

APPRENTICESHIPS



Score *Group Limited*

Intelligent Valve and Gas Turbine Solutions™

www.score-group.com

Success Commitment Ownership Respect Excellence

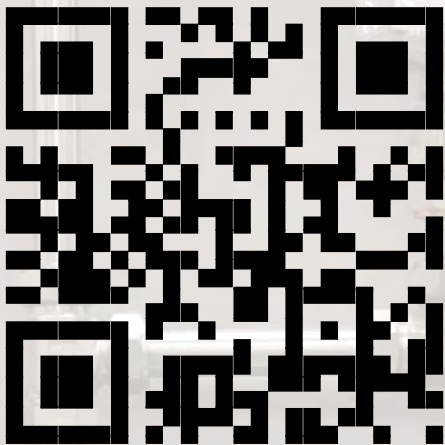
Your Career Starts Here

Score Group Limited is an international organisation providing engineering services, primarily to the oil and gas industries. We currently employ over 1800 people, with locations in 14 countries. The principle two markets in which Score operates are valves and industrial gas turbines, providing our clients with comprehensive services for both of these product types.

Today, Score employ a number of apprentices annually. Our apprenticeship scheme has won national awards making it one of the most successful in the UK and we are continually searching for the next young talent to join our award winning Apprenticeship programme.

Why don't you come and join us?

To find out more about
Score Group Limited please
visit our website at
www.score-group.com



Score's apprenticeship scheme is a fantastic way to acquire qualifications, experience and knowledge whilst at the same time, earning your wage and contributing to society.

During your apprenticeship you will learn and develop new skills mentored by highly experienced individuals in the industry. Your chosen career is off to a great start.



5 Steps

5 Start your Apprenticeship!

4 You will receive a letter notifying you of our decision. If successful, you will be offered employment by Score, as an apprentice.

3 The interview process then takes place with one of our apprentice co-ordinators or senior supervisors. Your application form, test results, school qualifications as well as aspirations will be discussed.

2 You may then be invited to undertake an aptitude or maths test at our location as part of the entry criteria.

1 Complete an application form. For apprenticeships these should be completed by hand and by you the applicant. Please contact us for more information on how to get an application.

To Becoming An Apprentice

Guidelines For Application Form & Interview

DON'T

- Use joined up writing
- Get a parent or guardian to fill the form out for you
- Use family members as referees
- Leave experience, skills and training section blank
- Arrive late for the interview
- Turn up for the interview unprepared
- Be too nervous. We want you to relax and be yourself
- Apply if the apprenticeship isn't what YOU want to do
- Attach CV instead of filling out the application form

DO

- Fill out the application form in black ink
- Use BLOCK CAPITALS
- Fill out every section with as much detail as possible
- Indicate type of apprenticeship e.g. Mechanical Engineer Apprenticeship
- Dress smartly for the interview
- Ask questions and give thoughtful answers
- Find out about Score before the interview
- Show enthusiasm. We want you to be successful
- Be open & honest

Apprenticeships in Score

Score Group Limited, with headquarters in Peterhead, offer a wide range of apprentice and trainee positions covering the entire area of operations. Most of these opportunities are in mechanical and related engineering roles however we also offer positions in support roles. Below is a full list of apprenticeships available (subject to location).

- Mechanical Engineering 
- Electrical Engineering
- Welding & Fabrication
- Drafting & Design 
- Machining (CNC & NC) 
- Technical Support 
 - Sales
 - Non Contract Sales
 - Quality Control
- Instrumentation & Controls
- Materials & Warehousing
- Administration
- Inspection
- Accounting
- Information Technology
- Multimedia

Engineering Apprenticeships

Our engineering apprenticeships are much sought after, with our apprenticeship scheme having been recognised by industry as one of the best. Score Group Limited has been committed to providing apprenticeships for 30 years and during this time we have developed a unique apprentice training programme. This programme encompasses a range of workshop disciplines and incorporates on-the-job training alongside theoretical and practical training courses, plus access to one of the world's most comprehensive online training systems specifically developed by and for Score Group.

The principle products Score personnel work with are valves and industrial gas turbines. Within the Score Group are companies and departments which specialise in particular types of these products or related services. In these areas we will strip, repair, rebuild and test these products. Score is also a provider of high end engineering services related to these two main product areas, which includes researching and developing solutions to complex engineering problems. Many of our apprentices develop their careers doing this work.

Mechanical engineering apprenticeships in Score involve apprentices spending periods in a variety of workshops to ensure a broad range of training and experience is received. The other apprenticeships we offer involve more focused training in a specific discipline and within a single department or area such as warehousing, inspection or welding.

Our approach to apprenticeships has proven to be highly successful throughout the years and is being continually enhanced by our devoted training team of co-ordinators who will support you throughout the programme.



All professional Mechanical Engineers at Score are members of the Institution of Mechanical Engineers (IMEchE). On joining our award winning apprenticeship programme you will be requested to enrol as an affiliate member of IMechE. On successful completion of a mechanical engineering apprenticeship you can then apply for EngTech status which provides you with a professionally recognised level of competence.

Mechanical Engineering

Entering a mechanical engineering apprenticeship with Score will see you start to work in one of a wide variety of roles, these could include valve overhaul and test, industrial gas turbine overhaul or processing of subsea equipment. Working in these roles could lead to working offshore or at client sites conducting onsite maintenance or testing. A mechanical engineering apprenticeship with Score offers a wide range of opportunities.

Electrical Engineering

Joining our team of electrical maintenance personnel, this pathway involves installation of new systems, modification of existing installation and maintenance, inspection, and testing of electrical equipment and installations. This vitally important role may also lead you into working with electrical products such as electric valve actuators and later in your career could offer the opportunity to participate in offshore or site work.

Welding and Fabrication

A variety of working environments are available on this pathway including working with products. Becoming a part of either the valve overhaul team or the turbine accessories team, you will be conducting weld repairs on the products we have. Alternatively apprentices on this pathway could become part of our fabrication or maintenance teams, working on building construction or maintenance. Score has a large number of approved weld procedures and becoming a coded welder will be part of your development.

Draughting and Design

These positions involve working with both 2D and 3D software packages to produce engineering drawings and models. Opportunities are growing group-wide for design and draughting personnel to support the operations of all divisions across a wide range of product types.

Instrumentation and Control

As part of a growing team within the Score Group, these positions include working with the Valve Automation team on a variety of pneumatic and hydraulic actuators and assemblies. Within the Score Energy division workscopes include instrumentation and control on industrial gas turbines. Later in your career this pathway could offer the opportunity to participate in offshore or site work.

Technical Support

These engineering pathways involve a combination of workshop and office-based activities. You may join the Services Team which offers contract clients technical support or you can follow the Quality Control pathway which develops inspection and verification skills. These pathways are enriched by the rotation from office-based to workshop-based roles throughout the apprenticeship. Success in these pathways will see you become a technical support specialist with hands-on engineering experience, a great combination.

Machining (CNC & NC)

These apprenticeships are ideal for those interested in manufacturing. Use of lathes and milling machines both manual and CNC controlled feature in this pathway. Your work will include manufacturing a variety of components to tight tolerances. This exposure to a wide range of products and machining tasks will help you develop all-round ability.

Materials and Warehousing

This non-engineering pathway gives you the opportunity to develop skills in material control and logistics, a vitally important part of any service company. You will become part of a busy team managing thousands of items of stock and co-ordinating movements of items on a daily basis.

Inspection (NDT/NDE)

The purpose of inspection, often referred to as non-destructive testing or examination, is to have the ability to test components whether it be raw material, finished components or welded joints without destroying them and being able to use them after testing has been completed.

An apprentice specialises within this role from day one. Training is carried out over the duration of the

apprenticeship and covers Dye Penetrant Inspection, Magnetic Particle Inspection, Ultrasonic Inspection & Radiographic Inspection. The qualifications achieved at the end of each category will be S.N.T. Level II (Society of Non-destructive Testing) for each discipline. A set number of training hours must be completed before a SNT assessment is taken and these cover theory and practical elements.

Business and Administration Apprenticeship

The Administration Apprentice will complete training at a local college or training centre where they will complete specific qualifications. Dependent upon location, this may include periods of work in the local Score location gaining introductory on-the-job training in administration.

After this initial training at an educational establishment which may last up to one year, the apprentice will then move into their permanent department within a specific

Score Group company gaining further experience and knowledge in their role. During this, they may then attend the college or training centre on day release basis, or will continue with other qualifications while working within Score, being assessed to fulfil specific qualification criteria. By the end of the apprenticeship, they will have achieved both recognised qualifications in administration in addition to having gained workplace experience.

Accounts

There are a number of training options offered by the Accounts Department to suitable candidates:

We offer selected university Accountancy students a one year placement as part of their degree programme. The placement will offer a wide range of experiences and let them see first-hand how the accounting function operates in a multinational company. The student will gain an understanding of the day to day work in Accounts Payable, Accounts Receivable and Cashbook teams and also month and year end routines. In addition we can

offer an appropriately qualified university graduate the opportunity to undertake professional training with either ICAS* or ACCA* in order to become a Qualified Accountant. ICAS/ACCA* students will undergo a formal training plan and will be given support to complete examinations.

HNC/HND* – School leavers who demonstrate aptitude may be offered the chance to obtain a HNC or HND in Accounting by following a day release study programme.

* Qualification may differ dependent on location

Information Technology (Peterhead Only)

The IT apprenticeship is a combination of day release, external training and self-study along with on-the-job learning.

The apprentice will attend day release classes to study and gain an HNC in computing. The following years will entail studying and passing the respective exams to become a Microsoft Certified IT Professional (MCITP) followed by Microsoft Certified Solutions Associate (MCSA). Depending on the individual and their own

drive and commitment to gain sound qualifications backed up by good hands on practical experience opens the door to additional opportunities such as Cisco.

A high importance is placed on good interpersonal skills and communication with the end user as well as telephone support. During the apprenticeship there will be opportunities to visit and carry out work in some of our international offices.

Multimedia (Peterhead Only)

The Multimedia apprenticeship is carried out within Score Training Limited and is a combination of college day release and on-the-job training. The company is responsible for the provision of all corporate media including design, websites, video, advertising, and exhibitions as well as Score's internal online training system. This results in the apprentice being given the opportunity to work in various media elements over the 4 year apprenticeship utilising the latest in design and computer software.

College will provide NC, HNC and may also progress to HND. Additional training is given through our mentoring programme by experienced individuals with supplementary methods of training incorporated through self-study. This can be a challenging role due to technology advances and the Score Group of companies requirements.

Opportunities

Score is an international organisation and operates in a number of areas and sectors therefore can provide a number of unique opportunities through its apprenticeship programme.

Multi-Discipline – In mechanical engineering apprenticeships you may be given the opportunity to work within a range of workshops and environments providing you with an excellent grounding in your career as an engineer.

Offshore – In relevant areas and locations, you may be given the opportunity to work on offshore installations once you have reached a given level in your apprenticeship.

Overseas – There are many opportunities both during and following your apprenticeship to work overseas at client and Score sites worldwide.

Other UK Sites – As part of the Score Group of companies, there are often opportunities to work for short periods at other Score locations. These opportunities are not restricted to engineering disciplines and are available as the company requires.

Secondment – As Score is ever expanding its operations, opportunities arise for you to be seconded to another Score company for longer term employment. These could range from 3 months to 2 years and beyond.



Training – Both during the apprenticeship and beyond, Score places a heavy focus on continual development. This is delivered by Score Training (Score's own training company) with provision of practical, theoretical and online training. This reinforces the on the job training you will receive within the workshop and office environments.

Further Education – The apprenticeship has further education provided by local colleges and training organisations through day and block release programmes. Score will go beyond the requirements of the apprenticeship and support those with the necessary drive and aptitude in taking their education further to HND level or degree.

Industry Qualifications – In some disciplines there are industry-specific qualifications which are required to prove your competence, particularly in specialist areas such as welding, inspection, electrical engineering or IT. Where this applies, Score will choose the right routes to ensure you are achieving the qualifications which most benefit you and the company.

Promotion – The majority of Score's directors and senior managers and supervisors began life on Score's apprenticeship schemes and now manage Score's UK and worldwide operations. This same promotion opportunity still exists today. We are always looking for the next generation of leaders to continue our growth and carry our success into the future years and decades.



Top 10 Reasons To Become a Score Apprentice

1. Gain recognised qualifications
2. Be part of a successful & thriving team
3. Earn while you learn
4. Build your experience & knowledge
5. Provide excellence in your field
6. Acquire new skills
7. Seize new opportunities
8. Kick start your career
9. Develop commitment & earn respect
10. Become part of a multi award winning apprenticeship programme

Would you like to know more?

Web: www.score-group.com/careers

Email: applications@score-group.com

"We recognise the growth of the company is dependent on the growth of the people. Through training and guidance we assist our team member's desires to realise their potential and select their own path to achieving their personal goals and dreams"

- Charles Ritchie, Founder

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