



YOUR ASSESSMENT CENTRE PREPARATION GUIDE

How to be your best during
this final-stage assessment



Ready to ace your Rolls-Royce Assessment Centre?

This guide will give you the information you need to be at your best. It explains the activities you'll be asked to complete on the day, what we'll be looking for, and our tips on how to prepare.

It'll also give you the exact interview questions you'll be asked. This is a bold move that not every company makes – most employers prefer to keep you guessing about the questions they'll ask you. But at Rolls-Royce, our priority is helping you be your best self. And we're here to provide any information and support we can to achieve that.

So, dive in and start preparing!

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WHAT TO EXPECT



What to expect

An Assessment Centre is a half-day session where you'll complete a series of assessment activities. They either happen virtually or in-person, depending on the programme you're applying to.

If your Assessment Centre is in-person, you'll be invited to spend half a day at a Rolls-Royce site. If your Assessment Centre is virtual, you'll log on from your own computer and talk to our Assessors via video chat.

What will I have to do?

This guide will help you prepare for each step.

For Graduate Programmes and Internships

Attend a VIRTUAL Assessment Centre

There'll be an **interview** to get to know more about you and the things that interest you.

You'll also give a **presentation** that you've created ahead of time.

Then, there'll be a **technical exercise** where you respond to a case study we give you.

For Degree and Higher Apprenticeships

Attend an IN-PERSON Assessment Centre

There'll be an **interview** to get to know more about you and the things that interest you.

You'll also give a **presentation** that you've created ahead of time.

Then, there'll be a **technical exercise** where you respond to a case study we give you.

For Level 3 Apprenticeships

Attend an IN-PERSON Assessment Centre

You'll complete an **interview** to get to know more about you and the things that interest you.

You'll also give a **presentation** that you've created ahead of time.

After that, there'll be a **practical activity** to see how well you learn and follow instructions.

STARTING STRONG



Starting strong

Before we get into each part of the assessment, here are a few pointers to help you set yourself up for success from the start.

FOR VIRTUAL ASSESSMENT CENTRES

Test your tech in advance. On the day, make sure your device has good Wi-Fi connection and plenty of power.

Sit in a quiet location and remove yourself from any distractions.

Look into the camera as its just as important to make eye contact on a video interview as it is in real life. And smile!

FOR IN-PERSON ASSESSMENT CENTRES

Make sure you know exactly where you need to be and when. Plan your route in advance and allow plenty of time to get there.

Think about what you're going to wear. Does it strike the right balance between comfortable and presenting yourself as a future employee? Please don't buy anything special to wear. If you are unsure, wearing your school uniform or college suit is a good option.

Try your best to smile and relax. If you get nervous, breathing exercises can help you focus your mind and help you feel calmer.

FOR EVERYONE

Take time to think about questions before you answer them. There's no problem in taking a few moments to think through what you want to say.

Bring your questions too. This is about you getting to know us, as much as it's about us getting to know you. We'll be happy to answer any questions you have.

Have fun. We genuinely want to this to be an enjoyable experience for everyone.

GIVING A GREAT INTERVIEW



Giving a great interview

Interviews are a chance for us to get to know you better, what you can bring to Rolls-Royce and whether your interests and values match with ours.

The best way to give a great interview is to prepare. To make that as easy as possible, we've put the exact questions we'll ask you in this guide. As you'll see, each question is linked to one of our Rolls-Royce behaviours, which every employee is expected to demonstrate in the way we work.



OUR TIP

More than anything, we want you to be yourself in your interview – to answer honestly and let your personality shine. But it always helps to think about your answers before the interview. Feeling confident often comes from being prepared.

Our Rolls-Royce behaviours are:

- Put safety first
- Do the right thing
- Keep it simple
- Make a difference

Click the link to jump to the right page

-  [Questions for Graduate, Internships, Higher and Degree Apprenticeships](#)
-  [Questions for Level 3 Apprenticeships](#)

Giving a great interview
If you're applying for a...

Graduate, Internship, Higher or Degree Apprenticeship

Motivation for Rolls-Royce

Tell me a bit about yourself and your interests.

What are you personally hoping to gain from this early career programme?

The engineering industry is ever changing due to significant trends and topics that are shaping its future. With that in mind, tell me about one social, technological, economic or environmental issue or trend that you think will have an impact on the way we work.

*You may recognise this question from the online application form. If you do, don't worry about repeating yourself. Asking it again at interview gives us the chance to explore your thoughts in more depth.

ALIGNS TO OUR
“MAKE A DIFFERENCE”
VALUE

Giving a great interview
If you're applying for a...

Graduate, Internship, Higher or Degree Apprenticeship

Self-Management

Can you talk me through a time where you needed to manage multiple projects or deadlines at once?

*Question for graduates only

On this programme, you'll be given tasks or projects where you'll need to provide recommendations or ideas but may have limited time for researching/planning. How do you feel about that and what would you do to make sure you still delivered results?

*Question for graduates, internships, degree or higher apprentices

ALIGNS TO OUR
“MAKE A DIFFERENCE”
VALUE

Giving a great interview
If you're applying for a...

Graduate, Internship, Higher or Degree Apprenticeship

Learning Agility

At Rolls-Royce, we believe in continuous learning and helping you be your best, no matter what level you're at. Please share an example of something you have done recently to learn something new or develop yourself.

*Question for graduates only

This Early Career programme is learning-focused. As part of your ongoing development, there will be lots to learn to build your understanding of our business areas and how we operate. How do you feel about that and what will you do to make sure you learn what you need to?

*Question for graduates, internships, degree or higher apprentices

ALIGNS TO OUR
“DO THE RIGHT THING”
VALUE

Giving a great interview
If you're applying for a...

Graduate, Internship, Higher or Degree Apprenticeship

Collaboration

At Rolls-Royce, we believe that different perspectives and experiences make for better thinking. Tell me about a time when you've sought the views or perspectives of others, to help you make a decision.

*Question for graduates only

At Rolls-Royce, we believe that 'together, we're stronger'. During your time on the programme, you will frequently collaborate with colleagues within your team and other areas across the business. What will you do to build new relationships and become an important member of the team?

*Question for graduates, internships, degree or higher apprentices

ALIGNS TO OUR
"DO THE RIGHT THING"
VALUE

Giving a great interview
If you're applying for a...

Graduate, Internship, Higher or Degree Apprenticeship

Safety Focus

Tell me about a time you when you've supported someone who you could see was struggling with a task or process that was new to them.

*Question for graduates only

Imagine you observed someone displaying negative attitudes/actions/behaviours towards others or established Rolls-Royce processes or procedures. What would you do in response?

*Question for graduates, internships, degree or higher apprentices

ALIGNS TO OUR
"PUT SAFETY FIRST"
VALUE

Giving a great interview
If you're applying for a...

Level 3 Apprenticeship

These are the questions you'll be asked.
Your Interviewer may not ask them all
or in a different order to the one here.

Make a difference

Tell me a bit about yourself and your interests.

What is it about this apprenticeship programme that appeals to you?

On this apprenticeship, you'll combine on-the-job training as you also study towards your academic qualifications. How would you go about managing these different demands on your time to make sure you succeed on the job and in your studies?

THESE ASSESS
YOUR MOTIVATION
FOR ROLLS-ROYCE

THIS ASSESSES YOUR
ABILITY TO SELF-MANAGE

Giving a great interview
If you're applying for a...

Level 3 Apprenticeship

These are the questions you'll be asked.
Your Interviewer may not ask them all
or in a different order to the one here.

Do the right thing

This Early Career programme is learning-focused.
As part of your ongoing development, you'll learn new practical skills and gain hands on experience producing, maintaining or testing Rolls-Royce products across our business. Tell me about something you have learned recently or a new skill you have taught yourself.

THIS ASSESSES
YOUR LEARNING
AGILITY

During your Apprenticeship, there will be times when you'll need to collaborate with other colleagues on tasks or projects. How would you describe your team working style?

THIS ASSESSES YOUR
COLLABORATION

Giving a great interview
If you're applying for a...

Level 3 Apprenticeship

These are the questions you'll be asked.
Your Interviewer may not ask them all
or in a different order to the one here.

Put safety first

At Rolls-Royce, we really value being able to trust our employees to follow processes and contribute to a safe and supportive working environment. From a safety perspective, imagine you observed someone displaying negative attitudes/actions/behaviours towards others or established Rolls-Royce processes or procedures. What would you do in response?

THIS ASSESSES
YOUR SAFETY
FOCUS

PREPARING YOUR PRESENTATION



Preparing your presentation

For part of your Assessment Centre, you'll need to give a presentation on a topic of your choice but within the criteria we set you. You'll find your full brief on the following pages.

The presentation is a chance for us to see what interests you, your ability to understand complicated ideas, and get an insight into your understanding of what we do at Rolls-Royce. It's also a great opportunity to really get to know you and your interests.



OUR TIPS

- Give yourself plenty of time to plan and put together your presentation. Don't leave it all to the night before your Assessment Centre.
- Make sure you practice giving your presentation out loud. That way you can time it accurately and feel more confident when it comes to delivering it on the day.

Click the link to jump to the right page

-  [Presentation brief for engineering skill programmes](#)
-  [Presentation brief for business skill programmes](#)

Preparing your presentation. **If you're applying for an:**

Engineering skills programme

Which includes: Engineering and Technology graduate programme | Engineering and Technology 12-month internship | Engineering and Technology 10-week summer internship

Degree apprenticeships: Digital and Technology Solutions | Electrical and Electronics | Engineering | Manufacturing Engineering | Materials Engineering | Non-Destructive Testing (NDT) Engineering | Nuclear Engineering | Quality Engineering Management | Software Engineering

Other apprenticeships: Nuclear Engineering Technician Higher Apprenticeship | Level 3 Engineering (Apprenticeship) | Level 3 Nuclear Non-Destructive Testing Technician Apprenticeship

This is your presentation brief

Contact your recruiter if you have any questions.

Please prepare a seven-minute presentation on a technical subject of your choice. Within it, you must do each of the following:

- explain a complex, technical concept to a non-specialist audience in an engaging way – imagine you are giving your presentation to a senior colleague from another academic discipline
- tell us why you think this topic could be particularly relevant to Rolls-Royce and how this knowledge could be used in our business
- share what you learned and what skills you developed that could be useful to a career at Rolls-Royce.

Continues on next page



Choosing your topic

You could talk about a topic you've studied at school or university, such as sustainable aviation fuels or nuclear energy.

It could be a topic you have learned in maths, IT or science, which has sparked an interest in engineering.

Or it could be a topic you've explored in your own time, such as coding or AI ethics.

The format

You can use any presentation format you like but consider what's most practical for a virtual or in-person presentation and shows off your personality.

- If you're attending a virtual Assessment Centre think about how you can share your presentation remotely with Assessors using PowerPoint slides or other visual aids.
- If you're attending an in-person Assessment Centre, feel free to bring notes, handouts or props (in the past, one candidate gave a presentation on how to complete a Rubix cube and brought some in for Assessors to try). Just know, you won't have access to overhead projectors or laptop projectors.

There will be a short Q&A session at the end when the assessors will ask you about what you've presented.



OUR TIPS

- Don't be afraid to use your imagination and create a presentation that will let your personality shine through – in both the content and the way you deliver it.
- Pick a topic you can cover in the time allowed but is complex enough to demonstrate your grasp of a technical topic.
- We want to see what you find exciting! So, choose a topic you find interesting and have completed a project or a piece of work on. This shouldn't just be a summary of a theoretical module of your course.

Preparing your presentation. **If you're applying for a:**

Business skills programme

Which includes:

- **Degree apprenticeships** Finance Professional | Nuclear Business Management | Operational Excellence Business Management | Project Management | Supply Chain Management | Enterprise Business Management

This is your presentation brief

Contact your recruiter if you have any questions.

Please prepare a seven-minute presentation on a subject of your choice. Within it, you must do each of the following:

- explain a complex concept to a non-specialist audience in an engaging way – imagine you are giving your presentation to a senior colleague from another academic discipline
- tell us why you think this topic could be particularly relevant to Rolls-Royce, and how this knowledge could be used in our business
- share what you learned and what skills you developed that could be useful to a career at Rolls-Royce.

Continues on next page



Choosing your topic

You could talk about how a book or film has sparked your interest in a topic that's relevant to Rolls-Royce, like inclusion, economics or political policy.

You could talk about a hobby or interest. Perhaps this is a skill you've taught yourself, such as knitting or crochet – the kind of skill that's applicable to the work we do or shows creative thinking and learning agility.

It could be that you volunteer for a charity or are part of another kind of group. You could talk about how the skills you've learned and the experiences you've gained could apply to working at Rolls-Royce.

Or you could talk about an interesting news or social topic that has some relevance to Rolls-Royce. For example, one candidate talked about the economic impact of the Taylor Swift Eras Tour, discussing how it has supported local economies and how this financial model may be interesting to Rolls-Royce from a commercial perspective. Think creatively!

The format

You can use any presentation format you like but consider what's most practical for a virtual or in-person presentation and shows off your personality.

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DEMONSTRATING OUR BEHAVIOURS IN EXERCISES



Demonstrating our behaviours

For any job role, it's important that the way you work matches what your employer will expect of you. This is what the exercises we give you will help us understand.

Depending on your programme, you'll either be given a technical exercise or a short practical activity to complete. Whichever you do, we'll get to see how you approach a task and how you might work with others.

Our Assessors will be looking for evidence of our four Rolls-Royce behaviours in the way you do this. These behaviours are what we expect from everyone at Rolls-Royce and it's important you can demonstrate them. Here's more about them.

Put safety first

Which is about:

- prioritising the safety of our people and products
- contributing to a safe and supportive work environment
- supporting each other to speak up when there's an issue.

Do the right thing

Which is about:

- supporting a culture of inclusivity, caring and belonging
- acting with integrity, building relationships and working as a team
- demonstrating self-awareness and looking for opportunities for learning and embracing feedback.

Keep it simple

Which is about:

- finding effective and practical solutions to complex problems or issues
- staying adaptable to new ideas and solutions
- communicating clearly and effectively with others.

Make a difference

Which is about:

- showing initiative, taking responsibility and ownership for our behaviours, delivery and performance
- being committed to Rolls-Royce and showing genuine interest for our industry and your chosen programme.

Demonstrating our behaviours

What are we looking for?

For each behaviour, we have positive and negative indicators that Assessors will be looking out for. You can see some examples below. These describe the ‘less effective’ and ‘more effective’ behaviours they expect to see throughout your technical exercise.

	Negative indicators	Positive indicators
Problem solving	Misuses or misinterprets data; arrives at flawed conclusions	Analyses and interprets from multiple sources to arrive at conclusions
Communication	Communication style is overly complex or unstructured	Communicates ideas using simple language to ensure common understanding

Demonstrating our behaviours

What are we looking for?

They'll rate you against each indicator on a scale of 1–6. Together, these will determine an overall score for that behaviour. This is how ratings are chosen.

Having such clear criteria helps our Assessors evaluate everyone consistently and objectively. It makes our assessments fairer and less prone to bias.

RATING

01

The candidate demonstrates a significant number of negative indicators with few, if any, positive ones.

RATING

02

The candidate demonstrated more negative indicators than positive ones, or individual pieces of evidence gave cause for concern.

RATING

03

The candidate demonstrated slightly more positive indicators than negative, or the general quality of evidence is acceptable, but not of a high standard.

RATING

04

The candidate demonstrated more positive indicators than negative ones, or the general quality of evidence was of a good standard. Any negative indicators evidenced do not raise concerns.

RATING

05

The candidate demonstrated all or most of the positive indicators with only minor negative ones. Evidence was of a high quality. Any negative indicators evidenced do not raise concerns.

RATING

06

The candidate demonstrated all the positive indicators with no evidence linked to negative indicators. Very strong evidence provided.

Demonstrating our behaviours

How to prepare

While we won't give you exact details of the technical exercise you'll complete until the day, we encourage you to prepare by thinking about our behaviours.



OUR TIPS

Look at each behaviour and consider the positive indicators that assessors might be looking for. How can you demonstrate these in the way you complete the exercise we give you?

During the Assessment Centre, you can ask Assessors to remind you of the behaviour or skill they're looking for in each exercise to help you.





WE WISH YOU THE BEST OF LUCK FOR YOUR ASSESSMENT CENTRE

Remember, your recruiter is on hand to answer any questions you may have before the day and to talk about any extra support you may need. So, don't hesitate to contact them.

We look forward to getting to know more about you!

