



YOUR APPLICATION PREPARATION GUIDE

How to show us your best self in your online application for the Enterprise Skills Accelerator



READY TO SUBMIT A STELLAR ONLINE APPLICATION?

This guide will give you the information you need to show us what you have to offer.

It explains what our online application form is designed to do and tells you the questions you'll need to answer, so you can start preparing.

Giving you this guidance is a unique step – most employers leave it to you to work out what makes a great online application.

But at Rolls-Royce, our priority is helping you be at your best. And we're here to provide the guidance and support that we can to achieve that.

So, let's get going!

What do I need to do?

Our online application helps us get to know you. The real you. You'll write answers to a short series of questions. This will help us understand your interests and what motivates you to join Rolls-Royce.

Here to help

We want our Emerging Talent programmes to be accessible to everyone. So, if you have any questions, or are finding it difficult to create a written application, please let us know.

Email Apply.EmergingTalent@rolls-royce.com and we'll be in touch.

What can I use to help me?

We encourage you to use Google and our website to research Rolls-Royce and what we do. We also recognise that tools like ChatGPT can be useful in helping you create a strong application. So, we don't discourage you from using them. Especially when it comes to structuring your answer, forming ideas and helping you create clear examples.

However, our guidance is to only use AI tools as a foundation or to help you form a first draft. You will need to add your personality, the things that make you unique like your hobbies or interests, and what attracts you to Rolls-Royce. After all, your application is about showing us who you are and only you can tell that story.

The questions you'll need to answer

The first part of our online application asks straightforward questions about your name, education, and where you live.

After this, we'll ask three in-depth screening questions. You'll find the exact questions we ask, and a few tips to help you answer them, over the next few pages.

If you're applying for the...

Enterprise Skills Accelerator (ESA)

You'll be asked the following three screening questions on your application form. We're looking for your answers to be more than a few sentences, but the maximum you can write for each answer is 500 words.

Question 1

This ESA programme is intended for individuals who are ready to start a career in an agile, fast paced business environment and support Rolls-Royce's transformation journey.

What interests, skills and experiences do you have that you think will help you build an agile career at Rolls-Royce? (Max 500 words)



OUR TIP

An agile career for us means: fluid/open in the types of roles and opportunities, focused on developing breadth and transferable skills. It is a non-linear career path.

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Question 2

Learning is how we became who we are and how we'll become the next generation of Rolls-Royce.

Please share an example of something new that you have proactively learnt, even when it wasn't required for your studies/work? (Max 500 words)



OUR TIP

We are interested in your learning approach, how quickly you learn and the methods you used as part of your learning.

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Question 3

This programme is all about developing your enterprise skills! In the future, human skills like creativity, agility, curiosity, resilience and self-awareness will fuel business success and transformation.

Which of these skills do you think is your strongest, and can you share at least 2 examples of how you've used them recently to make a positive impact? (Max 500 words)



OUR TIP

Describe relevant skills as per the ones listed. Examples of how you have used them can vary from your studies, work experience, personal experience, hobbies or volunteering.



GOOD LUCK!

We look forward to receiving your application.

