



YOUR APPLICATION PREPARATION GUIDE

How to show us your best self on your online application
for the Enterprise Skills Accelerator



Infinite Potential

READY TO SUBMIT A STELLAR ONLINE APPLICATION?

This guide will give you the information you need to help show us what you have to offer.

It explains what our online application form is designed to do and tells you the questions you'll need to answer, so you can start preparing.

Giving you this guidance is a unique step – most employers leave it to you to work out what makes a great online application.

But at Rolls-Royce, our priority is helping you to be at your best. And we're here to provide all the guidance and support that we can to achieve that.

So, let's get going!



SO, HOW DO I APPLY?

Create a profile on our Careers website to submit an application.

The first part of our online application asks straight-forward questions about your name, education and where you live.

You won't need to submit a CV as part of the application.

You'll receive an email inviting you to complete 3 online assessments. You'll have 4 days to complete these (please check spam/junk folders in case it goes there)

Once you've completed the 3 online assessments you'll receive confirmation if you've moved to the next step. Either way you'll have access to a feedback report straight away.



WHAT DO I DO NEXT?

We will check you have met the minimum entry requirements once you have completed your online assessments and received your feedback report.

If you have, we'll send you an email asking you to complete our 3 motivation questions.



WHAT DO I NEED TO DO?

Our online application helps us get to know you. The real you. You'll write answers to a short series of questions. This will help us understand your interests and what motivates you to join Rolls-Royce.

Here to help

We want our Emerging Talent programmes to be accessible to everyone. So, if you have any questions, or are finding it difficult to create a written application, please let us know.

Email Apply.EmergingTalent@Rolls-Royce.com and we'll be in touch.

What can I use to help me?

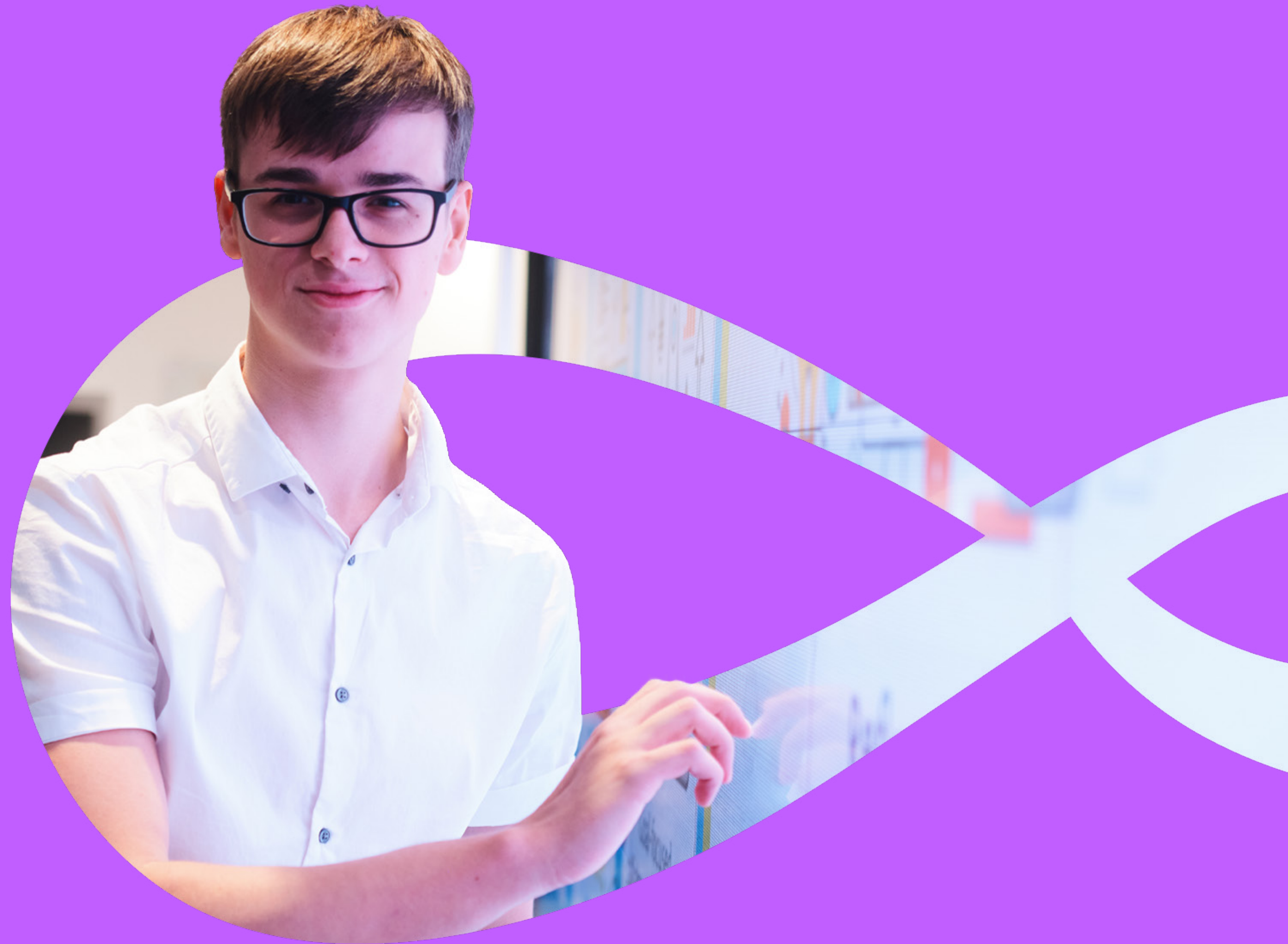
We encourage you to use Google and our website to research Rolls-Royce and what we do. We also recognise that tools like ChatGPT can be useful in helping you create a strong application. So, we don't discourage you from using them. Especially when it comes to structuring your answer, forming ideas and helping you create clear examples.

However, our guidance is to only use AI tools as a foundation or to help you form a first draft. You will need to add your personality, the things that make you unique like your hobbies or interests, and what attracts you to Rolls-Royce. After all, your application is about showing us who you are and only you can tell that story.

THE QUESTIONS YOU'LL NEED TO ANSWER

The first part of our online application asks straight-forward questions about your name, education, and where you live.

After this, we'll ask three in-depth motivation questions. You'll find the exact questions we ask, and a few tips to help you answer them, over the next few pages.



ENTERPRISE SKILLS ACCELERATOR (ESA)

You'll be asked the following three motivation questions on your application form. We're looking for your answers to be more than a few sentences, but the maximum you can write for each answer is 500 words.

Question 1

This ESA programme is intended for individuals who are ready to start a career in an agile, fast paced business environment and support Rolls-Royce's transformation journey.

**What interests, skills and experiences do you have that you think will help you build an agile career at Rolls-Royce?
(Max 500 words)**

Our tips

An agile career for us means: fluid/open in the types of roles and opportunities, focused on developing breadth and transferable skills. It is a non-linear career path. We recommend you type your statements into a Word document first, to make it easier to review and amend before pasting your final edit into your application.

ENTERPRISE SKILLS ACCELERATOR (ESA)

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Question 2

Learning is how we became who we are and how we'll become the next generation of Rolls-Royce.

Please share an example of something new that you have proactively learnt, even when it wasn't required for your studies/work? (Max 500 words)

Our tip

We are interested in your learning approach, how quickly you learn and the methods you used as part of your learning.

ENTERPRISE SKILLS ACCELERATOR (ESA)

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Question 3

This programme is all about developing your enterprise skills! In the future, human skills like creativity, agility, curiosity, resilience and self-awareness will fuel business success and transformation.

Which of these skills do you think is your strongest, and can you share at least 2 examples of how you've used them recently to make a positive impact? (Max 500 words)

Our tip

Describe relevant skills as per the ones listed. Examples of how you have used them can vary from your studies, work experience, personal experience, hobbies or volunteering.

NEXT STEPS

Once we have your answers to the three motivation questions we will review them in depth.

You may then be invited to take part in our 'one way video assessment'.

This maybe a little different to interviews you've done before, and you'll have 5 days to complete it.

You'll be asked a series of questions one at a time. After each question has been asked you'll record a video back to us with your answer.

You'll be given sufficient time to prepare and there will be helpful tips and guidance available to help you perform at your best.



HERE ARE SOME HELPFUL TIPS

Each question comes with some prompts to help you structure your answer. A simple way to answer is to use the STAR approach (Situation, Task, Action, Result).

You'll have a chance to practice before you start the 5 questions. If you want to - you can also practice by recording a video of yourself on your phone and then reviewing it.

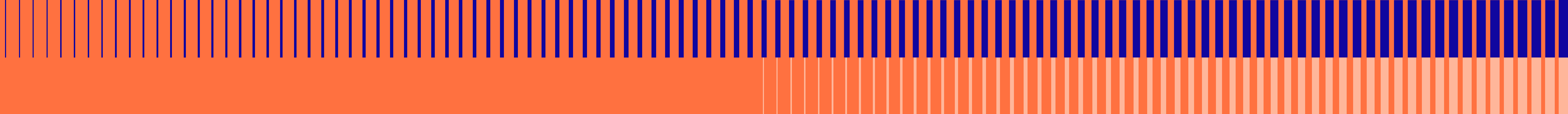
For each question you'll have 1 minute to prepare (if you've not already done this).

Once the recording starts, you'll then have 3 minutes to record your answer.

If your recording doesn't go to plan, don't worry you can re-record your answer twice, if needed.

Don't worry if you stumble over your words, we're far more interested in what you say than how you say it.





GIVING A GREAT ANSWER

In the one way video assessment we will focus on our Rolls-Royce behaviours and assess the following values:

Make a difference

These questions will focus on your motivation for Rolls-Royce and your ability to self-manage.

Do the right thing

These questions will focus on your growth mindset and ability to collaborate.

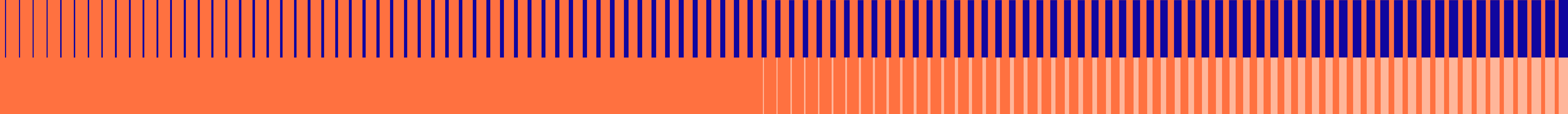
Keep it simple

These questions will focus on your problem solving skills and agility.

Put safety first

These questions will focus on safety, both physical and mental wellbeing.

We'd love to hear about your experiences.



GIVING A GREAT ANSWER

To help you prepare here are the questions that you'll be asked:

Describe a time when you found an error or problem that could have had serious consequences, which had escaped others' attention.

Aligns to 'Put safety first' Value

Tell me about a time when you sought to grow and develop yourself in an area that led to improved performance.

Aligns to 'Do the right thing' value

Describe a time when you identified and implemented a creative or innovative approach to overcome a major obstacle or setback.

Aligns to Keep it simple value

Describe a time when you had to use your communication skills to influence a team or group of people.

Aligns to Keep it simple value

Describe a time when you persisted to achieve a goal or objective despite significant barriers or difficulties.

Aligns to Make a difference value

NEXT STEPS

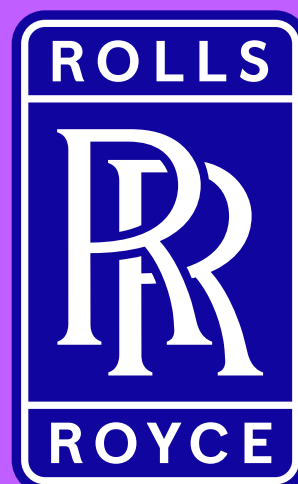
Once you've submitted your one way video assessment answers, our team will then review your videos and release your feedback report.

Based upon your whole application we'll then decide if you are chosen to join us at an assessment centre.

If you are successful in being invited to an assessment centre we have a special guide to help you prepare for that too.

[Click here for guide](#)





GOOD LUCK!

We look forward to receiving your application.



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