APPRENTICES, TRAINEES AND GRADUATES
Superior opportunities for your career

“Our apprentices are an integral part of our organisation. We see incredible results, very quickly, from the young people we train – some of our early apprentices are now senior staff because of their abilities. So if you join the Superior Academy, we’re dedicated to offering you the facilities, training and mentoring you need to help you grow in confidence and skillset.”

TIM BROWN, MANAGING DIRECTOR SUPERIOR
Build your future with Superior

At Superior, we're passionate about manufacturing excellence – in our people as well as our products.

That’s why we started our award-winning Academy, where we invest in our trainees, apprentices and graduates, enabling them to build a strong foundation for a career they love, in an environment in which they can thrive.

We know our Academy students are key to our ongoing success, so from the moment you join us, we’ll commit to nurturing and celebrating your talent. You’ll find and develop your strengths, with opportunities to gain hands-on experience, a solid education leading to recognised qualifications – and ultimately a job with Superior.

Superior has a long and successful track record of excellence in quality, service and design, so you can be confident you’re building your career with an industry leader.

And our strong family culture means we won’t just see you as a student; you’ll be a partner with the rest of the team in Superior’s mission to innovate and pursue perfection in our field. Because it’s what we do together that really sets us apart.
You can join our programme at any stage. If you start as a trainee at 16 you can still achieve a masters degree.

With three different Academy programmes, you can start at a time that is right for you, whether that’s just after your GCSEs (on the trainee programme), following your A levels (on an apprenticeship) or as a university graduate.

All our Academy students are paid and we will sponsor your entire education. Plus, there’s a guaranteed career at Superior for dedicated, willing and hardworking students.

Our trainees and apprentices can take external qualifications as well as gaining experience in the workplace. Here’s how it works:

### The Superior Pathway

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<th>TRAINEESHIP: Ages 16-18</th>
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* PEO stands for Performing Engineering Operations.
01 The Traineeship

Who’s it for?
Young people (ages 16-24), with three GCSEs at grade D or above in maths, science and English. You’ll have a passion for all things practical, a can-do attitude and a willingness to learn.

What will you do?
The programme has been specially designed to help young people to become better prepared for the workplace – by enabling them to achieve skills and a nationally-recognised qualification, in a supportive environment that encourages ideas and fresh thinking.

You’ll spend your first month in our Superior Academy with our dedicated training manager, where you will learn the basics (and a bit more) of engineering and manufacturing, leading to opportunities within Superior in operations, or on to an apprenticeship with us.

What will you get?
You will achieve a nationally-recognised engineering qualification:
Level 2 NVQ in Performing Engineering Operations.
02 The Apprenticeship

Who’s it for?
Young people (between 18 and 24), with three A levels at grade C or above (preferably in science and maths), who are looking for an alternative to university and would like to achieve recognised qualifications to degree level.

What will you do?
You’ll spend a year training in our Academy, with full support from our dedicated training manager, followed by a rotational placement in different areas around the organisation, where you’ll be supported and mentored by our technical experts.

What qualification will you get?
You will start with an HNC and Level 3 NVQ, with the option of continuing along the Academy pathway to the level you want – all the way to a master’s degree. Our apprenticeship programme has been accredited by the Institution of Mechanical Engineers (IMechE).
From apprentice to employee

Material Science you’ll work with our existing compounds and develop new ones

Tool Making you’ll manufacture and repair the moulds we use to make our products

Application Engineering you’ll help our customers with the design of their products

Manufacturing you’ll manufacture our market-leading products

Quality Assurance you’ll ensure we continue to manufacture to the very highest standards

Electrical Installation you’ll look after all our electrical installations

Engineering Maintenance you’ll maintain and repair our plant and machinery

Sales, Accounts and Business Administration you’ll help sell to customers, or work as an administrator in our sales office

After your first year, we can then focus on your strengths and match them to the roles we really need. You’ll be mentored by a technical expert, and you’ll be given the chance to become a key part of our team.
The Graduate Development Programme

Who’s it for?
A graduate with a degree in either material science, chemistry or polymer science (even if you have a degree outside of these areas, we would still like to hear from you) with enthusiasm, a flexible attitude and the drive to innovate and improve. To be eligible for the programme, you are required to have the right to work in the UK.

What will you do?
Our Graduate Development Programme is a structured programme in our material science department.

Working to tight deadlines, you’ll carry out analytical and application testing, assist in the development of polymers and chemical materials and present your findings to colleagues and customers.

You’ll report to the head of material science and work alongside our specialist materials team, in our state of the art laboratories, on projects such as product development, testing and designing your own experiments to support material development.

By the end of the programme, you’ll have all the skills and experience you need to launch a successful career with Superior.
How to be Superior

We want exceptional candidates at each stage of our intake. So if you want to be an Academy student, you need to be passionate, determined and driven to succeed.

During the selection process, we’ll be interested to hear about any areas of your life where you’ve shown initiative: whether that’s in work experience, at school or university or through volunteering.

Here are our top tips for being selected for the Academy:

- **Be on time** with a willingness to learn
- **Be professional**, but friendly
- **Be persistent** - keep developing your skills
- **Be prepared** and plan for your future
- **Be interested** - don’t be afraid to ask questions!
- **Show us** that you want to be part of our team
- **Demonstrate your passion** and enthusiasm in everything you do
Since finishing his apprenticeship at a local engineering company, Ben now has a senior position within Superior, and is currently the Quality Manager. He believes his apprenticeship was the foundation of his career and has been achieved through dedication, willingness and lots of hard work.

**WHAT MADE YOU THINK ABOUT AN APPRENTICESHIP?**

“At sixteen I wasn’t really sure what career path to take; I didn’t have any desire to study at university but wanted to continue learning. My father suggested I should consider an apprenticeship as I would be training and earning money.”

**WHAT DIFFERENCE HAS IT MADE TO YOU?**

“My apprenticeship transformed me from a quiet and shy school boy to a confident, mature and driven individual, striving for the best in whatever I do. Apprenticeships are character-building for life – they help you develop many personal and professional skills. I still use many of the skills I learnt as an apprentice in my every day role, which involves dealing with leading global organisations.”

Tim Brown, Ben’s manager at Superior, says: Ben is “living proof of how an Apprenticeship can develop you as an individual. Although still a young man, he is already Quality Manager within the organisation and the main contact for many leading customers.”

**BEN CLARKE**
**QUALITY MANAGER**

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**Growing our own timber**

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**BEN CLARKE**
**QUALITY MANAGER**
I have been working at Superior for over four years and have recently completed my higher level apprenticeship. I am currently undertaking the final year of my BEng degree in Engineering and am aiming to continue onto a master’s degree soon. I have always been interested in engineering and find the mechanical intricacy of products fascinating. I felt the real world experience available from an apprenticeship was much more applicable to my career path, instead of focusing on purely academic qualifications.

Superior struck me as very interested in growing its own talent and appreciates the value that apprentices bring to the company. I started in the Academy, completing hand fitting, turning and milling jobs for my NVQ. I decided that an apprenticeship would suit my learning style and enable me to flourish in a working environment as well as securing my future career, instead of focusing on purely academic qualifications.

Students going from strength to strength

SUSANNA PERKINS
LABORATORY APPRENTICE

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NICK PALMER
QUALITY ENGINEER

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Find out more about Superior

Superior is an internationally recognised manufacturer of precision elastomeric o-rings, seals and special mouldings. We’re a family owned business, with offices and manufacturing facilities in Ferndown, Dorset.

Since 1972 we’ve been helping our customers meet their needs with the very highest standards of o-rings. You can play a key part in our ongoing success by taking up a place on our apprenticeship programme.

Your next steps

If you’re energetic, enthusiastic and determined to take charge of your own career, we’d really like to hear from you. To find out more about how you can build your career with Superior, please contact Katie Bodman at kbodman@superiorltd.com.

www.superiorltd.com/academy
We look forward to meeting you.

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