

*DEFINING MOMENTS IN EVERY CAREER*



GRADUATE AND UNDERGRADUATE OPPORTUNITIES



Product Development Engineering / Design / Manufacturing Engineering / Finance  
Human Resources / Information Technology / Marketing, Sales & Service / Purchasing

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

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Download our app – ‘Graduates Jaguar Land Rover’ via the App Store or Android Market. Then hover your phone over the people next to the blue Jaguar Land Rover icon. This will allow you to hear from our employees about their career-defining moments, when the image comes to life as video content.

## FOREWORD



**Des Thurlby**  
Director, Human Resources

**From Shanghai to Sao Paolo, Jaguar Land Rover is a great British success story. We design, engineer, manufacture and sell vehicles from two of the world’s iconic premium brands. Although we are based in the UK, more than 80% of our products are exported abroad. We are the UK’s biggest exporter to China and Brazil. Other successful markets are the USA, Middle East, South Africa, Russia, Australia as well as the UK and continental Europe.**

We are making record profits and this is helping to fund significant investment in our product line up and facilities. We are building an engine plant in the UK and other plants throughout the world. We are investing in our people and we have grown our workforce from 16,000 to more than 25,000 in the last two years. We are hiring in record numbers as we have huge ambitions for our business and our people. We believe that the future has never been more exciting. At Jaguar Land Rover our Graduate Programme covers far more than just Product Development Engineering. There are opportunities in everything from Manufacturing Engineering, Purchasing and Finance, to Human Resources, IT and Marketing, Sales & Service.

Our dedication to excellence runs throughout the business. Wherever you are based, your innovation and creativity will be challenged, as you develop a rigorous and commercially-focused approach to your work. Expectations and the demands will be high but you will be supported to realise your full potential. We will provide training for professional qualifications as well as in-house training to help you develop your business knowledge and personal skills. We will even send you to the Lake District in your first few months as part of your graduate induction programme where you will experience management development in beautiful and awe-inspiring surroundings. We will invest in you because we truly believe business is about people.

At every stage of your career, you will be given the support and encouragement to reach your full potential.

For so many reasons, Jaguar Land Rover is the ultimate destination for graduates aspiring to a world-class career.

## ABOUT US

**Incredible moments are experienced by people, every day, right across Jaguar Land Rover. For some, it's the launch of the groundbreaking product they've spent months working on. For others, it's the completion of a massive project or the start of an incredible new one. Or the first time one of their ideas comes to life.**

Individually, these moments are not only memorable, but they define careers. Together, they drive our hugely successful global business forward into new markets around the world.

### **What will yours be?**

Joining as part of our graduate intake means becoming part of a remarkable journey. We've enjoyed extraordinary growth in the last few years, announced record profits and launched new vehicles that have revolutionised our industry.

Innovation, fresh ideas and moments of inspiration are going to be vital if we're to go further. So whatever your skills and whatever your degree background, you'll be challenged to think globally and act commercially. And we'll train, support and encourage you every step of the way – just one of the reasons why our Graduate Programme continues to be recognised as one of the UK's very best.



**While Jaguar and Land Rover have many things in common – quality, heritage and innovation, to name but a few – they are, and will remain, two unique and distinct brands. Individually, they present two of the world’s strongest brands for you to experience and grow within, but combined they create one incredible business with a wealth of possible opportunities.**

Jaguar creates performance cars that are rewarding beyond just a perfect machine. Unrivalled craftsmanship blends with power and passion to create a luxurious, intuitive and compelling driving experience. And our customers expect the very best. So when you work on a Jaguar project, this is exactly what you’ll aim to provide. This will mean striving for perfection and daring to try new things.

Through our long and proud history, the Jaguar name has become synonymous with luxury, quality, craftsmanship and classic styling. Innovation has always played its part too – never more so than in recent years. New models such as the XF have seduced and impressed reviewers around the world with impeccable performance, engineering and aesthetics. But the story doesn’t end there. Our commitment to

innovation and consumer requirements is perfectly illustrated by the brand new XF Sportbrake. The Sportbrake model extends the versatility and practicality of our acclaimed sporting saloon by striking a new balance between usability and beauty. From a strong yet sleek external aesthetic, through to generous seating and versatile load-space, it’s a car that’s as practical as it is inspiring. Then there’s our eagerly awaited all-new, convertible sports car, the F-Type, which will redefine standards in terms of performance. Marrying cutting-edge technologies with world-class design excellence, the F-Type signals our intent to be a leader in the sports car market. And to see innovation in its purest form, you only have to look at our concept hybrid, the C-X75. Combining outstanding performance with stunning design and remarkably low emissions, it’s changing how people think about supercars. So much so that it’s set to influence the future of design and expectations of what can be done for years to come.

The F-Type, XF Sportbrake, and the C-X75 are all big ideas. Some of our very biggest – but in reality, we’ve got so much more planned. Our exciting future includes many more model introductions and new markets. And, hopefully, you.



## LAND ROVER

**As a brand, Land Rover is iconic, heroic and quintessentially, undeniably British. We build vehicles that explore the world – radiating character, capability and performance, whether they’re cruising through a city or racing across a desert. And exploration is part of every Land Rover focused project. Because new ideas and fresh thinking will help us continue to go further than our competitors.**

Since the first Land Rovers made their debut in 1948, our story has been one of relentless evolution. To outstanding usability and unrivalled durability we’ve added, and continue to add, brilliant new ideas – finding new ways to help Land Rover vehicles overcome the world’s toughest terrain.

Take the all-new Range Rover. The world’s first SUV with a lightweight all-aluminium monocoque body structure. Retaining its original iconic DNA, but re-developed and enhanced with the latest technologies, our engineers have made it lighter, stronger and with new levels of refinement, so it continues to set the benchmark amongst its competitors by providing a special blend of luxury, performance and unmatched all-terrain capability.

You’ll find innovation at the heart of Land Rover vehicles. Along with new models and ongoing technological refinements, we tirelessly push the boundaries in terms of environmental performance. The recently launched Range Rover Evoque is a great example of this. It’s our lightest, smallest and most fuel efficient Range Rover ever. And it really shows our commitment to staying at the cutting edge.



## BUSINESS AREAS

**Every one of our products. Every innovation. Every bit of progress in over 170 markets worldwide. None of it would be possible without the expertise and energy of our teams right across Jaguar Land Rover.**

Every component of our business has a huge role to play, and each presents its own unique challenges and opportunities. So whichever of our graduate pathways you follow, you'll find that there are no small parts here.

We offer roles in:

- **Product Development Engineering**
- **Design**
- **Manufacturing Engineering**
- **Finance**
- **Human Resources**
- **Information Technology**
- **Marketing, Sales & Service**
- **Purchasing**

This is just a quick look at our key business areas. For the full story, visit [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)



# GRADUATE OPPORTUNITIES

GRADUATES		DEGREE DISCIPLINES Roles dependent on attainment of minimum 2:2 undergraduate degree classification		OPPORTUNITIES						
				Design	Product Development Engineering	Manufacturing Engineering	Purchasing	Marketing, Sales & Service	Finance	Information Technology
Mechanical Engineering Disciplines	Mechanical Engineering Automotive Engineering Aeronautical Engineering Materials Engineering Chemical Engineering			✓	✓	✓	✓	✓	✓	✓
Electrical Engineering Disciplines	Electrical Engineering Electronic Engineering Systems Integration Engineering Software Engineering			✓	✓	✓	✓	✓	✓	✓
Manufacturing Engineering	Manufacturing Engineering			✓	✓	✓	✓	✓	✓	✓
Non-Engineering	Design Degree	✓				✓	✓	✓	✓	✓
	Other Degree					✓	✓	✓	✓	✓

For more information go to [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)

## PRODUCT DEVELOPMENT ENGINEERING

**Engineering is where our inspiration, and yours, comes to life. We work with some of the most advanced systems, facilities and manufacturing processes in the world. But ultimately, we're driven by new ideas – which are what you'll bring.**

This is a huge part of our business, so you won't be surprised to hear that it offers a massive variety of pathways to follow and roles to take on. And whichever route you go down, you'll need to be ready to work at the cutting edge and think creatively to keep us ahead of the competition.

Our graduates need to be one step ahead, which is why you'll have a mentor and support from the day you join, to help you reach Chartered status with the IMechE (Institute of Mechanical Engineers) or the IET (Institute of Engineering and Technology).



*Scan Christina's image to hear her moment*





### **Advanced Engineering**

This is where it all starts. Where the new concepts are developed that go on to become new Jaguars and Land Rovers. So the emphasis is on building strong strategic, technical and financial foundations.

### **Body Engineering**

From iconic body styling to interior detail, from doors and windows to whole cabin systems, everything about our vehicles has to be perfect. It's what customers expect from a luxury brand. And it's what you'll make happen.

### **Chassis Engineering**

Suspension. Engine mounts. Wheels and tyres. To provide an exceptional driving experience, every chassis component needs to be honed to perfection. From designers to project managers, this team makes sure that they are.

### **Company Quality**

Here, hindsight is used to ensure safety and quality in the future. There are four departments (Forward Model Quality, Warranty Task Force & Quality Strategy, Automotive Safety and Manufacturing Quality) and they're all vital.

# PRODUCT DEVELOPMENT ENGINEERING

## Electronic, Electrical & Software Engineering

Here, you'll design, develop and shape the future of our electronic systems. How? By helping us find visionary developments in everything from hybrid vehicles and infotainment to advanced electronic systems integration and electrics.

## Engineering Technical Services

Testing is vital at Jaguar Land Rover. From world-class test facilities, you'll make sure that our ideas work, that our innovations are sound, and that our new vehicles offer the quality customers demand and would expect.

## Engineered to Order

This is about personalisation. Many of our customers want unique vehicles designed for their lifestyle and their personality. How can you help us develop these special vehicles?

## Hybrids

This is a fascinating and rapidly growing area. Working with the world's most advanced systems and technology, we're shaping the next generation of super green, environmentally-friendly engines. Which is why we need the next generation of thinkers.



*Scan Matt's image to hear his moment*



### **Powertrain Engineering**

Using state-of-the-art facilities, you'll provide the power behind our vehicles. You'll find the ideal balance between performance and sustainability, while responding to the environmental issues that shape our industry.

### **Product Development Operations**

Working at the heart of Product Development, you'll provide the tools, processes and technologies we need to deliver our future vehicle programmes. It's a diverse area, and you'll experience it all.

### **Product Strategy**

Working across the whole business, you'll keep our vehicle programmes on track. And with a clear focus on the future, you'll also carry out the business planning and long-term studies we need to meet the challenges ahead.

### **Vehicle Engineering**

In this department, you'll give our vehicles their unique characteristics. How they drive. How safe they are. Even how they sound. It's all part of creating vehicles that delight customers and set us apart from the competition.

We've given a quick overview of our main departments here. But if you want the full story, visit [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)

## DESIGN

**We may have already created some of the most iconic vehicles ever made, but this isn't stopping us from looking to the future. And, as part of the new generation of designers, you'll help us imagine the new generation of Jaguar Land Rover vehicles. Worldwide, our customers expect us to push the boundaries in everything from iconic body styling to the smallest interior detail. Your challenge will be to keep us at the forefront of automotive style. And you'll do so in one of our three key areas.**

The following areas have many differences, but they all share the same aim – to create premier designs that are admired and desired around the world.

### **Colour & Materials**

This team leads the way in a crucial field – creating a blend of performance and luxury through the use of innovative materials. You'll find yourself translating 2D concepts to 3D products in the development of interior and exterior body and trim projects.

### **Digital and Clay Modelling**

Whether it's in the virtual or physical world, these two Modelling teams solve some fascinating design problems. And whichever team you join, you'll interpret concepts and data into models – playing a crucial role in taking the biggest ideas through to the reality of production.

### **Surfacing**

This is where beautiful external finishes are put to new vehicles across our ever-expanding range. If you join the team, you'll learn how to turn scanning and geometrical data into results of the highest optical quality. Or, to put it another way, you'll make our vehicles look amazing.

We have very few places in our Design team. You will need a degree in Design from a top school.



*Scan Daniel's image to hear his moment*





# MANUFACTURING ENGINEERING

**When the first of a new vehicle rolls off the line, it's an unforgettable moment. It is the culmination of lots of hard work all around the business, and our Manufacturing operations are crucial to all that we do. It is where state-of-the-art technology and innovative lean processes combine to create exceptional new vehicles that drive our success all over the world.**

Manufacturing is an invaluable part of the business – one where you'll be involved in laying out plants, new equipment and ensuring efficient processes. And with an ambitious programme of new models, vehicle lines and engines in the pipeline, it's set to become even more challenging. We need ambitious graduates who, with a mentor and support from us, are prepared to reach Chartered status with the IMechE (Institute of Mechanical Engineers).

## **Production Engineering**

From the construction of vehicle bodies to the application of crucial finishing touches, everything in this area is driven by quality. You'll ensure that our plant manufacturing processes, people and facilities are up to the task.

## **Advanced Manufacturing Engineering**

You will plan new production lines, commission new machines and work with global machine tool vendors to ensure we design our manufacturing plants to achieve the best quality and efficiency.

## **Powertrain Manufacturing**

The engine is at the heart of our vehicles – whether for exhilarating performance, outstanding capability or sustainable economy. Powertrain Manufacturing Engineers seek out and develop the most advanced technologies and techniques for the installation, commissioning and launch of lean, world-class production facilities. For example, work is underway to build a new state-of-the-art Advanced Engine Manufacturing facility in the UK. You could be in at the beginning to support this world-class facility.

## **Production Supervision**

Providing strong leadership to a team of Production Operators, you'll see that our world-class products are delivered seamlessly. You'll improve processes, set targets and maintain a positive, safe environment. And in everything you do, you'll focus on time, cost and, above all, quality.

## **New Model Programmes**

You will take the Product Development Programme and make the vehicle fit for Manufacturing.

## **Material, Planning & Logistics**

How do we get millions of parts from all over the world to arrive at the production line in the UK just in time to manufacture one of our new Jaguar or Land Rover products? And then how do we deliver the finished vehicles to customers in over 170 countries, on time and in perfect condition? You'll find us new answers to challenges like these.

We've outlined the departments within Manufacturing here. For the full story, visit [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)



## FINANCE

Finance sits at the very heart of our business. And if you join them, you'll be helping to fuel our growth on a global scale. If you've got real drive, you'll enjoy unbeatable scope to build a rewarding and diverse career.

As part of a team that affects every element of our business, you'll turn your hand to a vast range of fascinating challenges. These will include working within teams within:

- **Corporate finance, including accounting, tax, treasury and audit**
- **Profit planning**
- **Manufacturing operations**
- **Product development**
- **Marketing, Sales & Service**
- **Financial analysis**
- **Funding modelling**
- **Budget creation and forecasting**

The experience you gain will prove invaluable as you build your career, and we'll support your professional development with the CIMA (Chartered Institute of Management Accountants) qualification, so you're prepared. We'll look to you to take every opportunity for improvement. The ideas you come up with will be heard. And the decisions you help make will have an impact on our success around the world.



## HUMAN RESOURCES

To grow our business and bring our vehicles to life, it takes exceptional people. Your challenge will be to help us attract, retain and develop the very best – creating a dynamic and positive environment where they can grow and thrive. And as you do so, you'll grow too.

Working right across an exceptionally broad HR career path, you'll take on challenges such as:

- Advising Board Directors on business unit organisation
- Developing compensation and benefits programmes
- Producing training and development programmes
- Building positive senior relationships throughout the business
- Managing the performance, and developing the skills, of employees throughout the business
- Working through change proposals with our Trade Unions

Responsibility will come straight away, and you'll be making things happen right from the start – driving change and keeping our people ready to face the global challenges of tomorrow. We'll help you prepare for this responsibility by supporting you with the CIPD (Chartered Institute of Personnel and Development) qualification, so you'll be fully equipped for the role. And as you grow, you'll be inspired every day by bright, energetic colleagues.



Scan Tara's image to hear her moment

## INFORMATION TECHNOLOGY

The evolution of our business just can't happen without Information Technology. Every moment of the day, it keeps us moving in the right direction – anticipating change and developing cutting-edge new ways of working. So if you join the team, you'll gain first-hand experience in critical areas such as:

- Providing consultancy to the business
- Supporting process re-engineering
- Building strong relationships with key suppliers
- Working with customers to define their needs and then providing recommendations for action

The projects you work on and the ideas and solutions you provide will have a real impact. They'll not only help manage our operations, but transform the business, and impact on how every one of our functions work. You'll contribute a huge amount. You'll learn a huge amount too.





## MARKETING, SALES & SERVICE

Jaguar and Land Rover are two of the world's most iconic brands. We sell in over 170 countries and we have massive growth plans. We're reaching more customers, and our dealer network continues to expand around the world. As our global marketplace extends further, we need to provide more customers than ever before with an unrivalled experience. You'll see that we do.

Joining one of our fastest moving business areas, you'll develop skills and experience in areas like:

- **Field sales**
- **Supply planning – making sure we build customer orders on time**
- **Parts and customer service**
- **Brand development**
- **Marketing programmes**

As you progress, you'll operate in a fast-moving global arena – taking on real responsibilities and developing all the skills you need to get our customers' hearts beating faster. Every day will be different, and you'll never be far from a stimulating challenge. To ensure you're ready for these challenges, you'll have the opportunity to undertake the relevant qualifications with either the CIM (Chartered Institute of Marketing) or ISMM (Institute of Sales & Marketing Management). You'll be instrumental in protecting our heritage and unique brand values, but also making sure that our brands continue to grow, develop and seize attention worldwide.





## PURCHASING

**International markets. £billions spent with suppliers worldwide. Complex deals and global negotiations. Everything about purchasing here is massive. So there really is nowhere better to develop world-class influencing and negotiation skills.**

You'll join us as a Buyer, taking on a portfolio of commodities and tackling commercial challenges such as:

- **Planning supplier strategies and managing relationships**
- **Negotiating costs**
- **Planning and controlling manufacturing processes**
- **Benchmarking products**
- **Analysing market trends**
- **Sourcing new products and services**
- **Working with engineers to improve design, cost and quality**

Quite simply, your work here will help guarantee our customers continue to enjoy the highest quality products on the market. And to ensure we are providing graduates with the highest quality development, you'll have the opportunity to undertake professional qualifications in the form of the CIPS (Chartered Institute of Purchasing and Supply). During the programme you'll get to make a major impact to our bottom line. And, just as importantly, you'll help ensure that we continue to develop and produce truly world-class vehicles.



*Scan Jodie's image to hear her moment*



## TRAINING AND REWARDS

**Every moment of support. Everything you learn. Every time you gain a skill or take on a new challenge. They're all big steps on your journey to success. And we'll be with you the whole way. Because we believe in inspiring, supporting and developing our people to achieve their goals – be they professional, academic or personal.**

### Qualifications

The right qualification can make a world of difference to your long-term success. So, if you're an Engineer, we'll assign you a mentor and support you towards achieving Chartered status. And whichever part of our business you work in, we'll support you to achieve relevant vocational qualifications – whether this is CIMA (Finance) or CIPS (Purchasing), CIPD (HR), CIM or ISMM (Marketing, Sales & Service) or Chartership with IMechE and IET.

### Training and Personal Development

A feature of our two-year Graduate Programme is the personal development plan that will be specifically tailored to you, your role, and the things you want to achieve.

From your first day, you'll get to develop invaluable business and personal skills. You'll gain business, market and customer insight. You'll strengthen your commercial and creative thinking. And, on a week-long residential

course in the Lake District, you'll learn the team-working and decision-making skills you'll need to perform brilliantly and make a real impact.

To make a different sort of impact, you'll undertake a Corporate Social Responsibility (CSR) activity. And you'll even be able to get behind the wheel of some of our most exhilarating vehicles.

### Rewards

Of course, development and outstanding careers are not the only benefits we offer. As a new graduate hire in September 2013, you'll receive a starting salary of £29,000, and subject to performance a further two pay increases during the Graduate Programme, and so you should be on track to earn at least £33,000 by the time that you complete the Graduate Programme. There's also a joining bonus of £2,000, a competitive pension scheme and 26 days' holiday per year. For the most up-to-date information, visit our website.

We also offer a privilege car purchase scheme, which allows you or certain family members the chance to buy a Ford, Jaguar or Land Rover vehicle at a discounted rate. And, depending on which site you're based at, we also provide great facilities including a gym, sauna, steam room, sports hall and a crèche. Take a look at our website for the full list, visit [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)

### GRADUATE DEVELOPMENT PROGRAMME

Jaguar Land Rover has a set of High Performance Behaviours. These are used throughout all of our HR processes from Recruitment through to Performance appraisals. Below is an example of the content of the two-year Graduate Programme and how it links to these behaviours.

	Example of Event	Business Behaviours	Key
<b>Get overview of our business</b>	Corporate Induction Curriculum Introduction to Jaguar Introduction to Land Rover	● ● ●	
<b>Understand yourself and others</b>	Personal Effectiveness for Graduates Personal Development in the Lake District Personal Impact Personal Impact Line Manager facilitated session	● ● ● ● ● ● ● ●	
<b>Know the importance of quality</b>	Quality Development Programme Manufacturing Placement	● ● ● ●	
<b>Develop your skills</b>	Making Great Decisions Corporate Social Responsibility (CSR) Activity	● ●	
<b>Know our customers</b>	Dealer Insight Workshop Dealer Visit Consumer Insight Workshop	● ● ●	
<b>Onwards and Upwards</b>	Personal Impact Lessons Learnt Basic Business Acumen	● ● ● ●	

Find out more about our business behaviours on the website, visit [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)

# UNDERGRADUATE OPPORTUNITIES

Our Undergraduate Programmes are a great way to add another dimension to supplement your academic studies while experiencing life here at Jaguar Land Rover. We run a range of programmes, starting in late June, some of which are sponsored. And whichever programme you join, you'll gain an insight into our business and develop skills that will prove priceless in the future. The real difference between the Sponsorship Schemes and our other undergraduate placements is the commitment involved.

### Sponsorship Schemes

Sponsorship Schemes involve a two-way commitment which will see you joining us every summer for a paid vacation placement (and your six or fifteen month Industrial Placement if appropriate), until you graduate.

### Undergraduate Placements

Our two undergraduate placements in Product Development or Purchasing will see you joining us for a one-off period of time which will vary depending on the placement you join us for. All of the placements will allow you to develop invaluable skills and first-hand experience across our world-class engineering functions – working on real projects with real impact.

### Rewards

In return for your commitment, hard work and business contribution, Sponsorship Schemes pay a salary of £300 per week, or £15,600 p.a. while you're with us, and a bursary payment of £1,500 when you return to university, on the understanding that you return for a placement the following year. Our other undergraduate placements offer a salary too, but not the bursary payment, but they're every bit as rewarding in terms of the experience and skills you'll gain. After all, you'll be working alongside, and learning from, the best in the industry.

DEGREE DISCIPLINES		OPPORTUNITIES			
		DURATION		OPPORTUNITIES	
		3, 6 or 12 month placements	3, 6 or 15 month placements		Purchasing
Mechanical Engineering Disciplines	Mechanical Engineering Automotive Engineering Aeronautical Engineering Materials Engineering Chemical Engineering	✓		✓	✓
Electrical Engineering Disciplines	Electrical Engineering Electronic Engineering Systems Integration Engineering Software Engineering	✓	✓	✓	✓
Non-Engineering	Other Degree				✓

For more information go to [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)

## UNDERGRADUATE PLACEMENTS

### Product Development

On either a 3 month summer placement or a 6 or 12 month Industrial Placement, you'll actively help our incredible vehicles go from conceptual design to physical reality. You'll learn from industry experts and work with cutting-edge facilities – gaining experience in areas such as body and chassis engineering, hybrids, powertrain and product strategy. Placements start in late June every year, and they're designed for ambitious undergraduates currently studying a relevant engineering degree.

### Purchasing

Beginning in late June and running for either 3 or 12 months, our Purchasing placements will put you in one of the most dynamic parts of our business. You'll take on real responsibility from day one – using your creativity and commercial acumen to help the team source parts and services, and build relationships with suppliers. You'll also work with colleagues from other areas to ensure that our supply chain delivers at every level. Purchasing is diverse, so we welcome applications from undergraduates from any discipline.

### Sponsorship Schemes

#### Systems Integration/Electronic/Electrical & Software Engineering Sponsorship Scheme

Open to undergraduates from the above disciplines, these placements are all about forging an ongoing relationship with Jaguar Land Rover. You'll take both your summer placements and your Industrial Placement with us – immersing yourself in our world and taking real projects through from initial design to eventual production.

During your time with us, you might find yourself working in specialist engineering fields ranging from infotainment and powertrain control to electrical distribution and body electronics. In return for your commitment, we'll provide ongoing support and outstanding learning opportunities. And at the end of your placements, before you return to university for your final year, you may have the opportunity of being offered early assessment for a place onto our Graduate Programme once you graduate.

#### Women in Engineering Sponsorship Scheme

Diversity within our workforce gives us the competitive edge we need as we continue to grow and move forward. So we have created a unique training scheme to support ambitious women engineers develop their careers while they study for their degrees. Similar to our other sponsorship scheme, before you return to university for your final year, you may have the opportunity of being offered early assessment for a place onto our Graduate Programme once you graduate.

## CORPORATE SOCIAL RESPONSIBILITY

**As one of the most successful automobile manufacturers in the world, we're fully aware of our responsibilities to the environment and to society as a whole. Which is why we make every effort to lead by example. Not because we have to, but because we want to. And you'll get to do the same, because all our graduates, as part of their Graduate Development Programme, participate in a CSR project.**

Across the business, we're finding new ways of giving back, reducing our carbon footprint and minimising the environmental impact of our products and our operations. Here are just a few recent highlights:

- We have over 100 engineers working exclusively on hybrid and electric vehicle technologies. And our diesel engines are assembled using wind power.
- In 2012, we achieved Platinum status in the Business in the Community (BITC) Corporate Responsibility Index.
- Our £800m investment in product sustainability research and development over five years is the largest ever in UK manufacturing.
- The just-launched Range Rover Evoque is our smallest, lightest and most fuel-efficient Range Rover ever. It brings to life our commitment to blending sustainability with performance and desirability.
- Talking of desirability, our Jaguar C-X75 concept supercar has just shown the world that it's possible to combine remarkable performance and astonishingly low emissions.
- We're also soon to launch our first ever Land Rover diesel hybrid – another example of our commitment to low-carbon vehicle technologies.
- We regularly donate vehicles and money to conservation and humanitarian organisations, helping them take their vital work to the furthest corners of the world.
- Our CO2 offset programme, which we run in partnership with ClimateCare, will have offset an estimated three million tonnes of CO2 by 2012.
- We're well on our way to achieving our goal of lowering the average CO2 emissions of our fleet by a quarter within five years.

This is just a snapshot of the good work we're doing across the organisation. A sustainable future is our ultimate destination. And, as you can see, as we grow we never stop thinking of the world around us. Not even for a moment.

## SOCIAL LIFE AT JAGUAR LAND ROVER

**The unrivalled skills and unique experiences that can be gained here are probably what our Graduate Programme is best known for. They help us attract thousands of applications and rise up the Times Top 100 Graduate Employers and Guardian UK 300 rankings. But the thriving social side plays its part too.**

We think that the work/life balance is absolutely vital to a successful career, so we encourage all our graduates to lead active social lives too. For a start, we have a lively graduate association that regularly organises events such as paint-balling, themed nights and sporting get-togethers.

Along with all this, we also run a number of major events for our employees. Take the Jaguar Land Rover Challenge, for example. Held in Wales each year, it brings together teams from across our business and the wider TATA group – daring them to confront challenges such as abseiling, canoeing and high-rope confidence tests. Only the bravest succeed!

We know location is important, and we've got that covered too. Nestled in the heart of England, the Midlands is an inspiring place to live and work. We're close to the thriving cities of Birmingham and Coventry, yet the more relaxed centres of Leamington Spa and Warwick are both within easy reach. And if you're after a bit of outstanding natural beauty, the Cotswolds are only moments away. So whatever you do for fun – whether it's shopping or fine dining, world class sport or just seeking out a bit of tranquillity – you'll find it here.



## THE APPLICATION PROCESS

If you decide to apply, and you meet the minimum criteria of a 2:2 degree, there'll be a process to follow. There'll be tests to take and, if you're invited to one of our Assessment Centres, exercises and interviews to take part in. To give yourself the best chance at every stage, we recommend that you familiarise yourself with our business behaviours and the Hints and Tips section on our website.

1



### Online application

The deadline for submitting your online application tends to be on the 31st December, but please check our website for the latest deadlines.

2



### Online psychometric testing

If you impress us with your application form, then we'll invite you to complete verbal, numerical and diagrammatical reasoning tests online.

3



### Assessment Centre

If you've performed well so far, you'll get invited to the final stage of our assessment process – a one-day Assessment Centre. At this, you'll be re-tested on your psychometric tests, along with a number of other exercises. More information can be found on our website. And don't worry – if you're invited, we'll send you details of what to expect on the day.

4



### Outcome

You will normally hear the outcome within a week, if not sooner. If successful, an offer will be sent in writing after this.

You can find hints and tips about the application process on our website. Visit [www.jaguarlandrovercareers.com](http://www.jaguarlandrovercareers.com)

## THE RANGE ROVER EVOQUE PROJECT

**It was a huge moment for us when we finally launched the Range Rover Evoque. Because it was at that moment that we changed the way the world thinks about 4x4s. The smallest, lightest and most fuel-efficient Range Rover ever produced, it's made a huge impact around the world. Its engineering and design innovations have turned millions of heads. And it was brought to life by hundreds of talented people, many of whom started with us as graduates.**

Our Design team delivered groundbreaking styling, inside and out. Our Engineers excelled – finding ingenious ways to reduce weight, raise performance and minimise emissions. Powertrain and dynamics specialists ensured the smoothest drive possible, and our electronics experts outdid themselves in terms of driver interface, in-car entertainment and industry-leading connectivity.

Purchasing sourced and delivered the right components. Evaluation and Verification engineering tested the vehicle mercilessly, and then Manufacturing saw that how it was put together was as innovative as the vehicle itself. Logistics got everything ready for worldwide delivery. And when all of this was in place, Marketing put together our highly interactive 'Pulse of the City' campaign and the global launch. And, of course, none of this, at any stage, would've been possible without the ongoing support of HR, IT and Finance.

The result was an incredible vehicle, desired the world over. It was shaped by the input, ideas and inspiration of so many of our people – those mentioned above and many others as well. And it shows.



## THE GRADUATES WHO BROUGHT THE RANGE ROVER EVOQUE TO LIFE

Our current graduates were a driving force behind the Range Rover Evoque. Here are their stories.



**Gavin Emery-Gerard**  
**Finance**  
**University of Durham**  
**Physics**

*“ The most exciting aspect has been the overwhelming customer interest. ”*

My team worked closely with the engineers to monitor piece and investment costs for all areas of the Range Rover Evoque. I was also involved in identifying and investigating risks and opportunities all the way through development.



**Claudia Scorzafave**  
**Manufacturing**  
**Cranfield University**  
**Management & Engineering**

*“ My job is not easy, but the sense of satisfaction is incredible. ”*

Being part of the actual manufacturing of such a fantastic product is amazing and gives a true feeling of accomplishment! The Evoque represents the future of Jaguar Land Rover and we are all working as a team to exceed customer expectations.



**Jagjeet Sohal**  
**IT**  
**University of Wolverhampton**  
**Computer Science**

*“ My team partnered with the business to ensure they had the right IT capacity. ”*

As an IT Operations department, we had to ensure we met all the business' IT requirements for the Evoque in Halewood. This included seamless delivery of all new hardware, software and infrastructure.



**Heidi Cloke**  
**Human Resources**  
**Aston University**  
**Management Studies**

*“ HR recruited 1,800 people to support the launch of the Evoque. ”*

It was a fantastic opportunity to be involved in the launch of the Evoque, and part of an exciting period of growth for the Halewood Plant, hiring and promoting new talent into the business.



**Tom Sellen**  
**Product Development**

**University of Bath**  
**Automotive Engineering**

*“ I really enjoyed engineering problem-solving aspects of the project. ”*

I was responsible for progressing the final engineering design and production planning of the exterior handles, locks and side door latches on the Evoque. This launch experience allowed me to gain a wider understanding of engineering activities in other business areas.



**Christoph Prossler**  
**Design**

**Artesis Hogeschool**  
**Master in Product Development**

*“ Being involved in such a project, especially as a graduate, was a great experience. ”*

The Range Rover Evoque shows that our brand can tackle future challenges of designing more sustainable products that fit into a modern society. That mindset turned out to be a main inspiration for all the projects that I am working on.



**Steve Wortley**  
**Purchasing**

**University of Warwick**  
**Computer Science and Business Studies**

*“ Our growth plans for the next five years really make it an exciting and vibrant time to be at Jaguar Land Rover. ”*

My defining moment was when the large sourcing decision I'd been involved with was finally taken. It was in excess of £100 million and I was able to personally define the strategy we were going to take.



**Amarjit Sohal**  
**Marketing, Sales & Service**

**Coventry University**  
**Multi-Media Computing**

*“ It is great to see how excited customers are about the Evoque. ”*

I have been responsible in helping to verify and sign off all product specific details in our marketing materials. This involved checking that all the wording and images about Evoque that went into the sales brochures, advertising campaigns, and the global website were correct before they went live.

## CASE STUDIES



*“ I’ve always been fascinated with Land Rovers, always wanted to own one, always wanted to work on one. The chance to work on their structured Graduate Programme was a dream come true. ”*

The Evoque is the brand new baby Range Rover that showcases all of the technology and off-road capability of a bigger Range Rover but in a much smaller compact package. It also offers a really unique styling prospect to our customers. My role on the Evoque was to align all of the vehicle and network assumptions with an existing car technology and vehicle platform.

The most exciting thing about working for Jaguar Land Rover is the vast number of different cars that they make, each with different technologies, new electrical advances and new bits of research and development. There is always something new coming along as a showcase for new technology.

**Nic Lee**  
**Product Development – Electronic Engineer**  
**University of Bath, Electrical & Electronic Engineering**





*“ There continues to be real excitement in the media around the Evoque, and here at Jaguar Land Rover everybody’s working very hard to make sure it’s a great success. It’s been really good to be involved. ”*

On the Purchasing Graduate Programme I’ve worked in many different commodity areas with different suppliers to Jaguar Land Rover, which has allowed me to progress in terms of my career to Senior Buyer Level within four years of joining. My role now in the purchasing team fits in the wider scope of the purchasing department in terms of cost reduction and sourcing of new vehicles at competitive pricing levels.

My biggest moment was the actual launch. The Evoque was a huge project, and we’d sold many thousands to customers before they’d even hit the showroom. It’s really an exciting new product for Jaguar Land Rover, and almost a new product altogether.

**Steve Wortley**  
**Purchasing**

**University of Warwick, Computer Science and Business Studies**

## CASE STUDIES

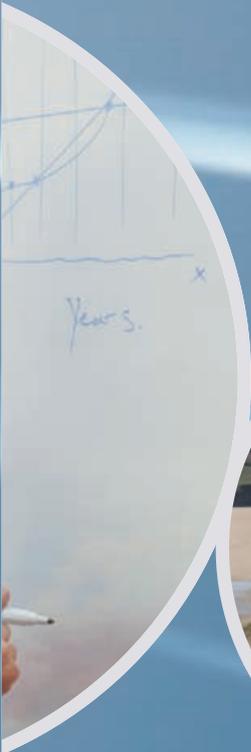


*“ Jaguar Land Rover is the ultimate destination because it's exciting to see cars pass you in the street or on the road that you can say that you were part of building. ”*

I started at Jaguar Land Rover over a year ago on the Manufacturing Graduate Programme, and I'm currently working within Production Engineering at the Manufacturing plant in Halewood, Liverpool. I was attracted to the Graduate Programme here because the products that we make are known all over the world for their capabilities – whether it's dealing with difficult terrain or performing on the road.

Right now the company is really exciting to work for. We're really growing, with new markets, new products and a greater increase in demand for our vehicles. From a Manufacturing point of view, this means bigger volumes, which is keeping us on our toes. There's plenty to do. I worked on the Evoque during all the test build stages. This involved identifying any process engineering or design changes that needed to be made and ensuring they were implemented before we launched the car, so I felt very involved in the building of the Evoque from the beginning.





Typically my day starts with helping the production teams with anything that has cropped up during the nightshift, so I need to be quite flexible and able to prioritise tasks. I also do daily audits, to make sure that we're following the correct process and consistently producing quality cars from the line.

There are many challenges about working in Manufacturing in Jaguar Land Rover – particularly with the increasing volume and demand for the vehicles. It means that the work is very fast-paced, and it changes daily. So you need to be able to juggle different tasks from day-to-day.

I get on very well with my colleagues. There's a lot of interaction with different people from different departments. Everyone's really helpful and willing to give a hand, especially if you've got any questions to ask.

I've had a lot of training and development since I started in the company. From the very first week, we got to use the vehicles and get a real feel for what they were like on the off-road course and the test track.

I also spent a week on team-building activities with all the other graduates. We've also had a number of training courses developing our personal and technical skills.

**Eimear O'Donnell**  
**Manufacturing**

**University of Limerick, Mechanical Engineering**

ULTIMATEDESTINATION



GRADUATE AND UNDERGRADUATE OPPORTUNITIES



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