

Apprentice Engineer – Job Description

Kohler Mira operates under 3 successful brands: Kohler UK, Mira Showers and Rada. We have a strong history of apprenticeships and aim to offer valuable training and experience which benefit both our businesses and the individuals gaining them.

If you are enthusiastic, ambitious and driven, we challenge you to join us as an **Engineering Apprentice**, become a part of our ever-growing apprenticeship scheme, and take advantage of the opportunities we provide to develop your skills.

Basic Function / Job Summary

You will learn and obtain experience in the fundamentals of either mechanical and electrical engineering or a combination of the two, primarily through training at GET College* in your first year, and through onsite placements. From second year onwards, you will continue to study part-time.

Throughout the duration of the apprenticeship you will be taught, and put into practice, engineering skills which will be key for a junior engineering role at Kohler Mira.

Your apprenticeship will last for a minimum of 3 years, during which time you will rotate around the wide range of engineering teams across our business.

Key / Specific Responsibilities

Full time study at college during your first year with business projects during holidays and part time study for subsequent years of the apprenticeship to achieve Technical Certificate Level 3 Diploma and NVQ Level 3 as a minimum**.

Subject to aspiration, performance and business requirement, you will progress onto HNC/D and will have the opportunity to apply for a bachelor's degree post-apprenticeship.

Once you're in the business full-time, you will undertake a series of objective training placements in different departments working on initial design all the way through to manufacture and distribution. These may include:

- **Product Design** - combining knowledge of design, engineering, and manufacturing processes to create innovative new products
- **Experimental Prototyping** – Create working prototypes using cutting edge additive manufacturing equipment and CNC machines
- **Research and Development Lab** –Rigorous development testing of new and existing products to British and International standards
- **New Product Integration** – Design and implementation of new production lines and specification of automated machinery
- **Assembly and Manufacturing Engineering** – Front line problem solving and improvement projects in the manufacturing area

Where applicable, you may also experience business functions outside of Engineering, such as Finance, Customer Service and Sales in order to gain a full understanding of our business.

Regular time for self-reflection and review, and one to ones with your manager will be in place. You will also be able to access, and utilise, our comprehensive Associate training

courses and materials. This will support you to regularly review your strengths and areas for development, and for two-way feedback.

As an apprentice you will also:

- Support and be a part of the Kohler Mira Apprentice Community
- Support STEM at Kohler Mira
- Participate in Charity events
- And more!

Person Specification

- A minimum of 5 GCSEs, achieved or predicted, A*- C or 9 – 4, including English, Maths and Science
- Strong desire to learn and develop, using open thinking; able to easily adapt to new ways of working
- An evident interest in engineering as a subject
- Experience of engineering activities are advantageous but not necessary. This may include:
 - Hobbies or voluntary work
 - Previous work experience
 - Engineering related school subjects
- Good IT skills - A working knowledge of Microsoft office programs is sufficient
- Ideally able to demonstrate a strong work ethic, e.g. through part time employment and/or voluntary activities

Core Competencies

Build trust:

- Can do attitude and approach
- Support other and get involved
- Be a team player

Drive Continuous Improvement:

- Open to new things/adaptable
- Proactive and able to use your initiative
- Able to prioritise your time to achieve results

Focus on the End Customer:

- Inquisitive to learn and understand
- Can deal with ambiguity – able to make insights from different information and work on different projects
- Understand, and consider, the impact on the end customer

Set High Standards of Performance:

- Organised and structured in your approach
- Hard working/conscientious
- Take ownership of your work

Find out more

If you're interested in finding out more about our business and this opportunity, join us at our open evening Wednesday 22nd January 2020, 4pm – 7pm. Site tours will be running every 30 minutes from 4.30pm. Email earlycareers@mirashowers.com to reserve your space.

Gloucestershire Engineering Training will be holding their annual open evening on Tuesday 21st January. For further information visit: <https://get-trained.org/>

How to Apply

Applications can be made via our website: www.mirashowers.com/earlycareers

Your application should include both a:

- CV outlining any relevant qualifications, skills and achievements
- Personal statement outlining why you want an apprenticeship with Kohler Mira (max. 400 words)

Applications close on Wednesday 12th February.

*If your application is successful at stage 1, the next step will be to attend a mandatory assessment centre on **Tuesday 3rd March 2020**. Please ensure you are available to attend before submitting your application.*

**We continually review the quality of our training providers to ensure that our apprentices are receiving the highest standard of training and so reserve the right to change provider or the apprenticeship you are enrolled on, if this is required to fulfil our obligation to you. You will always be enrolled on a course that is relevant to your apprenticeship. **Kohler Mira adheres to the apprenticeship standards framework. Therefore, this programme may be subject to changes, if made at a national level.*