



L6 Software Engineer Apprentice with Sheffield Hallam University

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 core values

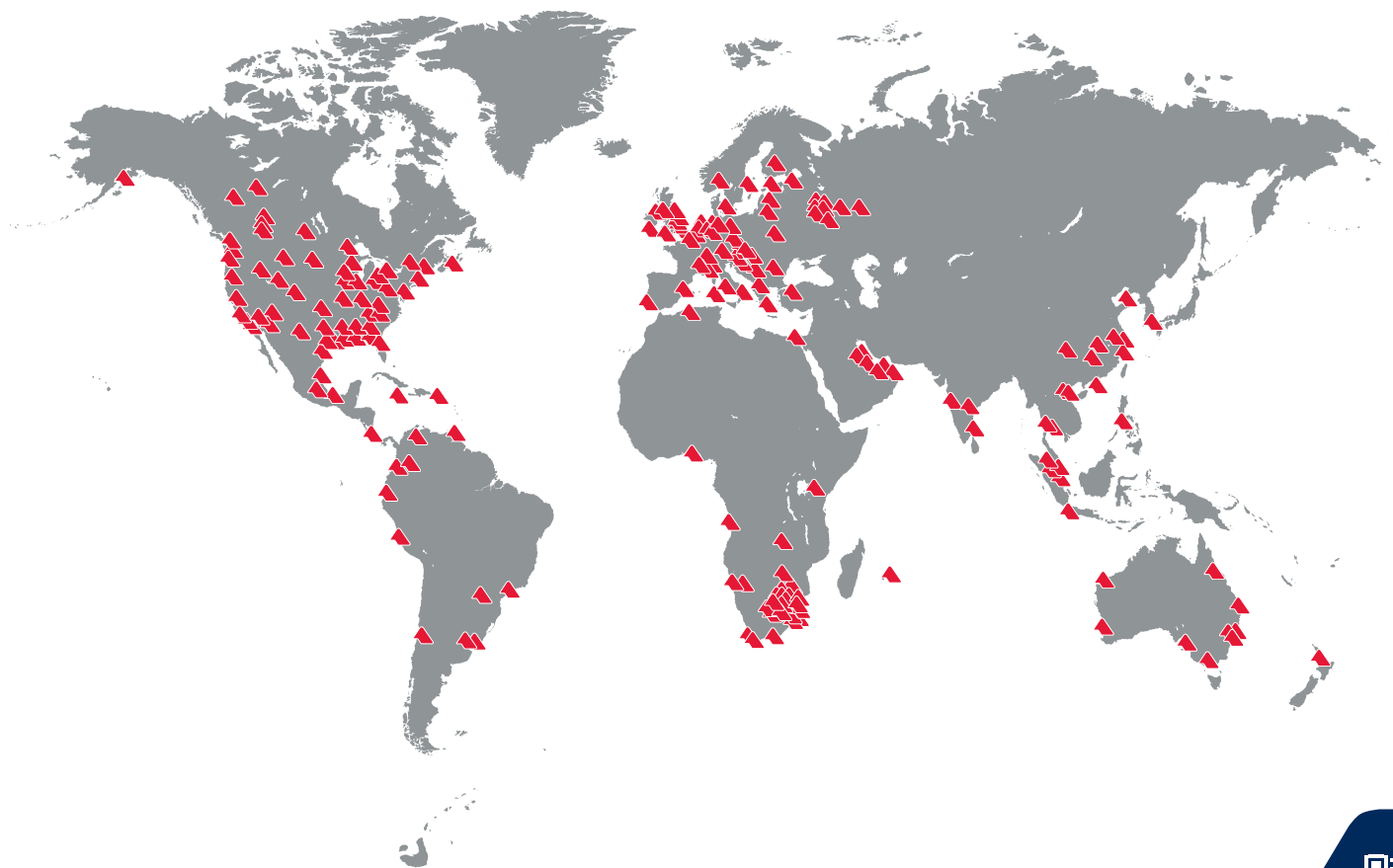
Our Purpose is to give our customers such exceptional service that they need never consider alternative sources of supply.

- 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.

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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®?

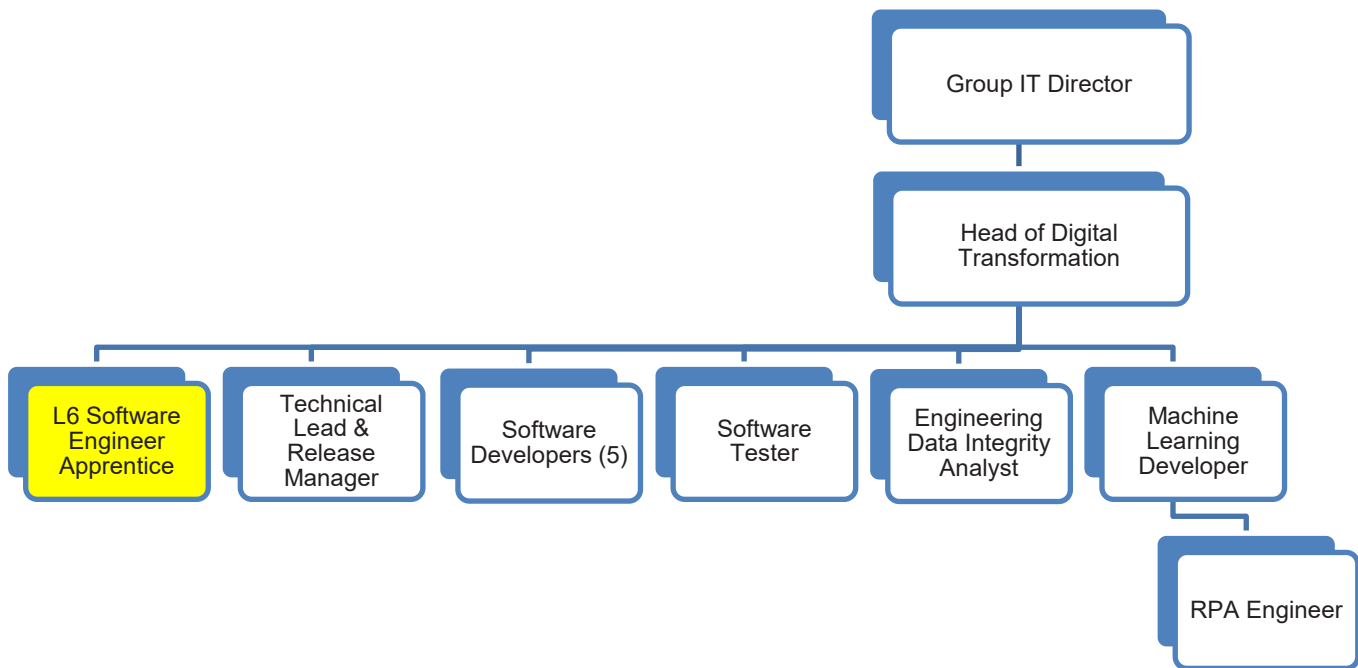
- Pension Scheme including Salary Sacrifice
- Aspire to Retire Scheme
- Life Assurance
- Length of Service Scheme (5 years, 10 years, 15 years, 20 years, 25 years, 30 years and 35 years)
- Mindful Employer – Supporting Mental Health
- Cycle2Work Scheme
- EV Car Scheme – partnered with Octopus Energy
- 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



The purpose of a Level 6 Apprentice Software Engineer role at AESSEAL is to provide individuals with an opportunity to develop their skills and knowledge in software development within a professional, real-world setting. Apprentices in this role will work alongside experienced software developers, assisting in the design, development, testing, and maintenance of software applications used by AESSEAL. The apprenticeship aims to equip individuals with the necessary technical skills and understanding of software development processes, tools, and methodologies, enabling them to contribute to the creation of innovative software solutions that meet the needs of the organisation and its customers. Through a combination of on-the-job training and academic study, apprentices will gain practical experience and theoretical knowledge that will support their personal and professional development in the field of software development.

To be successful as a software developer at AESSEAL®, the applicant should be proactive, organised and willing to learn new skills. They should work well within a team and not be afraid to raise suggestions, on how the process, tools, or products can be improved, or for asking for help when required.

Organisational Chart



Principle Accountabilities:

The principal accountabilities of the Apprentice Software Development role at AESSEAL, including completion of the Level 6 Software Engineering Apprenticeship course, are as follows:

- 1.** Learning and Development: Actively participating in the Level 6 Software Engineering Apprenticeship course, attending classes, workshops, and completing assigned coursework.
- 2.** Assisting in the design, development, and testing of software applications, applying the knowledge and skills gained through the apprenticeship course.
- 3.** Collaborating with experienced software developers to contribute to the development of new features and bug fixing, utilising the techniques and methodologies learned during the apprenticeship.
- 4.** Documenting code, user manuals, and technical reports, following the guidelines and best practices taught in the apprenticeship.
- 5.** Providing regular progress updates to supervisors or the development team, showcasing the skills and knowledge acquired through the apprenticeship.
- 6.** Participating in collaborative software development projects, applying the problem-solving techniques and teamwork skills learned during the apprenticeship.
- 7.** Assisting in conducting tests to ensure the quality and functionality of software applications, utilizing the testing methodologies and tools covered in the apprenticeship.
- 8.** Identifying and fixing software defects, applying the troubleshooting skills and techniques learned during the apprenticeship.
- 9.** Continuously learning and staying updated with the latest software development trends and advancements, implementing the self-directed learning approach emphasized in the apprenticeship.
- 10.** Adhering to AESSEAL's policies, procedures, and code of conduct, demonstrating professionalism and responsibility as a software development apprentice.

These accountabilities reflect the apprentice's responsibilities in both completing the Level 6 Software Engineering Apprenticeship course and contributing to the software development process at AESSEAL.

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



Qualifications:

- Minimum of at least 5 GCSEs including English and Mathematics essential.
- Achieved a Level 3 or equivalent qualification is desirable.
- Enrolled or willingness to enrol in a Level 6 Software Engineering apprenticeship course.

Skills:

- Proficiency in at least one programming language (e.g., Java, C#, Python).
- Strong problem-solving and analytical skills.
- Excellent attention to detail and ability to work with complex code.
- Good communication and interpersonal skills.
- Ability to work both independently and collaboratively in a team.

Knowledge:

- Basic understanding of software development principles and methodologies.
- Familiarity with software testing and debugging techniques (desirable).
- Knowledge of database systems and SQL (desirable).
- Understanding of object-oriented programming concepts (desirable).
- Awareness of software development tools and technologies (desirable).

Experience:

- Prior experience in software development (e.g., personal projects, work placements) is desirable.
- Experience with coding, debugging, and testing software applications is desirable.

Character:

- Strong work ethic and willingness to learn.
- Adaptability and ability to handle changing priorities and deadlines.
- Dedication to producing high-quality work.
- Proactive and self-motivated.
- Strong problem-solving and critical-thinking skills.
- Professionalism and integrity in all aspects of work.

While specific qualifications and prior experience are desirable, AESSEAL also values candidates who demonstrate a willingness to learn, strong technical aptitude, and a passion for software development.

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