

Automation, Controls & Electrical Graduate

Salary: £30K, rising to £34K after 3 months

Location: Bucks/Herts/Berks. Hybrid working – home and client site

Role Summary:

J P Hildreth are chartered engineers who understand the challenges of manufacturing. We identify and deliver major manufacturing investments for the most innovative companies, creating the very best manufacturing environments.

We work for companies like Mars and GSK, defining capital investment engineering projects and delivering them. Our unique Excellence Framework and supporting tools allow us to guide our clients in identifying opportunities and to dramatically reduce risk in all phases of a capital project execution.

We are seeking to employ an Automation, Controls & Electrical Graduate who will have the opportunity to embark upon a career gaining and developing vital skills and knowledge. You will be working in either the consumer healthcare, pharma or food manufacturing sectors, supporting experienced project engineers and project managers with constant exposure to new machines, new techniques, continual variety, and opportunities to learn and develop.

As a graduate in automation, controls, and electrical engineering, you will contribute to multiple projects involving system design, integration, and troubleshooting of automated processes. Your responsibilities may include working with clients and suppliers to specify control systems, managing technical documentation, supporting cost and schedule planning, identifying and resolving electrical and control-related issues, and ensuring all solutions meet safety and regulatory standards. You will be a key member of the team, gaining hands-on experience and building the technical and collaborative skills essential for a successful career in industrial automation and electrical systems.

At J P Hildreth we have developed a training and support programme designed to give exposure to both technical and safety knowledge. To give you the personal support needed you will have a personal development plan, a Line Manager you work closely with and a Buddy who you can ask all the questions you want to!

Minimum requirements:

- Excellent A-level (or equivalent) results.
- Qualified to degree level with a Masters or Bachelors Engineering degree.
- Ambition, excellent communication skills and the desire to become a Chartered Engineer.

Most relevant engineering degrees for this role:

Mechanical, Electrical, Controls & Automation, Controls & Instrumentation, Chemical, Mechatronics, Robotics, Automation

Desirable:

At J P Hildreth we look to recruit graduates who demonstrate, or have potential, in the following areas:

- Analytical skills
- A curiosity to understand how things work.
- Meticulous planning and organisation.
- Creative problem-solving.
- Commitment to quality and correct procedure.
- Excellent listening skills.
- Communication that is clear, accurate and timely.

- Ability to make decisions, manage budgets, and manage risk & scope changes.
- Meeting client expectations.
- Confidence to work autonomously once established in the role.
- Demonstrate integrity, tact and diplomacy.

Benefits:

Benefits our team enjoy include:

- Private medical insurance.
- 25 days holiday per year (pro rata for part-time) plus Bank Holidays.
- Contributory pension scheme after 3 months.
- Discretionary annual bonus scheme.
- BenefitHub access - giving you discounts, rewards and perks on 100s of brands.
- Annual training budget and continuous professional development.
- Company volunteering day and teambuilding events.
- Subscription reimbursement for the most relevant professional institution for your role.
- YuLife account - which includes Group Life Insurance and free access to 24/7 virtual GPs.
- Flexible and hybrid work arrangements.
- Employee Ownership Trust (EOT) – a different kind of business with a shared purpose that drives us forward, allowing our employees to have their say and benefit from shared knowledge.

About JP Hildreth Ltd

An inclusive environment:

At JP Hildreth we are committed to fostering an inclusive and diverse workplace where everyone feels valued and respected. We believe that a diverse team brings a wealth of perspectives and ideas, driving innovation and success. We welcome applications from individuals of all backgrounds, experiences and identities. Our hiring practices ensure fairness and equality, and we strive to create an environment where everyone can thrive and contribute to our mission of delivering manufacturing excellence.

Company values:

Our company is built on the principles of integrity, simplicity, and clarity. These core values shape our decisions, actions, and interactions with both our clients and each other.

- **Integrity:** We honour our commitments to ourselves and our clients whilst being ethical, transparent and trustworthy.
- **Simplicity:** We deliver simple, effective solutions that prioritise efficiency and accessibility for ourselves and our clients.
- **Clarity:** We use clear communication and actions which lead ourselves and our clients to visible success.

Employee owned:

JP Hildreth is an Employee Ownership Trust (EOT) which means that the business is owned by an independent trust tasked to act in the best interest of the employees.

<https://employeeownership.co.uk> provides further information about the EOT philosophy and its practical impacts.

Exceptional benefits of this type of structure for both our employees and our clients include (subject to contract conditions):

- The long-term future and independence of JPH is secure.
- The structure demands an active employee representation and involvement through to the operating board.

- All employees are beneficiaries of the trust and business profits are re-invested and/or shared equitably among the employees (part of profit share payments are made free from income tax).

Ultimately, all of us employed here at JP Hildreth have an equitable stake in the future and success of the business. If this sounds like something you would love to be a part of then we would like to hear from you!

Next steps:

To apply for this role, please send your CV and covering letter to HR at careers@jphildreth.com. We aim to respond to all applications within 2 weeks. If you do not hear from us in this time, please assume you have been unsuccessful on this occasion.