

University of Bristol Faculty of Engineering The Inside Track



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What I propose to cover



- What do employers want?
- Recruiting processes
- Interviews
- Assessment Centres
- What you should be doing
- Engineering Opportunities
- Q&A.

What do employers want?

- Initiative and problem solving (73.7%)
- Self Management (68.4%)
- Communication (65.3%)
- Leadership (60.8%)
- Organisation and planning (60.5%)
- Commercial awareness (36.1%)
- Teamwork (35.9%).

Recruiting Processes



- On-line application
 - CV
 - Covering letter
- Telephone interview
 - Motivation
 - Communication skills
 - Experience
- Shortlist
- Second telephone interview
 - Competency based
- Psychometric tests
- Interviews.

Interviews



- Telephone or Skype
- Physical
 - Guess and list the questions
 - Think of appropriate answers
 - Make up key words or tips to remember your answer
 - Practise your answers
 - Remain calm
 - Repeat the question
 - Blank? 'Can I come back to that one?'
 - Structure – introduce, describe, summarise
 - Ask questions.

Top Tip



“Always be yourself,
express yourself,
have faith in yourself,
do not go out and
look for a successful
personality and
duplicate it.”



Assessment Centres



- Psychometric tests
- Presentations
- 'In-tray' exercises
- Interviews
- Business games
- Group discussions
- Written exercises
- Prepare, prepare, prepare!
- The Army is no different.

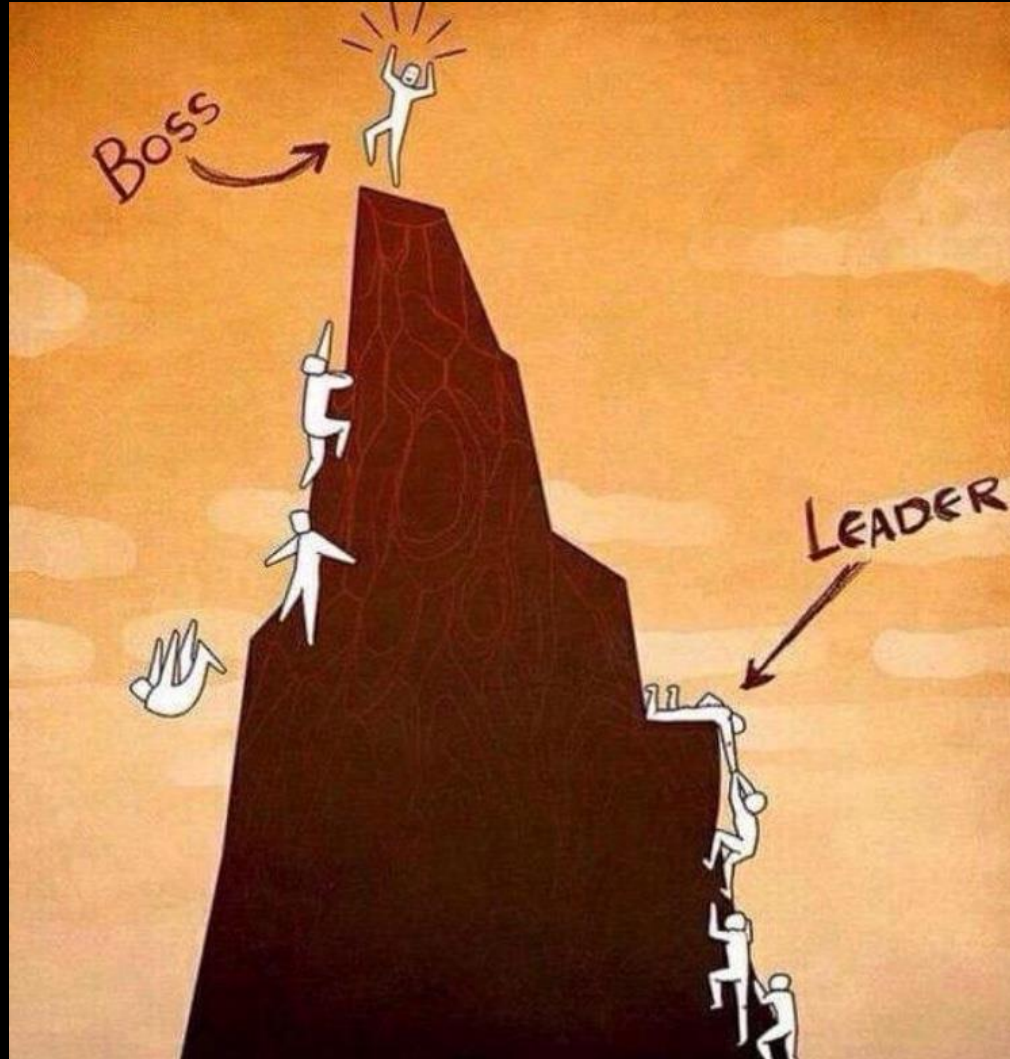
Army Officer Selection Board



Are you a leader ?



What is a leader?



What you should be doing...



- Get involved with clubs and societies
- Start really thinking NOW about careers or jobs
- Take responsibility for “DOING STUFF”
- Volunteer
- Get it on your CV
- Make applications early “Year 1 is the new Year 3”.

Engineering Opportunities



- **Royal Engineers**
 - Provide combat military engineering and other technical support to the Army.
 - Entry: 180 UCAS points, but.....
- **Royal Electrical and Mechanical Engineers**
 - Provide technicians, mechanics and fabricators to the Army.
 - Entry: an engineering or other relevant technical or numerate degree such as maths, physics or IT, through which there is clearly defined route to achieving Chartered Engineer status.

Aircraft Engineers



Avionic Technicians



It's not all boys.....

