About our UK Graduate Programme

Our two-year graduate programme will allow you to experience different projects and develop your skills and interests.

You will be well supported with a mentor, buddy, project lead, line manager and the early careers development manager. At the start of the programme, you will have a one week induction followed by training which will fully prepare you for customer projects. You will have allocated time for developing your technical skills, building your leadership capability and to innovate.

To provide greater opportunity for learning and development, there will be the opportunity for a rotation across site, department and/or project, which could see you placed in a different Northrop Grumman UK location. Please bear this in mind and consider your ability to be flexible regarding location.

Your development plan, which will be specific to you and agreed with your line manager, could include opportunities for you to gain experience in the various disciplines relevant to your role. Due to the nature of our work, it is necessary to attain security clearance in order to work on our programmes and this will be discussed with you in more detail during the recruitment process. For top performers, there is the potential to progress to senior engineer upon completion of your Graduate Programme.

What do you need to be a Graduate at Northrop Grumman?

• We are looking for talented people who have/will complete a STEM related degree or master’s
• Analytical skills and logical reasoning are essential with the ability to solve problems in innovative ways
• You must be able to work to delivery requirements within reasonably agreed timeframes and demonstrate the potential to work through projects to their conclusion
• Evidence of leading people, teams or activities would be desirable although not essential
• Ability to attain a security clearance relevant to your role

Specific role requirements can be found on the job specifications.

Assessment Process

Initially, you will be required to submit a CV and cover letter.

For the cover letter please answer the following questions:

1. What appeals to you about Northrop Grumman and a place on the graduate programme?
2. What relevant skills, knowledge and experience do you have for this position?
3. What skills, knowledge and experience are you seeking to develop on the graduate programme?

Your cover letter should not exceed 1000 words.

Following CV and cover letter review, successful candidates will:

Technical Assessment: You may be asked to complete a technical assessment (dependent on technical discipline of the Graduate role)

Interview: If shortlisted to interview you will be contacted by a member of the Northrop Grumman Talent Acquisition team. This will be a 30 minute telephone interview to discuss your skills in more
detail and an opportunity for you to ask more questions about the Graduate scheme and specific opportunities.

**Assessment Centre:** If progressed further you will be invited to attend a virtual assessment day. We will provide an overview of Northrop Grumman and the Graduate scheme as well as introduce key members of staff. The day will allow you to network with other Graduates in addition to members of staff. The assessment day will include a 60 minute formal interview (including a 10 minute presentation) and group exercise.

**Conclusion:** Following the assessment day the Northrop Grumman team will consider your application, assessment, formal interview and presentation. The Talent Acquisition Team will contact you to provide feedback and to advise if we wish to offer you a place on the Graduate scheme.

Should you require any support or adjustments regarding any health, accessibility or disability to attend the assessment day, please advise us as soon as possible so that we can make arrangements.

Optamor are Northrop Grumman’s Recruitment partner and the will manage all correspondence with you.

**Benefits**
As well as a range of competitive financial and non-financial benefits you would expect from a leading organisation, we also offer:

- Starting salary £30K
- A permanent contract from day one
- On-programme salary increases
- Exciting customer project work
- An Engineering development programme covering a range of technical disciplines
- Exposure to a variety of work that will allow you to follow your interests and shape your career
- **For top performers, there is the potential to progress to senior engineer upon completion of your Graduate Programme**

**We are open for applications:**
Start date: 12th September 2022

Apply Here: [https://www.northropgrumman.com/careers/job-search-united-kingdom/](https://www.northropgrumman.com/careers/job-search-united-kingdom/)

To find out more information e-mail: nguktalent@optamor.com