
Our Recruitment Process

We advertise all of our roles on our website. If you see a role you are interested in then you can apply to us directly online at www.unipartrail.com.

If there aren't any suitable roles at the moment, but you are still interested in working for Unipart Rail, you can register with us and set up a job alert so that we can keep you informed of any roles future roles that match your skills, experience and career aspirations.

Throughout the recruitment process we'll contact you by email to advise you how your application is progressing.

If you are invited for interview at one of our sites, this will be a competency based interview normally with the hiring manager and a member of the HR team. The interview will provide you with the opportunity to demonstrate why you would be the best person for the position. The more detailed and specific you can be, the better, this will help your interviewer understand your previous experience and how your skills, knowledge and potential match what we are looking for.

Depending on the role you've applied for, you may also be asked to undertake other assessments designed to assess your skills and abilities in order to help us determine your suitability for the role. Examples of these tests include numerical and verbal tests, personality questionnaires, group exercises and presentations.

As part of the recruitment process, we will let you know if you need to complete these and will be given plenty of time to prepare and complete practice tests. If you have require any additional support to complete these, we would ask that you make us aware of this during the recruitment process.

For some roles, we do engage with specialist recruitment agencies, however, only recruitment agencies on our preferred supplier list (PSL) are invited to submit candidates for job vacancies. We will not accept unsolicited candidate details from any supplier that is not on our PSL.

What you can expect if you are successful.

We want to attract the right candidates for our business, so in return you can expect to be rewarded with a competitive benefits package and the opportunity to develop your skills and experience in an organisation which really values you. You will also have access to a range of additional benefits (such as life assurance, health and wellbeing programme, our Employee Assistance Programme, Cycle to Work Scheme, Childcare Vouchers and family friendly policies).

Our sites are accredited by Investors in People and our core Unipart values support the continued development and engagement of our people, no matter where you are on your career path.

You will be encouraged to identify your training and development needs which will be reviewed and discussed with your line manager at least twice a year during your appraisal and one-to-one process. Stretch objectives, which support business goals, will be set with you to ensure that you realise your potential, and our coaching and mentoring culture will ensure that you are provided with the support and encouragement to deliver on these. Depending on your career aspirations, we will encourage you to create your personal development plans which will help you to attain your goals.

All of our development programmes centre around developing your competency levels to perform in your role, whether this is on our Unipart Way Gate to Great journey or aligned to our functional competencies, such as Engineering, Sales or Leadership programmes. For those in a team leader or first line management positions, we will support you with relevant modules from our Management Development Programme for all new leaders joining the business.

As our business is undergoing significant growth, both in the UK and overseas, joining Unipart Rail may also take you overseas. We have global opportunities for both long and short term secondments, so if working abroad appeals to you, then we may be able to support your career development in this area.

Career paths for individuals will differ dependent on the role you are employed in, however, we will, where possible, support appropriate requests for personal development which could include sponsorship for Further Education and membership of Professional Institutes.

We take an active involvement with the Community as part of our Corporate Social Responsibility (CSR) programmes and our employees are encouraged to take part in a number of activities and programmes, such as liaison work with local Schools, Universities and charities.

These activities support our employee's personal development journeys, or if you have the right skills and attributes you could become a coach or mentor to existing employees on the various apprentice and graduate programmes we operate across our sites.

