

## **Apprentice Engineer – Job Description**

Kohler Mira encompasses 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 working towards 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 in a Level 3 apprenticeship standard.

Subject to aspiration, performance and business requirement, you may progress onto HNC/D and will have the opportunity to apply for a bachelor's degree post-apprenticeship or continue alternative studies in further education.

## APPRENTICESHIP PROGRAMME OF STUDY

Year 1

**Level 2 Diploma in Advanced Manufacturing and Engineering**  
(competence – workshop based).

**Year 1 of Level 3 Technical Certificate** (Knowledge – Theory)

*Year spent at college with Taster placements (typically 2 weeks) on site at Kohler Mira in a wide range of departments and functions. Designed to increase familiarity with business as a whole and integrate into a wide range of teams*

Year 2

**Year 1 of Level 3 diploma in Advanced Manufacturing and Engineering – Technical Support Technician** (Competence – Work based)

**Year 2 of Level 3 Technical Certificate** (knowledge – Theory)

*NVQ projects involving longer placements to support qualification (typically 3-4 months). Will focus on live business activities, normally tasked with a problem to solve. Examples range from Health and Safety, product design to manufacturing systems.*

Year 3

**Year 2 of Level 3 Diploma in Advanced Manufacturing and Engineering – Technical Support Technician** (competence based).

*This year will include the End Point Assessment and conclusion to level 3 qualification. The apprentice completes a portfolio of evidence, submits an application and has a technical interview with an external assessor. It will also involve final placements to explore any areas of the business or return to a preferred department.*

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
- **Electronics** – Hardware and software design and development

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.

As an apprentice you will also be involved in the below and more:

- Support and be a part of the Kohler Mira Apprentice Association
- Support STEM at Kohler Mira
- Participate in Charity events

### **Person Specification**

- A minimum of 5 GSCEs, 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

### **Key Behaviours**

- Show initiative in different situations
- Be curious, experiment and innovate
- Be a team player
- Take responsibility and be accountable for your actions and decisions
- Show an ability to prioritize
- Show an ability to listen well and work to improve the experience of our customers

### **Find out more**

If you're interested in finding out more about our business and this opportunity, join us at our Virtual Open Evenings on 1<sup>st</sup> December 2020 or 20<sup>th</sup> January 2021. Email [earlycareers@mirashowers.com](mailto:earlycareers@mirashowers.com) for next steps to reserve a space on your preferred sessions.

## **How to Apply**

Applications can be made via our website: [www.mirashowers.com/earlycareers](http://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 10<sup>th</sup> February.**

*If your application is successful at stage 1, the next step will be to attend a mandatory assessment centre on **Wednesday 3<sup>rd</sup> March 2021**. 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.*