



## **WARRINGTONFIRE GRADUATE SCHEME 2024–2026**

An exciting two-year  
programme to develop  
your skills and career in  
the fire safety industry

*Making tomorrow safer than today*

## ABOUT US

Element Materials Technology is one of the fastest-growing testing, inspection and certification businesses in the world. Globally, we have more than 6,500 brilliant minds operating from 200 sites across 30 countries. Together, we share an ambitious purpose to 'Make tomorrow safer than today'.

When failure in use is not an option, we help customers make certain that their products, materials, processes and services are safe, compliant and fit for purpose. From early R&D, through complex regulatory approvals and into production, our global laboratory network of scientists, engineers, and technologists support customers to achieve assurance over product quality, sustainable outcomes, and market access.

Industries across the world depend on our care, attention to detail and the absolute accuracy of our work. The role we have to play in creating a safer world is much bigger than our organization.

As part of Element, Warringtonfire has a long history and heritage that we are justifiably proud of and we can trace our origins back over 50 years to 1965.

Warringtonfire exists to help make certain that the materials, products and processes that we test, inspect and certify for our customers are always safe, quality, compliant and fit for purpose.

Everything Warringtonfire does is designed to help our customers to develop better products and processes; get their products to market on time; save time and money; and minimize the risk associated with product and process development as well as product production.

## ELEMENT IN NUMBERS



**Over 6,000  
colleagues**



**Over 200  
locations**



**50,000  
customers  
worldwide**



**Over 800  
accreditations  
and approvals**

## OUR VALUES

Everyone at Element lives and breathes three core values. These values, which were chosen in an all-colleague poll, define and describe what it means to work at Element.

In our day-to-day work, every question we ask, every decision we make, and every interaction we have with ourselves and our customers are guided by our values of Integrity, Care, and Progress.

Living and breathing these values helps Element to grow, individually and as an organization, to the betterment of our world, our society, our customers, and ourselves, and will enable us to deliver our purpose of making tomorrow safer than today.



### Integrity

We do what is right. Our foundations are built on trust and accountability. We take pride in our work and we keep our promises. We're committed to deliver every time for our customers and for each other.



### Care

We care about the impact we have. Creating a safer world starts with us, caring about each other and our customers. Our culture is inclusive and everyone is welcome. We work together to create a stronger business, making a positive difference to the world around us.



### Progress

We strive to create a more positive future. We stay curious to evolve and improve every day. We grow and learn by constantly thinking about our impact and how we can do better for each other, society and the planet.

**Do you want to become part of a growing team within a unique and specialized industry?**  
**The fire safety industry offers varied career opportunities to scientists and engineers.**

## **OUR GRADUATE SCHEME**

Launched in 2022, the Warringtonfire Graduate Scheme has been developed to help find the best engineers to work in the unique and specialized fire safety industry. It's a unique opportunity to work with one of the fastest-growing organizations in the Testing, Inspection and Certification (TIC) sector.

When you join our graduate scheme, you will receive a permanent contract with Warringtonfire. Over the course of two years, you will gain valuable experience and understanding of the different functions of our business, and build the foundations for a career in the TIC industry.

The programme will involve some travel between our UK and/or European locations. For willing candidates, there may also be opportunity to benefit from spending time on a placement in one of our other locations in the UK or further afield.

## **HOW THE PROGRAMME WORKS**

The programme consists of four modules, with time spent on each split fairly equally across the two years.

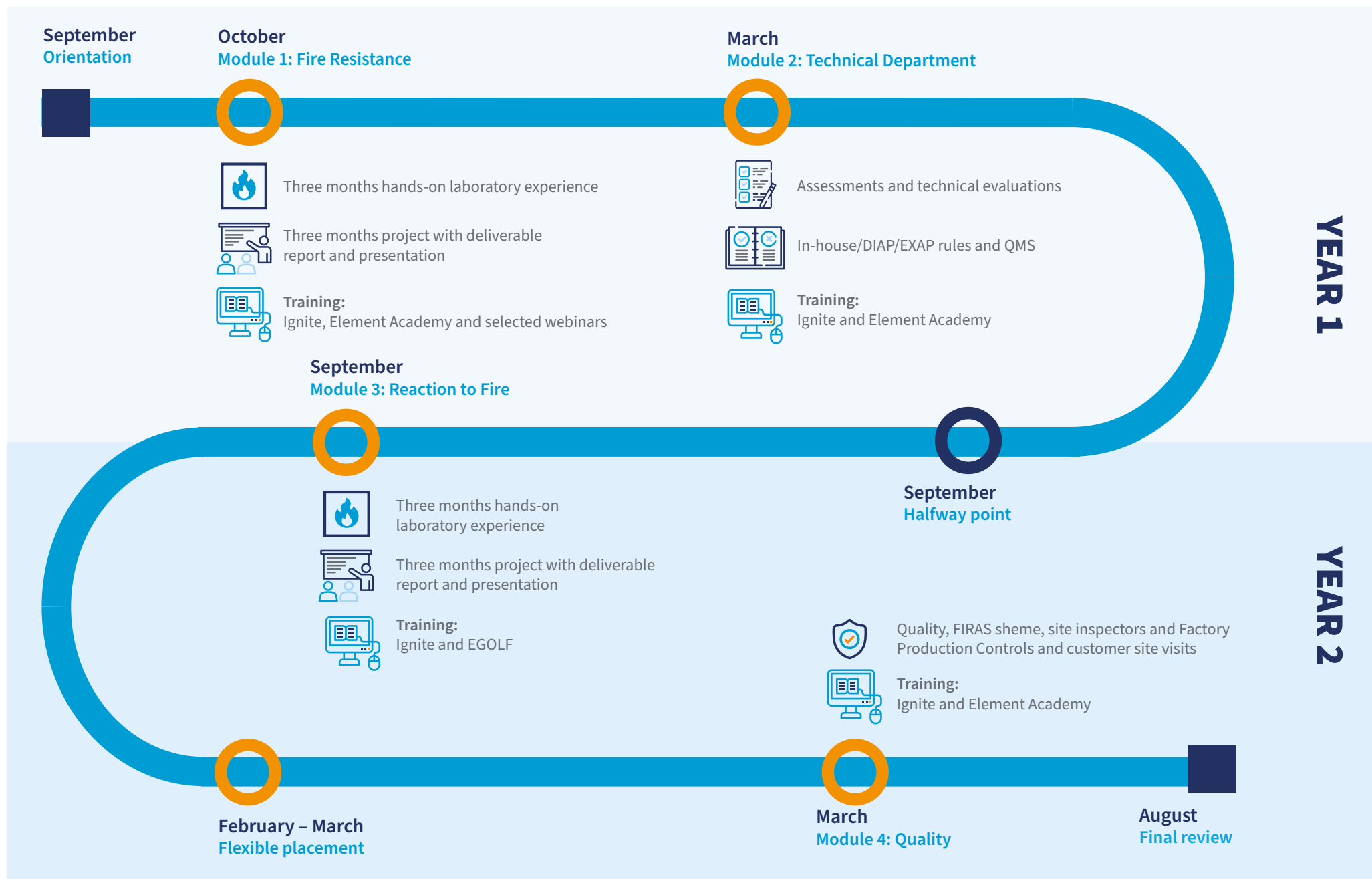
You will complete the same programme as your fellow graduates on the programme, but will undertake different modules at different times throughout the two years.

The diagram on the next page shows what a typical path through the two years might look like and highlights some of the activities you will undertake and get involved in with departments across our business.



# THE TWO-YEAR PROGRAMME

An example of a typical two-year pathway.





## GETTING STARTED

The programme starts with a comprehensive orientation period, where you'll meet your fellow graduates and mentor, cover all of the necessary administration and paperwork, and get an introduction to the departments operating across our locations, such as Reaction to Fire, Fire Resistance and Certification, including an overview of our schemes.

Over the first few days, you'll get introductions to the departments you'll be working in, such as those mentioned above. You'll also get introductions to our technical teams, who work on assessments and certification.

Plus, you'll visit one of our sites in mainland Europe and get enrolled onto Ignite, our in-house education programme which can lead to further external qualifications.

This introduction means that, as you progress through the scheme, you'll have a grounding that will really help you make the most of your time on the programme. The knowledge of how the company works and how the various functions critically support each other will enable you to have a clear view of purpose of the work you are undertaking.

## GETTING LABORATORY EXPERIENCE

It's pretty rare to be able to access laboratories and get a year's worth of hands-on experience during many graduate schemes. Our programme is different! You'll have a year's worth of exposure in our laboratories by the time you complete the programme, giving you a much more rounded experience.

## FLEXIBLE PLACEMENT

Warringtonfire is quite unique in being involved in most aspects of fire safety, from manufacturer factory checks to third-party certification of products.

The programme gives you the opportunity to gain experience in most departments. In your second year, you will also have the opportunity to select a department at one of our sites for a three-week placement.



## WHO WE'RE LOOKING FOR

The fire safety industry is fast-paced and dynamic. To maintain our market-leading position, we need our colleagues to be the same.

Working alongside our existing colleagues, our successful graduates will be analytical and inquisitive in nature and possess strong problem-solving skills.

Whilst there is a preference for graduates to have completed their study in an engineering or science discipline within three years prior to starting our programme, we are always happy to consider applications if you graduated even earlier.

You'll need to be methodical, organised and capable of meeting strict deadlines. It's also very important that you have excellent numeracy skills and strong attention to detail.

A lot of your work with us will include liaising with technical colleagues and clients, so you'll be prioritising and reaching decisions quickly and effectively, and need to be able to stand by and justify the decisions you make.

At various stages of the programme, you will need to present to your peers around the company, so you'll be building on your written and verbal communications skills, as well as your presentation skills.

Our teams will be there to support you.

**We empower you to take charge of your career, and reward excellence and integrity with growth and development.**

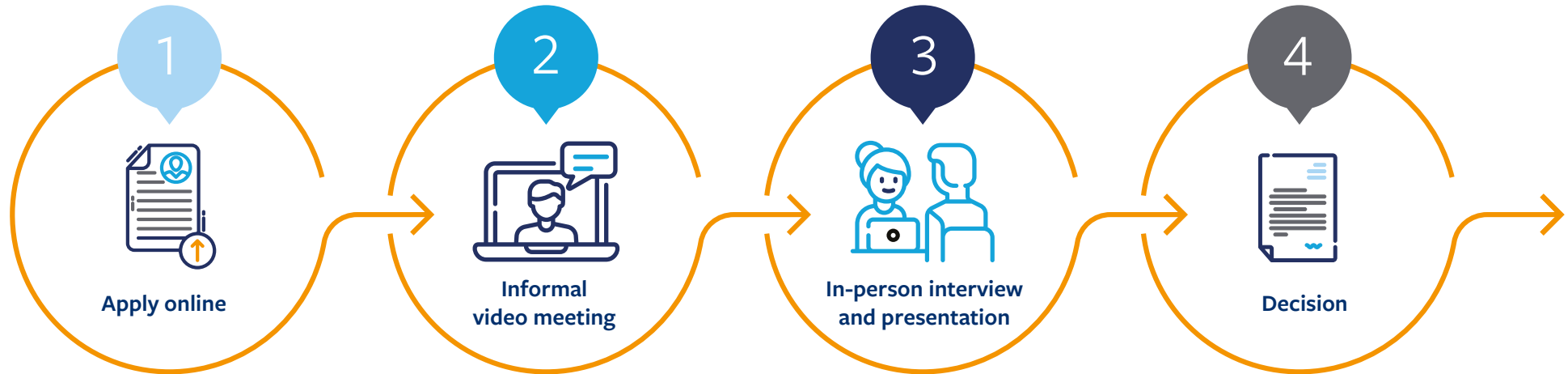
At Element, we always take pride in putting our people first. We are an equal opportunity employer that recognizes diversity and inclusion as fundamental to our vision of becoming “the world’s most trusted testing partner”.

All suitably qualified candidates will receive consideration for employment on the basis of objective work related criteria and without regard for the following: race, colour, age, religion, gender, national origin, disability, and/or protected veteran status, or other characteristics in accordance with the applicable governing laws.

## REWARDS AND BENEFITS

- 25 days annual holiday
- x4 life assurance
- Pension scheme with total contributions up to 12%
- Enhanced company sick pay
- Flexible working
- Cycle scheme
- Recommend a friend bonus
- Perks at work discount scheme

## THE APPLICATION PROCESS



### Apply online

The process starts with you applying online and uploading your CV to our Careers Hub.

### Informal video meeting

You'll introduce yourself and meet some of the team involved in the graduate programme, then we'll discuss together the fire safety industry and our company background.

We'll also look at your motivation for wanting to join our graduate programme and why you think you'd be a good fit.

### In-person interview and presentation

The in-person interview is your chance to learn more about our business by seeing one of our sites. We'll be happy to answer any questions arising during your visit.

It's also an opportunity for you to demonstrate your people skills. Together, we'll discuss some competency-based questions to understand your technical knowledge and you'll be asked to give a ten-minute presentation on a pre-determined subject.

### Decision

We'll provide feedback on how we felt the interview went and successful candidates will be offered a position.

We understand you may be ready for a break after your studies, so the programme starts in September. However, we realize everyone is different so, if desired, we may be able to offer you a paid role in advance of the programme getting underway.

## COMPLETION OF THE PROGRAMME

You'll finish the programme with these final activities:



### Technical articles

With the help of our marketing team, you'll be writing technical articles for inclusion in internal and external publications.



### Presentations

You'll be presenting to various people at different levels across the company and, if the opportunity presents, at external events.



### Graduation meal

A chance to celebrate and reflect on your experiences and achievements.



### Reviews

Your opportunity to both provide and receive feedback on your two years in the scheme and discuss your progression within the company.

If you've demonstrated the required skills and shown a strong work ethic throughout the programme, we look forward to offering you a role within Warringtonfire.



Scan this code to apply

*Making tomorrow safer than today*

[warringtonfire.com](https://warringtonfire.com)