WORKING AT ASTON MARTIN

ASTON MARTIN
During the last 100 years Aston Martin has become 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.

RECRUITMENT
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. Whatever your skills or background, 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 Aston Martin products.

Whether you are at the peak of your career, at school or college and thinking about your future options, or graduating from university, Aston Martin has opportunities for individuals of all ages and backgrounds. Whatever your chosen career path, Aston Martin is committed to providing the necessary support, including training, mentoring and professional development to fully guide its future leaders.

GRADUATE OPPORTUNITIES
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 a relevant professional qualification and will have your own personalised development plan. Our graduate development scheme is accredited by the I MechE and Engineering graduates receive full support in achieving their accreditation.

WHAT HAPPENS NEXT?
Your application will be screened by a member of the HR team. If you impress us from your application, we will invite you to participate in an initial telephone interview. If you are successful following this you will be invited to a one-day assessment center at our Headquarters in Gaydon. If you secure a position on our Graduate Scheme you will join the Aston Martin team in the first week of September.

Entry requirements:
- 320 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

To apply:
- Check the website to discover which departments we are recruiting for this year
- Complete the application form which can be downloaded from the website

www.astonmartin.com/careers/graduates
The Chassis and Vehicle Integration team consists of five core groups; Chassis Systems, Vehicle Attributes, Legislation and Certification, Prototype Operations, Virtual Verification. The Chassis team is responsible for the Design, Release and Validation of all the chassis systems.

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.

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

Prototype Operations is split into two teams: Prototype Build and Test and Verification. The Prototype build team is responsible for all prototype builds (concept, X1, M1, VP) through liaison with the launch and program teams. The Test and Verification team delivers the Design Validation plan on the prototype 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.

APPLICATIONS ARE INVITED

Applications are invited for a range of Graduate and Undergraduate roles within the departments of Powertrain, Chassis & Vehicle Integration, Design and Research and Development, Business Development, and Software Development.

As a Graduate at Aston Martin, you will be working with some of the world’s most talented engineers and designers. You will be part of a team that is passionate about delivering world-class products that are innovative, exciting and safe. You will have the opportunity to work on projects that are at the forefront of automotive technology and to develop your skills in areas that interest you.

Graduate roles are available within the following departments:

- **Powertrain**
- **Chassis & Vehicle Integration**
- **Design and Research and Development**
- **Business Development**
- **Software Development**

All applications must be submitted before the closing date of [insert date]. Further information and application forms can be found on the Aston Martin Careers website.
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.

Body Engineering consists of four core groups: Body Structures & CAE; Exterior Trim & Mechanisms; Cockpit & Trim; and Safety. Each group is responsible for target setting, concept, engineering design, manufacturing feasibility, release and sign-off of their individual components. Body Structures & CAE deliver the engineering of the vehicle platform and outer body panels. 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.

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, Purchasing, Product 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.

In the manufacturing plant at Gaydon, Warwickshire, 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 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.

PURCHASING

The Purchasing department is responsible for the selection and management of all external suppliers to the business. It is involved primarily 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 it’s 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 relevant degree.

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.
TOTAL VALUE MANAGEMENT

The TVM (Total Value Management) 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.

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.

IT

IT plays a critical role as a core business enabler, driving ERP, CRM and PLM strategies and implementations as well we 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.

Applications 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: Marketing, Sales, After Sales, Merchandising & Licensing, and Strategy & Planning. 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.

Applications can be considered from any business degree discipline.
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.

BRAND COMMUNICATIONS

FIONA COWAN – Graduate Engineer, Quality
“I work in Current Vehicle Engineering Quality, covering all electrical components. The role involves problem solving, interaction with a number of departments and suppliers to improve the quality of components and overall quality of the vehicles. Each day presents different challenges and parts and processes to learn about. The variation of the job and the responsibility I am given are what I enjoy most about my role.”

NICK CARTER – Apprentice, Prototype Trim Development
“I’ve always enjoyed hands-on practical work so I was delighted to secure a place on the Apprenticeship scheme in Prototype Trim Development. I receive invaluable on the job training and support from people that are considered experts within the industry. I feel honoured to be part of the design and manufacture of world class products.”

JAMES FISHMAN – Product Strategy Manager
“Since joining the business via the graduate scheme, it’s been a really rewarding place for me to work as Aston Martin has the variety of a larger business with the flexibility of a small nimble organisation. I’ve experienced a wide range of disciplines from Manufacturing through Product Development and Marketing. I’m proud of the contribution I’ve made to our outstanding products and the history of such a celebrated marque.”

EMILY COOPER – Graduate Engineer, Vehicle Safety & Restraints
“Having completed two summer Internships in Vehicle Safety, I am now a Graduate Engineer working in Body Engineering. During my internships I was given lots of responsibility, unique experiences and the work really complimented my degree. Aston Martin is a fantastic company to work for.”

SAFRAN MAHMOOD – Finance Intern
“I am undertaking a 3 month Internship which fits perfectly between University studies. The opportunity to work with different departments is very useful in broadening my understanding of business. The best thing about working for Aston Martin is that despite being an intern, my ideas and suggestions are valued. Everyone is really supportive and any good work does not go unnoticed.”

TESTIMONIALS
We offer apprenticeships in a range of disciplines and are eager to receive applications from candidates who are highly motivated to excel in our dynamic and fast-moving workplace.

About the Apprenticeship Scheme:
An apprenticeship at Aston Martin gives young engineers the opportunity to gain practical experience and knowledge whilst studying for academic qualifications. The programme consists of a 4 year Apprenticeship after which you will become a well-rounded, competent engineer in your chosen discipline.

Year 1: Full-time College course in engineering principles
Years 2-4: Day-release plus on-site training

Available Specialisms include:
• Auto mechanics
• Body Repair
• Heritage Vehicle Repair
• Manufacturing Operations
• Product Development
• Prototype

Entry Requirements:
• Achieve 5 GCSEs (or equivalent) at grade C or above to include Maths and English and at least one Science.
• Demonstrate an interest in engineering through work experience, hobbies, project work, etc.
• Be a strong team-player, demonstrate an academic aptitude, ambition and a passion for working in the motor industry.

To apply:
We accept applications for our apprenticeship programme annually in April/May. Your application will be screened by a member of the HR team and considered for your chosen function. If you are selected, you will be invited to an assessment centre.

Apprenticeships start in September of each year.

INTERNSHIPS
At Aston Martin we are proud of our dedication to students and the commitment we have towards individual development in line with higher education and study programs. Our Internships are designed for students with an outstanding academic record who are motivated, determined and passionate about both the automotive industry and their chosen career-path. Our internships are available across various functions within the business, whether you are looking for an undergraduate sandwich placement or to kick start your career in an entry level role, our placements allow you exposure to a dynamic environment from the outset of your career.

We offer various options for undertaking a student placement with Aston Martin including:
• 12 Month Internships (Sandwich Placements)
• 6 Month Internships
• 3 Month Summer Internships

Entry requirements:
• 320 UCAS at A-level or equivalent.
• A 2:1 class degree or above (achieved or predicted) in a course relevant to the area of business you want to work for.

Please note our placements are limited, keep checking the website so that you don’t miss available opportunities.

To apply:
Visit the Aston Martin website to check which areas we are recruiting for and apply online using the application form.

Your application will be reviewed by a member of the HR team and a manager from the area that you are applying for. If your application is short-listed you’ll be invited for an interview at the Aston Martin Headquarters in Gaydon.

APPRENTICESHIPS
We offer apprenticeships in a range of disciplines and are eager to receive applications from candidates who are highly motivated to excel in our dynamic and fast-moving workplace.

About the Apprenticeship Scheme:
An apprenticeship at Aston Martin gives young engineers the opportunity to gain practical experience and knowledge whilst studying for academic qualifications. The programme consists of a 4 year Apprenticeship after which you will become a well-rounded, competent engineer in your chosen discipline.

Year 1: Full-time College course in engineering principles
Years 2-4: Day-release plus on-site training

Available Specialisms include:
• Auto mechanics
• Body Repair
• Heritage Vehicle Repair
• Manufacturing Operations
• Product Development
• Prototype

Entry Requirements:
• Achieve 5 GCSEs (or equivalent) at grade C or above to include Maths and English and at least one Science.
• Demonstrate an interest in engineering through work experience, hobbies, project work, etc.
• Be a strong team-player, demonstrate an academic aptitude, ambition and a passion for working in the motor industry.

To apply:
We accept applications for our apprenticeship programme annually in April/May. Your application will be screened by a member of the HR team and considered for your chosen function. If you are selected, you will be invited to an assessment centre.

Apprenticeships start in September of each year.
We have vacancies currently available across our Engineering and Head Office functions. Supporting our business practices and ensuring the highest standards of quality, our operational support roles play a crucial part at Aston Martin. We are always looking for new talent to join the Aston Martin team across a range of business areas.

We recruit both permanent employees and temporary contract staff, so whether you’re looking for your next project or longer term career move we have various opportunities available. If you have extensive experience within your chosen field, a relevant degree, or equivalent qualification and a passion to work for a world-leading manufacturer, our skilled professional vacancies may be your next move.

We offer competitive salary packages/hourly rates and an attractive benefits package for our employees.

To apply:
Visit our website and search online for any suitable opportunities.

www.astonmartin.com/careers