



YOUR APPLICATION PREPARATION GUIDE

How to show us your best self in your online application



Infinite Potential

READY TO SUBMIT A STELLAR ONLINE APPLICATION?

This guide will give you the information you need to help 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 to be at your best. And we're here to provide all the guidance and support that we can to achieve that.

So, let's get going!



SO, HOW DO I APPLY?

Create a profile on our Careers website to submit an application.

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

You won't need to submit a CV as part of the application.

You'll receive an email inviting you to complete 3 online assessments. You'll have 4 days to complete these (please check spam/junk folders in case it goes there)

Once you've completed the 3 online assessments you'll receive confirmation if you've moved to the next step.



WHAT DO I DO NEXT?

We will check you have met the minimum entry requirements once you have completed your online assessments.

If you have, we'll send you an email asking you to complete our motivation questions.



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

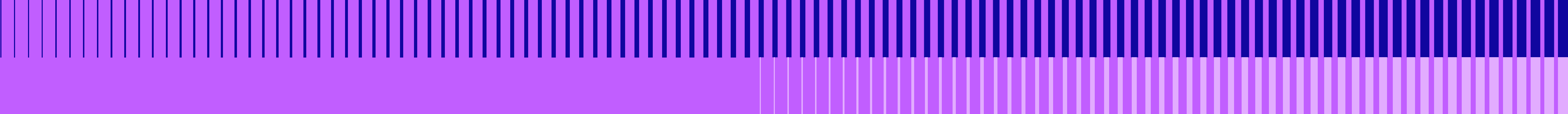
We want our Emerging Talent programmes to be accessible to everyone. So, if you have any questions, or are finding it difficult to create a written application, please let us know.

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 straight-forward questions about your name, education, and where you live.

After this, we’ll ask two or more in-depth screening questions. You’ll find the exact questions we ask, and some tips to help you answer them, over the next few pages.

Click the link to jump to the right page

 [Questions for Level 3 Apprenticeships](#)

 [Questions for Graduate programmes, Internships, Higher and Degree Apprenticeships](#)

If you're applying for a...

LEVEL 3 APPRENTICESHIP

You'll be asked the following two 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 300 words.

QUESTION 1

What is it about Rolls-Royce that makes you want to start a career with us?

Specifically, we would like to know what appeals to you about working here and what interests you about our products and services.

Our tips

- You could talk about our products or recent innovations such as the Trent 7000 or XWB engines, the next generation of aircraft for the U.S. Army, or the growth of our battery storage in Europe.
- You may also choose to mention which sectors interest you, for example the nuclear sector or space exploration.
- A great answer may also include business topics you find interesting, such as Capital Market's Day, the growth of digital or AI, diversity in the STEM sector, or environmental projects.
- This answer is about what you find interesting at Rolls-Royce. So, make sure you write about what's personal to you and not just generic topics.

If you're applying for a...

LEVEL 3 APPRENTICESHIP

You'll be asked the following two 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 300 words.

QUESTION 2

What motivated you to apply for this apprenticeship?

Specifically, we would like to know why you are interested in developing your practical skills and gaining hands-on experience.

Our tips

- We want to know the reasons why you want to be part of a practical based apprenticeship.
- You may want to mention how your wider interests link with what we do at Rolls-Royce. Or how the practical skills you've learned through your hobbies and interests might transfer to an apprenticeship with us. These interests or skills might include:
 - make up or beauty - gardening - baking or cooking - sewing, knitting or doing crafts
 - coding, gaming or building computers - repairing bikes or cars - constructing Lego

If you're applying for a...

GRADUATE PROGRAMME, 12-MONTH INTERNSHIP, SUMMER INTERNSHIP, HIGHER APPRENTICESHIP OR DEGREE APPRENTICESHIP

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 300 words.

QUESTION 1

What is it about Rolls-Royce that makes you want to start a career with us? Specifically, we would like to know what appeals to you about working here and what interests you about our products and services.

Our tips

- You could talk about our products or recent innovations such as the Trent 7000 or XWB engines, the next generation of aircraft for the U.S. Army, or the growth of our battery storage in Europe.
- You may also choose to mention which sectors interest you, for example the nuclear sector or space exploration.
- A great answer may also include business topics you find interesting, such as Capital Market's Day, the growth of digital or AI, diversity in the STEM sector, or environmental projects.
- This answer is about what you find interesting at Rolls-Royce. So, make sure you write about what's personal to you and not just generic topics.

If you're applying for a...

GRADUATE PROGRAMME, 12-MONTH INTERNSHIP, SUMMER INTERNSHIP, HIGHER APPRENTICESHIP OR DEGREE APPRENTICESHIP

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 300 words.

QUESTION 2

Why would you like to join a Rolls-Royce Emerging Talent Programme?

Specifically, we would like you to tell us about any relevant topics/trends/issues that you find interesting. Or any experiences you have had that prompted you to apply to this programme.

Our tips

We want to know why you want to be on one of our programmes and what has made you excited to start a career at Rolls-Royce. Within this you might want to talk about:

- the engineering, STEM or business modules you've learned at university, college or school and how you want to learn more at Rolls-Royce
- current affairs topics that relate to the specific programme you're applying for, for example, if you're applying for a business skills programme this might be recent tax changes or share price stories
- the products we make and the partners we work with
- recent Rolls-Royce news or innovations
- our latest financial results or progress against our strategy
- the practical, real-life work or projects you could be part of on your specific programme.

If you're applying for a...

GRADUATE PROGRAMME, 12-MONTH INTERNSHIP, SUMMER INTERNSHIP, HIGHER APPRENTICESHIP OR DEGREE APPRENTICESHIP

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 300 words.

QUESTION 3

The Engineering industry is ever changing due to significant trends and topics that are shaping its future.

With that in mind, tell us about one social, technological, economic or environmental issue or trend that you think will have an impact on the way we work and why?

Our tips

This is your chance to tell us what interests you about the industry we work in and the ways it's evolving. The issue or trend you choose could include:

- a recent world event such as the 2024 UK general election, other global political activities, climate change, Covid-19 or Brexit
- new or changing laws, such as the national minimum wage or immigration legislation
- an economic factor such as unemployment, exchange or interest rates
- a workforce-related factor, such as future skill shortages, employment market trends, or the move towards skills-based hiring
- a social factor such as changing demographics, Gen Z (and soon, Gen Alpha) entering the workforce, diversity of students, or the cost of living
- the impact of new technologies such as AI, ChatGPT, or other innovations
- a broader cultural topic such as diversity and inclusion or brand and reputation.

NEXT STEPS

Based upon your whole application we'll then decide if you are chosen to join us at an assessment centre.

If you are successful in being invited to an assessment centre we have a special guide to help you prepare for that too .

Download guide here.





GOOD LUCK

We look forward to receiving your application.

If you want to know what comes next, watch our recruitment process explainer video on careers.rolls-royce.com

Infinite Potential

