MINISTRY OF DEFENCE

DESG GRADUATE SCHEME – FACT SHEET

Eligibility: To apply to the Graduate Scheme you must:

- ☑ Be British or have dual-nationality of which one is British,
- ☑ Have completed or be in your final year of an approved engineering or science degree.
- ☑ Have obtained, or expect to obtain a minimum 2:2 honours degree in one of the disciplines below.

Approved degrees:

Degree disciplines which we will consider are many and varied

Please see our website for an update on Degree disciplines currently being sought.

All degrees must be accredited by a Professional Institution licensed by the UK Engineering or Science Councils.

To view the current list of approved degrees, please look under: How to Apply -> Entry Requirements on the DESG Website.

We may also consider very similar types of degree. All degrees must be accredited by a professional institution licensed by the UK Engineering or Science Councils.

Closing date:

For the closing date for applications to the Graduate Scheme please consult each relevant scheme section on the site.

Further campaigns may follow depending on our requirements.

OVERVIEW OF DESG GRADUATE SCHEME

Introduction

- Prestigious Graduate Scheme accredited by IET, IMechE, RINA, IoP, RAes, IMarEST and ICE
- Accelerated route to Professional Chartership
- Competitive Salary – normally reviewed each August. Additional Salary increase on completion of Graduate Scheme (See www.mod.uk/desg for details)
- Unparalleled opportunities to undertake work placements across MoD and Industry
- Excellent pension scheme and leave allowances

Our prestigious DESG Graduate Scheme has been an industry leader for almost thirty years, launching hundreds of graduates into a satisfying career in engineering or science.

The Scheme is tailored to individual development needs to ensure that you have best possible preparation for your first professional appointment and your subsequent career in MOD Civil Service. The Scheme lasts for a maximum of two years (reduced for graduates with relevant previous experience) and includes a range of in-house work placements, industry secondments and formal training courses.

Engineering System Anchors

On entry to the Scheme, you will be assigned to an Engineering System Anchor in one of the following:

- Communications and Information Systems (CIS)
- Weapons, Ordnance, Munitions and Explosives
- Land Systems
- Aerospace Systems
- Maritime Systems (including: Naval Architecture, Marine Engineering & Combat Systems Engineering)
- Nuclear Systems (including: Nuclear Weapons and Naval Nuclear Propulsion Systems)

- Estates/Construction

The aim of these Engineering System Anchors is to ensure that you have the breadth and the depth of experience necessary for your first professional appointment. We do, of course, take into account your degree discipline and preferences before making this assignment.

For a more detailed description of each Engineering System Anchor, please see the guide on our web site.

Induction

On joining the Graduate Scheme you will attend a one-week induction course that explains the workings of the Graduate Scheme, an introduction to Professional Development and the role and structure of the Ministry of Defence. Each induction course consists of about 10 graduates of all disciplines, who form a Graduate Discussion Group that will continue to meet at regular intervals in the coming months.

Challenging work placements

Whilst on the Scheme you will undertake a series of work placements both in-house and in industry. Placements last between 3-6 months and are designed to give you exposure to the MOD, the defence industry and the life cycle of defence equipment or defence technology. For engineers, placements are selected to cover a number of modules including: research, design, production, equipment support and project management.

Whether in-house or on secondment to industry, we insist that all our work placements offer challenging project work that makes a real contribution to the business. To this end, you will agree work objectives with your line manager at the start of each placement and be assessed against these at the end.

Excellent training and further learning opportunities

We make a substantial investment in providing you with the best training and further learning opportunities available. These include:

- Induction, team building and leadership courses (2 weeks)
- Engineering skills course (11 weeks - optional for engineers only)
- Systems Engineering course (2 weeks)
- Specialist short courses and MSc modules*
- Part-time or full-time MSc courses*

* Depending upon your Engineering System Anchor.

Professional support

The Graduate Scheme is accredited by IMechE, IET, RINA, IoP, RAes, IMarEST and ICE so you can be sure of the very best support in your Initial Professional Development.

Throughout your time on the Graduate Scheme you will be supported by a dedicated personnel and training team (including two Professional Engineers). All our graduates are assigned a mentor to help you plan your development and assess your performance. We'll also assign you to a 'buddy' – a graduate colleague who can offer practical advice to help you settle in. We provide you with a Professional Development Record and all the guidance you need to manage your professional development. We'll pay for your professional subscriptions and you can expect a lump sum bonus when you achieve Professional Registration.

Flexible Working and Attractive Benefits

As well as offering competitive salaries and a Civil Service pension, we are committed to flexible ways of working. MoD Establishments generally operate a flexi-time system which allows employees within set limits, to vary their daily start and finishing times.

HOW TO APPLY

1. Check that you meet our eligibility criteria.
2. Read this fact sheet carefully.
3. Read the Engineering System Anchor guide in the **Document Library** on the site and choose up to four Engineering System Anchors that you would be willing to accept a position in.
4. In the **Document Library**, you will also find our online application form and sift exercise.