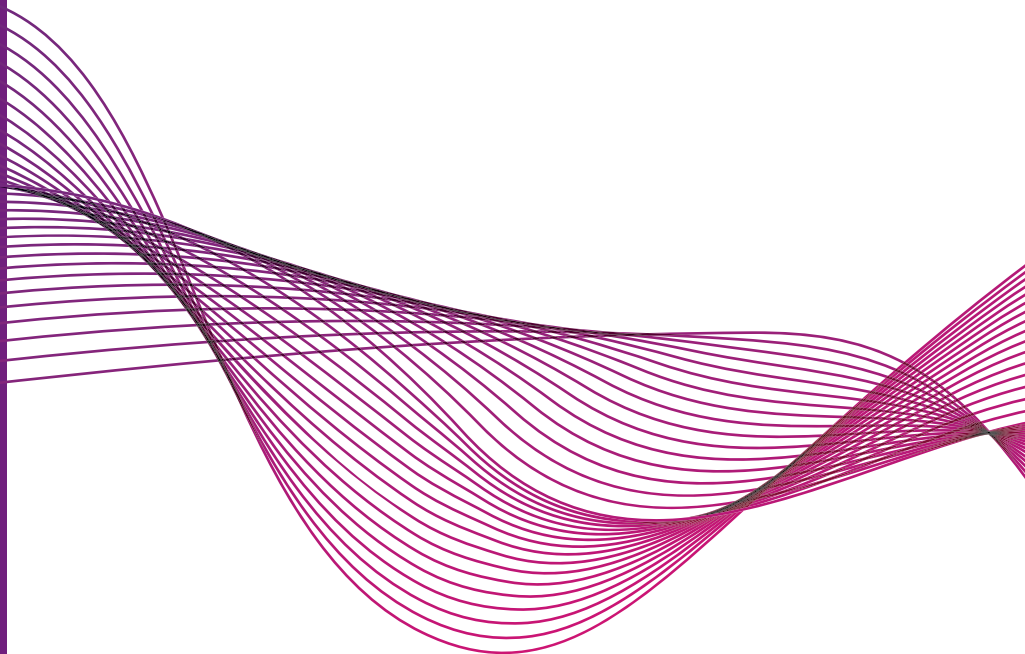




NATIONAL NUCLEAR  
LABORATORY

# GRADUATE PROGRAMME 2018





# DO YOU HAVE THE TECHNICAL TALENT TO MAKE YOUR MARK?



## AT NNL, OUR VISION IS TO PROVIDE WORLD-LEADING NUCLEAR EXPERTISE AND INNOVATION.

With the UK nuclear sector at a turning point, National Nuclear Laboratory (NNL) is poised to help the industry transform and realise its potential.

Our unparalleled understanding of the science, challenges and opportunities makes us a unique authority and partner. We provide experts, technologies, and access to cutting-edge facilities to organisations around the world.

Our pioneering approach, harnessing potential technologies and translating them into industry-ready solutions, allows us to drive technological progress in the UK and internationally.

We work on projects as small as drilling a hole to analyse underground wastes with our integrated microdrilling technology, and as large as developing state-of-the-art power systems, based on radioactive materials, for spacecraft.



### Our people are our difference

In an industry as complex as nuclear, there really is no substitute for expertise. Our people have a combined 10,000 years of experience and it's their talent which drives our organisation.

But it's not just about the already experienced people on our team. We are nurturing the experts of the future, through a diverse range of opportunities suiting people just starting their careers as apprentices through to post-doctoral development programmes.

We use our expertise to advise not only our commercial customers, but also to provide independent advice to Government through NIRO, a part of NNL which is separated by an ethical barrier from our commercial operations.



## WHAT DOES OUR GRADUATE PROGRAMME INVOLVE?

Our Technical Leadership Graduate Scheme will develop the next generation of technical experts. Not only will you receive the opportunity to work on challenging and exciting projects, but you'll continually learn from skilled and knowledgeable industry experts who are leaders in their field.

We will challenge, stretch and push you to your limits whilst supporting you every step of the way.

Our dedicated Graduate programme supports all of our graduates in their personal development whilst working in our technical teams. As part of the programme you will even gain a qualification in Leadership and Management.

The two-year programme starts with a tailored, 1 week induction programme to welcome you into the business, help you understand the breadth of what NNL does and what's expected of you.

Working alongside fellow graduates, you will then embark on the training programme, with sessions every three months. You'll learn and develop skills such as Project Management, Technical report writing, delivering presentations to working as a team. You'll learn everything there is to know about the UK and global nuclear industry as well as internal research and development



LENGTH OF PROGRAMME: **2 YEARS**

FORMAT OF PROGRAMME: **18 MONTHS**

IN ONE OF OUR TECHNICAL TEAMS WITH THE OPTION TO COMPLETE A 6 MONTH SECONDMENT IN PROJECT MANAGEMENT

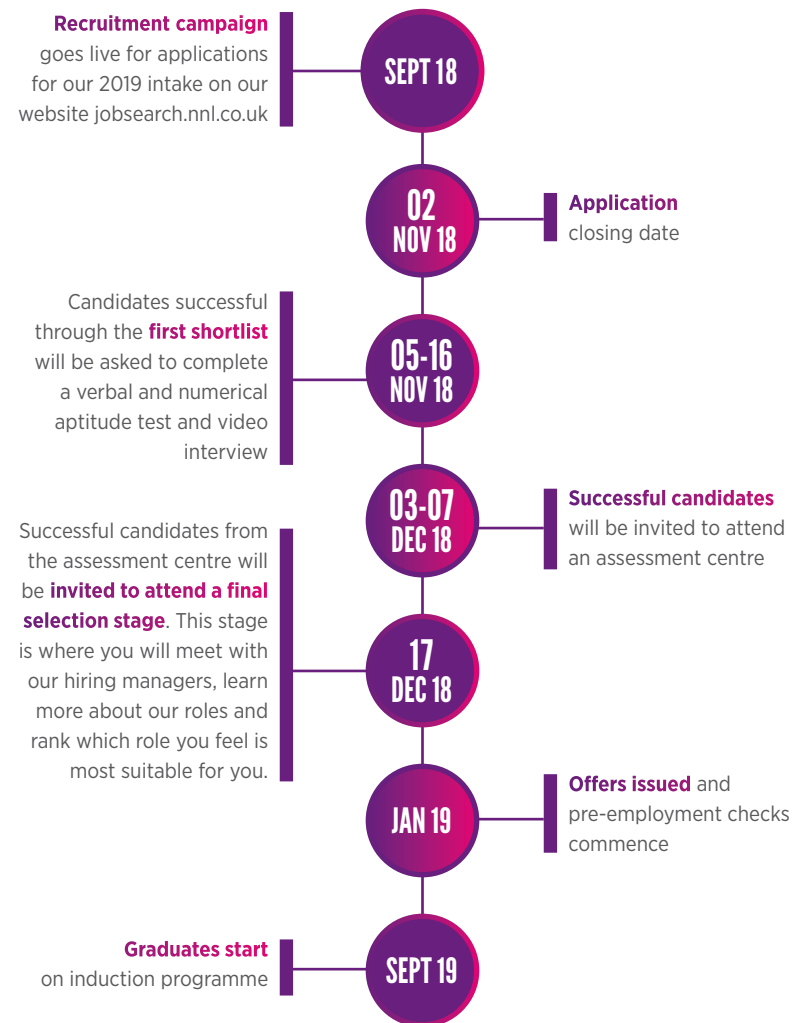






## HOW DO I APPLY FOR A PLACE ON THE PROGRAMME?

Please see below our key dates for our Graduate applications.



## WILL I GET PAID ON THE GRADUATE PROGRAMME AND WHAT BENEFITS ARE THERE?

We offer an industry leading salary for our programme and all of our Graduates receive an annual increase subject to performance. We value our graduates, so we've put together an attractive salary and benefits package for you.



**25.5 days' holidays** per year - plus an additional four days' holidays over the Christmas and New Year period. You will also be entitled all public holidays.



**Personal mentorship** - we'll provide you with a Personal Mentor to support you through Chartership.



**Chartership funding** - your Chartership fees will be funded by the company.



**Bonus payments** - we offer a generous bonus scheme which is linked to company business performance.



**Professional institute memberships** - up to two professional institute memberships paid for by the Company.



**Company pension scheme** - take advantage of an outstanding company pension scheme, which you're automatically become eligible to join.



**Life assurance** - this scheme provides a payment for your family, added to benefits payable under the company pension scheme.



**Training** - we're committed to your development, we offer a wide range of technical and professional opportunities, supported by performance management.



**Counselling service** - our independent counselling and advice service covers personal problems including issues around family, domestic, social, financial, ill health and bereavement.



## GRADUATE PHYSICIST

Henry Preston

### What made you apply for a graduate position at NNL?

Nuclear physics was an area that greatly interested me at university, with my dissertation being titled "Simulating radiation damage in potential wasteforms". NNL offered the opportunity to work, in a sector that interested me and in some of the best nuclear facilities. Being on the graduate scheme would allow me to utilise the knowledge I gained at university, whilst continuing professional and personal development

### What does your graduate training involve?

Since the first day I have been in a specialist team

learning on the job. The graduate scheme also has specific modules to aid behavioural development. One of the most enjoyable modules involved outdoor activities in the lake district with a focus on leadership. The programme has also provided me with a mentor, who has proved invaluable in helping me to develop.

### What sort of things do you do on a daily basis?

Every day is different. The graduate scheme has afforded me the opportunity to work on a variety of projects. Whether that has been the hours spent developing technical solutions, presenting research

to senior experts or demonstrating capability to customers. Part of my work has involved going away to the UK's AGR stations, to inspect in-pond fuel, which is really cool. I have been able to go to conferences such as the European nuclear Young Generation Forum (ENYGF) and Physics innovating Nuclear. Myself and two other NNL grads entered the Spark! contest as a team to write a paper on nuclear's role in the energy transition, this took us to the World Nuclear Exhibition where we ended up finishing second.



## GRADUATE MECHANICAL ENGINEER

Abbey Scanlon

### What does your graduate training involve?

The training is very personal and you get out of it as much as you put it – and sometimes more. The courses are designed to develop you as an individual (and a group with the other graduates) but also helps in applying the knowledge to your professional career. The best training by far is Outward Bound where we completed our Leadership training in the Lakes.

### What was the application process like?

The standards for employment are pretty high, as you'd expect in the nuclear industry but the

application process is fairly straight-forward. The recruitment team coach you through each stage and give clear and concise instructions of each stage and what to expect. The assessment centre is a very relaxed day but also pretty intense and is designed to stretch you and to give you the opportunity to show your true strengths.

### Are you able to apply knowledge from your studies in your day to day job?

I use my degree knowledge on a day-to-day basis in my job, whether that's from using basic hand calculations or using 3D modelling. I am currently exposed to many different real-life nuclear

projects in the Remote Engineering, Design and Robotics team and these are continually progressing me to further develop my fundamental knowledge of engineering.

### What sort of things do you do on a daily basis?

My day-to-day work varies a fair amount as you'd imagine. Some weeks I can be working purely in an office on CAD modelling or report writing and other times I can be working in the Rig Hall at the Workington lab on non-active demonstrations and testing.



## GRADUATE CHEMICAL ENGINEER

Harry Rigby

### What made you apply for a graduate position at NNL?

NNL offer great opportunities to work on a wide range of different projects which is particularly important for early careers process engineers early to their career. One of my primary aims is to become a chartered engineer as soon as possible, so capturing that breadth of experience early on is crucial to fulfilling the required competencies and achieving this goal.

### What does your graduate training involve?

My graduate training involved the development of soft skills such as

leadership, time management and teamwork combined with opportunities to present and defend technical work under scrutiny, whilst in a 'safe' arena (mock customer committees, technical presentations etc.). The feedback gained from these sessions was invaluable and is something I regularly refer to in my day to day work.

### What sort of things do you do on a daily basis?

I work on all stages in design, developing ideas from a concept through to detailed design as well as commissioning equipment that has been installed ready for operation. This involves report writing,

performing calculations, producing engineering drawings and participation in studies such as HAZOPs, Multi-discipline and single-discipline Design Reviews, optioneering assessments etc. I also work closely with the Technical, Safety and Procurement teams throughout the whole development of the design work that I am responsible for.



## GRADUATE CHEMIST

Josh Scott

### What was the application process like?

I was initially daunted by the whole graduate job-seeking process after hearing what it was like for others. The NNL process however I feel was transparent, easy to understand and although there were several steps, including my first assessment centre, I felt it was well run and I could see the need for each step in not only seeing if I was right for the job but also if the programme was the right fit for me.

### What sort of things do you do on a daily basis?

NNL offered me the opportunity to go on

secondment to The Department for Business, Energy and Industrial Strategy (BEIS) whilst on the graduate programme.

Whilst on secondment I sit in two teams; one being NNL Sponsorship and the other being the Advanced Nuclear Technologies (ANT) team which is responsible for the UKs small and advanced reactor policy. This may be a cliché but with the two teams being so different my day-to-day is never the same! In NNL Sponsorship I provide oversight and coordination for BEIS' interactions with NNL including briefing senior stakeholders and ministers and I have the opportunity

to work with senior NNL leaders to support on my BEIS projects. In the ANT team I coordinate briefing and advise on this policy area and my main area of work is to support on looking at how to finance small and advanced reactors. A highlight for me was on Nuclear Sector Deal launch day when I had to drop everything I was doing to brief a Minister and head over to Parliament to sit in 'the box' and help him answer questions – it was a very intense few hours but he did very well and we got some great feedback!



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