



ASTON MARTIN

# ASTON MARTIN GRADUATE SCHEME





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## WORKING AT ASTON MARTIN

Aston Martin is one of the world's most respected luxury brands and its products lead the way in style, performance, quality and personality. The use of cutting edge technology, unique materials and high end craftsmanship exceed the expectations of our customers. The combination of a strong heritage, a unique culture and cutting edge technology makes Aston Martin truly special as well as providing an exciting and rewarding environment.

Aston Martin is looking for high calibre individuals with a passion and energy to strive to achieve the highest standards in everything they do. There must be an eagerness to deliver in a fast paced, demanding environment and rise to new challenges on a daily basis.

All Aston Martin employees have the opportunity to develop their career, offered by the breadth of scope within each role in the business, which is supported by robust employee development processes.

You will be encouraged to innovate and explore new ideas, as well as work with others across the company and at all levels; our workforce collaboratively drive the future of our products. Aston Martin are committed to providing the necessary support, including training, mentoring and professional development to fully guide its future leaders.



*Some of our Graduates celebrating their completion of the scheme  
with Michal Kerr- Vice President and Chief HR Officer*

## ABOUT OUR GRADUATE SCHEMES

Our graduates will shape the future of Aston Martin; we are proud of our graduate development scheme and recruit graduates annually across various business functions. Whether you are applying for an Engineering or Business position, you and your fellow graduates will all have an opportunity to study for professional qualifications and rotate across a variety of business functions.

Further details of the available Graduate opportunities can be found on the following page or on our website-

<http://www.astonmartin.com/en/careers/graduates>.



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## PROGRAMME STRUCTURE

We have two Graduate Scheme pathways which you can choose from- Technical and Professional. Our Technical schemes incorporate our Engineering functions including Research & Development, Quality and Manufacturing Engineering, whilst Professional encompasses our commercial based departments such as Marketing, Sales, Supply Chain, HR, Finance and IT.

All our Graduate Schemes consist of a 3 year programme during which you will have the opportunity to rotate around the business for 12 months before returning to your home department. We will work with you to try to accommodate your areas of preference wherever possible.

Following your rotations, you will return to your home department to apply your acquired skills and knowledge. You will also have the opportunity to study for the CMI Level 5 Certificate in Leadership and Management on a block release basis. At the end of the Graduate Scheme, you will transition into a role within your home department and continue to develop.

Year 1

- Company Induction
- 4 week Manufacturing Placement
- Placement in home department

Year 2

- x4 3 month rotations around the business

Year 3

- Return to home department and develop into role
- Complete CMI Level 5 Leadership and Management Qualification

## WHERE YOU COULD BE WORKING

### RESEARCH & DEVELOPMENT- POWERTRAIN

Powertrain includes the following areas: V12 & V8 engines, Auto & Manual Transmissions, complete Driveline system, Exhaust System, Induction System, Cooling Systems, Fuel Tank & system, Thermal Protection, HVAC System, Calibration for Engine and Transmissions including performance, fuel economy, driveability & emissions. Further teams include Innovation & Electrification, Simulation and Powertrain Platforms.

The department is responsible for designing, developing and delivering these systems to all new model programmes. A fully qualified and experienced engineer would typically be responsible for leading a cross functional team comprising engineering, test and development, purchasing, quality and programme ultimately delivering a powertrain system to a new car model or work in one of the more specific areas of test and development or calibration.







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## RESEARCH & DEVELOPMENT- ELECTRICAL

In the Electrical Engineering Department, a graduate is able to experience all electrical aspects of the car; from the wiring and communication layer, to the Infotainment Control Module and software driving customer comfort features. Work is carried out on current and future programs, with engineers able to experience travel to support the design and validation of components and software. The key areas within the department are Vehicle Harnesses, Lighting, Electronic Modules, Computer Aided Design and Systems Integration. The benefit of experiencing the Electrical department provides the opportunity to gain a broad understanding of the electrical systems and to achieve a high level of responsibility within the electrical field.

## RESEARCH & DEVELOPMENT - CHASSIS

The Chassis team consists of Chassis Systems and Concepts & Simulation. The team is responsible for the Design, Release and Validation of all the chassis systems.

## RESEARCH & DEVELOPMENT – VEHICLE ENGINEERING

The Vehicle Attribute Engineering team are responsible for Attribute Target Setting, Benchmarking and delivery. Attributes covered within this group are Dynamics, NVH, Durability, Weight and Ergonomics.

## RESEARCH & DEVELOPMENT – LEGISLATION & CERTIFICATION

Legislation and Certification ensure compliance with world market regulatory requirements and constantly review global regulatory changes & implement new regulations.

## RESEARCH & DEVELOPMENT - PROTOTYPE

Prototype Operations is split into two teams: Prototype Build and Test and Verification. The Prototype build team is responsible for all prototype builds through liaison with the launch and program teams.

The Test and Verification team delivers the Design Validation plan on the prototype vehicles.

## RESEARCH & DEVELOPMENT- BODY ENGINEERING

Body Engineering consists of two core functions: Body Structures, Safety & Development and Interiors, Exteriors & Mechanisms. Each function is responsible for target setting, concept, engineering design, manufacturing feasibility, release and sign-off of their individual components.

Exterior Trim and Mechanisms are responsible for all exterior mechanisms and systems. Interior Trim is responsible for engineering the instrument panel and all interior aspects. Body Development and Safety is responsible for all material and legislative requirements for all Body Engineering components and the Safety Team are responsible for the development and validation of all safety systems.

## RESEARCH & DEVELOPMENT – CONCEPT & INNOVATION

Concept & innovation aids the delivery of concept programme deliverables across all AML platforms whilst also aiding the delivery of innovation projects for consideration on all future AML vehicles.

The Virtual Verification team defines and refines the whole vehicle package and leads the virtual build of the vehicle ahead of the physical line build.

Applicants to our Research & Development Scheme must have a relevant engineering degree.



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## PROGRAMME MANAGEMENT

Programme Management is the organisation responsible for controlling and managing the product definition and project delivery for new Aston Martin products. The organisational structure is split between the Programme Management team and the Vehicle Engineering team.

The Programme Management team are responsible for controlling the product definition, taking input from all areas of the business such as Design, Marketing, Manufacturing, Purchasing and Quality amongst others. They also control and manage the project delivery being responsible for timing, costs the bill of materials and the publication business wide of key project documentation.

The Vehicle Engineering team are the custodians of the vehicle the project is delivering. They are responsible for working across the business to define the vehicle attribute targets such as Performance, Mass, Vehicle Dynamics and Packaging amongst others. The team act to balance and arbitrate across the attribute teams to create a balanced set of attributes that deliver to the customer requirements. The team also leads the engineering activities coordinating across



both virtual and physical analysis of the car and being responsible for the planning activities of the prototype vehicle fleet.

Being part of the Programme Management team means exposure to the broad business and being at the very heart of a new model development.



## QUALITY

Within Quality at Aston Martin, our engineers have a wide range of roles and responsibilities, engaging all areas of the business, from Design, Procurement, Research & Development, Launch Teams, Manufacturing, After Sales, Dealerships and our Supplier Base. Worldwide travel, constant interaction with people and the drive to make the highest quality sports cars in the world requires flexible engineers with good communication and team work skills and a thirst for problem solving. Our engineers bring new products into production through the development of parts, vehicle and supplier base. Our engineers also work closely with our manufacturing colleagues and monitor the success of the end product via our After Sales and network of dealerships worldwide. This



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ensures a wide ranging and absorbing job experience. Applicants must have a relevant engineering degree.

## **MANUFACTURING**

There are opportunities within Manufacturing and whether you will be working in Manufacturing Operations or Manufacturing Engineering, it will be your role to ensure that quality is kept to the highest standard. As an engineer, you will design quality processes that are robust and capable of ensuring the customer receives a quality product. The operations supervisory team lead our skilled technicians to ensure that we build cars to our exacting standards of quality and performance. Everyone in Manufacturing uses the Aston Martin production system which is based around safety, quality, delivery, cost, morale and environment.

Applicants must have a relevant engineering degree.

## **SUPPLY CHAIN**

The Procurement department is responsible for the selection and management of all external suppliers to the business. As a buyer, you will be primarily involved in the commercial and contract management of these suppliers, ensuring that all products and services purchased meet the demanding quality, cost and delivery requirements of Aston Martin. The department has a direct impact upon the Company's profitability and its team members are relied upon to professionally develop and maintain competitive, stable, long-term supply agreements with its supplier base. These agreements will help Aston Martin to achieve greater commercial success in the future.

Applicants must have a degree in any business discipline.

## **FINANCE**

The role of Finance is vital to a successful business. As a graduate you will be involved in multifunctional teams ensuring that new model programs meet budgeted profitability, operational budgets for headcount and expenditure are not exceeded and the financial health of the business is maintained. Rotation

within the Finance function will make you a broadly experienced financial professional.

Applicants must have a relevant degree, preferably in business, accountancy, mathematics or economics.

## **HUMAN RESOURCES**

A role in Human Resources (HR) requires you to act in a consultancy and advisory capacity, ensuring adherence to all legal and best practice obligations including employment law, performance management, employee relations, learning and development, recruitment and selection, change management and restructuring. Acting as a change agent in driving organisational development and working in partnership with key leaders within the business, you will drive people-related change whilst building effective working relationships at all levels of the business.

Applications can be considered from any degree discipline.

## **TOTAL DELIVERED COST**

The TDC (Total Delivered Cost) and PCE (Piece Cost Estimating) team offer Aston Martin a vital function in designing to cost targets. Not only active in managing current & future model Engineering from concept design through to launch, they ensure Aston Martin understand its suppliers cost drivers and manufacturing process. With in-house developed Cost Estimating Tools the team establish VFM (Value for Money) on all variable and investment expenditure.

The role offers the diversity of covering all areas of the car from Interior Trim to Body Structures to Powertrain. It also offers the opportunity to understand Engineering implications in a successful business.

The role would suit either an Engineering graduate looking to enhance their commercial skills or a Business/Economics graduate looking to apply their knowledge to Engineering applications.



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## IT

IT plays a critical role as a core business enabler, driving ERP, CRM and PLM strategies and implementations as well as supporting the new era of digital, mobile and social media strategies. The IT function also plays a crucial role operationally, in providing IT support to all users within the business and continuously striving to provide effective and fit for purpose IT solutions to all users. As we develop and implement new systems and networks, now is a great time to be involved in IT projects, to ensure that Aston Martin's IT systems and fundamental business procedures enable the business to maintain its competitive edge. Applicants can be considered from any business or IT-related degree discipline.

## COMMERCIAL

A variety of opportunities exists within the Aston Martin Commercial functions, which cover: Global Marketing, Q & VIP Sales, Sales Operations & Dealer Training, Global Parts & Accessories, VIP Operations. Aston Martin being an iconic British brand with world recognition requires a strong commercial team; this function focuses on influencing everything from the formulation of new model concepts within the product marketing area, through to delivery of world class customer service and support internally and externally through our Dealer network. Applicants can be considered from any business degree discipline.

## MARCOMMS

Growing, strengthening and protecting the iconic Aston Martin marque falls to Brand Communications. A small, highly motivated team covering product, corporate, financial, lifestyle, motorsport, internal communications and brand events. Aston Martin is a PR-driven company and the Brand Communications team focuses on, amongst many other things, excellent delivery of global media programmes for new models, experiential brand and media events, growing brand awareness through media relations, product placements, partnerships and increasing global visibility through racing. Applicants can be considered from any media, communications or business degree discipline.

## ENTRY REQUIREMENTS AND SALARY

### TECHNICAL GRADUATE SCHEMES

- 128 UCAS points at A-Level or in an equivalent qualification
- A Masters Level degree in Engineering
- Minimum of one year's work experience
- Starting Salary- **£28,500**

### PROFESSIONAL GRADUATE SCHEMES

- 128 UCAS points at A-Level or in an equivalent qualification
- Minimum of a 2:1 in a relevant degree discipline
- Work experience is desirable though not essential
- Starting Salary- **£27,000**

To help you join Aston Martin, we are pleased to be able to offer a welcome payment of £1,200 as we appreciate that relocation can be costly. There will also be developmental salary increases throughout the programme on successful completion at each stage as well as access to employee benefits.



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## APPLICATION PROCESS

### Review our Graduate Opportunities

Search the Aston Martin website to find out about our Graduate vacancies and to learn more about the company before choosing your area of interest



### Apply

Complete and submit an online Application Form



### Application Screening

Your application will be screened by a member of our HR team. If you impress us from your application, you will be invited to a one-day assessment centre



### Assessment Centre

During the Assessment day you will complete a range of activities designed to assess your knowledge and skills.



### Decision

If you are successful through the assessment centre stage, you will be made an offer in writing to start your exciting career at Aston Martin.

## GRADUATE DEVELOPMENT

### IMechE

We offer support to our developing engineers in working towards their chartership with IMechE. We will support you with the fees for your professional registration and allocate you a mentor within the business to guide you through the process.



### Smallpeice

Smallpeice is an engineering trust which gives young people the support they need to bring their ideas to life through STEM subjects. Every year our Graduates and Apprentices come together to run an event at a number of schools across the country.

### Chartered Management Institute Qualification

Our Graduates are given the opportunity to complete a Level 5 CMI Certificate in Leadership and Management which includes modules such as project management, presentation skills, decision making and change management. Graduates also work on a Business Improvement project as part of the qualification and present it to the Aston Martin Vice Presidents.







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## CASE STUDIES

### Loren Wright

Former Graduate

Project Engineer- R&D



#### ***Why did you choose to apply for the Aston Martin Graduate Scheme?***

From a young age watching Top Gear with my Dad, the Aston Martin DB9 was always in the Supercool area of the wall and it became something I aspired to one day own. To work at such a prestigious company gives me great pride and pleasure whenever I'm asked about my employment.

#### ***What pathway have you taken since you started the scheme?***

When I started my role as an engineer in Body Structures, I was allocated such a challenging and rewarding project to run that I decided to return to the area at the end of the scheme. I have helped lead the launch of the DB11 Body Structures content and am now leading the project management of the concept phase for the new DBX programme. In between projects, I have had the opportunity to experience some other departments to build up my contacts and base knowledge of how the business works, which has proven invaluable in my new role.

#### ***What is the most rewarding part of your role?***

For me, seeing the delivery of my project is what makes me most proud; my job in project management of the Underframe is ensuring all engineering content is captured and that I achieve the delivery of this on time and to budget. When the parts arrive on site for the first time, it gives me great pride knowing I was fundamental in achieving that.

#### ***How has the Graduate Scheme helped you to develop?***

My skills in leadership have come on leaps and bounds since joining the Graduate Scheme. During the first year of the scheme, I was mentored and taught the fundamentals of the job. During the second year, this mantle was passed on to me to teach to the new first years. Having this steady increase of responsibility also enables you to learn the role more thoroughly in order to teach others well.

### Ian Hawksworth

Former Graduate

Lead Engineer - Quality



#### ***Why did you choose to apply for the Aston Martin Graduate Scheme?***

Learning about the development of Aston Martin vehicle architecture during my dissertation is what drew me to apply to the Body Engineering scheme, as I was keen to have the opportunity to contribute to this development. Also, the cars are iconic, and in my view there is no other car manufacturer that focusses so much on making their cars beautiful from every angle.

#### ***What pathway have you taken since you started the scheme?***

During my first year, I carried out three rotations before returning to Engineering. In New Model Launch I was responsible for scheduling the trial of new models and putting the early planning in place for DB11. From here I moved to Quality which involved working to ensure content was aligned to customer expectations. My final rotation was in Total Delivered Cost- a challenging role working with Product Development and Procurement to engineer our cars differently to maximise profitability.

#### ***What is the most rewarding part of your role?***

My new role in New Model Quality involves working with suppliers across a variety of locations and developing them to achieve the best possible results in line with our requirements. Best of all, Aston Martin feels like a large family. There is a lot of teamwork and cross-functionality, making it easy to collaborate and build effective working relationships.

#### ***How has the Graduate Scheme helped you to develop?***

Rotations have really challenged me to step out of my comfort zone and work with new people and different styles of management. I have also learnt more about the responsibility and challenges of other areas, broadening my knowledge and understanding which is invaluable in my new role. Studying for a leadership qualification and delivering a Business Improvement Project has also enabled me to apply and embed everything that I have learnt.



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## CASE STUDIES

### Emily Whitehouse

Former Graduate

HR Project Coordinator



#### ***Why did you choose to apply for the Aston Martin Graduate Scheme?***

I was drawn to the Aston Martin scheme by its size, as I was looking for a programme which would enable me to broaden my knowledge and experience and also give me a lot of responsibility from the beginning. Clearly the iconic brand name was also a big attraction.

#### ***What pathway have you taken since you started the scheme?***

Having completed a 4 year Business Administration degree at the University of Bath I secured a place on the scheme as a Graduate Buyer in Purchasing. I spent two years in the Interior Trim team, responsible for activities such as sourcing and cost saving to support programme requirements which involved visits to suppliers in Italy, Germany and the UK. I then carried out a rotation in HR which involved driving people development initiatives as well as apprenticeship recruitment and selection. From here I spent 3 months in Sales Operations working on projects to improve the data made available to dealers as well as the internal team. I have now completed my Graduate scheme and am in HR in a permanent role as a Project Co-Ordinator working on organisational development projects.

#### ***What is the most rewarding part of your role?***

For me one of the most rewarding things is knowing that you can have an impact, whether that is a cost saving for the business, improving a process or delivering a project. As a relatively small business, our jobs are incredibly broad, enabling us to get involved in board level projects and interact with Vice Presidents. This is something you do not get in larger organisations.

#### ***How has the Graduate Scheme helped you to develop?***

Having the opportunity to rotate around the business has enabled me to build relationships with people across functions and at all levels, developing my interpersonal and communication skills as well as fully understanding the business in detail. I have also achieved a CMI Level 5 in Leadership and Development which was fully funded.

### Peter Freedman

Former Graduate

Director of Corporate Strategy



#### ***Why did you choose to apply for the Aston Martin Graduate Scheme?***

It's a historic brand with a great reputation and I wanted to join a relatively small scheme where I could gain exposure to all areas of the business and therefore develop a set of rounded skills.

#### ***What pathway have you taken since you started the scheme?***

I started as a graduate in purchasing, rotating around different areas of the department including exterior trim, interior trim and programmes. This included working on exciting projects such as DB11, Vanquish, DB10 (the Bond car) and Lagonda Taraf. After 3 years in purchasing I moved into the Design department to work as Programme Manager across all vehicle programmes. This was a great role, working with and managing the design team to take projects from sketch right through to finished vehicle. One of the big advantages of joining a relatively small grad scheme is you have a great deal of responsibility early in your career. Therefore, if you're good enough and work hard there are opportunities for quick progression. There are very few companies where you'd be able to move between purchasing and design. I'm now in my 7<sup>th</sup> year at AML and a Senior Manager working as Dr Andy Palmers Technical Assistant.

#### ***What is the most rewarding part of your role?***

Seeing a car you have worked on go into production. Taking a car from a sketch to a finished model is a massive feat of engineering, teamwork and dedication so to see a new model come off the production line and be delivered to customers is really rewarding.

#### ***How has the Graduate Scheme helped you to develop?***

The rotations around different departments have given me an overview of how the business works and also enabled me to develop contacts in these areas. Understanding each department's needs and goals makes it far easier to make informed decisions as you progress through your career. It's also helped me develop both the technical and personal skills you need to succeed in a career in automotive.