

ELECTRONIC MANUFACTURING EMPLOYMENT OPPORTUNITIES



An **ESCATEC** Company



EXPLORE YOUR
POTENTIAL AT JJS

**ARE YOU A CURIOUS, PASSIONATE,
ADVENTUROUS PERSON LOOKING TO
LEARN NEW SKILLS AND DEVELOP
YOURSELF ALONGSIDE A DIVERSE
GROUP OF LIKE-MINDED PEOPLE?**

**THEN WHY NOT LET YOUR REMARKABLE
TALENT MAKE AN IMPACT IN THE
MANUFACTURING WORLD BY JOINING
OUR TEAM AT JJS.**



We have a demonstrable track record of growth and new roles and opportunities continue to open up for anyone looking for their next challenge. In addition, we have been running Graduate and Apprenticeship schemes for many years. More recently we have developed a 12-month Engineering placement scheme aimed at University students who are looking to gain practical skills and valuable work experience after their second year of study.

Our business thrives on collaboration - so you'll be supported by a great team regardless of how and where you come into the business, allowing your creativity to flourish and brilliant ideas to be shared.

You'll also be empowered to carve out your own career path and discover your true potential. As a company we don't intend on standing still which is why we are always on the lookout for talented individuals to join our team.

Read on to discover how you can use your skills, knowledge and personal attributes to their fullest with a career at JJS.

TWO



A LITTLE BIT ABOUT US

JJS MANUFACTURING IS AN ELECTRONICS MANUFACTURING SERVICES PROVIDER THAT HELPS MANUFACTURERS OF LOW TO MEDIUM VOLUME, HIGH COMPLEXITY, INDUSTRIAL ELECTRONIC PRODUCTS FOCUS ON THE CORE ACTIVITIES THAT DELIVER VALUE TO THEM.

Put simply, we provide complete outsourced electronic and electro-mechanical manufacturing solutions. These solutions enable our customers to spend their time developing, and selling, new and better products.

CULTURE

Although we're a relatively large business with over 450 staff across four sites, we pride ourselves on being friendly and approachable. And many of our staff know each other on a personal basis and socialise together outside of work.

We feel strongly about offering opportunities whilst always keeping sight of the personal touch - and here are some of the ways we do it:

- ▶ We have an 'open door' policy which means the senior management team are visible and available to talk to staff any time
- ▶ We provide regular updates about our business through a monthly newsletter, covering everything from our 5-year strategy to the allocation of car parking spaces
- ▶ We hold 'listening days' each month where we actively encourage our team to tell a Main Board member what they think about JJS - as an employer and as a business in general
- ▶ We strongly believe in hiring the right people and training them to do a job well
- ▶ We continue to 'grow our own' talent through a variety of training and development schemes.

BENEFITS

Many of our staff enjoy flexible working arrangements which mean they can vary their start and finish times, and take advantage of an earlier finish on some Fridays if they'd like to.




In addition to market aligned levels of pay, annual leave and maternity/paternity allowances, we also offer:

- ▶ A contributory pension scheme
- ▶ 20 days sick pay
- ▶ Additional annual leave entitlement based on length of service
- ▶ Discounted gym membership
- ▶ Staff appraisals at least once per year and an annual pay review



LOCATIONS

We have four sites in total, two are based in the UK and two in the Czech Republic.

-  Our company headquarters are located in Bedford (just off Junction 13 on the M1) and act as the electronic and electrical material 'hub' which feeds into our three manufacturing facilities.
-  Our UK manufacturing facility is located in the Southern Leicestershire Market Town of Lutterworth, approx seven miles north of Rugby and fifteen miles south of Leicester.
-  Our two Czech Republic manufacturing facilities are close to the German border in Chomutov, and are approximately one hour away from Prague.

ENVIRONMENT

Whilst we always expect high standards of quality and output, the atmosphere is relaxed, with clean and quiet production and logistics areas.

Our offices are modern, open-plan and well equipped with the latest IT and office technology.

The majority of the manual work we complete isn't physically demanding and is suitable for people of all ages and genders.

SOCIAL

Whatever your interests, there's likely to be a sports or social group that you can get involved with - from drama and theatre trips to monthly meetings at local restaurants.

And for those looking for something more active, a number of our staff take part in 5 a-side football matches, swimming competitions, running events, golf tournaments, paintballing games, go-karting, dragon boat racing, and for the more 'adventurous' amongst us, the Wolf Run and Tough Mudder!





THE RECRUITMENT PROCESS

WE ARE ALWAYS ON THE LOOKOUT FOR TALENTED INDIVIDUALS. IF YOU ALREADY HAVE A PROVEN TRACK RECORD WITHIN THE ELECTRONIC MANUFACTURING SERVICES SECTOR, OR ARE ABLE TO DEMONSTRATE YOU ARE WILLING TO LEARN NEW SKILLS, WE WOULD LOVE TO HEAR FROM YOU.

We understand that applying for a new position can be both exciting and daunting so here's a step-by-step guide to our recruitment process:

STEP 1 – SEND US YOUR APPLICATION

For positions advertised on our website or social media pages we ask that you e-mail a current copy of your CV to mycareer@jjsmanufacturing.com

You can expect to hear back from us within approximately five days of the closing date of the advertised vacancy.

STEP 2 – COME IN FOR A FIRST INTERVIEW

If your application for the position is successful, you'll be invited to join us for a first interview.

Depending on the role you're applying for, this could consist of a telephone call, a video conference call, submission of a video clip or a direct face-to-face conversation.

You will also be expected to undergo some basic literacy, numeracy and accuracy tests, together with a variety of practical and visual tests.

At the end of the first interview we'll let you know when you can expect feedback and we'll explain any details regarding the next stage of the process.

STEP 3 – COME IN FOR A SECOND INTERVIEW

Your second interview is an opportunity to meet different members of the JJS team. It may also include one or more face-to-face meetings and a tour of one of our manufacturing facilities.

Again, depending on the role you have applied for, you will be asked to carry out some additional tests such as sample assembly work, group problem solving tasks, or presentations.

For some of our production roles, it may be relevant (for screening purposes) for some of these skills tests to take place at the first interview.

At the end of the second interview we will let you know when to expect feedback from us.

STEP 4 – WELCOME TO THE TEAM!

The recruitment process is just the first step of your journey with us.

If you're invited to join our team, we will work with you to create your induction programme which will help build the foundations of your success with us.

And it doesn't stop there. We will support your ongoing training and development needs so that your partnership with us continues to be fulfilling and rewarding.



FOUR

APPRENTICESHIPS



OUR ENGINEERING APPRENTICESHIP PROGRAMME IS PROVEN TO DELIVER RESULTS.

With a combination of internal training, hands-on work experience and formal qualifications (BTEC in either Mechanical, Electrical, or Electronic Engineering), you'll receive all the tools and training you need to start building your own career within our growing manufacturing organisation.

WHY CHOOSE JJS MANUFACTURING FOR YOUR APPRENTICESHIP?

- ▶ There is real opportunity for you to progress within our company
- ▶ Our training plans are clear, flexible and built around your needs
- ▶ We offer a competitive salary with clear salary scales in place
- ▶ You'll have the opportunity to learn 'hands-on' from our experienced staff and engineers
- ▶ You'll get to work on a wide variety of products and technologies
- ▶ We're a well-established, profitable company which continues to grow
- ▶ We have a strong focus on employee engagement right across our organisation

ENTRY QUALIFICATIONS

You'll need a minimum of 5 GCSE passes at A* to C, including higher tier Maths, English and Science; or NVQ level 2 Foundation apprenticeship (or equivalent).

FURTHER EDUCATION

You'll have the opportunity to study for BTEC Level 3 in Electrical, Electronic or Mechanical Engineering, through a local college of your choice. You can expect to complete this within 1-3 years, depending on your existing qualifications.

On completion of your BTEC Level 3, if you'd like to develop yourself further, we will fully support you in completing an HNC/HND relevant to your role.

YOUR APPRENTICESHIP JOURNEY

It's important to us that you're given the opportunity to understand every aspect of our business.

During your first six months, you'll have the chance to work across all parts of our manufacturing operation - from logistics right through to test.

The next 18 months will be more focussed. You'll get more 'hands-on' within our production and test departments. You'll build amazing products. You'll test them. And you'll be asked to solve manufacturing challenges on behalf of our customers.

ARE YOU THE RIGHT PERSON FOR OUR SCHEME?

To be successful on our scheme you will need to:

- ▶ be able to work towards, and achieve, goals whilst remaining focused
- ▶ be willing to take responsibility for yourself and stay motivated
- ▶ be willing to learn new skills
- ▶ demonstrate that you are adaptable and flexible
- ▶ show you are responsible and have a mature attitude
- ▶ have practical skills and a thorough approach to problem solving
- ▶ commit to excellent attendance and housekeeping

Previous experience within electronics or electro-mechanical manufacturing isn't essential.

However you'll need to be able to demonstrate a positive attitude and a passion for learning new skills.

We understand that finding the right apprenticeship is important. We also know that it may feel overwhelming at times. With so many different questions going round in your head it can be hard to compare one scheme to another. The good news is you're not alone!



APPRENTICESHIPS: THE JOURNEY SO FAR

RYAN DEVEREUX - ELECTRO-MECHANICAL ENGINEERING TECHNICIAN

After leaving school, Ryan spent two years working in carpentry before deciding he wanted to explore other options and applying for a place on the JJS apprenticeship scheme.

Ryan has worked in general assembly and wiring at JJS before taking up his current role in engineering where he is currently completing his HNC.

"It's the variety of work at JJS that really interests me. In my current role I'm responsible for reviewing technical drawings supplied by our customers and making sure our production team can build against them.

Sometimes the information on the drawings can be sparse or there can be inconsistencies. There's quite often a bit of 'back and forth' between our engineers and the customer before we have all of the data we need for a job.

I'm now involved in a number of major contracts and in addition to my 'day job' provide offsite installation support. I travel regularly to a number of sites within the

UK and work alongside the customer's own install team to ensure the complex electro-mechanical systems we produce can be commissioned by the end user without drama.

I never really enjoyed school but since I've been at JJS I've discovered I actually quite enjoy going to college. Perhaps it's because of the more focused, integrated approach to learning.

In fact if there's one thing I wish I'd done differently it would have been to apply for my HNC place a year earlier!"

MEGAN SHERRIFF - QUALITY TECHNICIAN

Electronics manufacturing is very much a family affair for Quality Technician Megan who joined her Dad and Uncle at JJS in September 2014.

Megan had previously worked in a business administration apprenticeship with a printing company, but was drawn to the diversity of the electronics manufacturing environment.

Her role involves handling customer queries, data collection, Quality reporting, delivering ESD training to new starters and



sorting out any issues that might arise on the shop floor if things don't quite go to plan.

"I'd not worked in manufacturing before and it was quite a transition moving from a smaller family run company to something of JJS's size.

It was very much a case of learning from square one. I got to spend time in lots of different departments around the factory and the hands-on approach to learning has been the perfect way to learn all the different processes.

It's also been great to take part in a range of training courses. My favourite so far has been the IPC training which teaches you the standard at which you need to build a PCB. Part of my role now includes training all new starters on ESD prevention and making sure they are certified internally.

To anyone looking to pursue a career in electronics manufacturing, I'd definitely say 'go for it!'

LUKE BENNETT - ELECTRO-MECHANICAL ENGINEERING TECHNICIAN

Luke was working as an apprentice coach builder when the opportunity came up to apply for JJS's apprenticeship scheme.

After his initial training Luke worked on a number of different assembly lines before moving into engineering.

"There's so much flexibility in terms of your career path at JJS with a good number of college courses to choose from to support your training. I've enjoyed the freedom to spend time exploring electronics, wiring and mechanical engineering.

It was definitely a transition moving from the shop floor to an office based job. My role now is to create build documents and to bridge the gap between the customer and the shop floor. This involves ensuring that the right tools are in place for each job and being ready to fix any issues that might arise during the process.

It's very much hands-on, reactive stuff. Customer design changes and modifications can affect each build so every day is different which I enjoy.

Ultimately I'd like to become a Line Manager either on the shop floor or in the engineering office. Having an understanding of what goes on at shop floor level will be helpful in enabling me to make better decisions as a manager in the future."

Luke is currently embarking upon a degree in Engineering Project Management with the University of Portsmouth, and will operate as a distance learner whilst still working with and being supported by JJS.

DAN MOULDS - APPRENTICE TEST TECHNICIAN

Dan had completed six months of an electronics apprenticeship and then spent six months volunteering before joining JJS as an Apprentice Test Technician in 2016.

In his current role he is responsible for the functional testing of finished products.

"As a Test Technician it's my job to ensure that a product does what it's meant to do and if it's not working correctly to find out what's causing the problem.

During my training I had an interest in the Test department and JJS have been really accommodating in offering me a role that enables me to do what I wanted.

For anyone considering applying for an apprenticeship I'd say keep an open mind and have a go!"

TOM LETO – ENGINEERING TECHNICIAN

Tom left school at 16 and after attending several college open days, he discovered JJS and was drawn in by the development and opportunities that were available to him.

Tom already had a keen interest in electronics, and believed joining JJS presented a great chance for him to learn more.

Since joining JJS, Tom has completed his BTEC Level 2 and 3 in Electronics and Electrical Engineering, as well as his HNC at Leicester College. Tom is currently working through a two year internal development plan and aspires to become a fully qualified engineer within the company.

"At school I'd always had an interest in electronics and completed a GCSE in Systems and Control.

Throughout my time with JJS I've been responsible for building through-hole printed circuit board assemblies. This has involved prepping components, fitting and then soldering them to the boards and then inspecting them before they go to test. In my current role as an Engineering Technician, my main area of responsibility is operating the selective solder machine.

I've had loads of support and mentoring so far and I love the fact that I'm now getting the chance to teach other apprentices as well."



TAYLOR BRAMWELL - PRODUCTION TRAINEE

Taylor completed his Level 2 NVQ Engineering qualification when he joined JJS as an apprentice back in September 2017 & is now working towards his Level 3.

In his current role, Taylor is responsible for preparing all the wire and cable for the wiring section which includes cutting and crimping in readiness for the build.

“Thinking back to the interview stage I enjoyed the hands-on nature of the application process. After the Open Evening there were a series of interviews, then a trial period where I got to work in different sections of the business.

It was definitely a big step to come straight from college and to adapt to working life. But the company has offered loads of support and whilst it's still early days, I'm enjoying the variety and flexibility of the scheme.”

WILLIAM BROTHERHOOD – PRODUCTION TRAINEE

Will initially joined JJS in 2019, supporting shop floor production team members across a range of sections. During this time, the company recognised that Will already held a number of transferable skills and experience from previous jobs within Electrical/Electronic Engineering and he was offered the chance to join the JJS Apprenticeship scheme.

Will is now working towards his HNC in Electrical Engineering at Rugby College and expects to complete this over the next two years.

“I didn't start at JJS with any expectations to gain a new qualification. However, with JJS's support and guidance, a development plan has now been put in place and I'm excited to see how this develops in the future.

The flexibility the company has provided so far has helped me with my HNC commitments and I have ambitions to start contributing to larger manufacturing or engineering projects in the future once I have completed my training.”

KIERAN SMITH – ELECTRO- MECHANICAL TECHNICIAN

Kieran joined JJS back in 2011 and since then he has completed his BTEC Level 2 and 3 Electronic Engineering qualifications along with an HNC in the same subject.

“I originally liked the idea of learning whilst earning and the Apprenticeship scheme seemed like a good way for me to achieve this. Since completing my qualifications I have been working ‘hands on’ as an Electro-mechanical Technician and have been responsible for completing a large number of complex manufacturing projects.

I remain excited about the future and I'm currently considering taking up the opportunity to study towards the 18th Edition of the IET Wiring regulations to develop myself and my skills further.”

FIVE ENGINEERING PLACEMENTS

THERE'S A HUGE SKILLS GAP IN THE ENGINEERING AND MANUFACTURING SECTOR. WE'RE COMMITTED TO REDUCING THIS GAP BY 'GROWING OUR OWN' TALENT AND WE OFFER 12-MONTH ENGINEERING PLACEMENTS ALONGSIDE OUR OTHER TRAINING AND DEVELOPMENT SCHEMES.

Ideally we are looking for manufacturing engineering students, however any technical students that can demonstrate a strong interest in electronics/electro-mechanical manufacturing are also welcome to apply.

As an Electronics Manufacturing Services provider we don't have our own IP or product designs. We build, test and ship complex industrial products on behalf of other Original Equipment Manufacturers.

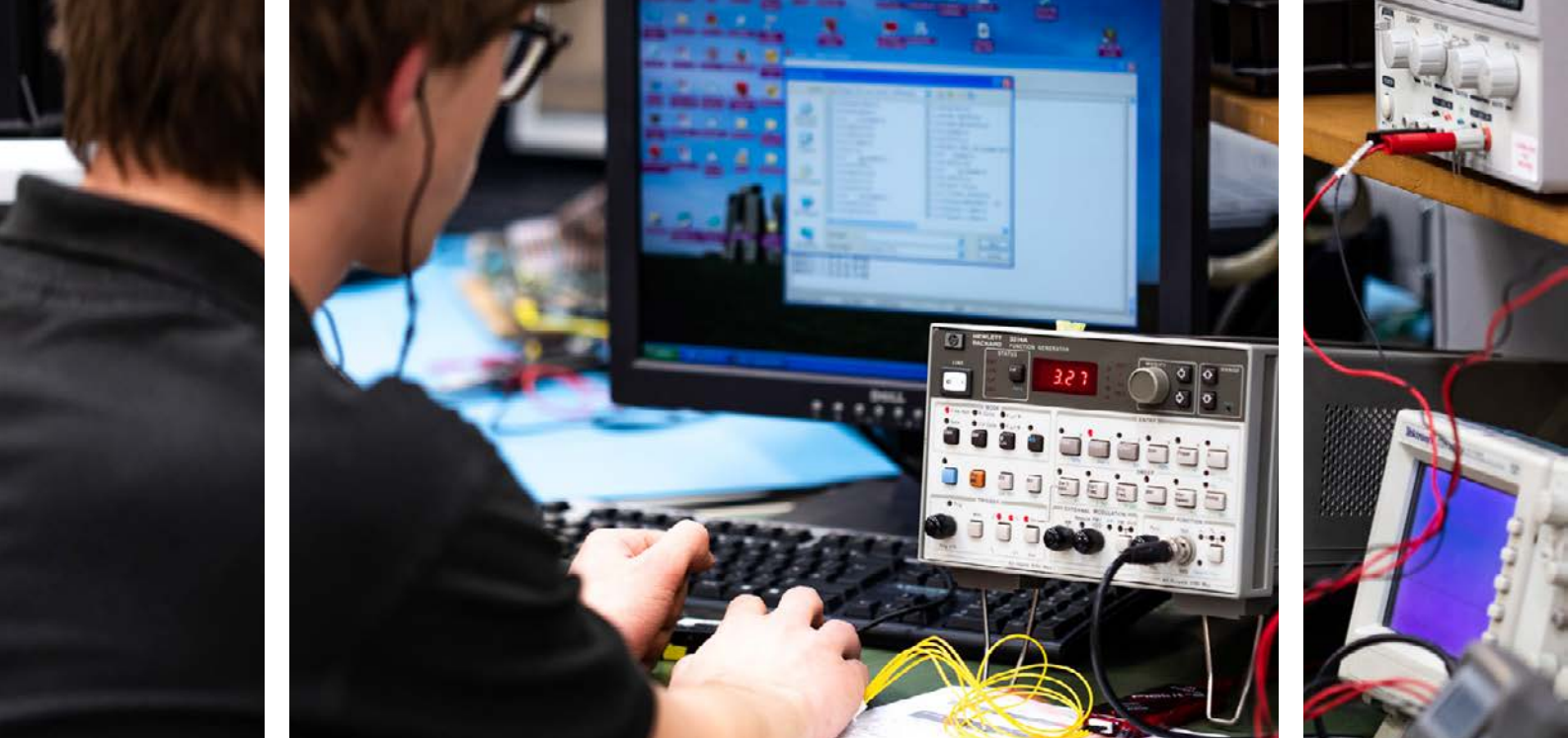
It's a fast paced environment full of challenges and problem solving - so we're looking for enthusiastic and driven students to join us in solving these challenges alongside our clients.

RECRUITMENT PROCESS AND TIMESCALES

We typically begin advertising our engineering placement scheme in October each year. Successful candidates are then invited to start employment with us in July of the following year.

You can check our website for upcoming dates and deadlines, however here's a general overview of the timeline you can expect to see:

- ▶ October - There will be an opportunity to come and meet us at the annual Loughborough University Autumn Graduate and Placement Fair. You can drop by and talk informally to the team about our scheme and what it has to offer.
- ▶ November – We host an Open Evening at our Lutterworth facility. This is a chance to take a tour of our manufacturing facility, learn more about the amazing products we build on behalf of our customers and get to meet some of our staff.
- ▶ November – Online applications will open so if you would like to apply for a place on our scheme, this is the time to let us know.
- ▶ December – The closing date for online applications.
- ▶ April - We conduct formal interviews, along with an assessment to challenge logical thinking, communication and team working.
- ▶ April/May – Offers to join our engineering placement scheme are made.
- ▶ July/August – Successful candidates will start their placement!



WHY CHOOSE OUR ENGINEERING PLACEMENT SCHEME?

We are an established EMS provider with experience delivering complex electronic and electro-mechanical solutions for our customers since 1983. During this time we have grown, consistently, and have no intention of standing still. We continue to invest in new people, plant and processes and work closely with a number of blue-chip companies in the industrial sector.

During your placement with us we will deliver a combination of technical and commercial training. We will help you get 'business ready' and build up your personal brand for when you are ready to leave University. The outsourcing projects we are involved with are highly varied and no two days are the same. Many of our customers have multiple product ranges and it's common to support them throughout the entire product life cycle. So, if you are looking for a 'black and white' job where every day the workload is the same, this scheme isn't going to be right for you.

You will be employed by us on a fixed term contract. During this time you will receive 20 days holiday with the option after 6 months to purchase an additional 2 days should you wish. We offer a generous pension scheme, a pleasant and friendly working environment and you will have the opportunity to visit our manufacturing facilities located in the Czech Republic.



OUR 12-MONTH SCHEME AT A GLANCE

Our Engineering placement scheme is designed to provide you with commercial awareness and relevant engineering experience. You will be exposed to every part of our organisation and will meet all members of our senior management team. The first 3 months of your time on site will be getting to know more about us. It's important you understand how each department relates to another and the roles and responsibilities of all of our staff. After the first 12 weeks you will work alongside a technical/engineering team. Here you will support the team on existing customer or improvement projects as well as taking ownership for your own project.

From an overview perspective, the 4 quarters look like this:

- ▶ Q1 – General business overview all departments
- ▶ Q2 – Electronics engineering support/project
- ▶ Q3 – Electro-mechanical engineering support/project
- ▶ Q4 – Production support/project

SALARY AND REVIEWS

We offer a competitive salary along with regular progress reviews. These quarterly reviews take place with members of our HR, engineering and Senior Management Team and provide you with a formal platform to discuss your progress and raise any queries or questions you have with us. During your time with us we actively encourage you to feedback opportunities and areas for improvements that could be made to the Engineering placement scheme moving forward.

LOOKING TO THE FUTURE

At the end of your placement, you will receive a conditional offer from us to join our graduate program. There will also be an opportunity for you to join us during the Christmas and Easter holidays of your last year of study if you so wish.



GRADUATE OPPORTUNITIES

DURING THE TWO YEAR PROGRAMME YOU WILL SPEND TIME AT EACH OF OUR THREE SITES WHICH ARE LOCATED IN BEDFORD, LUTTERWORTH AND CHOMUTOV IN THE CZECH REPUBLIC.

You'll be exposed to all parts of our business including procurement, sales, engineering and manufacturing and you'll gain an understanding of our business, top to bottom, inside out.

On successful completion you will take up a role within our Commercial Team based in Lutterworth, Leicestershire. Here you will either manage a portfolio of customers and have responsibility for growing and nurturing these accounts or you will take up a position within our purchasing department and be responsible for elements of the supply chain and procurement process. And after that? Well, it's really down to you to demonstrate to us where you can add most value to our business.

Throughout the scheme we remain committed to your personal development, with six-monthly performance reviews throughout the programme so we can identify, and implement, your Continuing Professional Development needs.

RECRUITMENT PROCESS AND TIMESCALES

Traditionally we advertise our commercial graduate vacancies on-line in June each year. First interviews then take place during July and second interviews early August. Final decisions will be made, and offer letters sent out, by mid-August and if you're offered a place on our scheme then you'll be invited to start at the beginning of October.



ARE WE THE RIGHT SCHEME FOR YOU?

Competition for the graduate scheme is high so to give yourself the best chance of securing a position you will need to:

- ▶ hold a degree level qualification or equivalent (2:1 or above)
- ▶ be highly motivated and a proactive team player
- ▶ have a record of high achievement throughout your educational career
- ▶ be self-sufficient, self-confident and capable of putting forward your ideas
- ▶ have an eye for detail
- ▶ be adept in planning and organising yourself
- ▶ have the ability to meet deadlines and solve problems
- ▶ be open to working at both UK sites (and with the capacity to travel more widely if required)
- ▶ aspire to become a senior manager within our business
- ▶ remain committed to developing your business and personal skills
- ▶ be prepared to push yourself outside of your comfort zone in order to grow

We understand the importance of finding the right graduate scheme. We also appreciate that graduate schemes vary greatly between companies.





GRADUATE OPPORTUNITIES: THE JOURNEY SO FAR

HERE'S WHAT SOME OF OUR PAST AND PRESENT GRADUATES HAVE TO SAY:

MICHAEL TOWERS – SENIOR ACCOUNT MANAGER

Michael joined JJS via the commercial graduate scheme in October 2015, having completed a degree in History from the University of Leicester. During his time on the graduate scheme, Michael also completed a PGCert in Leadership and Management.

Michael has since completed the scheme and now works as a Senior Account Manager, responsible for a multi-million customer portfolio, and acts as the single point of contact for his customer base. Typically his role includes preparing quotations, loading orders, overseeing the progress on production builds, coordinating any design changes or quality issues, discussing new business opportunities with his customers and delivering on service levels.

“My responsibilities are all about providing great customer service in order to nurture and grow each account.

The commercial graduate scheme offered me the chance to work behind the scenes from the very start, so you're getting hands-on experience virtually from the word go.

I really enjoyed being able to get stuck in straight away and moving around the different departments offered me lots of variety.

While there's a steep learning curve in terms of picking up new knowledge, there's always someone available to support you as you learn new things.

If you're considering applying for any graduate scheme my advice is to get some kind of previous work experience beforehand. It doesn't really matter what type of work experience it is, before I applied to JJS I worked in a local supermarket, but it does help demonstrate your work ethic which any potential employer is going to look for.”

FELICITY WARNER – SENIOR ACCOUNT MANAGER

Felicity joined JJS via the commercial graduate scheme in October 2015. She has a degree in Physical Geography and took a year out to travel before applying to JJS. During her time on the graduate scheme, Felicity also completed a PGCert in Leadership and Management.

Felicity successfully completed the training scheme back in August 2017 and now works as a Senior Account Manager, responsible for a multi-million customer portfolio. In addition, she has Line Management responsibility for one of her team members and has taken ownership for the commercial graduate scheme as a whole, acting as a mentor to those that join it.

Since completing the programme she has been involved in a number of significant contracts which have demanded a combination of sales and project management skills from her, with a focus on customer interaction and support.

“JJS was a completely new environment for me. I had no experience of working in electronics and hadn’t worked in a factory before.

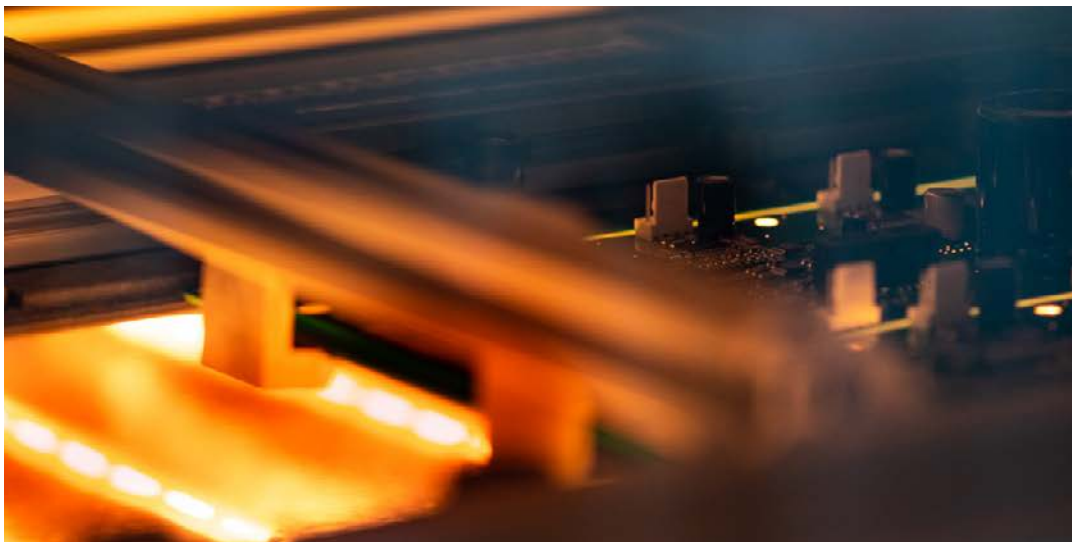
What I really liked about JJS’s graduate scheme is that it encourages its employees to learn all areas of the business.

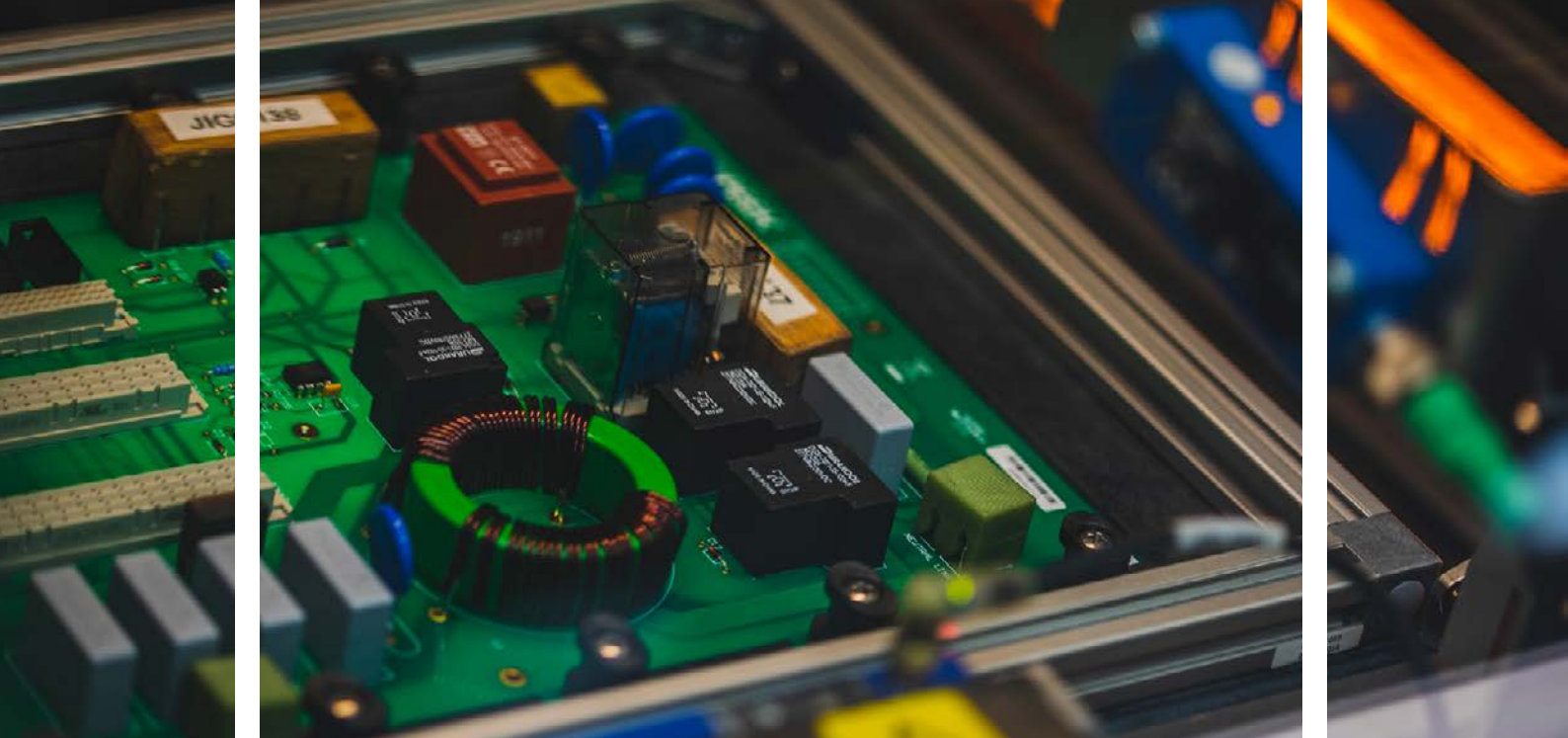
There’s definitely been loads to learn, especially from the technical side of things - from understanding engineering through to printed circuit board assembly and test but everyone helps you.

I really appreciated the mentoring that was offered to me during my early days at JJS. And, now that I’ve completed the training, I’ve also enjoyed mentoring other graduates.

My ambition now is to inspire more females to consider a graduate scheme within electronics, engineering or manufacturing and help change previous perceptions of what a career in these types of industries are really like.

My advice for anyone considering a programme like this is to take as many notes as possible during the training stage, be clear and concise in your communication and take the opportunity to learn from everyone you meet along the way.”





LUKE STEVENS – COMMERCIAL GRADUATE

Luke studied Business and Marketing at the University of Sheffield and completed a placement year at the Metropolitan Police.

After taking some time out to go travelling, Luke applied for the graduate role at JJS in 2018.

“I liked the idea of working throughout all aspects of the business, from the shop floor through to the commercial departments. Although I didn’t have any previous experience of electronics, engineering or manufacturing I was told that this wouldn’t matter and full training and support would be provided during my training.

I’m still debating whether or not to complete an additional qualification, something the JJS scheme offers me, but at this point in time I’m focusing on assisting a number of Senior Account Managers with an array of complex projects.

Going forward, I aspire to become a Senior Account Manager within the business so that I can take ownership of my own customer account.”

ALEX PAICE – COMMERCIAL GRADUATE

Alex joined JJS in 2018 after completing a Business Management and Marketing degree at Nottingham Trent University. Alex was drawn to the variation the JJS graduate scheme offered and liked the concept of working in different departments within the two year scheme before ‘specialising’.

“I’ve opted for the purchasing route as I wanted the opportunity to proactively manage and build relationships with new suppliers. I currently look after five key suppliers alongside a number of others and I’m loving the levels of responsibility I have been trusted with so far.

Since joining the scheme, I’ve had ‘real life’ experience within operational buying and in the future I’m looking to develop

towards a strategic buying role. I've also had the opportunity to travel to the Czech Republic and work on supply chain projects with my Czech colleagues and some of our European supply partners.

Everyone is given the opportunity to progress and I'm currently looking to gain my CIPS qualification which the company is supporting."

EMMA LOWREY - COMMERCIAL GRADUATE

Emma joined JJS in 2019 after completing a degree in Business Management at Lancaster University. Emma was drawn to the graduate scheme because of the unique structure and chance to rotate around the various operations of the company.

"The opportunity to understand and get hands on in different roles that make the company tick has been a great experience"

I didn't join JJS with any experience or knowledge of electronics but I have been given the opportunity already to develop new skills and I have just completed my component recognition training.

I have always been keen to enter the commercial world, and was excited by the prospect of a graduate scheme that would lead me in to a purchasing role, especially offering a chance in the future to complete my CIPS qualification.

Moving from being a student to entering the commercial world can be daunting, and so finding a company that wants to see you develop just as much as you do is a fantastic stepping stone."

HANNAH ROBERTS - COMMERCIAL GRADUATE

Hannah joined JJS in 2019 after studying Business Strategy and Management at the University of Gloucestershire.

"I hadn't seen myself working within an electronics or manufacturing company before applying to JJS and I have been surprised so far with the interest it has sparked in me.

A big incentive to join the JJS scheme originally was the opportunity to train and develop myself further. So far I have been treated with respect and since spending some time with the Marketing department I am also now starting to think of myself as a 'brand'. Over the next few months I'm going to start work on my LinkedIn profile and building up a set of quality connections within the industry.

JJS are committed to developing staff that wish to do so and whilst it's still very early days, I'm currently looking to a future in purchasing and gaining my CIPS qualification.

LUKE BATHAM – COMMERCIAL GRADUATE

Luke joined the company in October 2019 after completing a degree in Marketing Management. Luke made the decision to join JJS as the structure of the scheme, in which you are able to spend time in all areas of the company, was attractive to him.

"So far I have found the ability to develop a good overview of the different functions of the company to be beneficial. This has offered me valuable insight for the future



as well as providing me with a great ‘first step’ into the commercial world after University.

The training offered is a great aspect of JJS, especially the range of courses provided via the JJS Training Academy. It’s very early days but so far I have spent time in the Engineering department and have really enjoyed understanding how the department runs and the projects that are undertaken. I’ve also enjoyed shadowing the Engineers and hearing about their extensive knowledge and experience in the field.”

THOMAS WILLIAMS - COMMERCIAL GRADUATE

Thomas joined JJS via the commercial graduate scheme in October 2016 and has a degree in History.

“Upon finishing my History degree, I wanted to secure a job that offered me the opportunity to gain some commercial training and to join a business that would invest in me for the future. This is exactly

what JJS has offered. They recognise that graduates fresh from University will not have a comprehensive business knowledge, or any technical knowledge of electronics manufacturing, and they offer any individual the opportunity for a ground up tailored training programme.

I was originally concerned that I knew very little about business, and even more so manufacturing, however, throughout the two-year graduate programme, I have been given the chance to learn on the job through various rotations around the different departments within the company. This gives anyone on the graduate scheme an experience of what life is like in each department, and allowing graduates to steadily build up their technical and business acumen, ready for life as an Account Manager.

JJS take an interest in all their graduates’ development, and there is a mentor programme to ensure that each individual is happy with how the programme is progressing, as well as the opportunity to conduct further postgraduate study.

SEVEN A CHANGE IN DIRECTION

AS OUR BUSINESS CONTINUES TO GROW NEW OPPORTUNITIES OPEN UP. A NUMBER OF OUR STAFF ARE NOW EMPLOYED IN VERY DIFFERENT ROLES COMPARED TO WHEN THEY FIRST JOINED US. WE REMAIN COMMITTED TO DEVELOPING STAFF AND AS THE COMPANY EVOLVES, SO WILL OUR DEMAND FOR TALENT.

Here are a few stories from staff that originally joined us in one role and now find themselves working in a different part of our organisation.

ANDY VALENTINE - BUYER

Andy is one of the Buyers at JJS's Lutterworth site. He's responsible for the replenishment of materials for production, overseeing supplier delivery and managing quality issues.

"I came from a background as a regional sales manager for a lubricants firm. It was a specialised role with narrow opportunities. So when that company ceased to operate I needed a change

in direction.

I initially joined JJS in a gap-fill capacity as a logistics operative on a temporary contract and was then offered a permanent role. Two years later a Buyer role became available so I applied for it. Although it's different from what I'd done previously, the core skills are still the same - great communication and computer skills, an understanding of the business and being able to order what's needed.

There are massive opportunities to go in any direction at JJS and I was fully supported when I decided to apply for this new role.

There's also an impressive amount of training available which all helps to expand people's understanding. Rather than 'buying in' all the skills we need there's a culture of growing that talent internally.

Even though it might appear that as you get older there are restrictions - perceived or real - in terms of what you can achieve career-wise, there are still opportunities. And if you apply yourself, your plans can come to fruition."



ADAM PALMER - ENGINEERING TECHNICIAN

Adam's career at JJS started with a short term summer placement in 2011, where he was responsible for cutting out printed circuit board assemblies from their panels after build.

During his placement an opportunity arose within the surface mount (SMT) department and Adam was successful in his application. He worked in this area for four years before being offered his current role as an Engineering Technician.

"I've always wanted to progress and better myself. And I've always been a bit of a 'sponge' for information.

Although I didn't have a background in electronics, I really enjoyed learning 'on the fly' - everything from understanding which tools to use, to the basics of operating the machinery or how to offer line support.

I love the fact that the job is so varied and that there are constantly changing products to work on. In SMT it was all about keeping the production equipment running and making sure things went smoothly.

As an engineering technician I love being a part of process improvement work. It's up to us find ways to improve the way things run, to find solutions and to fix problems".

MATT STROMMEN – ACCOUNT MANAGER

Matt initially joined JJS as an SMT operator for four months before successfully applying for the commercial graduate position.

He has a degree in film production and also enjoys graphic design and art.

"I love being a part of the things that make the world work.

In my SMT role there was a real focus on meticulousness. I was responsible for checking materials, manual inspection, dealing with mechanical problems and keeping the machines running.

Being offered a place on the commercial graduate scheme was a huge highlight for me. I really enjoyed the robustness of the interview process which included numeracy and literacy tests as well as the chance to present in front of the management team.

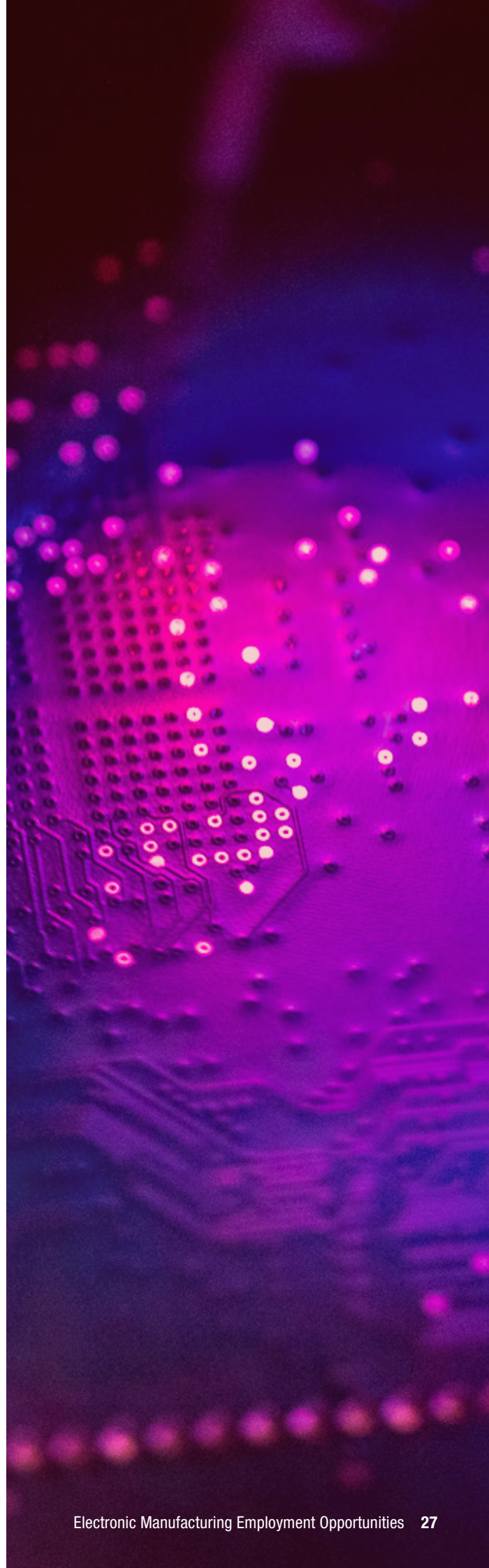
Over the past two years, I have been able to develop new skills linked to project management, sales and negotiation and as an Account Manager, I act as the single point of contact for my customers. Throughout the training scheme I have been fully supported and presented with numerous opportunities to grow and I'm looking forward to what life as an Account Manager has to offer.

Creative thinking, organisation, communication and listening skills are really important if you are considering joining our commercial graduate scheme. It's about being confident enough to ask questions and sensible enough to listen to the answers."

SAM HILL - PRODUCTION TRAINEE

Sam originally joined JJS as an SMT operator, but decided he wanted to progress his career within the company further, hence moving onto the Apprenticeship scheme. Sam was keen to take on this new challenge as he believed it would prove worthwhile in the future and would make him a more dynamic and skilled member of the team.

"I'm currently working towards my Level 2 Engineering Apprenticeship and spend one day a week at Abbey Park at Leicester College. In the future, my plan is to move on to my Level 3 Electrical Engineering Apprenticeship and I'm also considering completing an HNC."



CONCLUSION

The manufacturing industry is experiencing an exciting period of change - with new initiatives such as increased automation and robot technology, big data and 3D printing offering the potential to create smarter products, more streamlined processes and better solutions for our customers.

If the idea of being part of a progressive, collaborative and innovative company with a global presence appeals to you, then please get in touch to see how you could start your journey with JJS.

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ABOUT

PART OF THE ESCATEC GROUP OF COMPANIES, JJS MANUFACTURING IS AN ELECTRONICS MANUFACTURING SERVICES PARTNER, OFFERING LOW RISK, END-TO-END PROCUREMENT, MANUFACTURE AND SUPPLY CHAIN SOLUTIONS.

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