



# Candidate Information



[www.inzpire.com](http://www.inzpire.com)

# Contents

- 3 Introduction
- 5 We are Inzpire
- 6 Operational Areas of Business
- 7 Functional Areas of the Business
- 8 Our Values and Behaviours
- 9 Organisational Structure
- 10 Benefits
- 11 Application Process
- 12 Onboarding Process
- 13 Testimonials
- 14 Equal Opportunities



# Introduction



**BRENDAN NOLAN**  
Managing Director

*Brendan Nolan has over 15 years' experience in the defence sector which includes three years with QinetiQ and 11 years with Leonardo Electronics. Before that he spent 18 years in the Royal Air Force with frontline flying tours on both the Tornado GR1 and Chinook aircraft.*

Thank you for your interest in Inzpire – one of the UK's most exciting defence and security companies. Inzpire is growing rapidly which is why we always need great people to join our team. We are winning business across all our capability areas including cyber, mission data, training services, technical support, mission planning systems... the list goes on. This growth opens an array of opportunities within both our operational business units and our support functions for enthusiastic people, like you.

Our vision is to become the most trusted and respected defence and security company in the world; delivering innovative, world-leading products and services, and surpassing our customers' expectations. As we continue towards this vision, our people will always be our priority; keeping them safe, ensuring they feel valued and helping them thrive. We expect excellence, and we support you to be the best you can be.

It is essential that we add value and do what is best for our customers. One of the ways we achieve this is by empowering our people and giving them autonomy in the way they deliver. This stems from our roots as a small business and the culture we have embodied since our earliest days – “a revolution in defence”. This culture has led to our success, and as Inzpire gets bigger we

are working hard to ensure that our core values and ethos remain a part of life here. Recruiting proactive people who share our values, vision and work ethic helps to keep this alive.

Inzpire is often described as a family; we embrace working together as a team and look out for each other, and that is what you could be a part of too. We recognise that one of the hardest parts of starting a new job is the worry of 'fitting in', and we hope to put you at ease. Everyone is welcome at Inzpire - regardless of background.

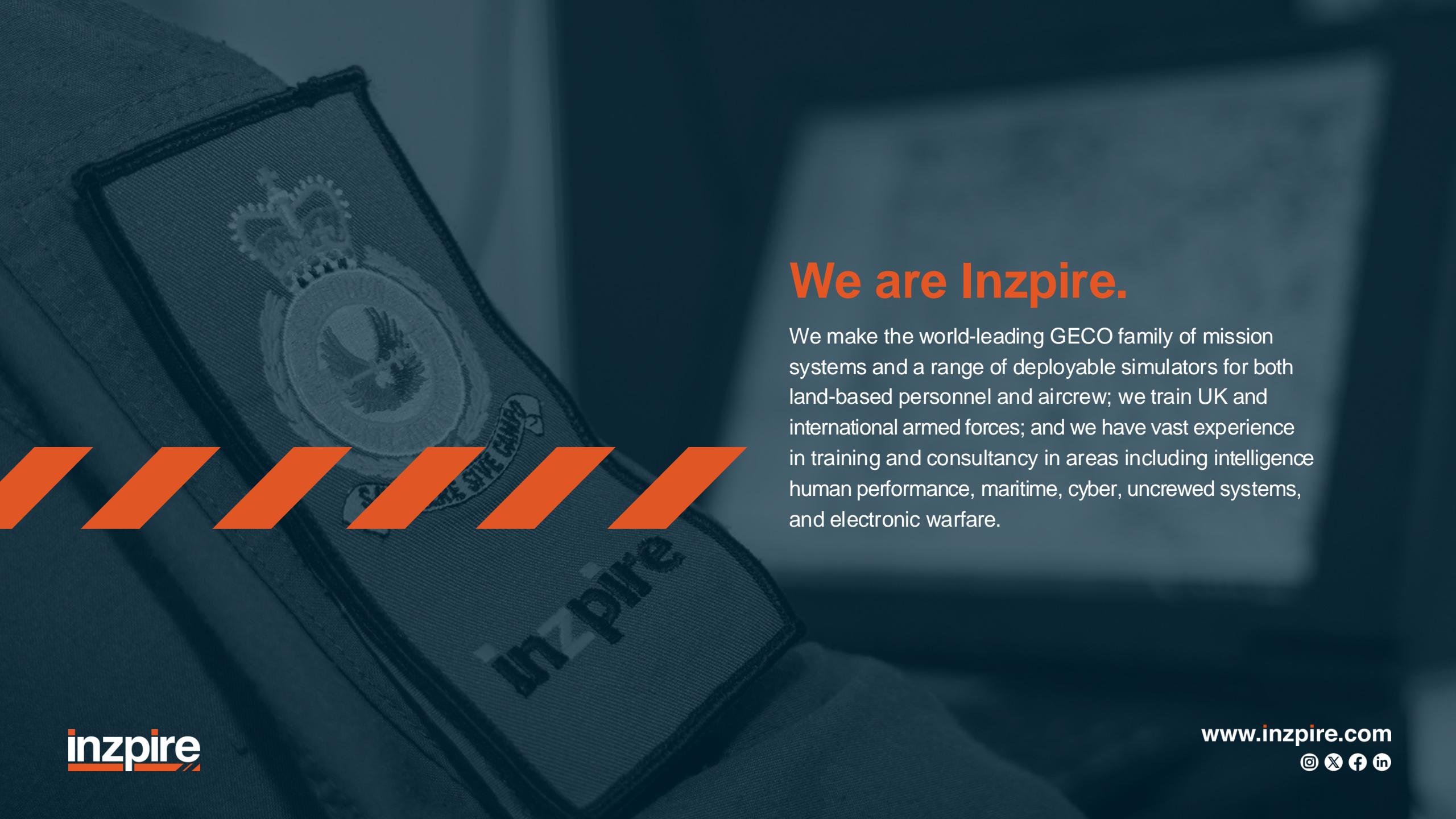
In this guide, you will learn key information about Inzpire. Hopefully, you will see that it is a great place to work, alongside people who are passionate about what they do. Use the next few pages to find out more about what will be expected of you, to answer any questions you may have and ultimately, decide if working at Inzpire is the next step for you.

We hope it is and we look forward to hearing from you.



We are inzpire.

Our mission is to become the most trusted and respected defence and security company in the world.



# We are Inzpire.

We make the world-leading GECO family of mission systems and a range of deployable simulators for both land-based personnel and aircrew; we train UK and international armed forces; and we have vast experience in training and consultancy in areas including intelligence, human performance, maritime, cyber, uncrewed systems, and electronic warfare.

# Operational Areas of Business



Collective Training Services



Engineering Delivery Partnership (EDP) and  
New Technical Markets



Helicopter Services



Human Factors



Intelligence



Cyber



Intelligence, Surveillance,  
and Reconnaissance (ISR)



Maritime



Mission Systems



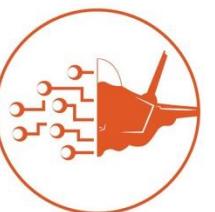
Mission Training  
Devices



Information and  
Data Services



Space



Technical Services



Training Services

# Functional Areas of the Business

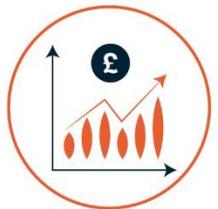
Our support functions help drive the success of the business.



Administration



Business Development



Finance



Governance, Risk  
and Compliance



Human Resources



IT



Learning and  
Development



Commercial



Marketing,  
Communications  
and Events



Security

# Our Values and Behaviours

Our company culture is recognised to be as important as the products and services we offer. We have seven core values that are written as behaviours because we try to live them; they are as intrinsic to our people as they are to our overall organisation.

## Striving for Excellence

We believe that excellence is not a single act but a habit.

## Being Customer Focused

Our customers are the most important people in our world. They are not dependent on us; we are dependent on them.

## Practicing Empowerment

We believe that the best way to find out if you can trust someone is to actually trust them.

## Acting Ethically and with Integrity

We will always conduct our business with the utmost integrity and act within unwavering ethical principles, regardless of the outcome.

## Being Proactive

We think the best way to ensure our success is to take the initiative and to create it ourselves.

## Taking Responsibility

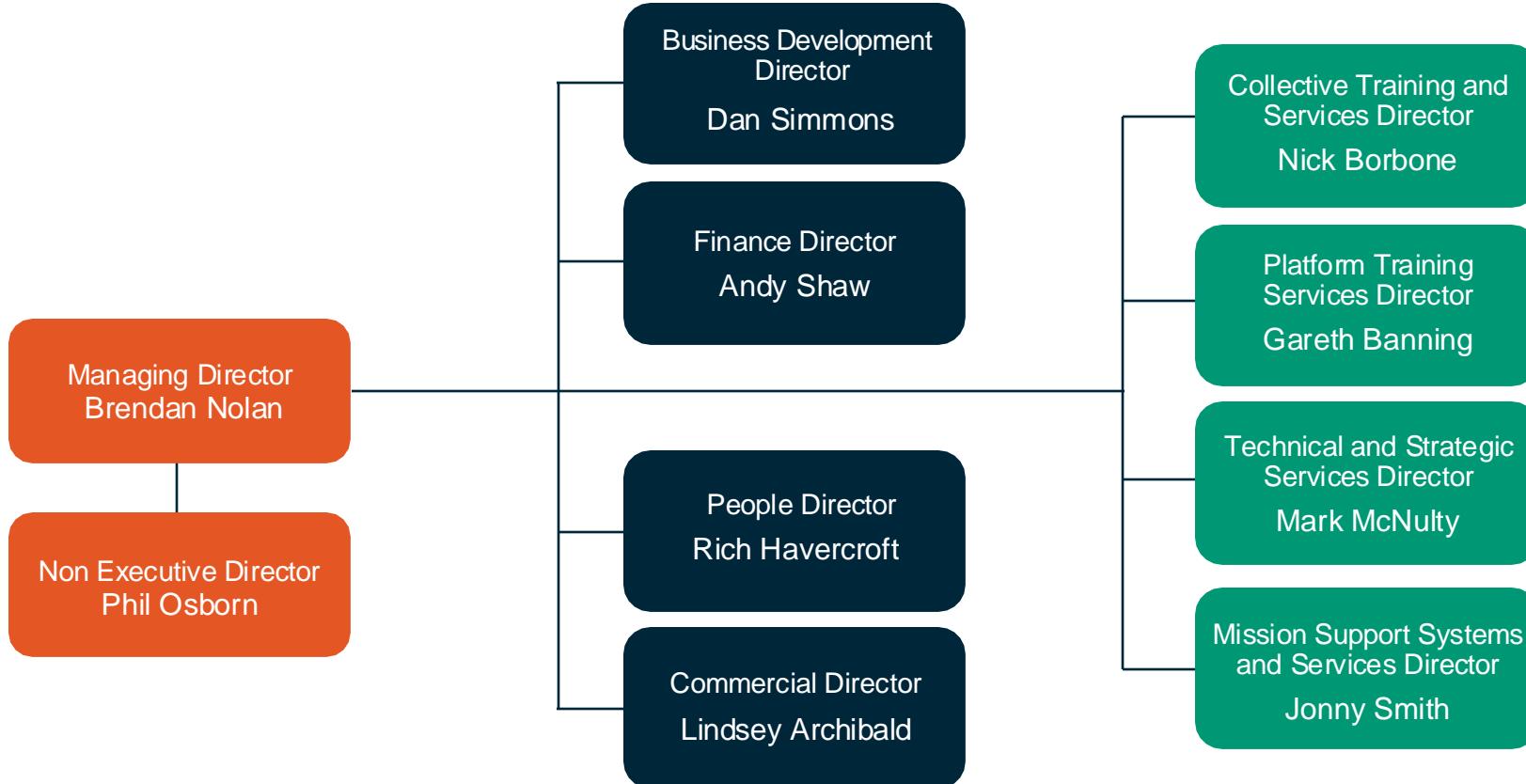
We believe in taking personal responsibility for our actions. If something goes wrong, we will learn the lessons from it, and make things better in future.

## Embracing Teamwork

We genuinely believe in the ethos of 'one team with one vision'.

# Organisational Structure

## Leadership Team



# Benefits

To find out more download our [Little Book of Big Benefits](#)

## Financial Incentives

- Competitive salary
- Annual profit and performance related pay scheme
- Company pension scheme
- Life insurance / employee assistance programme
- Tax efficient electric vehicle company car scheme
- Company share incentive scheme
- Travel insurance
- Edenred - employee shopping discounts scheme

## Leave Entitlement

- Up to 30 days leave plus 8 bank holidays
- Discretionary uncapped leave scheme
- Enhanced sick pay
- Paid leave for moving house
- Reservists are entitled to additional leave to support their duties

## Family-Friendly Policies

- Enhanced maternity and paternity benefits
- Flexible working approach

## Health and Wellbeing Incentives

- Private medical insurance
- Private dental insurance
- Financial support towards the cost of an eyesight test every two years
- Financial support towards glasses for work
- Annual flu jab
- Cycle to work scheme  
[www.cyclescheme.co.uk/how-it-works#what-is-it](http://www.cyclescheme.co.uk/how-it-works#what-is-it)
- Anxiety UK annual subscription

## CPD Opportunities

- Funded role-specific training and financial assistance with professional development
- Access to online development resources

# Application Process

## 1. Submit Application or Expression of Interest

You will be sent an acknowledgement email upon submission. Please make sure to check your spam/junk folder if you do not receive it. Please be assured that your CV will be reviewed and that we will be in contact to update you on the status of your application; this may take 3-6 weeks.

## 2. The Interview - What to Expect

If you meet our advertised requirements, you will receive an invite to interview via HR or the hiring manager.

The interview will last approximately one hour and will cover your key skills, experience, and competencies. Good luck!

## 3. Verbal Offer

If successful, a member of our HR team will be in touch to offer you the position. This will include a discussion around possible start dates and confirmation of salary.

## 4. Formal Offer

Once you have verbally accepted the role, our HR team will follow up with your offer letter. This is a binding document that outlines the terms and conditions of your employment. You will receive your contract of employment as you near your start date.

## 5. Security Checks

Due to the nature of your role, you may be required to successfully complete national security vetting which may require criminal record, security service and credit reference checks; qualification will also normally require a minimum UK residency of at least five years. Our HR team will discuss with you what is needed.

## 6. Welcome to Inzpire

We look forward to working with you.

# Onboarding Process - Security

If your application is successful, you will be contacted by some of our partner organisations as part of our onboarding process.

Here is an overview of who will be in touch and what you can expect.

## Security and Vetting Solutions (SVS)

SVS assists us with security vetting. They provide a wide range of services including Baseline Security Screening. SVS will be in contact to arrange:

- **Baseline Personnel Security Screening (BPSS)** – this is the minimum requirement for all job roles.
- **Disclosure and Barring Service (DBS) Checks.**
- 3-5-year career history referencing.
- Basic criminal record disclosure.
- Confirmation of right to work in the UK.

## Inzpire's Security Team

A member of our security team will be in touch to request further security clearance data, plus details for your security pass.

## United Kingdom Security Vetting (UKSV)

You will hear from UKSV if you need additional security clearance. UKSV are the main UK government provider and there are two levels available depending on the nature of your role.

- **New Security Check (SC)** This should take 30 working days on average, but may be longer based on your personal circumstances.
- **New Developed Vetting (DV)** This can take several months to clear as it is a higher level of security.

# Testimonials



**Craig Brown**  
Head of Helicopter Services Division



**Courtney Thornton**  
Project Manager, Mission Systems



**Philip Johnston-Davis**  
Senior ISR Expert

“Leaving the air force after serving 22 years was a daunting prospect. Choosing Inzpire as my next career was a decision I have never regretted.”

“One of my proudest moments was delivering my first large project with an overseas customer. Inzpire has given me so many opportunities and I now have a career that is only growing each year.”

“I find being part of such a strong, mutually supportive team makes it a pleasure to log on in the morning. I’m constantly blown away by how ready people are to ‘lean in’ and help a teammate.”



# Equal Opportunities

## Our Commitment to You.

We are committed to creating an inclusive and respectful environment for current and prospective employees.

Our recruitment and selection choices are based on the merit of the individual, irrespective of their race, colour, religion, gender, age, sexual orientation, marital status, disability or any other characteristic.

We are proud to be a Disability Confident Committed Employer, a supportive signatory of the Armed Forces Covenant and a 2019 Gold Award winner within the

Defence Employer Recognition Scheme. We are therefore delighted to offer a guaranteed interview to service leavers, reservists and military spouses or partners (including those of service leavers) who meet all our advertised requirements. As well as offering an interview to disabled people who meet the minimum advertised requirements.

Should you require any reasonable adjustments at any stage of the application or hiring process, please let us know at [careers@inzpire.com](mailto:careers@inzpire.com).



[www.inzpire.com](http://www.inzpire.com)