



Early careers at EDF

A career that will deliver change

Together we can help Britain achieve Net Zero

Contents

▶ Welcome to EDF	3
▶ Our apprentice programmes	4-6
▶ Benefits and perks	8
▶ Apprentice induction and support	9
▶ What you'll need	10
▶ Diversity and inclusion	11
▶ How to apply	12



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 Ireland and cover the following areas:

Nuclear new build

Looking after the construction and delivery of our new nuclear power station at Hinkley Point C, and plans for a new power station at Sizewell C in Suffolk. Nuclear power is the most reliable, low-carbon energy source currently available to the UK.

Nuclear generation and decommissioning

Around a fifth of the UK's electricity is generated by our existing six nuclear power stations. Over the coming years, as we move to our nuclear new build stations, some of these six stations will undertake major maintenance and improvement projects across the plant to get them ready for the next stages of their life, defueling and decommissioning.

Customer supply

We aim to make it easy for our customers to save energy and save carbon, whether that's at home, at work or on the move. From smart meters to smart heating, electric cars and charging points. We need to provide a brilliant level of service at the lowest possible cost, and develop innovative solutions.

Renewables

We have 34 onshore wind farms, 14 planned solar sites, two battery storage locations, and 2 offshore wind farms. Our largest European onshore wind farm is at Dorenell and our portfolio is expanding with almost four GW of projects in planning and development across Ireland, Scotland and Wales.

Operational success is supported by our corporate teams across finance, IT and digital, procurement and HR. With over 12,000 staff in the UK, EDF offers a complex but rewarding challenge for human resources and recruitment teams. Our digital and IT teams make sure we're switched on and always developing our IT capability. Our finance, trading and risk teams deliver value to our customers and push boundaries of innovation. Our procurement team source the goods and services so we can exceed customer expectation in the most cost-effective way.

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:

DevOps

EDF run our cloud platforms in Azure and AWS. You'll learn how to operate these cloud platforms at scale. Focussed on either AWS or Azure you'll rotate through the AWS or Azure cloud platform teams and the DevOps platform team. Throughout your time on the scheme, you'll work closely with technical leads, product owners and engineering partners within the Enterprise IT Cloud Services team. You'll also study for a level 4 DevOps engineer apprenticeship with our training provider, QA. As a virtually run course, you'll attend online live tutorials, complete project and lab work, self-led research, and learn from your fellow apprentices.

Starting salary: £17,821

working within a chemistry department and learn about nuclear power plant chemistry. The chemistry technician degree apprenticeship course is taught through tutor-supported online study, part-time, over five years.

Across the five years, your time will be split between your studies and on-the-job learning at your EDF location. The chemistry team offer great opportunities for developing into roles such as becoming a chemistry engineer. Additionally, plant chemists often have highly transferable skills for many other roles within HPC and EDF.

Starting salary: £19,276

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



During this five-year degree apprenticeship, you'll be studying for a BSc degree in chemistry while having the opportunity to learn from our industry leading experts and gaining valuable experience. You'll become experienced in

Radiation Protection Technician

A Radiation Protection Technician, also known as a Health Physics Monitor, helps to protect people and the environment from the adverse effects of ionising radiation and contamination by providing radiation monitoring services.

During the course of this 2-year apprenticeship, 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. You'll become familiar with the systems making up the first nuclear power station to be built in a generation. Across the two years you'll 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.

Starting salary: £16,027

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, Apprentice



During this four-year degree apprenticeship, you'll learn from our industry-leading experts and gain valuable experience, whilst studying for a Bachelors' Degree in Mechanical or Electrical Engineering. 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.

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.

At the end of your apprenticeship, you could move into engineering roles within Ops development, Electrical, or Instrumentation & Control.

Starting salary: £19,276

Project Controls



Everyone at EDF, no matter their job role are all so welcoming. I have really enjoyed meeting new people and finding out how they contribute to the energy future, as well as understanding where my role plays a part

Letty Smith, Apprentice



Over this 3-year training programme you'll learn to master core processes such as estimating, planning, risk management and cost engineering; whilst applying your knowledge with access to the latest computer systems.

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'll also spend time studying at the National College for Nuclear (Cannington) on block release, where you'll complete assignments within the business which will enable you to consolidate your training.

Starting salary: £15,000

Maintenance Operations

“What appealed to me about the training programme was the opportunity to get experience while still learning. There is also a good mix of practical and theory when at college, and I have the opportunity to create my future

Jess Charlton, Apprentice

”

We’re offering a four-year programme that focuses 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 and Control & Instrumentation team. 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. In the future, you could take on people management responsibilities and develop into a Maintenance Team Leader. Or you could also choose to pursue a technical route and take your first steps towards becoming an Engineer.

Starting salary: 12,495-£14,495, depending on location

Business

“To be delivering projects for Hinkley Point C, the biggest construction project in Europe, is something I didn’t expect to be doing at the age of 18!

Isabella Noble, Assistant Project Manager, formerly a Business Apprentice

”

This 21-month apprenticeship offers the opportunity to gain a Level 3 Business Administration Advanced qualification whilst spending time in different departments. During the training programme your time will be split between studying at college and learning on the job in our business. Gaining a recognised qualification and business experience will open the door to a range of opportunities within EDF. You may continue on the business administration route, start a journey to become an engineer or even look to progress up the ladder and develop towards becoming a team leader in one of the station teams.

Starting salary: £12,000

Electrical Engineering Business

During this 3 year degree level apprenticeships for EDF Renewables, you'll learn from Senior Engineers and gain valuable experience while studying part time for a BEng (Hons) Degree in Electronic and Electrical Engineering Practice. The degree has been developed to align with the requirements for Engineering Council Registration as Incorporated Engineer meaning that it will provide graduates with the technical and professional attributes needed to apply, manage, and maintain both current and emerging technologies with an understanding of the business context of Engineering.

Based primarily at the EDF Renewables UK Sunderland office, there will also be a mix of remote working, work from other EDF Renewables UK Offices and work on-site gaining valuable practical project and operational experience. Your studies will be part time, on day release to the University of Sunderland.

Starting salary: £19,000

During this 2 year apprenticeships for EDF Renewables, you'll learn from experts, gaining valuable experience while studying for a Technician of the Institute of Occupational Safety and Health level.

In the first year, you will undertake part time study, you'll attend an EDF UK induction, as well as Renewables specific inductions and orientations. You'll then start the apprentice role full time. You will have monthly access to a college lecturer who will guide you through the study required for the apprenticeship scheme while you work as part of the EDF Renewables Health, Safety and Environment team to build the practical skills and understanding required to support the Zero Harm aspirations of the business.

The scheme will be based at the Alexander House location near Durham with some potential for working from home.

During year two, you will take responsibility for some of the reporting and management system requirements of the HSE Function and you will undertake further study to grow your Health Safety and Environment credentials while becoming a Technical Member of IOSH having successfully completed an end of course assessment. You will be exposed to various Technologies including On-shore and Off-shore wind, Battery and Solar.

Starting salary: £12,500

Benefits and Perks

Work is just one part of our lives at EDF. As well as your annual leave entitlement and monthly salary, we're dedicated to offering flexible benefits that support our people across all aspects of their lives. Many of the benefits are available to select all year round, supporting people and their differing needs. Benefits include:

- Cycle to work scheme
- Gym membership
- Health screening
- Employee assistance programme
- Season ticket travel loan
- EDF discounts
- Electric vehicle leasing
- Technology vouchers
- Travel Insurance

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.
- We recruit for our early careers programmes based on strengths, so below is an example of some of the strengths we look for. This isn't a full list as above all, we're looking for people who are motivated and passionate about joining our business and can be honest, authentic selves. about joining our business.

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
 - ✓ Organise your placement changes
 - ✓ Run your performance management process
 - ✓ Help your transition from the scheme into a permanent role
 - ✓ 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. We want our people to perform their best by doing something they're good at and enjoy. Our recruitment process is designed to bring out the best in you – where do your strengths lie?

Collaboration

People with strong collaboration skills thrive by achieving results as part of a team. They work to support and help others, while delivering change and creating a positive impact.

Drive / Delivery

Driven people are highly motivated and dedicated to achieving great results. They naturally push themselves, are willing to take ownership and be accountable for delivering results.

Growth

People strong in growth are open to learning, receiving feedback and striving to develop. They're naturally quick to learn and driven to find new information to aid their progression.

Resilience

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

Business affinity

People strong in business affinity have a passion, enthusiasm and curiosity to work in their chosen area. They work to better understand their industry so they can thrive,

Curiosity

People strong in curiosity are interested in everything; constantly seeking out new information and learning more. They're naturally inquisitive and seek out answers to things that interest them. They ask timely and informed questions to increase their knowledge and show their work interests to others.

Clarity

People with a strength in clarity have a concise and effective style of communication. They adapt messages to suit a range of audiences, allowing them to be understood by everyone.

Each of our apprentice schemes have different entry requirements, depending on the apprenticeship level and study area. Our job adverts contain all the details you need to know about entry requirements.

You can find further details about our strengths based approach and our assessment process on our careers pages:

www.edfenergy.com/careers/apprenticeships

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 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**

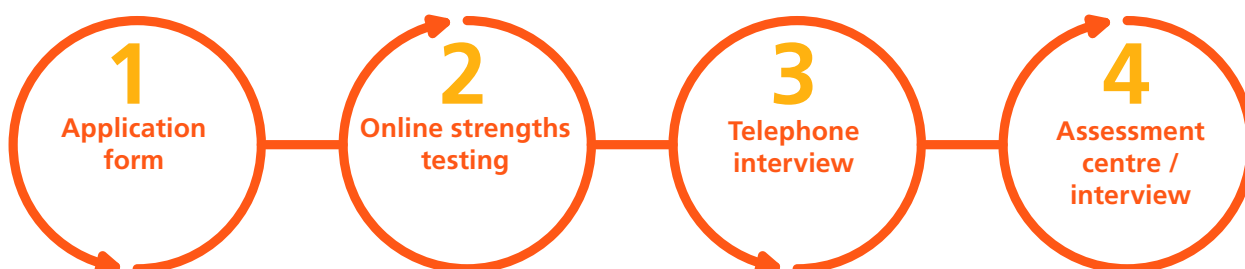
You can find out more about diversity and inclusion at EDF here:

www.edfenergy.com/careers/diversity

How to apply

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

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



Key dates

Mid December – **Apprentice programmes advertised**

February – **National apprenticeship week**

End of February – **Apprentice advertising closes**

April and May – **Apprentice assessment centres**

Contact us

edfenergy.com/careers

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

