



AI Automation & Robotic Process Automation Apprentice

Candidate Brief

AESSEAL plc, Mill Close, Rotherham, S60 1BZ



AESSEAL® overview



AESSEAL® is part of the AES Engineering Ltd Group, a global engineering and reliability leader with sales exceeding £283 million. We design and manufacture mechanical seals and seal support systems that keep industry moving, and our innovations are engineered to minimise environmental impact, helping customers cut waste, save energy and combat climate change.

We're proud of an exceptional reputation and an equally strong commitment to social responsibility. Careers at AESSEAL® are built on opportunity. We develop talent from apprenticeships upwards, give people room to grow, take on responsibility and progress into management roles.

Explore our day-in-the-life videos to meet the teams and see what your next role could look like. Employees are encouraged to make a difference beyond the day job, working with schools to inspire future engineers and entrepreneurs, sponsoring GUTS events, and driving our mission to achieve global Net Zero.

Our culture of excellence is recognised with 16 King or Queen's Awards and numerous ISO certifications across quality, health and safety, environment, cybersecurity and more. With year-on-year sales and profit growth, and over £61 million invested in facilities and machinery, AESSEAL® offers the resources, stability and ambition that make it a uniquely rewarding place to work.



Our Purpose is to give our customers such exceptional service that they need never consider alternative sources of supply.

- We pursue excellence in order to continuously improve.
- We promote, embrace and manage change.
- We champion honesty and fairness.
- We are committed to protecting the environment.
- We create an environment where we are happy at work.

Our vision is to become the leading global reliability business, delivering solutions to help industries save water, energy, cut pollution, and create a better world.

Our focus - to us, the customer really is king. It is our focus on customer service and quality that has seen us grow year on year since we were established in 1979. Today we have 69 businesses from 108 locations, serving over 100 countries, and employ a global network of sales engineers and technical support specialists.

C. J. Rea, Managing Director



At AESSEAL[®], we recruit and develop the most talented individuals, whether that's in engineering, sales, service, or support roles.

Our focus - to us, the customer really is king. It is our focus on customer service and quality that has seen us grow year on year since we were established in 1979. Today we have 69 businesses from 108 locations, serving over 100 countries, and employ a global network of sales engineers and technical support specialists.

Working collaboratively across our global operation, we are one 'family' community, where teamwork is encouraged and clarity, mutual respect, and understanding are key. If you would like to find out more about our current vacancies and apprenticeship schemes, please navigate using the careers menu.

What are the benefits to working for AESSEAL[®]?

- Pension Scheme including Salary Sacrifice
- Aspire to Retire Scheme
- Life Assurance
- Length of Service Scheme (5 years, 10 years, 15 years, 20 years, 25 years, 30 years and 35 years)
- Mindful Employer – Supporting Mental Health
- Cycle2Work Scheme
- EV Car Scheme – partnered with Octopus Energy
- BenefitHub – exclusive discounts, rewards and cashback
- STAR Awards - £250 Amazon Voucher
- Sporting Tickets
- Westfield Health cover at discounted rates
- Help@Hand – Employee Wellbeing and Mental Health
- AES Tree Walk
- Free On-Site Parking and EV Charging Facilities



AESSEAL are searching for a motivated person to join the Development and Automation Team as a AI and RPA Apprentice through a Level 4 apprenticeship. The role is designed to develop the knowledge, skills and behaviours required to support the identification, design, implementation and continuous improvement of AI and automation solutions that enhance productivity, accuracy and efficiency across the organisation.

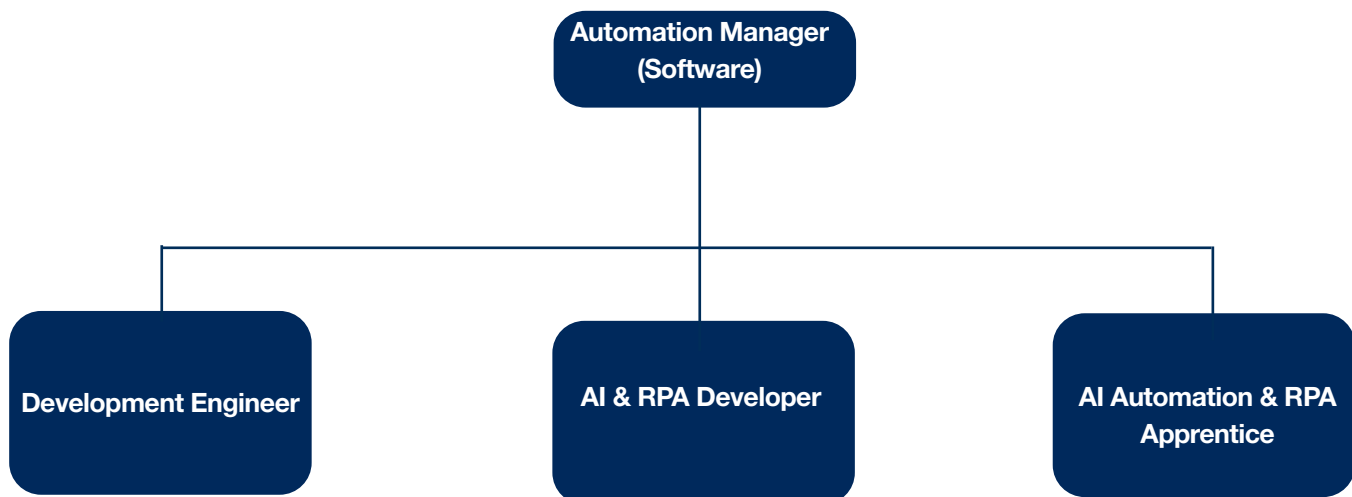
The apprentice will learn how to analyse existing business processes, identify opportunities for automation and AI, and support the delivery of digital solutions using tools such as UiPath, Microsoft Power Automate, Copilot Studio and related technologies. Alongside technical development, the role emphasises responsible, ethical and secure use of AI and automation, effective stakeholder communication, and support for user adoption and change.

A long-term goal would be to start projects from a project priority list from the start of the process in research, documentation, development, launch and hypercare.

Apprenticeship Context

This role is aligned to the Artificial Intelligence (AI) and Automation Practitioner – Level 4 Apprenticeship Standard. The apprentice will undertake structured off-the-job training in parallel with practical workplace experience, building competence against the nationally defined occupational duties, knowledge, skills and behaviours. The role supports continuous professional development and formal assessment through the apprenticeship gateway and end-point assessment process.

Organisational Chart



Principle Accountabilities in which to be trained:

Process Analysis & Opportunity Identification

- 1.1 Learn how to understand and document existing business processes**, including producing formal documentation such as Process Initiation Documents (PIDs) for review and sign-off by process owners.
- 1.2 Learn how to analyse workflows**, data flows and pain points to identify opportunities where AI and automation could improve efficiency, accuracy or user experience.
- 1.3 Support the assessment of automation viability**, considering process maturity, data quality, risks, user impact and expected value.

Automation & AI Development

- 2.1 Learn how to develop efficient RPA solutions within defined project scope**, progressing from UiPath training course (approximately 3-4 weeks), to beginning projects under assisted development to increased independence from initiation through to deployment and hypercare.
- 2.2 Learn how to develop and improve AI-enabled solutions**, including foundational and more advanced AI workflows, agentic AI concepts and API-based integrations
- 2.3 Learn how to combine RPA and AI appropriately**, understanding when each technology is suitable and how they can be integrated to deliver optimal outcomes.

Testing, Documentation & Continuous Improvement

- 3.1 Learn how to produce clear technical and end-user documentation**, including process documents, user guides and training materials.
- 3.2 Learn how to support monitoring of deployed solutions** to ensure reliability, performance and ongoing alignment with business needs
- 3.3 Learn how to support compliance with organisational policies**, security standards and relevant legal or regulatory frameworks.

N.B This list is not exhaustive, the job holder is required to carry out reasonable tasks within their level of skill and ability.

Skills, Knowledge and Experience

During the apprenticeship, the Trainee will receive structured training and workplace mentoring to build competence as an AI and Automation Practitioner. Subject to successful completion of the apprenticeship and business requirements, the role may progress into an AI and RPA Developer or similar automation-focused position within AESSEAL.



Skills, knowledge and experience

Criteria	Desirable	Essential
Qualifications	<ul style="list-style-type: none"> Applicants are expected to be progressing to this role following completion of A Levels (or equivalent). A Levels (or equivalent) are desirable, particularly in subjects such as Mathematics, Science, Engineering, Computer Science or related technical disciplines. English and Maths qualifications will be completed or supported in line with apprenticeship funding rules, where applicable. 	<ul style="list-style-type: none"> GCSEs (or equivalent) at grade 4/C or above, ideally including Mathematics, English, Science and/or Computer Studies.
Skills & Knowledge	<ul style="list-style-type: none"> Competent with Microsoft Office applications, particularly Excel. Ability to analyse information and solve problems in a structured way. 	<ul style="list-style-type: none"> Interest in AI, Automation, digital tools and process development.
Experience	<ul style="list-style-type: none"> Experience of working effectively with others in a team environment. Experience in a customer-focused or operational environment. 	<ul style="list-style-type: none"> Demonstrates proactivity, good judgement and a willingness to take responsibility for learning.
Character	<ul style="list-style-type: none"> Ability to promote, embrace and manage change. Effective, confident communicator. Contribute to a happy working environment. Ability to work independently on projects. 	<ul style="list-style-type: none"> Desire to provide exceptional customer service externally and internally. Eager to assist in the continuous improvement of the organisation Motivated, keen to learn, well organised with plenty of initiative Ability to take responsibility, make decisions and be versatile. Takes responsibility for their own work, accepts feedback in a positive way, uses initiative and shows resilience.
Quality	<ul style="list-style-type: none"> Supports and promotes best practice in digital and automation activities. 	<ul style="list-style-type: none"> Completes tasks to a high standard with attention to detail Demonstrates integrity, reliability, self-motivation and a positive attitude.

AESSEAL plc, Mill Close, Rotherham, S60 1BZ

Email: Careers@aes seal.co.uk

