



CAREERS



Engineering for Life



Who Are We

Martin-Baker is the world's leading manufacturer of ejection seats and related equipment.

It is the only company that can offer a fully integrated escape system that satisfies the very latest in pilot operational capability and safety standards. Martin-Baker offers a complete 'end-to-end service', from helping the customer to establish operational safety and escape requirements, including design, development and qualification, to on-going support throughout the entire service life of the aircraft.

Martin-Baker appreciates fully that the ejection seat may represent the crew member's last chance to survive and that there can be no compromise. Every facet of the safety system from initiation, escape path clearance, ejection sequencing, stabilisation, life support and parachute descent to final rescue, must work perfectly to safeguard a precious life.

The Company has also developed a range of special crashworthy seats for helicopters and fixed wing aircraft. These crash attenuating seats can be fitted in most maritime patrol and reconnaissance aircraft. Martin-Baker currently equips over 60 helicopter variants with our crashworthy seats.

Martin-Baker has headquarters at its original site in Higher Denham, with locations also in Chalgrove (UK), France, Italy, United States and representatives all over the world. The Company continues as a successful family run business, with an extremely loyal and skilful workforce.

We are looking for talented and dedicated people that are interested in making a real difference and, like us, are proud to work for a Company whose products have saved the lives of over 7600 aircrew.



Work Experience

(year 10 - 13)

See Below



Graduate

(after your degree)

p.8~9

Apprenticeship

(age 16+)

p.10~13

Careers with Martin-Baker

Placement Year

(as part of an
undergraduate
sandwich degree)

p.14~15

Summer Placement

(during undergraduate
degree)

p.15



To enquire about work experience opportunities,
please email recruitment@martin-baker.co.uk



Values



Professionalism

Always achieve the highest possible standards in every task.



Understanding

Be sympathetically aware of others' viewpoints and work to comprehend why they might conflict with yours.



Teamwork

Eliminate functional silos. Align all activity with strategic objectives. Be honest, open and factual.



Humility

Understand when we are wrong and why. Use failure positively in everything we do.



Accountability

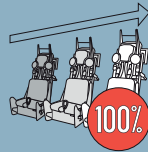
Accept responsibility for addressing issues. Highlight problems but work proactively to resolve them.



Integrity

Act honestly, ethically and without prejudice with everyone all the time.

Mission



100% Confidence

We continuously improve our products, so all those who use them do so with 100% confidence.



Earn Lifetime Loyalty

We earn customers' lifetime loyalty and ensure they never have cause to consider an alternative.



Invest In Capabilities

We invest for the long term to advance the capabilities of our people, systems and processes.



Provide Best Value

We provide our customers with best value products and services on time, with zero quality escapes.

Strategic Focus Areas



SAFETY

Safety shall be given the highest priority within our organisation. Proactively identify, assess and appropriately mitigate all risks that adversely affect the safety of our people and products.



TECHNOLOGY AND SERVICE ALIGNMENT

Develop new products and services driven by technology and service roadmaps aligned with our customer's real needs and ahead of our competitors.



OPERATIONAL EXCELLENCE

Determine and implement the improvements and investment required to consistently deliver the correct quantity of products/services to the correct place/recipient, on time, defect and damage free within an acceptable market lead time.



PEOPLE DEVELOPMENT

Provide our employees with training and personal development opportunities that continuously improve the skills and knowledge required to deliver our mission and grow in their careers. Foster a culture that ensures all are valued, involved and supported in their work.



CUSTOMER EXPERIENCE

Actively engage with customers to understand and address their wants, needs and frustrations. Solicit their future technology and service requirements and use to create appropriate technology and service development roadmaps.



Vision

To be the global provider of choice for the world's most advanced ejection seats, crashworthy seats and associated safety systems.



Career Timelines



Joanne Staton CEng FIMechE ACGI

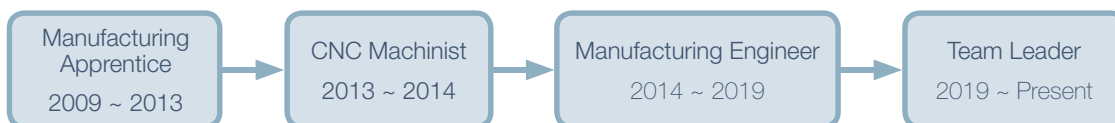


"When I started my career in Engineering at Martin-Baker, I never dreamed I would be now be managing a Department within this highly complex and unique industry.

The company has provided me with unlimited support and provided many opportunities which have facilitated my fascinating and thoroughly rewarding journey. I have always particularly enjoyed the teamwork throughout the business, which truly has the sense of being part of a 'family' and all working together towards our goal of saving pilots lives."



James Bartlett BEng (Hons) EngTech MIMechE



"Martin-Baker has provided me with the opportunities to learn, develop and push myself in order to achieve my goals. Beyond my apprenticeship I have continued to study further and achieved a BEng Degree in mechanical engineering and now working towards a Master's of Science degree in engineering management. Martin-Baker has opened doors that have paved the way into a very enjoyable and rewarding working life."



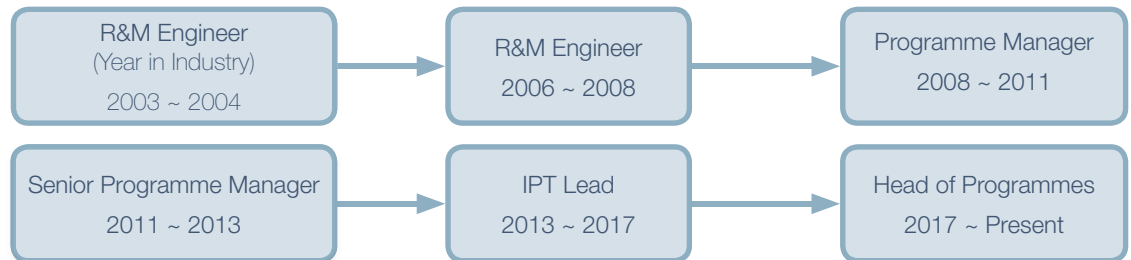
Dr Camille Bilger MPhys (Hons) MPhil MRAS



"Martin-Baker opened up a whole new realm of fascinating research I did not necessarily anticipate at first! Working with the human and medical aspects in mind is more rewarding and complex than anything I have ever done before."



James Pearce MEng CEng MIMechE MAPM



"When I joined Martin-Baker during my undergraduate degree I don't think I ever imagined the interest and opportunities that have been presented to me. I have had a fantastic and fascinating opportunity to work and collaborate with very talented professionals on an unique, complex and challenging product. Martin-Baker has continued to support my personal and professional development, and I am incredibly proud to represent Martin-Baker in front of our customers and suppliers worldwide."



Alex Powell MEng (Hons) MIET



"Martin-Baker has provided me a tremendous opportunity to use every aspect of my degree whilst also challenging me to keep learning and expanding my knowledge.

I have constantly been provided with opportunities to take on more responsibility whilst being allowed a large amount of creative freedom on how to approach and solve problems. If you want to become a better engineer with challenging, interesting work that saves lives, this is the place to do it."



Graduate Programme



Why come and work for Martin-Baker Aircraft?

We are offering you the opportunity to come and work at the world leader in the design and manufacture of Ejection Seats. We offer graduate roles in various departments including Design Engineering, Production Engineering, Design Support, Systems Engineering, Environmental Test Engineering, Programmes and Commercial. Via this route the individuals will have a full induction to the business and will have continual career development, which will include a 12 to 18 month training plan.



What are our Expectations of You?

We want individuals who are driven to achieve, have a strong interest in, and are passionate about engineering. You will be expected to have achieved a degree with a minimum classification of a 2.1, in one of the following subjects; Mechanical Engineering, Electrical and / or Electronic Engineering, Aeronautical Engineering, Design Engineering, Production Engineering, Business Studies or Law.

We want employees who share our values and are intrinsically motivated by our goals. You will also be expected to demonstrate your interest in the area of the business you have applied for, and show this through your CV and covering letter.

You will need to have the right to work in the UK and successfully gain full Security Clearance.



Application Process

Our live vacancies are advertised on our website <http://www.martin-baker.com/about/careers> and vary throughout the year dependent upon business requirements. All CVs & covering letters must be submitted to recruitment@martin-baker.co.uk

During the recruitment process you will be expected to carry out some online psychometric tests, these are likely to include mechanical comprehension for engineering-related roles. If successful, you will be invited to a face-to-face interview or in-house assessment, during which you may be expected to talk about how your personal values align with the business'. Throughout the process, at all stages, you will hear from us whether you have been successful or unsuccessful.



What We Offer:

- ▼ To be a part of a World Renowned British Engineering Company
- ▼ Competitive salary with regular performance-based reviews
- ▼ Joining payment
- ▼ Highly competitive 9% non-contributory pension scheme
- ▼ 4x salary Life Assurance
- ▼ Personalised training and development plan
- ▼ Healthcare Plan
- ▼ 25 days annual leave
- ▼ Opportunity to purchase additional annual leave
- ▼ Occupational Health team





Apprenticeship Scheme

University isn't the only way to enter the workforce. By combining classroom study with on-the-job learning, our Apprenticeship Scheme provides a genuine alternative to university and a solid foundation for a career in engineering. Typically lasting four years, the scheme offers the training, guidance and support you need to develop valuable skills, earn sought-after qualifications and establish yourself in your chosen career.

Why come and work for Martin-Baker Aircraft?

We are offering you the opportunity to come and work at the world leader in the design and manufacture of Ejection Seats. The well-established Apprenticeship Scheme at Martin-Baker Aircraft Company typically lasts four years, giving you the opportunity to gain qualifications, whilst carrying out a live role.

You will spend time in different departments around the business; this may include time spent in the Machine Shop, Assembly, Environmental Test, Inspection, the Tool Room, and Final Assembly.





FACE
SCREEN



What are our Expectations of You?

We want individuals who are driven to achieve, have a strong interest in, and are passionate about engineering. You will need to be good with your hands and have the ability to put into practice theoretical knowledge learnt at college. We are also looking for employees who share our values and are intrinsically motivated by our goals.

You will be expected to have achieved your GCSEs, with a minimum of 5 GCSEs including English, Mathematics and Science. We require you to have graded 9-5 in Mathematics and 9-4 in English and Science. You will need to have the right to work in the UK and successfully gain full Security Clearance.



What We Offer:

- ▼ To be a part of an established Apprenticeship Scheme
- ▼ Starting salary of circa £15,000pa with six monthly performance-based reviews
- ▼ Highly competitive 9% non-contributory pension scheme (for those over 18 years old)
- ▼ 4x salary Life Assurance (for those over 18 years old)
- ▼ Personalised training and development plan
- ▼ Healthcare Plan
- ▼ 25 days annual leave
- ▼ Opportunity to purchase additional annual leave
- ▼ Occupational Health team



Training

During your Apprenticeship, you will attend college to study for a nationally recognised NVQ qualification in Mechanical Engineering. You may also be able to continue to study beyond your apprenticeship for more advanced qualifications such as a HNC, HND or a Foundation degree, dependant on business requirements.

Dependent upon your previous educational qualifications, in conjunction with our training providers we will decide at what level of further education you will commence your apprenticeship.



On-the-Job Training

You will be given a role within your selected department where you will combine with experienced colleagues to gain knowledge and learn skills from them, and apply the learning from college into the workplace.



Personal Development

We try to develop our pool of apprentices across the age ranges, and give opportunities to work with other apprentices from different year groups on live projects within the workplace that benefit the business.

We regularly organise for our apprentices to go on Team Building weeks where they develop cohesiveness within groups, individual personal development and their own leadership skills.





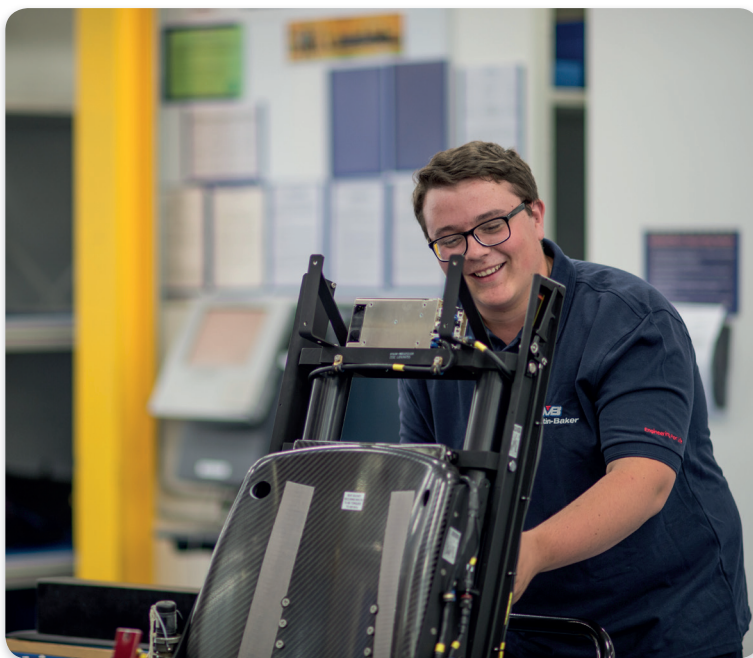
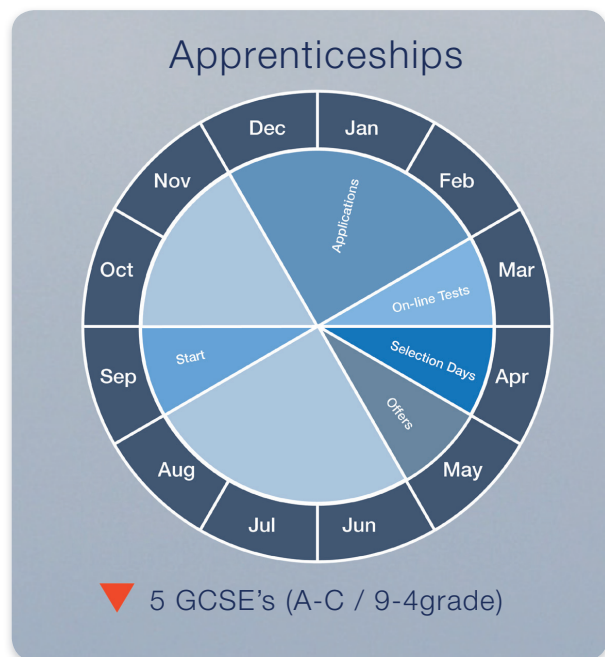
Application Process

To apply for our Apprenticeship Scheme, you will need to complete an Application form, available to download between January and March from our website <http://www.martin-baker.com/about/careers/apprenticeships> All applications must be submitted to recruitment@martin-baker.co.uk.

The application process will include online psychometric tests, these are likely to include mechanical comprehension and spatial awareness tests, and if successful, you will be invited to our Apprentice Selection Day. This will include a range of icebreaker challenges, interviews and practical tests.

We intend to provide a final outcome of the process prior to the exam period.

Throughout the process, at all stages, you will hear from us whether you have been successful or unsuccessful.



Placement Year Opportunities



Why come and work for Martin-Baker Aircraft?

We are offering you the opportunity to come and work at the world leader in the design and manufacture of Ejection Seats. Martin-Baker offers a number of opportunities for undergraduate students who are looking for a one-year placement as part of their degree programme.



What are our Expectations of You?

Applicants should be undertaking a degree in one of the following subjects; Mechanical Engineering, Electrical and / or Electronic Engineering, Aeronautical Engineering, Design Engineering, Production Engineering, Business Studies or Law. They should be working towards a minimum classification of a 2.1.

All candidates will need to have the right to work in the UK and successfully gain full Security Clearance.

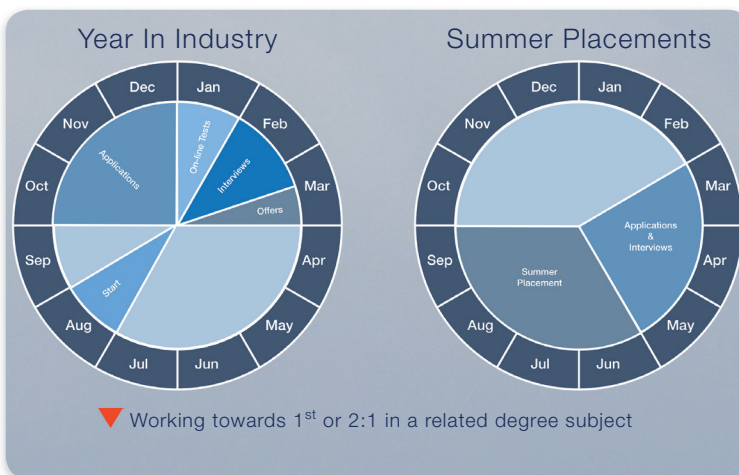
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Placement Opportunities Available In:

- ▼ Mechanical Engineering
- ▼ Production Engineering
- ▼ Systems Engineering
- ▼ Environmental Test
- ▼ Seat Test
- ▼ Design Support
- ▼ Quality
- ▼ Supplier Quality
- ▼ Programmes
- ▼ IT
- ▼ Commercial



Application Process

Positions for Year in Industry role will be advertised from October to the end of December.

Application forms will be available to download during this time from <https://martin-baker.com/careers/year-in-industry/>, and must be submitted to recruitment@martin-baker.co.uk.

During the recruitment process you will be expected to carry out some online psychometric tests, these are likely to include mechanical comprehension for engineering-related roles. If successful, you will be invited to a face-to-face interview or in-house assessment, during which you may be expected to talk about how your personal values align with the business'. Throughout the process, at all stages, you will hear from us whether you have been successful or unsuccessful.

We also offer a limited number of opportunities during the summer months in various departments. To enquire about summer placement opportunities, please email recruitment@martin-baker.co.uk.



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