

#### UNDERSTAND YOURSELF AND OTHERS

- Personal Effectiveness for Graduates
- Personal Development
- Personal Impact
- Personal Impact Line Manager Facilitated Session

#### KNOW THE IMPORTANCE OF QUALITY

- Quality Development Programme
- Manufacturing Placement

#### DEVELOP YOUR SKILLS

- Corporate Social Responsibility (CSR) Activity

#### KNOW YOUR CUSTOMERS

- Dealer Visit
- Customer First Workshop

#### ONWARDS AND UPWARDS

- Personal Impact Lessons Learnt
- Basic Business Acumen
Wherever you join us, you’ll be assigned a mentor and given the opportunities to gain relevant vocational qualifications and/or professional accreditation. That could mean Chartership with IMechE or IET for engineers, CIMA for those in Finance, CIPS for Purchasing graduates, CIPD for our HR teams or CIM for graduates who join Marketing, Sales & Service.

When you join us we’ll devise a personal development plan that will be specifically tailored to your role and your ambitions. And you’ll add to your professional and personal skills on a daily basis as you gain business, market and customer insights, and build on your commercial and creative thinking.

Development and outstanding careers are not the only benefits we offer. Nor is the opportunity to work with some of the most exhilarating brands in the world – though you will have the opportunity to get behind the wheel. Add to all that a competitive salary of £29,000, £2,000 joining bonus, pension scheme, privilege car purchase scheme and 26 days holiday per year (plus sports halls, gyms and crèches at some of our facilities) and the prospect of starting your career with us looks even more desirable.
SPONSORSHIP SCHEMES
Involving a two-way commitment, you will join us every summer until you graduate, and if appropriate, you'll also join us for your Industrial Placement too.

SYSTEMS INTEGRATION/ELECTRONIC/ELECTRICAL/COMPUTER & SOFTWARE ENGINEERING
Immersing yourself in our world and taking real projects from initial design to production, you can take your Summer and Industrial Placement with us. Acquiring experience in our diverse operation, you could find yourself working in our specialist engineering fields ranging from infotainment and Powertrain control to electrical distribution and body electronics.

WOMEN IN ENGINEERING
New perspectives and fresh ideas. Diversity within our workforce gives us the competitive edge we want to stay out in front. Our unique training scheme has been designed to support ambitious women engineers who want to make an impression while studying for their degree, and includes one-to-one mentoring from a female engineer from within our business.
I WANT TO KEEP THE BUSINESS AT THE FOREFRONT OF THE AUTOMOTIVE INDUSTRY. I’M IN A GREAT PLACE TO MAKE IT HAPPEN

— Karen Fitzgerald
UNDERGRADUATE OPPORTUNITIES
We offer placements and Sponsorship Schemes across most business areas. Take a look at the table to see where you could join us, and refer to the business areas throughout the brochure to learn more about how you’ll impact our success.

ELIGIBILITY CRITERIA
Please be aware that our Undergraduate Placement opportunities are only open to penultimate-year students (i.e. students who will be returning to their final year of study following their placement with us), or those who are applying for a 12 month placement as a formal part of their degree course. This does not apply to our sponsorship schemes where any year of study is considered.

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Powerful, agile and distinctive, F-TYPE is a true Jaguar sports car. Engineered for high performance and instantaneously responsive handling, it was shaped by the ideas and inspiration of people right across our business – many of whom started with us as graduates.

Our Design team delivered ground-breaking styling. Our engineers found ingenious ways to reduce weight, raise performance and minimise emissions. Powertrain and dynamics specialists ensured the smoothest and most engaging drive possible, and our electronics experts again reset the standards in terms of driver interface, in-car entertainment and industry-leading connectivity.

HR got the best people on the project, Finance ensured it was commercially viable and profitable, and IT kept everything moving forward from the start. Purchasing sourced and delivered the right components. Logistics got everything ready for worldwide delivery. Evaluation and Verification Engineering tested the vehicle mercilessly, and then Manufacturing brought our vision to life with processes as innovative as the car itself. And when all of this was in place, Marketing created our highly interactive ‘F-TYPE Desire’ campaign and the worldwide launch.
I was involved in the development of the Stop/Start system from a Performance, Economy and Driveability point of view. That meant a lot of time was spent out on the track, testing the vehicle’s response to a range of driving styles — from gentle ‘chauffeur stops’ and ‘pull-aways’ to aggressive braking and full throttle launches.

Andy Weatherby
Programmes & Engineering
University of Manchester
Aerospace Engineering

I worked with the Launch teams to ensure that we were 100% ready for production – including fine-tuning any issues. I see F-TYPEs in every spec and colour on a daily basis, but I still find myself staring on occasion – it’s a beautiful car and it’s a privilege to have a hand in producing it.

Umair Qureshi
Production Manufacturing Engineering
Brunel University
Mechanical Engineering

I couldn’t have asked for a more incredible first role at Jaguar Land Rover. As part of the F-Type Product Development team, I worked proactively with engineering to ensure that we didn’t just create a truly incredible and worthy successor to the E-Type, but ALSO delivered on time and within budget.

Tom Mann
Finance
University of Newcastle-upon-Tyne
Mathematics

The team created an exclusive portfolio of one-off art pieces specifically for the launch of the F-TYPE. It was huge fun producing such visually inspiring pieces, but even better was the global exposure it gave – my designs were seen and admired all over the world.

Hitesh Panchal
Design
Royal College of Art
Vehicle Design
As part of the Vehicle Engineering team I was able to play a key role in the technical delivery of F-Type, all the way from concept, through prototyping, to launch. That meant I was working and driving the F-Type nearly two years before the customer could get behind the wheel.

Charlotte Acklam
Programmes & Engineering
University of Manchester
Aerospace Engineering

As a team, we were heavily involved in the launch of F-Type. I worked closely on the ‘F-Type Magazine’ – a one-off special that was sent to customers around the world to coincide with the launch at the Paris Motor Show.

Josh Moore
Marketing, Sales & Service
Lancaster University
BBA Management

We laid the foundations to make F-Type possible. And the result is nothing short of incredible. It is a prime example of everything JLR stands for: innovation, performance and quality.

Sharon Gill
Property
Nottingham Trent University
Property, Finance and Investment

F-TYPE PROJECT

GRADUATES WHO BROUGHT THE F-TYPE TO LIFE
It’s not just on the road, in our offices and throughout our manufacturing facilities that we try to stay ahead. Always looking for new ways to give back, reduce our carbon footprint and minimise the impact of our products and operations, we take our responsibility to the environment and society very seriously. Not because we should, but because we want to. It’s this attitude that has seen us become the first automotive manufacturer to win the most prestigious sustainability business accolade in the UK — the Responsible Business of the Year award. But we won’t stop there. We are committed to creating a sustainable future and on our graduate programme you’ll be part of it. Participating in a CSR project, you’ll contribute to delivering results like these:

We offset 100% of our manufacturing assembly CO₂ emissions across all our UK facilities and have launched a global Corporate Social Responsibility programme to create opportunities for 12 million people by 2020.

In the UK, more than two million young people have participated in our ‘Inspiring Tomorrow’s Engineers’ national education programme which aims to improve employability and promote engineering careers.

Since 2007 we’ve reduced European fleet tailpipe CO₂ by 24%, operational energy consumption by 30%, waste to landfill per vehicle by 75% and water use per vehicle by 29%.
SERIOUS RESPONSIBILITIES
SUSTAINABLE FUTURE

CORPORATE SOCIAL RESPONSIBILITY

85% OF A JAGUAR IS RECYCLABLE

2015
Queens Award For Enterprise In Sustainable Development

2015
COMMUNITY
Improving relationships between the graduate population, Jaguar Land Rover and its corporate sponsored entities

SPORTS
Supporting the health and fitness of graduates through facilitation, subsidisation and offering of new activities

ENTERTAINMENT
Inspiring social interactions through hosting of varied fun, novel and exciting events

Aside from the Graduate Network activities, all six of our locations offer an inspiring environment to live and work in. From our headquarters in Whitley, Coventry to our Product Facility in Halewood, Merseyside, you'll be close to lively cities and breath-taking countryside. Wherever your interests lie – shopping, dining, sport or the tranquillity of the countryside, it is all nearby.
Whilst the unrivalled skills and the unique experiences you’ll gain as a graduate or undergraduate placement student already make Jaguar Land Rover an attractive place to start your journey, social life plays a massive part too. A healthy work/life balance is important to a successful career and well being and so we want you to make the most of both worlds.

The Graduate Network is an important hub for graduate activities and networking at Jaguar Land Rover – it’s a network run by graduates, for graduates.

Throughout the year it offers multiple opportunities to experience new, novel and exciting activities across its three pillars of Community, Entertainment and Sport. Recent events that have been hosted (and subsidised) include Karting, Zorb Football, Casino night, Ice Skating, Sporting tournaments, Devon surfing trip, Private cinema screenings and Paintballing to name a few. The highlight of the annual calendar is the Graduate Charity Ball which also raised over £3,000 for The Born Free Foundation in 2015.

It costs a small contribution each month to join the group – and that provides you with access to the fantastic events, group discounts and significant subsidies.
You’ll be able to make your application from early September until the closing date – normally at the end of December (check the website for specific dates). Here, we’ll ask you to tell us about yourself and your background.

As part of your online application you could be invited to take an SJT. Presenting you with various scenarios that you may encounter here, it will test your decision-making skills and help determine whether you’re a good fit for our organisation.

Impress us with your application up until this point and we may invite you to complete a series of verbal, numerical and diagrammatical reasoning tests. Don’t worry, you’ll be given a number of days to complete them along with guidance sheets to help you prepare.

Perform well in the tests and you could be invited to our Assessment Centre – the final stage of our assessment process (dates are normally held between February and May). You’ll take part in various exercises and get the opportunity to further understand what life will be like as part of Jaguar Land Rover.
2:2 minimum degree

End of December closing date

Assessment Centre
Your chance to impress us face-to-face

We’ll make you an offer within 1 week of attending an Assessment Centre

THE DECISION

You will normally hear the outcome within a week. If you’re successful a formal offer will quickly follow.

RANKED

19th
in
THE TIMES TOP 100 GRADUATE EMPLOYERS
2015

Your Application
HINTS & TIPS

Our application process hasn’t just been designed so we can find talented and driven individuals; it’s been created so you can impress us with the best of your skills, expertise and personality. The tips on this page will make sure you’re prepared for what’s to come and confident that a career with us is the route you wish to take.

WHO WE’RE LOOKING FOR
We’re after graduates and undergraduates who are resilient, responsible and willing to learn, have strong problem solving skills, are able to work with others and are passionate about our brands.

ONLINE APPLICATION & SJTs
Attention to detail is key, so read over your application to make sure everything is correct. When it comes to the SJTs, think about the kind of people and behaviours we’re looking for before you select your answers.

PSYCHOMETRIC TESTS
Logical thinking, identifying and extracting information from charts and graphs, mathematical calculations and verbal reasoning all play a part in these tests. So take the time to brush up on these areas by using practice tests online.

ASSESSMENT CENTRE
Preparation is the key. There’ll be a number of candidates present on the day, all passionate about joining us. So make sure you stand out. You can do this by having an impressive knowledge of who we are and what we’re looking for. Think about the questions we may ask you too, and the answers you could give that demonstrate the qualities we’re looking for. Take your time when answering questions and don’t be afraid to ask any you may have yourself. Finally, we want to get to know your personality, so relax and enjoy the day.

Every year we visit many university campuses and recruitment fairs around the UK. There’s no better way to get to know us and talk to current graduates, so keep referring to our website for details of where you could meet us.

Good luck!
The powerful performance. The unrivalled luxury. Our vehicles are admired across the world for their superior quality and refinement, an achievement only possible thanks to the precision, skill and determination of our people. It’s these qualities that you’ll need in order to help us build and imagine the next generation of innovative vehicles. So perfect yours now by making your All-New Range Rover Sport origami model. Here’s how:

**BUILD THE MOMENTUM**

1. Take a piece of 150x150mm paper and fold in half
2. Fold each half in half so the edges meet in the centre
3. Fold the corners in
4. Fold the corners out
5. Push the corners out, fold and squash them

6. Turn over
7. Fold in the middle
8. Fold top right corner so it meets top left
9. Turn over
10. Slightly fold the top layer corners

11. Turn over and fold in the middle
12. Push the corners out, fold and squash them
13. Repeat on all four
14. Fold the top layer to make a straight line and squash
15. Repeat on the other side

16. Tuck in the points to form wheels, front grill, boot and windscreen

**NOT FOLDING QUITE RIGHT?**
The video on jaguarlandrovergraduates.com will help you out.
EXCELLENCE IN MOTION
CAREERS

BUSINESS AREAS & LOCATIONS

LOCATIONS ARE INDICATIVE. ROLES COULD BE BASED AT ANY FACILITY

GAYDON, WARWICKSHIRE
Product Creation Centre

SOLIHULL, WEST MIDLANDS
Product Facility

WHITLEY, COVENTRY
Headquarters

CASTLE BROMWICH, BIRMINGHAM
Product Facility

WOLVERHAMPTON, WEST MIDLANDS
Engine Manufacturing Centre

HALEWOOD, MERSEYSHIRE
Product Facility

BUSINESS KEY AREAS

MANUFACTURING ENGINEERING, HR, FINANCE, SUPPLY CHAIN & LOGISTICS, COMPANY QUALITY

PROGRAMMES & ENGINEERING, COMMERCIAL ENGINEERING, DESIGN, PURCHASING, IT

MARKETING, SALES & SERVICE, PROPERTY

JaguarLandRoverCareers.com