



FUTURE TALENT PROGRAMMES

ROLLS-ROYCE
MOTOR CARS



EXCITED ABOUT WHAT THE FUTURE HOLDS?

BE A PART OF OURS

The world is changing. Industry is changing. It's more important than ever that businesses keep up. That's why at Rolls-Royce Motor Cars, we're actively employing bright young talent to help steer our industry towards greater success whilst accelerating your own career.

We recruit graduates, interns, and apprentices from all levels of education and parts of the UK. What unites us all is a love of learning and a desire to enact positive change. A love of cars is a great asset but not required to succeed here.



WHY APPLY FOR A FUTURE TALENT PROGRAMME AT ROLLS-ROYCE MOTOR CARS?

The apprenticeships, internships, and graduate roles we offer are known collectively as our 'future talent' programmes.

The key benefits to our future talent programmes are:

- You're paid a competitive salary from day one.
- Access to a host of employee benefits including car scheme (over 18s only).
- Travel opportunities.
- Work-based training and development.
- Support with career progression.

All our future talent employees are encouraged to build relationships and networks across the business. Internships and graduate programmes offer game changing experience and apprenticeships offer best of two worlds – college or university (as appropriate) and work-based learning and training.

These programmes are designed to attract and recruit individuals from diverse backgrounds and disciplines. Future talent commands the largest percentage of our external recruitment. As such, you can expect to join a cohort of candidates, in working for a dynamic organisation that champions diversity, opportunity, and growth.

APPRENTICESHIPS

Something to say? We're ready to listen.

Every year, at Rolls-Royce Motor Cars, we recruit new apprentices to grow and evolve with us. We offer apprenticeships from level 2-6. This means that you can start an apprenticeship after your GCSEs (aged 16) but also during or after T Levels, A Levels, HNC, HND or equivalent.

You can start your application process in the final year of school. Our application window opens in January each year and runs for 8-12 weeks. You can apply referencing predicted grades; the academic requirements vary according to the apprenticeship you apply for. For most roles, we require GCSE English and Maths at grade 5 or above. However, functional English and Maths can be completed alongside your apprenticeship.

Support and mentors are available throughout your apprenticeship with the opportunity to progress on to higher levels as you complete each stage of your programme.

We offer apprenticeships across the entire business including IT, engineering, manufacturing, marketing, paint, maintenance, logistics, planning and more.

In 2025 we have the following apprenticeships available:

Level 2.

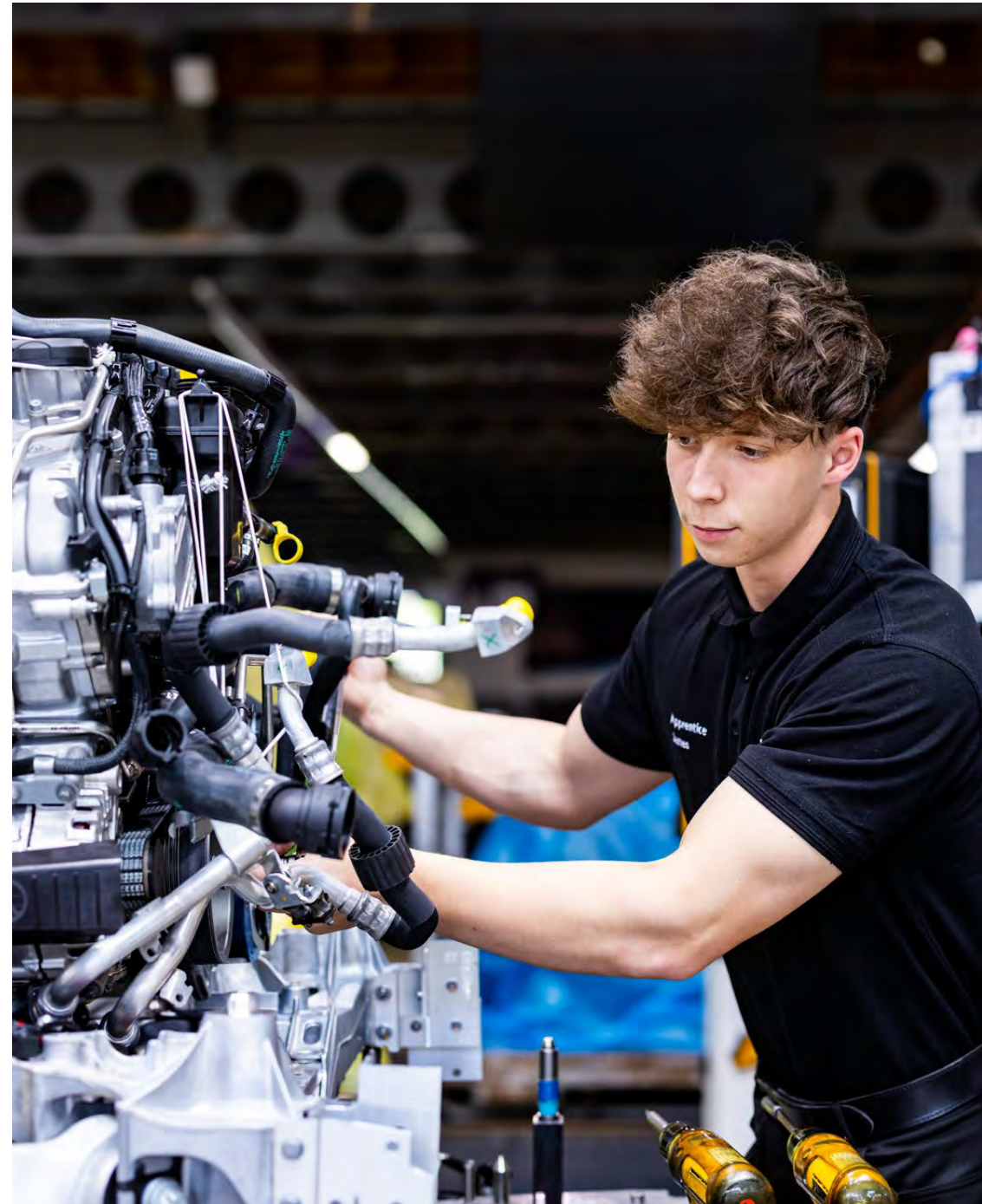
- Industrial Sewing
- Vehicle Production
- Interior Trim
- Interior Surface Centre (Wood)

Level 3.

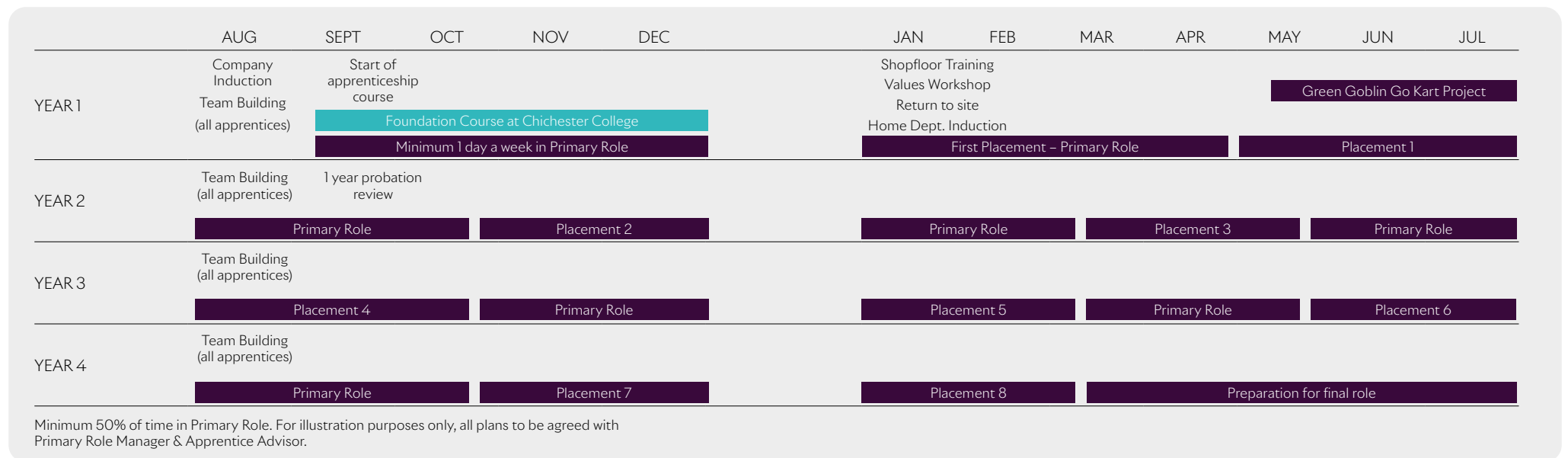
- Vehicle Damage (Paint)
- Metrology
- Vehicle Paint Engineering and Maintenance

Level 6.

- Technical Planning
- Production Control and Distribution



See below for an illustrative example of a 4-year apprenticeship programme.



The first and final year of the apprenticeship programme is the same for all levels (see year 1 and 4 above). The duration of your apprenticeship will depend on the level you are enrolled on. So, for example, if you were completing a 3-year (Level 3) apprenticeship as a Assembly Technician you would complete year 1, 2 and 4 as above.

KEY INFORMATION

- These are paid apprenticeships. A competitive salary, increasing throughout the apprenticeship, sick pay, holiday, and other benefits are included as part of the package.
- Apprenticeship tuition fees covered by the business.

- All those aged 18+ can apply for BMW Group’s car scheme.
- The length of the apprenticeship is dependent on the level applied for, however, they typically start at 2 years and go up to 4 years.
- The majority of our apprenticeships are based at the Home of Rolls-Royce, West Sussex.
- All our apprenticeships require attendance on site. Time will be divided between the workplace and college or university (as applicable). You are supported in completing study time around work and commitments.
- We offer a select number of apprentices access to up to 8 weeks at another BMW location overseas through our MOVE programme. These are facilitated and supported by the business. More information about this is available on our website.

“I have loved my apprenticeship, I’ve met loads of new friends, been given lots of special opportunities and been made to feel like I belong here by all the colleagues I work with. The level of responsibility that we are given from day one really enforces the trust that the company places in you which massively helps to boost your confidence.”

Ewan, Liaison Engineer Apprentice.



HOW TO APPLY

The application window for our apprenticeships opens at the start of January each year. You will find a link to an online application form on our website. We will guide and support you throughout the process and you are free to ask questions at any time. In general, the stages of the application process are as follows:

- 1 Choose your preferred apprenticeship and provide some key information about yourself.
- 2 You will be sent an invitation to complete the next stage of the assessment. Please ensure that the contact information you provide is accurate.
- 3 The final stage of the assessment process is an assessment day. This will include an overview of Rolls-Royce Motor Cars, a group assessment/activity and an in-person interview with short presentation.

Please note that the process may vary for 2025. Please visit our website for the latest information.

INTERNSHIPS

Inquisitive mind? Find the answers with us.

Each year we offer 12-month internships or 'student placements' for those studying an undergraduate degree.

Internships are an amazing way to gain important skills to enhance your experience at university and strengthen your CV.

During your placement at Rolls-Royce Motor Cars, you will be tasked with projects and duties which help you to explore the organisation, gain direct experience and build a professional network.

To be eligible you must be studying towards a degree which is relevant to the internship you are applying for, and your university must support an industry placement/gap year.



KEY INFORMATION

- All our internships are based at the Home of Rolls-Royce, West Sussex.
- These are paid placements. A competitive salary, sick pay, holiday, and other benefits are included as part of the package.
- You need to be available to complete the full 12-month internship which runs from July to July (the following year).
- To be eligible, you must be returning to your studies, for a minimum of 6 months, after completion of this placement. You must be able to provide proof of your legal right to work in the UK.
- Most of your time is spent in your home department. However, we encourage you to network and build knowledge and experience across the business.
- All our internships require attendance on site. The opportunity to work remotely varies according to the needs of the position.

“My journey at Rolls-Royce Motor Cars has been nothing short of transformative. From day one, I’ve been immersed in a culture of innovation and excellence, working on cutting-edge digital projects that push the boundaries of technology. I’ve had the chance to collaborate with inspiring colleagues and contribute to real-world solutions that reflect the brand’s legacy of craftsmanship and luxury. Each day brings a new challenge, a fresh opportunity to learn, and the chance to refine my skills in ways I never imagined. I’m incredibly grateful for this experience and excited for what lies ahead.”

Arthur, Digital Innovation Intern.



“My experience at Rolls-Royce was not only positive but also highly rewarding. I felt valued as a member of the team and was provided with significant opportunities for professional growth. This year in industry has enhanced my understanding of the workplace and equipped me with a variety of invaluable skills. I know this will be instrumental in ensuring my success during the final year of my studies and extremely beneficial to my future career.”

Eleanor, Product Management Intern.

SHORT TERM PLACEMENTS

In 2024 we welcomed our first ever cohort of candidates from Leonard Cheshire's Change 100 programme. Change 100 is a programme which is designed to support the career development of talented university students or recent graduates with any disability or long-term condition, including:

- Neurodivergent conditions such as dyslexia, dyspraxia, autism, ADHD
- Mobility impairments
- Sensory impairments
- Long-term conditions such as IBS, diabetes, Crohn's disease, epilepsy, chronic fatigue
- Mental health conditions such as anxiety, depression, bipolar, OCD, anorexia

The placements run for 12 weeks during the summer break. To learn more about the programme and how to apply, visit: leonardcheshire.org



HOW TO APPLY

All our student placements/internships open for application in October and start the following July. All the roles available are advertised on our recruitment platform: bmwgroup.jobs/uk.

The stages of the recruitment process are as follows:

- 1 Complete an online application form on our website.
- 2 Complete an online assessment.
- 3 If successful, you will be asked to complete a pre-recorded video.
We will ask you to record your response to 4 competency-based questions (relevant to the role). Which needs to be sent to our recruitment team.
- 4 Successful candidates will be invited to an in-person or online interview with the hiring manager.

Please note that due to the volume of applications, the time that it takes to complete the process can vary. If you have any questions about any stage of the process or would like to learn more about the questions you will be asked, please get in touch. Email: futuretalent@rolls-roycemotorcars.com

GRADUATE OPPORTUNITIES

Head for business? Turn your ideas into impact.

Our carefully designed graduate programme is delivered over 2 years. You will spend time in your home department as well as other areas of the business to enhance your friendships, networks, and knowledge of Rolls-Royce Motor Cars.

During the 2 years, you'll be taught by industry experts and mentored by supportive management. You'll also have access to high-quality training and development that will stretch your knowledge. With the chance to work flexibly and internationally, this is your time to make a real impact day-to-day.

All training and development is specific to the demands of the department and business.

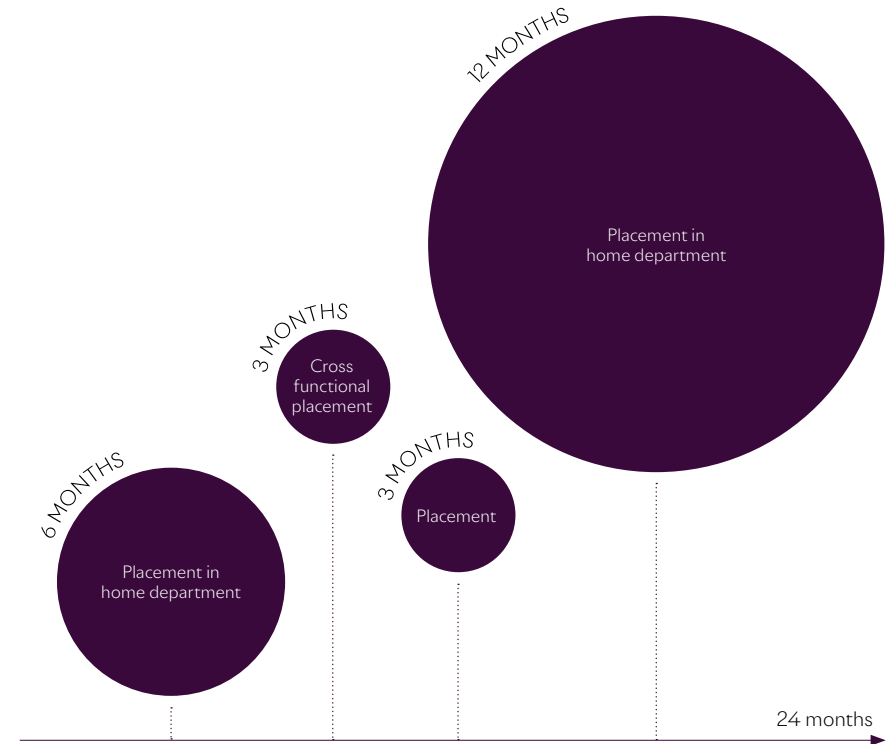
From year to year, we offer a different list of roles within our business however typically we invite applications from undergraduates studying the following subjects:

- Business or related field (such as Finance, Sales, Marketing, or Management)
- Science, Technology, Maths and Engineering – all specialisms including Mechanical, Electrical, Robotics and AI).
- Manufacturing and production
- Project management
- Design
- Technology solutions, data, and IT.

Whichever role you apply for, our structured and supportive graduate programme is designed to help you reach your potential.

Our programme is designed in a way that balances structure and flexibility. Typically you will spend the first 6 months in your home department, 3 months in a cross-functional placement, 3 months in placement which may include an international location and the final 12 months in your home department.

GRADUATE PROGRAMME OVERVIEW



The graduate programme is unique to Rolls-Royce Motor Cars and designed to help you excel in your home department as well as fulfil your full potential within the BMW Group.

KEY INFORMATION

- All our graduate opportunities are based at the Home of Rolls-Royce, West Sussex.
- You are paid from day one and have access to a host of company benefits including a car scheme, pension, retailer discounts and Goodwood events.
- Our graduate programmes are 2 years in duration.
- All graduates get access to our mentor scheme (in addition to supervision and support from your line manager).
- Full training is given, as well as access to a myriad of courses and workshops to enrich your experience.



“This really is the Rolls-Royce of graduate schemes. With opportunities to work abroad, chances to get involved in events such as the Festival of Speed, a strong mentoring programme, and further benefits such as access to the company car scheme, there really is no match. Whilst rotating through different departments, the scheme is very flexible in allowing you to choose which departments you work with, consequently helping you shape your own career. The company has a large family feel and provides you all the support needed to kickstart your career and reach your full potential as a young professional”.

Emily, Retail Development and Enablement Graduate.

HOW TO APPLY

Our graduate programmes are highly sought after. The application window opens in October each year. The exact launch dates are published on our recruitment website: bmwgroup.jobs/uk

The stages of our recruitment process for graduate roles are as follows:

- 1 Browse our graduate roles online and apply for the one most appropriate for your interests and degree.
- 2 You will be sent an invitation to complete an online assessment.
- 3 Once you have completed stages 1 and 2. You will be asked to submit a video of yourself answering five competency-based questions. We will provide the questions, and you need to complete this step on via our recruitment platform.
- 4 Successful candidates will be invited to an assessment centre. The assessment centre includes an introduction to life at Rolls-Royce Motor Cars, a group assessment and interview with presentation. The presentation topic will be provided in advance of your interview with ample time to prepare.

Our assessment centres are designed to allow candidates to experience the Rolls-Royce culture, environment and product. We aim to be transparent about what to expect on the day so that you can plan and bring your authentic self to the assessment centre. More importantly we hope you find the experience enriching and fun.

If you have any questions about the process, please get in touch, email: futuretalent@rolls-roycemotorcars.com





NEXT STEPS

Keep an eye on our website and be sure to apply as soon as the application window opens. Demand for our graduate programmes is high, and we want you to ensure that you have as much time to complete each stage of the process as possible.

The graduate programme is not limited to recent graduates and if unsuccessful, you are welcome to reapply the following year.

All information featured in this leaflet is correct at the time of publication. Some details and information are subject to chance change. Please visit our careers platform for the latest information, search: 'Rolls-Royce Motor Cars future talent'. Or scan the QR code.

