

Innovate UK

Graduate Scheme 2017  
Shaping the Future



# Welcome to the UK's innovation agency

"At Innovate UK we're all about turning exciting ideas and practices into reality by supporting businesses to innovate, grow and create more jobs for people across the UK. If you're interested in innovation, no matter what your original field of study, then we could be just the place to start your career. We're staffed with people from all disciplines, who each help us support the UK to be cutting edge. Join us."

**Ruth McKernan CBE**  
Chief executive



"Innovate UK is a truly dynamic place to work. We span business sectors, government and academia to drive the next big innovations. In our second graduate scheme we're looking to recruit a range of interesting, cross-disciplinary roles that deliver real outcomes, both for the people and organisations we support and the UK economy. For our graduates, you'll contribute from day 1, be challenged, and offered a broad programme of training to develop skills that will help you succeed."

**Anne Shaw**  
Head of HR



# Help us shape the future, today

**Our world is facing many challenges. From combatting climate change, sourcing new resources, and caring for an ageing population, each presents a unique problem – as well as an enormous opportunity for countries that are able to quickly spot innovative solutions.**

But innovation isn't always easy. Companies can struggle to source finance for early-stage development, find returns hard to predict, or to see their ideas realised. This is all while navigating an innovation 'landscape' that can be complex and confusing.

Innovate UK exists to tackle these barriers. We support innovation, reduce the risk, foster collaboration and promote knowledge exchange.

Since we were established by government in 2007 (originally as the Technology Strategy Board) we've grown rapidly in size, reach and responsibility to employ 300 staff across the UK.

## Our values:

- Solution-focused
- Passionate about innovation
- Curious and creative
- One dynamic team
- Committed to helping one another



# What we do

We connect innovative British businesses with funding, people and opportunities to support new advancements in UK science and technology. In the last 10 years we have helped more than 7,600 organisations add an estimated £11.5 billion to the UK economy, and create around 55,000 new jobs. Here are some of our highlights from 2016.

## Partnerships help Ella's Kitchen lead the organic baby food revolution

Ella's Kitchen's range of organic food for babies and toddlers was born from the belief of founder, Paul Lindley that his daughter's generation should have the opportunity to eat better food.

Since 2010 the company has taken part in 3 of Innovate UK's Knowledge Transfer Partnerships, collaborating with the University of Reading to help them to bring new skills and knowledge. They have helped to improve and transform its approach to marketing, sourcing raw materials and packaging.

Ella's Kitchen is now the number 1 baby food brand in the UK – taking

£1 in every £3 that's spent on wet baby food and making up 20% of the baby food sector. It also sells its products globally with a total turnover of \$100 million.

## Inspiring through diversity: Women in Innovation

If the UK is to be a world-leader in innovation we need to inspire the next generation of innovators from a diverse range of people.

In 2016 we launched Women in Innovation, a women-only funding competition. The 15 winners were each awarded £50,000, a tailored support package and business mentor. We continue to work with the winners and other applicants to help capitalise on the talent of female entrepreneurs.

## Showcasing the best in UK innovation

Our annual Innovate event has become a global spotlight on UK innovation. It celebrates the best and brightest ideas, products and technologies, shares best practice and offers a platform to forge partnerships and attract investment. Last year we welcomed Greg Clark MP, Secretary of State for the Department of Business, Energy and Industrial Strategy, renowned business experts and 2,500 of the UK's most exciting enterprises and start-ups.

To see more of our success stories visit [www.innovateuk.gov.uk](http://www.innovateuk.gov.uk) or find us on YouTube by searching for Innovate UK.

Ella's Kitchen: transforming the organic baby food market – see our video on YouTube by searching for Ella's Kitchen.



# What is on offer

If you're a bright, determined, goal-orientated student who is set to graduate this year, or if you graduated in 2016, we want to hear from you. We're recruiting across our directorates.

## Sectors

We've based our innovation programme around 4 distinct sectors to help us respond to the challenges ahead.

- Health and life sciences
- Emerging and enabling technologies
- Infrastructure systems
- Manufacturing and materials

Our sector specialists cover everything from energy and transport, to aerospace and healthcare, working across the UK and internationally.

## Development

Our development directorate leads on the evolution of Innovate UK, responding and supporting the challenges outlined by government, including the new Industrial Strategy challenge fund. It exists to help commercialise our world-leading science and drive UK economic growth.

It also leads and informs how we engage with businesses, follow on finance and engage with central and devolved government, as well as our counterparts across the globe. Does it sound like we're busy? We are! Come and join us.

## Operations

This directorate manages the entire grant operations process. Our team of around 55 staff are separated into 2 strands: pre-award, covering competitions and financial due diligence; and post-award, which covers contractual arrangement, project monitoring and grant claims.

Graduates joining operations will also have the opportunity to rotate into other teams during their first 12 months.

## Information technology

The IT and business change directorate works within Innovate UK, with external suppliers and shared business services to support all IT systems and change programmes across 4 main functions:

- IT support services
- Programme management office
- Process improvement and business change
- Reporting and management information

As a joining graduate you will spend time working in each of these functions.

## Training and development

Graduates joining Innovate UK will undertake a combined programme of on-the-job training and core learning development. Training will be tailored to support you to develop your skills, including presentation skills, impact, resilience and managing others.

Beyond your initial training we offer lots of opportunities to help you build a core understanding of the organisation and the environment in which we operate, to help you move into more senior roles – as many of our 2015 graduates have done.

As well as line management and team support you will also get a mentor. Mentors are colleagues with experience of Innovate UK, the working world in general, and at a more senior level. They will be on-hand to provide advice, support and guidance.

## Competencies

- Thinking and problem solving
- Strategic awareness
- Influence
- Self-awareness and self-management
- Stakeholder management
- Working with others
- Project management



**Alice (sectors)**

*"No day at Innovate UK is the same. One day I might be at my computer looking at data and compiling figures, the next I could be travelling the country talking to companies we've worked with. The variety of work pushes you, but you won't feel out of your depth, thanks to support from colleagues, the right courses and training."*



**Joe (operations)**

*"The graduate scheme has allowed me to spend time in different areas of the organisation before settling into a role with operations. I've taken on quite a few responsibilities, and there are plenty of development opportunities through training and other support mechanisms to go even further."*



# Meet our graduates

**Zoe (infrastructure systems)**

*"As an analyst my role with Innovate UK is very dynamic. It's meant the training has been really valuable in building knowledge and skills. There's a strong focus on development, even outside of your core area. I have been encouraged to get involved in other work I'm interested in and with external organisations to help me decide where I might like to go in the future."*



**Joshua (development)**

*"Working at Innovate UK has been a great experience. My colleagues are fantastic - being patient while I learn and lending a hand when I needed help or information. Because of their support I feel comfortable to encourage change and challenge processes when I spot opportunities to innovate ourselves."*



**Ceris (IT and business change)**

*"Through the graduate programme I've been able to get involved in lots of exciting projects across Innovate UK's many functions. The training has been really beneficial. It has helped me to identify my strengths and weaknesses to focus on where I need to develop, and given me skills that I use on a daily basis."*



# How to apply

**There are a number of steps to go through to join the Innovate UK team.**

Applicants should visit the recruitment site ([www.gov.uk/government/organisations/innovate-uk](http://www.gov.uk/government/organisations/innovate-uk) and search for Jobs) to see the roles available. They will be asked to submit a CV and complete online verbal and numerical reasoning tests by closing date 6 April 2017.

We assess applications against our requirements, the role profiles and the outcomes of the 2 tests. Applicants who pass this stage will be invited to a full-day assessment centre at the start of May in Swindon. They will be expected to undertake a number of exercises and a panel interview to be evaluated against Innovate UK's core competencies.

Following the assessment day a shortlist of candidates will be invited to attend an interview at our Swindon office, after which a final decision will be taken on appointments.

We ask that all applicants be available for the May assessment dates, as defined on the recruitment website, and remain flexible from mid-May to mid-June for final interviews.

### Equality and diversity

Innovate UK's workforce is a diverse population of people. We believe that encouraging these differences will create a productive environment in which everyone feels valued, where talents are fully utilised and organisational goals are met.

Innovate UK will act directly and use its influence to ensure that everyone is treated with fairness, respect and dignity. We welcome applications from all those who meet the criteria set out in our role profiles.



Apply by 6 April 2017  
by visiting  
[www.gov.uk/government/organisations/innovate-uk](http://www.gov.uk/government/organisations/innovate-uk)  
and clicking on Jobs.



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**Innovate UK is the UK's innovation agency.** Innovate UK works with people, companies and partner organisations to find and drive the science and technology innovations that will grow the UK economy - delivering productivity, new jobs and exports. Our aim at Innovate UK is to keep the UK globally competitive in the race for future prosperity.

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