
Role: Graduate Software Engineer

At Northrop Grumman, our employees have incredible opportunities to work on revolutionary systems that impact people's lives around the world today, and for generations to come. Our pioneering and inventive spirit has enabled us to be at the forefront of many technological advancements in our nation’s history - from the first flight across the Atlantic Ocean, to stealth bombers, to landing on the moon. We look for people who have bold new ideas, courage and a pioneering spirit to join forces to invent the future, and have fun along the way. Our culture thrives on intellectual curiosity, cognitive diversity and bringing your whole self to work — and we have an insatiable drive to do what others think is impossible. Our employees are not only part of history, they’re making history.

Your Opportunity to Define Possible. Our Opportunity to Deliver the Nation’s Security. Together.

Salary: £30,000 starting salary with performance increments of around £2,500 every six months

Role Clearance Type: Highest Level of UK Government Vetting

Before you start with Northrop Grumman, you’ll need to complete BPSS clearance. This usually takes up to three weeks. We’ll then require you to complete one of the highest levels of UK Government clearance which is a rigorous process. It means we need applicants to be British citizens, to have lived in the UK and not to have travelled abroad for over 6 months in the last ten years. This level of vetting means you’ll be asked questions not limited to yourself but also your family and your finances.

You will need to have the right to work and live in the UK indefinitely, we are not able to support visa applications as part of this recruitment.

Location: Cheltenham, London and Manchester.

Number of Positions: 50 (25 starting in March and 25 starting in September)

Start Date: March and September 2023

About Your Opportunity:
We offer end-to-end solutions to customers in the fields of cyber and non-cyber innovation, R&D, big data, systems architecture and all other manners of software engineering. Graduate Software Engineers are required with experience of Java, JavaScript, C++ and/or Python to join our team and develop innovative solutions for our customers.

An exciting opportunity to work on cutting-edge technology and develop innovative solutions that tackle some of the biggest national security challenges. We offer end-to-end solutions to customers in the fields of cyber and non-cyber innovation, R&D, big data, systems architecture and all other manners of software engineering.

Our Early Careers programmes are the lifeblood of our organisation and we are committed to ensuring exposure to a variety of stimulating work alongside training and development that will help you to shape your career. For top performers, you will receive an offer of a place on our graduate programme.
A truly agile development team that supports one another to deliver high quality software. Our teams consist of a mixture of experienced and early career professionals - we promote collaboration and learning from each other and we will support your career and training needs. We believe that creating a team that values diversity and fosters inclusion is essential to great performance and we are proud of our quality of work.

**Essential Skills and Experience:**

- We are looking for people who have achieved or are on target to achieve a relevant degree, for example, software engineering and computer science.
- You must have a passion for software, computing, online security and cyber ethics and have written code in Java, JavaScript, C++ and/or Python
- You understand the software lifecycle and enjoy a challenge
- Analytical skills and logical reasoning are essential with the ability to solve problems in innovative ways preferred
- You must be able to work to delivery requirements within reasonably agreed timeframes and demonstrate the potential to work through projects to their conclusion.

**The role- your responsibilities:**

- Over two years, this scheme involves a blend of on-job learning supported by technical, soft and leadership skills development.
- There will be the potential for rotations across projects to provide a variety of work.
- 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 software disciplines such as cyber security, architectural design, systems and application development.
- The majority of our work is ‘full stack’ development using Java-based Cloud and Big Data technologies, using the latest agile methodologies. There are Machine Learning, AI and Cyber aspects to many of our projects.

**Your Benefits:**

- **Flexible working schedules** - Many of our teams work flexibly and depending on the project, you may work from the office, home or on a hybrid model. We are passionate about creating an environment where people can develop and grow, follow their interests and be the best version of themselves. And in order to do this, you will need to be based near one of our locations. We also offer condensed hours and flexible working.
- **Flexible Benefits Package** – choose which NGUKL benefits you want to satisfy your personal needs. Core Benefits provided for you are Healthcare, Dental, Life Assurance and Pension. Benefits you can flex include Critical Illness Cover, Health Cash Plan, and Health Assessments.
- **Employee Incentive Programme** – exceptional performance is recognized through our annual incentive programme which is awarded to top performers who excel
- **Career Development** – opportunity for ongoing professional development and career growth opportunities.

**Your Future:**

“*I am passionate about creating an environment where people can develop and grow, follow their interests and be the best version of themselves.*”

Andrew Nelson, Early Career Development Manager @ Northrop Grumman UK
Diversity is at the heart of our success. Our team share experience, knowledge and new thinking gained from a wide range of backgrounds perspective, culture, gender, race, age and many other elements across several industries. We welcome candidates from all backgrounds and particularly from communities currently under-represented within our industry. We treat everyone with respect and foster safe and inclusive environments.

About Our Responsibilities:
Our customers operate in unique environments which offer new and exciting challenges every day, cultivating a place where you can learn and thrive, working alongside the best minds in industry. We’ll give you space to develop your career, where your ideas can shape the future of our dynamic business.

We promote collaboration to achieve more than we could imagine, together. And within a respectful and inspirational environment, we value what you say and do.

How to Apply:
Interested in our opportunity?
Yes – Just click here to apply GraduateSoftwareCI2023

Our UK Talent Hub Team is a partnership with Talent Solutions. This team will manage your application on our behalf. You will be directed to an online application where you will need to create an account, tell us a bit about yourself and also complete three personal statements. Our team will then be in touch to update you of the outcome and next steps for successful candidates.

If you would like to talk to us, require any help, support or assistance throughout the process please just email us at: earlycareers@uk.ngc.com and one of the team will be in touch.

Northrop Grumman UK:
Work with a global brand that makes a real contribution to our nation’s security and future. At Northrop Grumman UK, the brightest minds come together to push the boundaries and Define Possible. As leaders in the digital transformation of Aerospace, Defence and Intelligence we are providing ground-breaking outcomes for our customers.

Find out more: https://www.northropgrumman.com/careers/job-search-united-kingdom/