

# CAREER OPPORTUNITIES

THE SUNDAY TIMES  
**T Best Places  
to Work 2024**  
VERY BIG ORGANISATION



**WHAT YOU'LL DO MATTERS.  
BECAUSE DEFENCE MATTERS.**

[www.mbdacareers.co.uk](http://www.mbdacareers.co.uk)

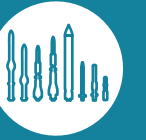
***MBDA***

# PEACE IS NOT A GIVEN. SOVEREIGNTY IS NOT A GIVEN. SECURITY IS NOT A GIVEN. FREEDOM IS NOT A GIVEN.

It's the sovereign responsibility of our governments and armed forces to defend our nations against any threats to ensure our freedom, safety and security. As a leading company in the defence industry we support our nations by delivering essential military capabilities.

## TODAY AND IN THE FUTURE.

We make a meaningful contribution to our sovereignty, security and stability. We're doing this TOGETHER. As individuals, as teams, as a national company, and as a European group.



The only integrated defence company to provide missiles and missile systems for each branch of the armed forces - air, sea and land.



A multi-national group with over 16,000 talented people working together across France, Germany, Italy, Spain, the USA and the United Kingdom.



We're a joint venture of the three European leaders in aerospace and defence:

- Airbus (37.5%)
- BAE Systems (37.5%)
- Leonardo (25%)



# TOGETHER. WE'LL ADVANCE YOUR CAREER

At MBDA, our people work on unique and challenging problems, which is why we are always working to attract, train and retain the best people in our industries.

Our employee benefit packages are continuously benchmarked against our competitors to ensure we reward our people appropriately. And we are committed to developing our people, both through formal learning and mentoring opportunities.

Our Dynamic Working practices mean we trust our people to work in locations, times and ways that suit their individual needs while working with their teams towards shared company goals.

While there will always be more to be done, we are proud of what we have achieved as an employer – including multiple awards which help us demonstrate our commitments.



## OUR UK LOCATIONS

### STEVENAGE

Our largest UK site has a modern campus feel, featuring conference spaces, an on-site gym, canteen and our Atrium café. Teams from every directorate can be found working here.

### BRISTOL (FILTON)

Shared with BAE Systems. this site is home primarily to our Systems and Software Engineering teams. Recently we have made refurbishments to provide a more modern and spacious workplace.

### BOLTON

Here you will find state-of-the-art manufacturing facilities, operated by our specialist Engineers & Technicians. New offices for 2024 will provide even further opportunities to join us.



# OUR VISION, MISSION & VALUES

Our people live our values and drive behaviours that lead to our success as individuals, a business, and as a socially responsible and inclusive employer.

## OUR VISION.

To be the European Missile Systems Champion and a Global player.

## OUR MISSION.

To operate as a trusted part of the defence community in our home nations and with their allies: providing decisive military capability to protect national security and enable strategic independence.

## INNOVATION.

Ensuring operational and strategic advantage.

## COMMITMENT.

Always delivering on our promises.

## INTEGRITY.

A reliable and trusted partner with the highest standards.

## PASSION.

Applying all our energy and focus to every task.

## TEAM SPIRIT.

Harnessing our diversity and collective purpose.



# CODE OF ETHICS

INTEGRITY is one of the five values of MBDA.

At MBDA, acting with integrity means acting in accordance with the company's Code of Ethics. Our Code of Ethics aims to establish integrity in the conduct of our activities, in our relations with people, and in our environmental impacts. This is why MBDA is committed to comply with the law and applies the highest ethical standards in all the countries where it operates, as stated in its Code of Ethics. Our Code of Ethics asks us to obey the law and goes beyond the law, in the pursuit of what we think is right balancing the interests of the Business, the People, and the Planet.

# COMPLIANCE

MBDA is engaged in the fight against corruption because corruption hinders economic growth, diverts tax revenues, stales democracy, destroys trust and ruins equality. We therefore prohibit any kind of corruption, whether public or private, direct or indirect, passive or active, including facilitation payments.

“My favourite part of working for MBDA is the dynamic nature of the work; no two days are the same and each day will often bring an obstacle to overcome.”

NICK, MANUFACTURING OPERATIONS MANAGER.



# HEAR FROM OUR PEOPLE



We work hard to deliver on something that's responsible for the defence of our own nation. That gives you an enormous sense of pride and drive... The job can be a challenge, but having that support structure around you – people who appreciate you as an individual – they bring me to work every day. ”

LIZ, HEAD OF DESIGN SKILLS CAPABILITY.



This is the opportunity to work in a great team, tackling hard challenges, building products that are highly specialised and unique. ”

DAVID, DEPARTMENT HEAD OF SOFTWARE PRODUCT LINES AND CAPABILITY UK.



My work at MBDA has been a dream job so far. The culture of motivation and innovation is really felt in every corner of the team... We have the opportunity to deliver and are empowered with the resources to innovate and make a difference. ”

LEO, FEDERATED COFEX.



My favourite part of working for MBDA is the dynamic nature of the work; no two days are the same and each day will often bring an exciting challenge to overcome. ”

NICK, MANUFACTURING OPERATIONS MANAGER.





# REWARDS & BENEFITS

## BENEFITS TO HELP YOU SUCCEED AND THRIVE.

We value the contributions that our employees make every day towards our purpose. That’s why we have lots of benefits in place to ensure that working at MBDA is rewarding in every sense.


We are always working to improve our offering, and rewards may differ depending on your role and level.

## SUPPORTING LIFE OUTSIDE WORK.


We want your work at MBDA to be part of a fulfilling life, that’s why we have a variety of policies to benefit your family, health and personal ambitions.

You’ll be entitled to 25 days annual leave, with the option to buy more and we’re proud to offer enhanced parental leave, so you can be there for the moments that matter. You’ll have the option of health and dental insurance for you and your family. And, our employee assistance programme is in place to give you advice whenever you may need it.


Visit our careers site to learn more.




ANNUAL BONUS




25 DAYS ANNUAL LEAVE (PLUS HOLIDAY PURCHASE)




DYNAMIC WORKING




PENSION SCHEME




EXTRACURRICULAR LEARNING BUDGET




EMPLOYEE ASSISTANCE PROGRAMME




SHARE INCENTIVE PLAN




GYM MEMBERSHIP




CYCLE TO WORK SCHEME




HEALTH AND DENTAL INSURANCE




COSTCO MEMBERSHIP




THE CLUB @ MBDA



DISCOUNTS AND VOUCHERS



FREE FINANCIAL ADVISE



ENHANCED PERENTAL LEAVE



# LEARNING & DEVELOPMENT

## TRAINING AND DEVELOPMENT.

By the nature of our work, you'll find yourself embracing exciting challenges, exploring new topics and ideas, collaborating with experts and organically, you will learn, grow and develop every day.

You'll always find the support from your manager and your team to advance. We encourage a culture where you can be open about your ambitions – and we do everything we can to help you get there.

For you, that could mean taking on bigger challenges in your role, exploring new areas of expertise or even getting our support through higher education. We consider business need, individual requirements and career development, and when it all looks good, we're happy to support you to progress.

## EARLY CAREERS PROGRAMMES.

We offer multiple entry routes into MBDA for those starting out in their careers, from Work Experience and Summer Placements, to Undergraduate Placement Years and Graduate Programmes. Applications for these programmes typically open around September for the following year's entry.

Visit our careers site to learn more.

“

At MBDA you always have to bear in mind that we are all part of very important work that ultimately that defends our freedoms. ”

BALPREET, SUPPORTABILITY ENGINEER, CUSTOMER SUPPORT AND SERVICES.



# OUR SOCIAL IMPACT

## CHARITY & VOLUNTEERING

As well as being an employer committed to providing opportunities for all within MBDA, we are also proud of the work we do to support our communities; whether that be our industry, charities, or local initiatives close to our places of work.

Below are just some of the ways we continue to create a positive social impact within society.

### VOLUNTEERING DAYS.

MBDA employees can take up to two days a year off work (one paid, one unpaid) for volunteer projects with colleagues.

### CHARITY CHALLENGE.

Our employee led charity committees, who host events and fundraisers at each of our UK sites and beyond. Individual employees can also apply for up to £200 match-funding from the company.

### CHARITY DINNER.

Our annual gala event, which in 2023 raised £250,000 for a range of military charities, as well as local charities nominated by MBDA employees from each of our sites.

*In 2023, our annual charity dinner raised £250,000. The money raised was donated to the support service charities: SAFFA, ABF, RNRMC and RAFBF; as well as three charities near to our MBDA sites – Haven First, Bolton Hospice and Help Bristol's Homeless.*





# STEM OUTREACH & EVENTS

## MOVEMENT TO WORK PROGRAMME.

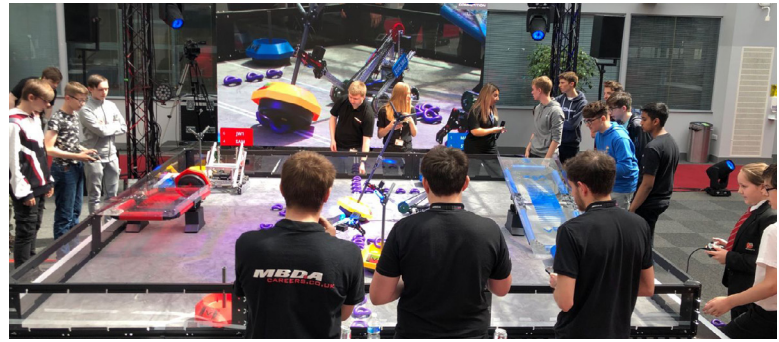
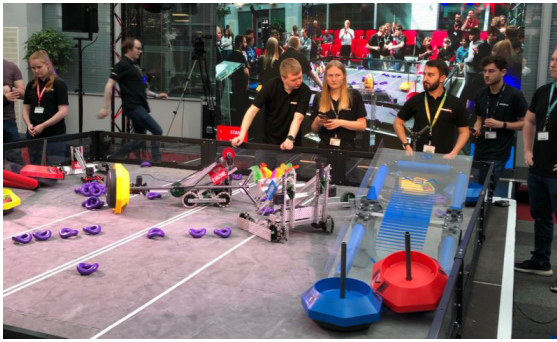
Our charity partnership which aims to tackle youth unemployment by offering work experience and employability training to young people who may be in need of a helping hand. We are proud to have supported young people through our programme, with many of the groups going on to apply for our apprenticeships.

## STEM AMBASSADORS.

Any MBDA UK employee can support our wider outreach work, which aims to promote positive perceptions of STEM careers to a wide range of audiences. There is a particular focus on social impact - delivering sessions to underrepresented audiences within STEM, such as to women, and schools within lower socio-economic areas.

## EVENTS.

MBDA sponsor competitions and events such as Robot Rumble, an annual inter-school competition for budding engineers in the Hertfordshire region.



MBDA UK employees can take up to 5 paid special leave days a year to volunteer for STEM related outreach work and volunteering such as the annual Robot Rumble event.





## ENVIRONMENT & SUSTAINABILITY

In 2023, our UK Managing Director, Chris Allam signed the Net Zero Aviation Charter, demonstrating our commitment to delivering net zero aviation by 2050.

HERE ARE OUR 4 PILLARS TO ACHIEVE THIS:

- **Pillar 1** – Develop low carbon energy and promoting renewable energy.
- **Pillar 2** – Control and optimise energy efficiency.
- **Pillar 3** – Control & optimise carbon emission from environmental impacts (other than energy consumption).
- **Pillar 4** – Develop carbon sinks.

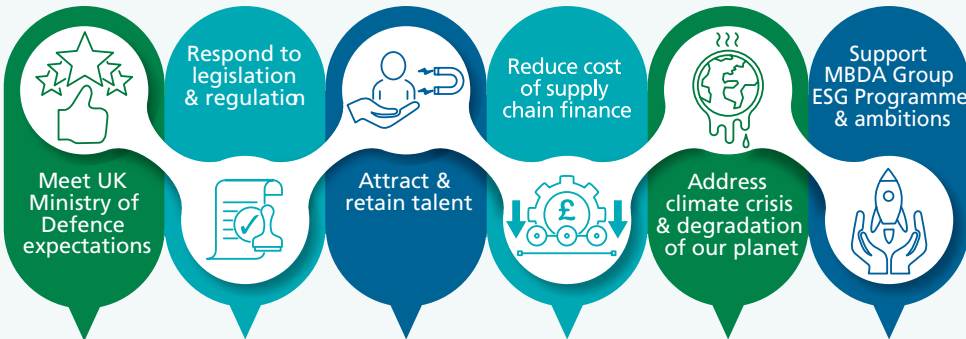
While we know this will be an incredible challenge, at MBDA we are working together, both internally and with partners in our supply chains towards this ambitious goal.



### GET INVOLVED

We invite you to join us in supporting the **Environment, Social and Governance (ESG)**, campaign, as working **TOGETHER** we can make a difference.

### WHY ADDRESS ESG?



Make a positive contribution to society



One of the ways we are encouraging and supporting employees' own efforts already, is by providing EV charge points across our sites; with 34 already in place across Stevenage, Bristol and Bolton.

“

At MBDA, we are committed to making our planet more sustainable. This means limiting our environmental impact and creating virtuous value chains. ”

BRISTOL SITE - UK





# EQUALITY, DIVERSITY AND INCLUSION

**TOGETHER, WE CONTRIBUTE TO A WORKPLACE THAT'S INCLUSIVE FOR ALL.**

We are committed to growing and supporting diversity in our workforce and ensuring everyone has equal opportunity to reach their potential.

Diversity strengthens our company, and we aim to attract talented individuals from a multitude of backgrounds and foster an inclusive, open and meritocratic culture where everyone can grow and succeed.

When it comes to diversity in defence, we're looking to change things for the better. We are fiercely committed to nurturing a welcoming and inclusive workplace where everyone can be themselves and flourish.

While the progress we're making towards this commitment is clear to see, we know there is still lots to be done within our business and throughout the defence industry. There's only one way that we can keep our progress going: **TOGETHER.**



## ARMED FORCES EMPLOYEES

The Armed Forces Community is a voluntary group that provides former service personnel with an opportunity to meet and exchange ideas, and to share with the business direct knowledge and experience from the customers of our products.



## MOSAIC - ETHNIC DIVERSITY

Mosaic is our Ethnic Diversity employee network supporting and representing colleagues from a Black, Asian and Minority Ethnic backgrounds. The network is open to all MBDA UK employees.



## GEN-EQ - GENDER EQUALITY

GEN-EQ is an employee network that promotes gender equality through education, awareness and communication, and advocates equality, mutual respect and understanding across genders.



## MENOPAUSE MATTERS

A safe space for any employee - whether they are experiencing menopause symptoms themselves, or know a friend or family member who is - to learn more about managing menopause in the workplace and beyond.



## NEURODIVERSITY AT MBDA – DIVERSE MINDS

Our employee led Neurodiversity network is striving to raise awareness, challenge misperceptions and promote a working environment that is positive, supportive and where everyone is able to reach their full potential.



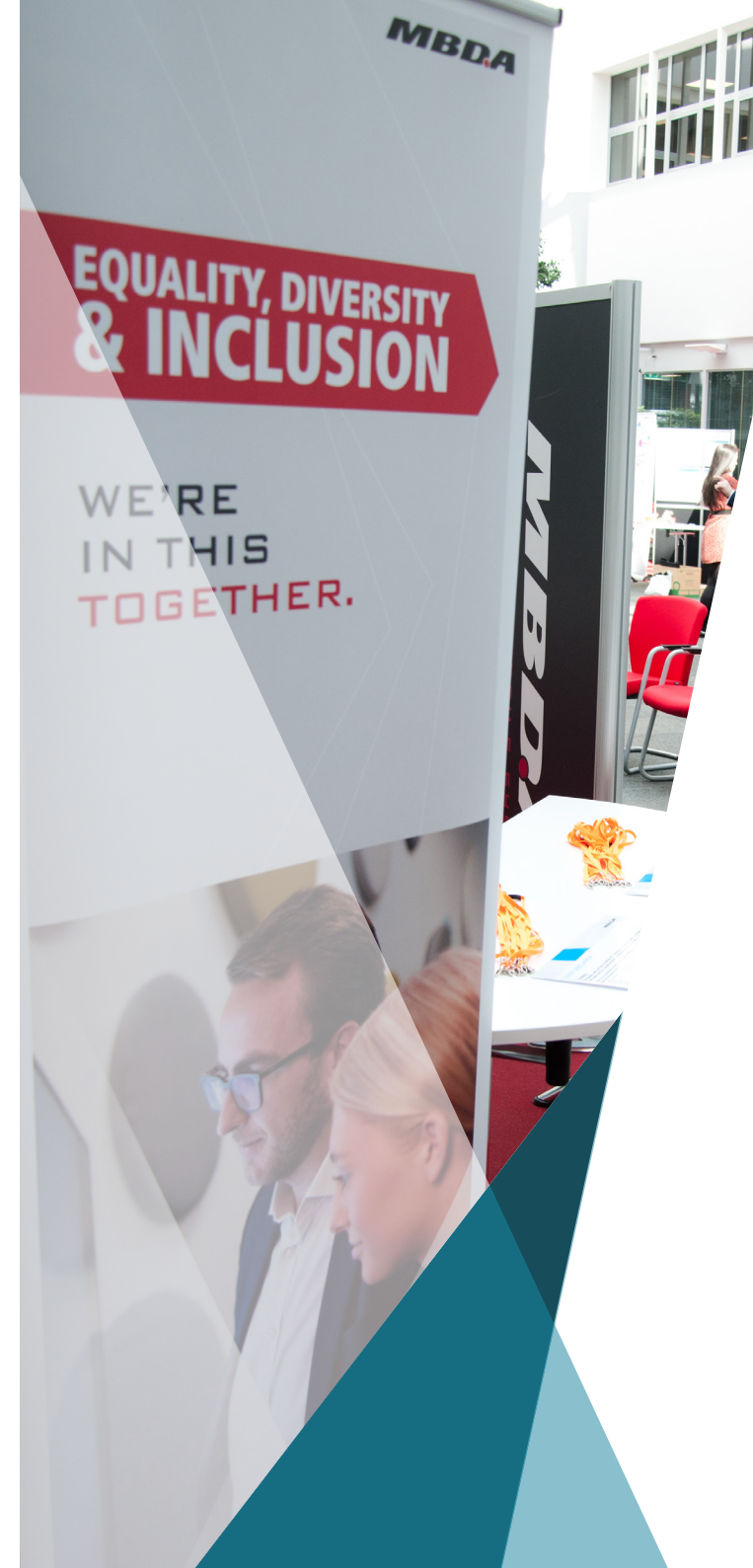
## PARENTS & CARERS COMMUNITY

The Parents & Carers employee network aims to support all employees who are parents, have caring responsibilities, or are interested in family friendly topics. It is a forum for employees to share their experiences, ask for support or advice and further develop a family friendly culture at MBDA UK.



## PRIDE AT MBDA - SEXUAL ORIENTATION & GENDER DIVERSITY

Pride at MBDA is an employee network initiated by colleagues who are passionate about creating an inclusive culture where all our employees can be themselves at work whatever their sexual orientation or gender identity.





# WE ARE PROUD OF WHAT WE HAVE ACHIEVED.

These are just some of the ways we've been working to improve life and inclusivity at MBDA for all employees in recent years.

We launched our **Women in Defence Mentoring Scheme** in September 2023. This exciting programme is supporting women to grow, champion each other and learn by walking in the shoes of others.

We launched our **Workplace Adjustments Passport** in 2021 so everyone can, if they wish, share information about a disability, physical or mental health condition, or neurodiversity. The Passport aims to remove or reduce barriers and challenges at work and support everyone to achieve their full potential.

MBDA UK is a proud sponsor of the inaugural **LGBTQ+ Defence Awards**. In October 2023, five of our colleagues were shortlisted for awards across four categories. We're honoured to champion this celebration of LGBTQ+ inclusion and representation across the UK defence ecosystem.

## OUR PARTNERS

MBDA work with a range of external organisations to help us benchmark our commitments to equality and inclusion, as well as reach new and diverse audiences.





# ENGINEERING

Engineering focuses on the core elements of our business – designing and producing our missile systems. Our engineers play a critical role in delivering the products and technology necessary to meet our customers' needs.

As a trusted partner of the UK Ministry of Defence, we've delivered countless landmarks in defence engineering, supplying vital defence capability to meet the needs of the armed forces over land, sea, and air.

From seekers to warheads, requirements to integration, missiles to launchers; our engineers ensure that MBDA's products remain at the forefront of technical innovation and deliver competitive advantage to our sovereign nations and export partners alike.

“  
**My job mostly consists of writing test definition scripts and scenarios, on the virtual machines or the rig in the lab and analysing the results. I like the variety and mix of desk and lab work, and working within a team.**”

EMILY, SENIOR SOFTWARE ENGINEER.

“  
**We do a lot of research and development on cutting-edge technologies, whether it's designing totally new products or adapting existing technology to be used in new ways.**”

IAN, HEAD OF ELECTRONIC ENGINEERING UK.

## TEAMS & DISCIPLINES

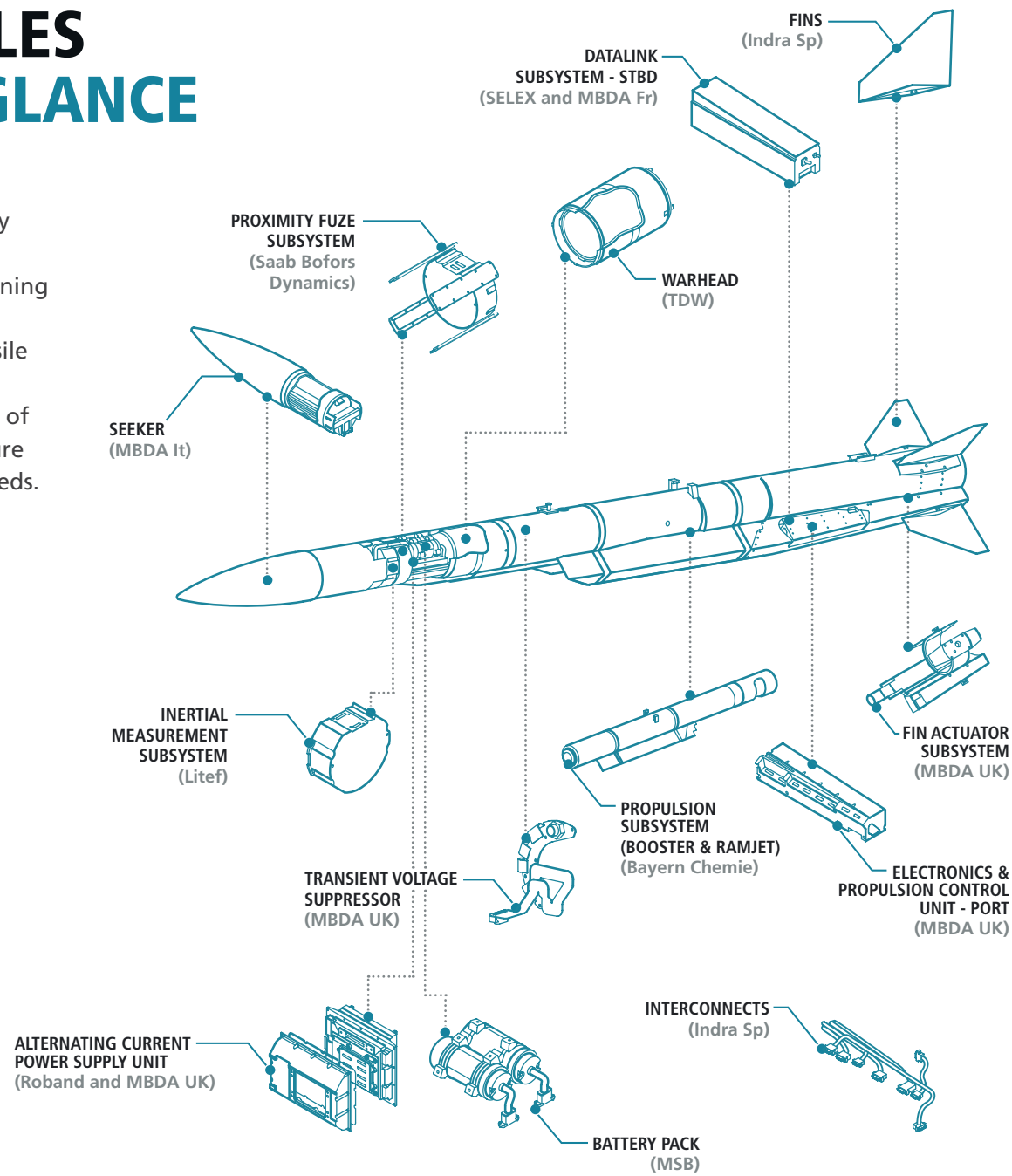
- Electronic Engineering
- Mechanical Engineering
- Software Engineering
  - Command & Control and Firing Unit
  - Mission Planning & Control
  - Real Time Software
  - Test Software
  - Training Simulator Software
- Systems Engineering
  - Modelling
  - Missile Design
  - Weapon System Design
  - Seekers & Datalinks Systems
  - Projects

“  
**People check in on you – not just in terms of your work, but how you're doing as a person. It shows they're really investing in you, that you mean a lot to them.**”

JANETT, PRINCIPAL ENGINEER.

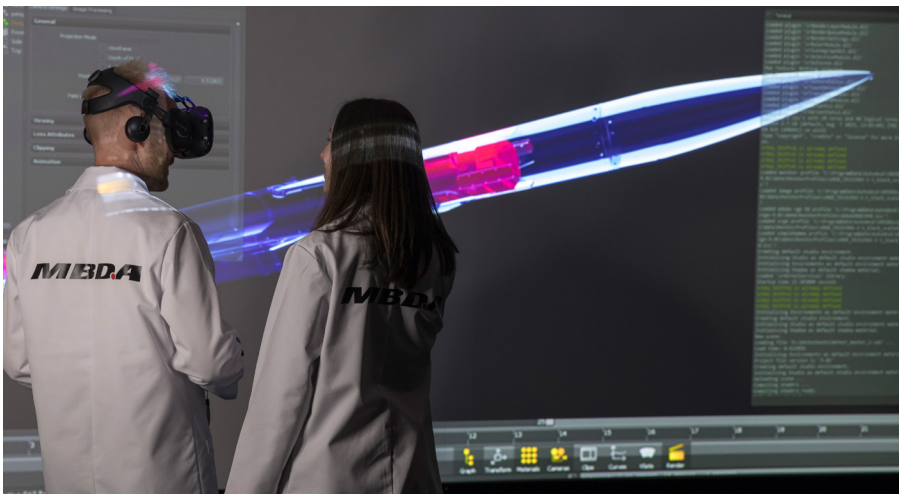
# MISSILES AT A GLANCE

MBDA is the only European group capable of designing and producing missiles and missile systems to meet the entire range of current and future armed forces needs.



# OPERATIONS

Operations designs, manufactures and procures the RF, electronic and mechanical components that provide the state of the art, high quality and cost-effective solutions to our programmes. Consistently delivering on our promise to produce quality products that precisely meet the needs of each and every customer, their expertise is without comparison.



Working with purpose and knowing that every advancement provides smarter and more effective equipment for our armed forces, our Operations team play an integral part in MBDA being the trusted supplier of missile and missile systems to the defence sector.

The majority of our Operations teams can be found across our Bolton and Stevenage sites in the UK, with Bolton being our primary Manufacturing facility.

## Teams & Disciplines

- Procurement
- Manufacturing
- Electronic Engineering
- Mechanical Engineering



# BOLTON MANUFACTURING FACILITIES

The Bolton Manufacturing Facility was designed as a purpose built state of the art facility and incorporates the latest in digital connectivity and manufacturing technologies.

We have core skills in manufacturing of CCA's, Equipment, Inert missiles, ship sets, and we are the Manufacturing Centre of Excellence for Missile Data Links and Control Section / Actuators.

The facility is aligned to a process based manufacturing system, comprising of several discreet but linked manufacturing units. These manufacturing units service multiple programs through flexible manufacturing architecture and resources.

This flexible approach provides efficiencies in capacity and shared services and allows manufacturing UK to offer a world class, agile and responsive production capability.



“  
The best thing about MBDA is the people, far from just colleagues, many more like family and friends. If I could go back and do it all again I would, and this time I would smile even more and embrace all of it as different opportunities to learn and expand my knowledge for the future.  
Good things always come in time!”

CLARE, MANUFACTURING ENGINEERING MANAGER.



# TECHNOLOGY, PERFORMANCE & INNOVATION

Our clients trust us for our expertise and high-quality. Our Quality Assurance and Improvement team help to ensure that MBDA's hi-tech systems are delivered to the required standard.

By providing product assurance, they act as advisories to areas such as commercial and work with internal stakeholders, suppliers and the customer for both hardware and software activities.

Digital technologies are key enablers for MBDA to deliver operational efficiency. The Group Digital Transformation and Improvement (DT&I) Directorate mission is to provide MBDA with a strategic and managed structure to further strengthen its operational excellence and to support company evolution through cross directorate, pan-national digital and improvement projects.

The role of colleagues in our Innovation and Future Technologies directorate is: to stimulate innovation within MBDA, through the implementation of creative and entrepreneurial methods and tools; to coordinate the identification of external emerging technologies; and to coordinate Intellectual Property management throughout the company.

## GET REWARDED FOR INNOVATION.

Innovation is a core value at MBDA, and for over 20 years we have had Innovation Awards campaigns, which give anyone in the business the chance to put forward ideas for assessment.

Many product and process innovations we still use today have come from these competitions, with employees awarded for their ideas and implementation projects.

## TEAMS & DISCIPLINES

- Quality & Assurance
- Digital Transformation & Improvement
- Innovation & Future Technologies





## PROJECTS & PROGRAMMES

Our Programmes team plays a critical role in our success, ensuring that every single project runs smoothly and delivers what has been promised – on time and on budget.

From managing the major equipment procurement activities across the business, to ensuring the safety and cyber security of the products we develop and manufacture, our Programmes team are integrated with other teams across everything we do.

“

**I have had multiple opportunities to develop and grow personally and professionally whilst at MBDA. I now have the flexibility to work from any location due to Dynamic Working, which is perfect for me and my young family.**”

GARETH, BUSINESS & PROJECT MANAGEMENT EXECUTIVE.

“

**I get to manage a varied and interesting programme whilst also maintaining a really good worklife balance. Dynamic Working enables me to support my family whilst also having more time with them. It's a win-win.**”

KERRY, BUSINESS & PERFORMANCE MANAGER.

## CUSTOMER SUPPORT & SERVICES

Our Customer Support team play a key role, working with clients to meet their requirements and collaborating with our specialists to offer maintenance, technical assistance, custom modifications to disposal/de-militarisation and more.

This takes a strong client relationship, and effective communication within our teams of managers, planners and engineers.

## INFORMATION MANAGEMENT (IM)

The Information Management team is responsible for ensuring that MBDA has the right technology in place to enable our employees to work efficiently and effectively.

Our teams support every aspect of Information Technology within the business, including hardware, software, networks, telecommunications, applications and more.





# PROCUREMENT & SUPPLY CHAIN

We rely on efficient operations and high-quality resources all the way down our production process.

Our Procurement team are responsible for procuring and managing the supply chain for direct and indirect products and services for both projects and business. It involves building strong relationships with supplies, constant analysis, adaptation and optimisation of our processes and great expertise to research and obtain supplies at excellent value.

“

**I whole-heartedly believe in the value Major Equipment Procurement (MEP) add to the business and really enjoy representing them. I look forward to seeing the team's evolution satisfying the ever changing customer requirements ahead of us!** ”

JENNA, SENIOR PROCUREMENT MANAGER.





# SALES & BUSINESS DEVELOPMENT

Our growth starts with great client relationships. Sales and Business Development is an international integrated team responsible for building those relationships and winning contracts. They identify and develop existing and future business, in order to position and reinforce MBDA leadership on weapon systems.

The SBD team is formed of the following departments:

- **TECHNICAL & MILITARY OPERATIONS**  
Advising new and existing customers of our products' capabilities.
- **NATIONAL SALES**  
Delivering solutions for our primary UK customer, the MOD.
- **EXPORT SALES**  
Negotiating sales of our weapon systems to customers across the globe.
- **INTERNATIONAL INDUSTRIAL ALLIES**  
Developing partnerships around the globe, allowing customers to manufacture parts in their country.

# COMMERCIAL & CONTRACT MANAGEMENT

By providing an effective trans-national commercial function and an optimised bid management service for proposals and contracts, our Commercial Operations are responsible for the commercial integrity of the complete bid.

“Working within the Commercial team at MBDA constantly provides me with opportunities to learn, grow and develop. My role is extremely varied, so no two days are the same. Starting my career at MBDA is definitely one of the best decisions I ever made and I feel like my function is invested in helping me to continuously develop myself and my career.”

SARAH, PRINCIPAL COMMERCIAL OFFICER.



# CORPORATE FUNCTIONS & CENTRAL SUPPORT

Throughout the life cycle of our products, a multitude of skill and expertise is required. At MBDA our Corporate functions cover a wide range of disciplines, with each one integral to our continued growth and an essential part of our success.

Our innovative and dedicated teams combine their expertise to ensure we stay at the forefront of innovation and remain competitive. From our HR and Resourcing teams ensuring we have effective recruitment and retention strategies in place, to our Security and Facilities teams ensuring our sites are safe and fit-for-purpose.

No matter what role you are interested in, you can make a difference at MBDA.

- Business Support
- Facilities
- Finance
- Human Resources
- Legal
- Security
- Branding & Communications
- Strategy & Improvement
- SHE (Safety Health & Environment)

“  
If I was giving advice to somebody thinking of joining MBDA, I’d tell them MBDA are good at listening and giving anyone the opportunity to share their ideas.”

FATIMA, EXPORT CONTRACT OFFICER.

“  
If you are looking for a company that has excellent benefits, great opportunities and great job security, MBDA is the place for you.”

NICCI, DATA PROTECTION OFFICER.



# EX-MILITARY CAREERS AT MBDA.

WE ARE PROUD TO SUPPORT OUR UK ARMED FORCES.

We are proud of the work we do to defend our nation and our allies, and our people are committed to delivering quality products and services that do the job they need to. MBDA works with each branch of the UK Armed Forces and government to provide vital defence products and services.

MBDA is a natural next step for anyone leaving the armed forces. We share the same commitment to protecting the nation and we live many of the same values. So bring everything you learned in the forces and start building the next chapter in your career.

We offer dedicated application support for veterans when applying to our jobs, and when in the business you will find an array of further support available, including a dedicated 'Armed Forces Community' employee-led community who regularly run coffee catch-ups, talks, fundraisers and more.



MBDA also supports Regular Reserves and Volunteer Reserves to take an active part in their units. If there is a need to attend an annual training camp then MBDA may grant up to two weeks leave on full pay, followed by a 3rd unpaid week. This provision also applies to Cadet Force Leaders.



“From day one, they had a clear career development path for me. MBDA really cares about your career and wants you to develop.”

REBECCA, ROYAL NAVY.



“Anyone who’s been in the military has transferable skills relevant to MBDA. There are many disciplines – you’ll find most trades of the army here.”

HAYLEY, BRITISH ARMY.



“There’s a large, welcoming ex-military community at MBDA. If you ever need to talk, there’s always an ex-military person there.”

JOHN, ROYAL AIR FORCE.



**STEP INTO  
A NEW  
COMMUNITY.**





# EXPLORE OUR MISSILES USING AR TECHNOLOGY



for android



for iOS

1

Scan the QR code below & tap the  
'Launch AR' button if prompted to

2



Place circle in centre of device & tap screen  
Select a Payload from the menu

3



Select a Payload from the menu  
Keep your device still whilst the missile loads

4



Swipe up bottom of screen to explore a different Payload  
Tap through to explore our missiles

5



Swipe up bottom of screen to explore a different Payload  
Press the 'X' to explore a different Payload



[www.mbdacareers.co.uk](http://www.mbdacareers.co.uk)

**MBDA**

