



Early careers at EDF

A career that will deliver change

Together we can help Britain achieve Net Zero

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Welcome to EDF

From scientists to engineers, financial analysts to software consultants our team of professionals carve out fulfilling careers at EDF while helping Britain achieve Net Zero. Join us! Discover how our early careers programmes will equip you with the skills and experiences to achieve career success while creating a more sustainable energy future.

As Britain's biggest generator of low carbon electricity, we've never been busier helping cut UK carbon emissions to nothing. We're generating the right mix of low carbon electricity to power the nation today and building the low carbon infrastructure Britain will need tomorrow. From turbines to tariffs, electric cars to electric heating, we're busy doing everything we can to help Britain achieve Net Zero.

Our operations span the UK and cover the following areas:

Hinkley Point C

At Hinkley Point C in Somerset we're building two new nuclear reactors, the first in a new generation of nuclear power stations in Britain providing zero-carbon electricity for around six million homes. Hinkley Point C is making incredible progress in terms of construction, but we're also making sure the project benefits people in the South West and beyond. The benefits range from increasing employment, to the development of a sustainable regional supply chain and the advancement of new training facilities.

Sizewell C

This will be a close copy of Hinkley Point C; a 3.2-gigawatt power station generating low-carbon electricity for around 6 million homes. Located in Suffolk, it will create thousands of jobs and contribute around £4 billion to the regional economy. The project will support 70,000 jobs across the UK and rely on over 3,000 UK-based suppliers.

These new power stations will play a key role in the UK's energy future, supplying reliable, clean electricity for at least 60 years.

Nuclear Operations

EDF Nuclear Operations, part of EDF's Nuclear family, manages eight nuclear power stations across the UK, five of which are generating zero carbon electricity and three are now in the defueling phase, the first stage of decommissioning. As Britain's biggest generator of zero carbon electricity, providing approximately 15% of the UK's power, consumers depend upon us to provide electricity safely and reliably. We also continue to safely decommission our two coal stations, while helping the UK Atomic Energy Authority develop the fusion reactor planned at West Burton.

Nuclear Services

This is a specialist technical area with niche skills supporting all our nuclear businesses. Over the next decade, the UK nuclear landscape will look very different, and we'll continue to require highly skilled nuclear professionals to support this. Nuclear Services works collaboratively to address the development of skills and resolution of technical challenges with a pooled resource of technical expertise in a broad range of disciplines, including engineering, analysis and security: a way of working between our teams at Hinkley Point C, Sizewell C and Nuclear Operations.

Customers

Our aim is to make it easy for our customers to save energy and save carbon, whether that's at home, at work or on the move. We need to provide a brilliant level of service to our customers at the lowest possible cost, and develop innovative and differentiating solutions.

Renewables

EDF Renewables specialises in wind power, solar power, battery storage and EV power infrastructure technology. Through ground breaking projects, EDF Renewables is helping UK and Ireland to achieve ambitious low carbon targets. Currently in operation, we have 32 onshore wind farms, 2 offshore wind farms, 3 solar farms, and 2 battery storage locations, with many other projects planned and in development.

Corporate

Our corporate teams help to ensure operational success, playing a vital role in supporting the business and our employees. Across Finance, IT & Digital, HR & Recruitment, Legal, Commercial, and Procurement / Supply Chain; our teams ensure that we have the right people, that we're always switched on and focussed on developing our IT capability, and that we source the right goods and services to exceed customer expectations and deliver value; pushing the boundaries of innovation within our industry.

Edvance

Edvance is a joint venture between EDF and Framatome, and is responsible for the design, procurement, construction and commissioning of nuclear islands for EPR type reactors. They are involved in key projects in France and India, as well as HPC and Sizewell C in the UK.

EDF EPR Engineering UK is a subsidiary of Edvance, which is responsible for developing EDF's nuclear expertise by assembling leading companies to support in the design, build and commissioning of Hinkley Point C and Sizewell C.

Join us. Together, we'll help Britain achieve Net Zero.

Our apprentice programmes

Join our **apprentice training programmes** and get the opportunity to develop an exciting career while helping create a more sustainable energy future. We offer apprentice programmes across different business areas at EDF, including:

Cyber Security

“I enjoy the hands-on aspect of my role as I get to deal with requests that come in from users for problems to be resolved. I’ve received support from my line manager and my tutor at university to help me with anything I have on my mind, and I was given the opportunity to join Raytheon’s Cyber academy course to learn about different topics and techniques within cyber security.”

Dylan Arkle,
Cyber Security Degree Apprentice

This is a 3-year degree level apprenticeship, during which you’ll be studying for a BSC (Hons) Cyber Security Technical Professional Degree. Alongside this, you will work towards gaining your accreditation from the Chartered Institute of Information Security Professionals. During your time on the scheme, you’ll study virtually, attending online live tutorials, completing project and lab work, self-led research, and learning, as well as learning from your fellow apprentices. You’ll gain invaluable experiences, which could include: performing security design reviews of Operational Technology (OT) and Information Technology (IT) systems, undertaking security assurance activities, risk assessments, implementation of security monitoring technologies, identifying threats, designing secure systems and managing

intrusion responses. You’ll also have the opportunity to learn about other areas of the business through short projects and secondments. We recruit Cyber Security Apprentices across the Corporate, Nuclear Operations and Nuclear Services business units.

Starting salary is £17,821. You’ll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Chemistry

“I decided to take up an apprenticeship with EDF rather than go to university after school. I’m so glad I did, there’s nothing out there like it.”

Sam Turner, apprentice

This is a 5-year degree level apprenticeship, during which you’ll be studying for a BSc Degree in Chemistry. You will become experienced in operating within a chemistry department and learn about nuclear power plant chemistry. As well as learning about systems associated with chemistry controls, experience will also be gained on chemical safety, technical governance, Discharge Standards, quality assurance, training schemes, confined spaces and Laboratory Information Management Systems (LIMS). Across the five years, your time will be split between your studies and on the job learning at your EDF location. You will learn

.....Chemistry continued

predominantly online, either by joining in with live lectures where possible, or by engaging with recorded lectures and content.

We recruit Chemistry Apprentices across the Nuclear Operations, Nuclear Services and Hinkley Point C business units.

Starting salary is £21,891. You'll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Health Physics

I joined EDF as it was not just all about the job for me, it was about the wide range of opportunities that comes with it and to work within such an experienced and diverse team. Knowing how well EDF looks after their employees it was a no brainer to apply for this role

Mason Cavill, Health Physics Apprentice

This is a 2-year, Level 2 apprenticeship, during which you'll be studying towards a Radiation Protection qualification. You will be fulfilling a key role in protecting people and the environment by becoming experienced in hands on radiation protection, and how it's used in a nuclear power plant. In this role, you will be helping to protect people and the environment from the adverse effects of ionising radiation and contamination by providing radiation monitoring services. You will learn how to measure radiation which cannot be seen, smelled, or felt. You will become familiar with the systems making up the first nuclear power station to be built in a generation. Across the two years, you will complete placements and gain hands-on experience across various nuclear sites in the UK. As you progress through

the scheme you will develop your own portfolio of experiences, demonstrating what you have learnt along the way. Within the last six months of your apprenticeship, you will undertake an assessment by an independently appointed organisation, where you will be expected to clearly demonstrate your capability to perform as a Health Physics Monitor. We recruit Health Physics Apprentices into Hinkley Point C station.

Starting salary is £18,310. You'll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Nuclear Engineering

The energy industry appealed to me because it's an industry where my actions matter and I have responsibilities. An apprenticeship with EDF provides me with the opportunity to gain a fantastic degree as well as work experience and be part of a great team working together towards the future of energy.

Max Bosley,
Nuclear Engineering Apprentice

This is a 4-year degree level apprenticeship, during which you'll be studying for a Bachelors' Degree in Mechanical or Electrical Engineering. On the scheme you'll follow the Level 6 Nuclear Scientist Nuclear Engineer Apprentice Standard. You'll spend your first year in full time residential study at the National College for Nuclear, completing a foundation year in engineering, including both academic and hands on learning within a realistic training environment. You'll undertake foundation training courses and complete orientations at your EDF base location.

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.....Nuclear Engineering continued

In years two and three, your time will be split between your studies and on the job learning at your EDF location, whilst you start to specialise in your chosen field.

In your final year, you'll spend most of your time at your EDF location, whilst continuing your studies through distance learning. We recruit Nuclear Engineering Apprentices across the Nuclear Services, Hinkley Point C and Sizewell C business units.

Starting salary is £21,819. You'll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Project Controls

“Working within Project controls in EDF is extremely rewarding. As project controls is rapidly growing, the future career opportunities are endless. Since joining EDF I have been warmly welcomed by everyone and been well supported. Working in the nuclear sector is a great sector to work in, with a diverse range of opportunities and a key role to play in the UK's net-zero carbon targets. Working for EDF is a great privilege and I am excited to see where my career takes me.

Isabelle , Project Controls Apprentice

This is a 3-year, Level 3 apprenticeship, during which you'll work as a Project Controls Engineer based both in the office or with the engineering teams on site, working alongside industry-leading professionals.

You will use your current skills and gain extensive exposure to several different business units. You will work on reporting, analysis and look at trends of data whilst

pulling together business plans. Cost, risk and change management are all key parts of this apprenticeship. Our Project Controls Apprenticeship offers the opportunity to kick-start your career working on some of the most exciting projects across our generating and New Build fleet, as we recruit across the Nuclear Operations and Sizewell C business units.

Starting salary is £18,310. You'll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Maintenance Operations

“The reason for choosing this apprenticeship was because I enjoy being hands on and have an interest in the nuclear industry. My time staying away from home is one of the highlights, as it's given me some freedom and taught me a lot of life skills. It also gives you the chance to make new friends and experience things you wouldn't normally. I have found the chance to get back onto site and experience the power station really valuable. This has given me the chance to put what I have learnt into context and to have an insight into station life.

Emily, Maintenance Apprentice

This is a 4-year, Level 3 apprenticeship, during which you'll focus on the hands-on skills required to maintain our power stations. During the scheme, you'll develop specialist skills to work in either the Mechanical and Heavy Electrical team, or the Light Electrical

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.....Maintenance Operations continued

and Control & Instrumentation team. In the first two years of the programme you'll be based at the National College for Nuclear, where you'll have access to state-of-the-art nuclear training facilities including a virtual reality environment, a reactor simulator, computer-equipped training rooms, recreation and collaboration spaces, sports facilities and student accommodation. It's here that you'll get your introduction to engineering and develop a strong skills foundation.

As well as the technical side, we'll help you develop the behaviours essential to the safe operation of our power stations. Part of this programme also covers the development of life skills, like confidence and communication.

During your final two years you'll be based at a power station full time, working alongside and learning from qualified professionals, developing your knowledge and skills at the same time as completing your academic and vocational qualifications. We recruit Maintenance Operations Apprentices across the Nuclear Operations and Hinkley Point C business units.

Starting salary is £14,495. You'll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Business

During my apprenticeship, I really enjoyed the wide variety of placements I entered as I was being exposed to different people and processes every three months. This allowed me to extend my knowledge and develop my people skills as I was never within my comfort zone but on the other hand, never too far out of my comfort zone

Callum Tucker, Communication & Information Engineer, previous Business Apprentice

This is a 21-month, Level 3 apprenticeship, during which you'll gain a Level 3 Business Administration Advanced qualification whilst spending time in different departments of the team based in our offices in either Gloucester, Cannington, Suffolk or Bristol. You'll experience a variety of roles that will help you develop a wide range of transferable business skills that will set you up for your future career. During the training programme your time will be split between studying at college and learning on the job in our business. You'll attend the National College for Nuclear in Cannington, Somerset, one day a month and study remotely outside of this. We recruit Business Apprentices across the Nuclear Operations, Hinkley Point C and Sizewell C business units.

Starting salary is £18,310. You'll receive 28 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Wind Turbine

One of the main reasons I applied for the apprenticeship was because I wanted to do something to help tackle the climate emergency. This apprenticeship is the best career decision I ever made

Jamie, Wind Turbine Apprentice

This is a 3-year, Level 3 EDF Renewables apprenticeship, during which you will be studying for a BTEC Diploma in Advanced Manufacturing Engineering. On the scheme, you'll follow the Maintenance & Operations Engineering Technician Apprentice Standard, with a Wind Turbine Technician specialism. During the scheme, you can also expect to complete GWO (Global Wind Organisation) certificates, which are required to climb wind turbines. This role is fundamental to the success of the business, ensuring that there

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.....Wind Turbine continued

will be highly-skilled members of the team able to keep our assets in great shape and sustain them into the future.

During the first 2 years, you'll be based at college full-time, with some time spent at your EDF Renewables location during holidays or on key assignments. Year 3 will see you spending most of your time at your EDF Renewables location to complete your studies and prepare to move into a Wind Turbine Technician role on completion of the scheme.

Starting salary is £14,495. You'll receive 25 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Environmental Ranger

This is a 2-year, Level 7 EDF Renewables apprenticeship, during which you will gain a HNC in Wildlife & Conservation Management. You will support our Dornell Wind Farm Ranger Service and the wider EDF Renewables Asset Operations Consents & Environmental Team. You will get the chance to gain experience in nature conservation, ecology, outdoor recreation, access management and delivering environmental based education. During your apprenticeship, you'll learn about all aspects of the countryside, including nature, conservation and wildlife as well as ecology, recreation, access and visitor management. The HNC course also includes practical experiences and examples through visits to reserves, country parks and wildlife sites.

Starting salary is £16,500. You'll receive 25 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

Facilities Management

This is an 18-month, Level 3 EDF Renewables apprenticeship, during which you will gain a Facilities Management diploma and become a chartered member of The Institute of Workplace Facilities Management (IWFM). You will become responsible for the day-to-day implementation and delivery of a wide range of field and desk-based initiatives relating to the upkeep, maintenance and improvement of civils, building infrastructure and adjoining grounds maintenance, whilst also supporting the Facilities Management function in statutory compliance, hard and soft service delivery. The role provides a focal point to ensure that the general upkeep and maintenance of the sites meet EDF's health and safety standards and comply with the most current legislation. To ensure all site deliverables provide value for money, are within budget at the right quality and on time.

Starting salary is £19,000. You'll receive 25 days annual leave, plus a flexible benefits package, and wellbeing, physical and mental health support services.

To find out more about all of our Apprentice programmes, please visit our careers site: www.edfenergy.com/earlycareers

Benefits and Perks

We're delighted to offer a range of benefits to support our employees' physical, emotional and financial wellbeing. Work is just one part of our lives, and at EDF, we're dedicated to offering flexible benefits that support our people across all aspects of their lives.

With many of our benefits available to select all year round, we're proud to offer a diverse range of choices to support every lifestyle.

myWellbeing

Cycle to Work

Hire a bike for your commute and save on tax and National Insurance

Gym Membership

Choose a gym membership and improve your wellbeing

Cycle to Work

Hire a bike for your commute and save on tax and National Insurance

Thrive

For when life feels challenging – take time to Thrive

Employee Assistance Programme

Free support on a wide range of work/life issues.

Other benefits you can select here are:

- Dental Insurance
- Health Screening
- Healthcare Cash Plan
- Private Healthcare Insurance

myMoney

EDF discounts and products

Exclusive employee tariffs on EDF products

Financial wellness

Designed to support you with your financial priorities

Childcare vouchers

Help with cost of childcare through tax and National Insurance savings

Season Ticket Loan

Spread the cost of your travel season ticket

EDF discounts and products

Exclusive employee tariffs on EDF products

Other benefits you can select here are:

- Critical Illness
- IFA
- Income Protection
- Life Assurance
- Microsoft Discount
- myRetirement Plan
- Office Furniture Discount
- Personal Accident Insurance

myLife

Car

Get a brand new, insured & fully maintained car for a fixed monthly amount

Dining Card

Money off eating with great discounts across the country

Motor Breakdown Cover

Don't get stranded at the side of the road

Holiday Trading

Flexibility to increase or decrease your annual leave

Other benefits you can select here are:

- Payroll Giving
- Technology Vouchers
- Travel Insurance
- Will writing and power of attorney

Apprentice induction and support

Once you receive an offer from us, you'll be invited to get involved in a range of activities ahead of you starting. Your first week with us will be an outward bound course in the Lake District, here you'll meet your fellow apprentices and enjoy team building activities in the great outdoors. (watch this video to see some of our apprentices on outward bound: <https://youtu.be/gVw3LiX36oE>) Then you'll spend another few weeks networking, attending scheme specific sessions and team building workshops. You'll also get to know your new manager, team and start your academic learning, attending college inductions and understanding more about your journey ahead.

While on the scheme:

You'll have a great support network around you:

- A career manager who will be your line manager whilst you're on scheme. They'll provide support and guidance as you begin your career with us.
- If your scheme has different placements, you'll also have a placement manager to oversee and guide you on a daily basis. Your placement manager will change with each placement you do.
- For more peer to peer support, you'll also have a buddy. This will be someone on the same scheme as you from a previous intake. They'll be able to give you practical advice and guidance about your scheme and what it's like to work at EDF.

Each scheme also has a dedicated early careers manager, who will:

- ✓ Be a consistent point of contact throughout your scheme
- ✓ Provide ongoing support and development
- ✓ Oversee the day to day management of the Early Careers schemes, including:
- ✓ Design and coordinate the delivery of scheme training and development plans
- ✓ Facilitate the placement change process
- ✓ Facilitate the performance management process
- ✓ Facilitate your transition off scheme into permanent roles
- ✓ Continually improve the schemes
- ✓ Host regular forums, have bi-annual 121s and bi-monthly wellbeing checks

What you'll need

At EDF we recruit for our Early Careers programmes based on strengths and our core strengths are detailed below. We want our people to perform their best by doing something they're good at and something they enjoy. Our recruitment process is designed to bring out the best in you – where do your strengths lie?

Collaboration

People strong in Collaboration thrive in achieving results through teamwork. They are able to leverage collective expertise to achieve the best results and they proactively reach out to others across the organisation in order to do this. They are energised by the opportunity to continuously collaborate and support their colleagues.

Drive

People strong in Drive are self-motivated and push themselves hard to achieve what they want out of life. They are motivated by a strong desire to succeed and excel within their chosen field and are driven to push themselves beyond their comfort zone in pursuit of their goals.

Adaptability

People strong in Learning Agility rapidly absorb information and learning, being able to apply it with immediate effect. They are naturally able to grasp and learn new things very quickly, and learn from their own and others' experience to improve their performance in the future.

Learning Agility

People strong in resilience work well under pressure and can react to change. They're determined and can maintain a positive attitude whilst overcoming challenges.

Business Affinity

People strong in business affinity have a passion, enthusiasm and curiosity to work in the area/industry they're in. They believe passionately in the goals and values of the organisation, and they are genuinely motivated to operate within the business / business area to which they are applying.

Curiosity

People strong in Curiosity are interested in everything, constantly seeking out new information and learning more. They are naturally inquisitive and seek out answers to things that interest them. They ask timely and informed questions that increase their knowledge, showing others that they are interested in what they are working on.

Personal Responsibility

People strong in Personal Responsibility willingly take ownership of appropriate tasks and actions, and hold themselves accountable for delivering what they have promised to do.

Improver

People strong in Improver can see what isn't working optimally, and then take ownership for making it better, delivering continuous improvement. They offer strong and comprehensive evidence of their ability to improve existing processes to push for high quality and efficiency, and they will understand when it is necessary to challenge.

You can find further details about our strengths based approach and our assessment process on the EDF Careers Pages:

edfenergy.com/earlycareers

Equity, Diversity and Inclusion

At EDF, everyone's welcome. We strive to create an inclusive environment where everyone has a voice and where you can feel confident being yourself. We'll value the difference you bring and give you opportunities to thrive and succeed. Recruiting from the widest possible pool of talent, we make sure that our workforce is a true reflection of our communities and customers.

We will not tolerate any behaviour that doesn't uphold our Everyone's Welcome vision.

We're an equal opportunity and a disability confident employer. If you consider yourself to have a disability and meet the minimum criteria for a role we'll guarantee you an interview.

Our employee networks are instrumental in helping us to create a community environment where people feel welcomed and comfortable being their true selves at work. These networks provide a platform for employees

to share their views, tell us what we're doing well and recommend improvements. It also helps us address business challenges and get closer to our goal of becoming a truly inclusive employer:

- **Women's Network**
- **LGBTQ+ Supporters Network**
- **Disability and Carers Network**
- **RACE Network**
- **Working Parents' Network**
- **Forces Support Network**
- **Young Professionals Network**
- **Cancer Support Network**
- **Mental Health Network**
- **Neurodiversity Network**

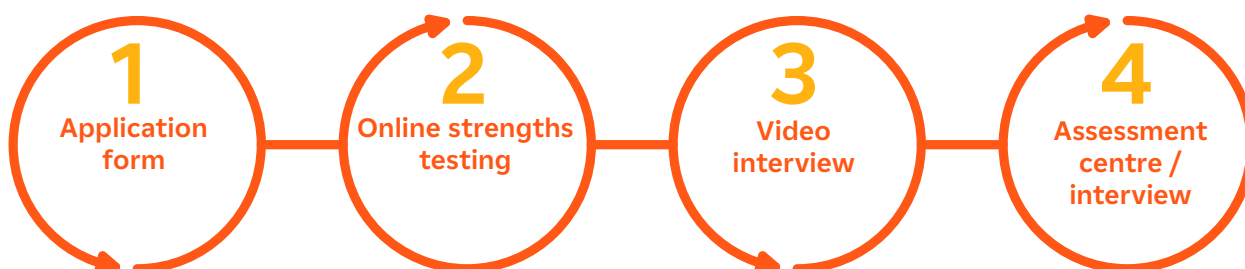
You can find out more about Diversity and Inclusion at EDF here:

www.edfenergy.com/careers/diversity

How to apply

All of our available programmes are advertised on our EDF careers pages: www.edfenergy.com/earlycareers

Our recruitment process is designed to bring out the best in you and consists of:



Key dates

January and February – **Apprentice programmes advertised**

February – **National Apprenticeship week**

Mid-End of February – **Apprentice advertising closes**

March and April – **Apprentice assessment centres**

Contact us

www.edfenergy.com/earlycareers

yourfuture@edfenergy.com



Careers Facebook: [@edfcareers](https://www.facebook.com/edfcareers)



Instagram: [@edfenergy](https://www.instagram.com/edfenergy)



TikTok: [@edfenergy](https://www.tiktok.com/@edfenergy)



LinkedIn: <https://www.linkedin.com/company/edf-energy>



EDF – [YouTube](https://www.youtube.com/edfenergy)



Early careers at EDF

**A career that will
deliver change**

Together we can help
Britain achieve Net Zero

