



APPRENTICESHIP VACANCY

Machining Technician

Devizes

The role:

We are seeking talented individuals to join our award-winning Engineering Apprenticeship Programme, in Devizes.

- The Machining Technician is a 4-year-programme, commencing September 2024. During the apprenticeship you will have the opportunity to earn a salary and achieve recognised qualifications whilst gaining practical hands-on experience.
- The apprenticeship includes manufacturing processes such as Milling, Turning and Hand Fitting/Bench Skills using a range of equipment including CNC and manual machines. All aspects will involve the production of reports, reading and understanding technical data and drawings.
- The apprenticeship has a machinist bias with an expected opportunity at the end of your apprenticeship to join our manufacturing team to produce high quality, precision sealing solutions for the automotive, power generation and aerospace markets.
- The apprentice will be taught, and will have the opportunity to put into practice, skills which will be relevant to successfully completing your apprenticeship.
- The apprentice will earn a salary and achieve recognised qualification(s) whilst gaining practical hands-on experience.

Duties and Responsibilities:

- Attend college as required to achieve the qualification(s) in selected apprenticeship.
- The Apprentice will train at Cross Manufacturing, supported by Wiltshire College, to achieve an industry standard in the chosen apprenticeship whilst also gaining relevant work experience.
- Where appropriate we will involve the apprentice in different areas of the business; this will further enhance skills, knowledge and understanding of our industry.

Qualifications & Experience Required:

- A minimum of 4 GCSEs (grade 9 - 4) in relevant subjects including Maths, English Language and a Science
- An interest in your chosen apprenticeship and the manufacturing industry
- Strong desire to learn and develop, using open thinking and able to easily adapt to new ways of working
- Experience of activities relevant to chosen apprenticeship are advantageous, but not necessary. This may include:
 - Hobbies or voluntary work
 - Previous work experience
 - Apprenticeship-related school subjects

Attributes and Personal Qualities Needed for This Role:

- Ideally able to demonstrate a strong work ethic, e.g. through part time employment and/or voluntary activities.
- Can-do attitude and approach.
- Proactive and able to use initiative.
- Hard working team player.
- Inquisitive to learn and understand.
- Good listener and able to follow instructions.
- Good attention to detail and accuracy.
- Demonstrate and uphold our company values.



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Training

The Apprentices will spend 4 years training at Cross, supported by Wiltshire College to achieve an industry standard of Level 3 Machining Technician as detailed below. The Apprentice will spend approximately 24 months in our training school learning hand and machining skills, including attendance at Wiltshire College 1 day per week to develop an enhanced technical knowledge of the role as they engage in Level 3 qualifications both at college and at work.

- Year 1 – Apprentices will attend college for 1 day per week to undertake the first year of a Level 3 BTEC in Advanced Manufacturing Engineering (Machining) Diploma. In addition they will spend 4 days per week at work working towards Level 2 Machining unit of the same qualification.
- Year 2 – will see much of the same as above moving into the 2nd year but moving into “Advanced” Machining at College and work. Also, during this 2nd year Apprentices will commence a Level 3 NVQ Diploma in Mechanical Manufacturing Engineering. This is a competence-based qualification assessed at work through the building of a portfolio of work.
- Year 3 and 3.5 will see continuation through to completion of the NVQ Diploma and preparation for the final End Point Assessment.

There may be an opportunity to continue to study to HNC/HND level.

Further Information

- 39 Hours per week. There may be a requirement to work outside of core hours and weekend working, subject to working time directive.
- £7.11 per hour
- 4-year fixed term contract
- Private Family Healthcare (once eligible)
- 25 Days Holiday
- Good clean & modern factory with canteen and on-site parking
- Company Bonus scheme - Christmas bonus and discretionary Company performance summer bonus
- Enhanced Stakeholder Pension Scheme, up to 12% contribution from the Company
- Cycle to Work Scheme
- Life Assurance cover
- Unum – help at hand employee assistance program including shopping discounts
- Professional body annual membership reimbursement
- Opportunities for training and development
- Eye consultation and contribution towards new glasses

To Apply

Via Wiltshire College:
www.wiltshire.ac.uk

Via Cross Manufacturing:
Please submit a CV and covering letter, clearly stating the role you are applying for, to
hr@crossmanufacturing.com

Closing Date: Friday 2nd August 2024