



FlyZero recruitment

Candidate pack for secondees and FTC applications

Specific to six roles

Application deadline, 30th October 2020

To remain a viable sector of the future, aviation must radically reduce its greenhouse gas emissions. It is a top priority for the aerospace industry, an industry in which the UK currently excels. A race is underway to create a commercial feasible zero-carbon emission aircraft. It is a defining moment, akin to the advent of the jet age and it comes at a vital time for the UK when it must ensure it continues to be seen as a leader and shaper of aerospace.

The required paradigm shift in technology is expected to start on smaller or shorter range commercial aircraft because of the lower costs and risks involved, and in time scale up to larger aircraft. Being at the leading edge of this technology is vital to the UK's future competitiveness in the entire civil aerospace market. Existing industrial footprints should not constrain ambitions for UK aerospace, but the time to act is limited and closing.

That is why the ATI created the FlyZero project. We want to bring together the best of the UK aerospace sector, and beyond, to address this challenge.

If you think you have what it takes to contribute to this once-in-a-generation initiative, we look forward to hearing from you.



Gary Elliott
Chief Executive
Aerospace Technology Institute

FlyZero is all about putting the UK ahead and on the front foot for the coming paradigm shift in aerospace innovation. The vision is an ambitious aim to realise the world's first zero-carbon emission commercial aircraft by the end of the decade and for the UK to lead this revolution in zero-carbon air travel. This vision will focus and drive the UK's aerospace innovation agenda and take research and industry into a leading technological position for future aircraft production.

Strategically, FlyZero will determine how to maximise a future position for the UK in zero-carbon emission commercial aircraft once some of the significant questions concerning the viability of these new technologies are better understood through a Feasibility Project.

The team to carry out the programme is expected to number around 100 people, drawn from industry and academia. It is important to create a broadly-based team. This is partly to cover the many issues that the project will address, but also to ensure diversity of thinking and problem-solving approaches by drawing on people from a wide range of backgrounds. We are keen to spread the benefits of working of this programme to a wide cross-section of stakeholders. It is also important that the team is independent from individual industrial interests in order to ensure the objectivity needed for future decisions.

We are initially recruiting six roles, all reporting directly to me; we expect to open up the recruitment process for other roles in the coming weeks. This pack provides an overview of the process and the terms & conditions. I look forward to reviewing your application to join the team.



Chris Gear
Project Director
FlyZero

What are we offering?

What are we looking for?

Organisational structure

Secondees

Fixed term contracts

Sifting & selection

- The chance for **industry/academia/RTO secondees and individual applicants** to work with the ATI for up to 12 months in a highly-collaborative environment
- There will be a variety of opportunities available at various levels of seniority and expertise across the FlyZero project
- This represents an exceptional opportunity for personal development and to contribute to ground-breaking research that will shape the future of aviation and the UK aerospace sector
- Our aim is that the knowledge gained by individuals working on this programme will be taken back to their current employer, spreading new understanding and experience of these disruptive technologies across the UK sector.

What are we offering?

What are we looking for?

Organisational structure

Secondees

Fixed term contracts

Sifting & selection

- Initially we are recruiting six roles that report to the Project Director:
 - Academic Coordinator
 - Chief Engineer
 - Head of Commercial Strategy
 - Head of Industrial Strategy
 - Head of Project Management
 - Head of Sustainability
- In following phases of recruitment we will have a variety of roles available, ranging from design engineers through to strategy and project management opportunities.
- We are looking for high-performing individuals with a collaborative approach who have excellent leadership, communication skills and are exceptionally self-motivated.

What are we offering?

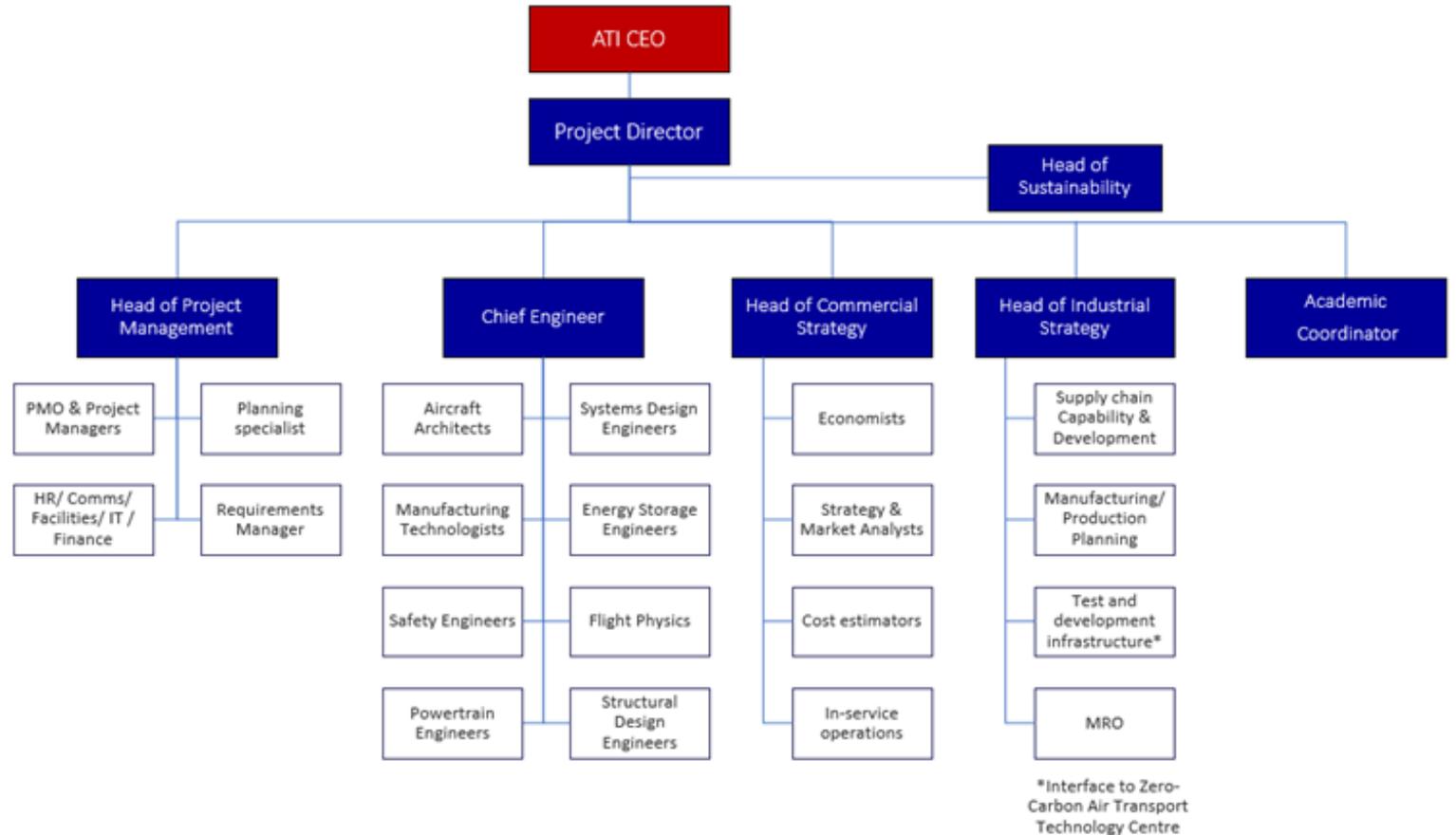
What are we looking for?

Organisational structure

Secondees

Fixed term contracts

Sifting & selection



Proposed organisational structure (subject to change)

What are we offering?

What are we looking for?

Organisational structure

Secondees

Fixed term contracts

Sifting & selection

- Our preference is for applicants to be seconded from their parent organisations.
- The secondment opportunity covers:
 - A period of up to 12 months, on a full-time basis
 - Costs of Basic Salary and National Insurance covered for employer, plus related travel expenses
- For the selected applicants, the parent organisation must have signed the ATI's Framework Agreement; they will also be required to sign a Contribution Agreement – this document will be made available to organisations whose employees have passed the first sift of the recruitment process.
- The Contribution Agreement is a standard document covering the terms and conditions of secondments, intellectual property arrangements and rules of engagement between the ATI and Parent organisations.

What are we offering?

What are we looking for?

Organisational structure

Secondees

Fixed term contracts

Sifting & selection

- The ATI will also consider private applications from individuals interested in joining the team on a Fixed Term Contract.
- These will be offered for a period of approximately 12 months, with 25 days annual leave.
- Salaries will be dependent upon experience and market rates.
- There will be considerable UK travel involved to a variety of sites.

What are we offering?

What are we looking for?

Organisational structure

Secondees

Fixed term contracts

Sifting & selection

- Sifting and selection will be done in two stages:
 - Following an initial sift of applications, it is expected there will be two interviews for each role.
 - Please note that the ATI will begin the sifting and interview process as the applications are received, and ahead of the closing date.
 - The ATI may close any vacancies before the advertised closing date if a suitable candidate is identified
- Applications for these six roles **closes on 30th October**.

How to apply

Timeline

Further information

- Applications can be made on the FlyZero vacancy board: www.ati.org.uk/flyzero-vacancy-board
- Please follow the process outlined on the FlyZero vacancy board. Applications should be submitted as soon as possible from the opening date.
- Seconded applications must also include employer details, including contact details for an HR representative or someone with responsibility for agreeing employment terms.
- Applications for a Fixed Term Contract can also be made in this way.
- Applicants will be asked to complete some basic personal details and then submit a CV setting out career history, with responsibilities and achievements. A cover letter must also be provided.
- Applicants who pass the sift will be invited to attend an interview with the ATI and the FlyZero Project Director. Further details on this will be given to the successful applicants following the sift.

How to apply

Timeline

Further information

For the first six roles being recruited:

- Applications close: 30th October 2020
- Expecting onboarding: End of November 2020 (exact date to be confirmed).

Please note that the ATI reserves the right to undertake interviews before the deadline, and to make an offer or withdraw the vacancy at any point.

How to apply

Timeline

Further information

- For further information please contact **fzhr@flyzero.ati.org.uk**
- If enquiring about a specific vacancy, please ensure you quote the job title in your email.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- Most roles will be for an initial 12-month period.
- For the first six roles to be recruited, the appointment term may be extended on agreement.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- It is expected that the roles will, initially at least, involve a significant amount of home working.
- Applicants should also be prepared for substantial UK travel to a variety of sites.
- This travel is expected to include to facilities selected for the FlyZero team, Covid rules permitting, which may be for multiple days per week.
- Potential office locations are currently being assessed, and will depend partly on where members of the team live.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- For secondees, this will be the same as with their current employer, with the ATI covering Basic salary, National Insurance, and reasonable travel expenses.
- For Fixed Term Contract, salary will be agreed according to experience and market rates.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- For seconded employees, the ATI will reimburse up to 25 Business Days of annual leave each calendar year, on a pro-rata basis
- For Fixed Term Contract employees, this will be 25 days per year.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- Applicants must have the right to work in the UK.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- The ATI will conduct a fair and open selection process for all roles recruited into FlyZero.
- The ATI is committed to ensuring its decisions and decision-making processes are, and are seen to be, free from personal bias and do not unfairly favour any individual connected with the Institute.
- Secondees and FTCs are representatives of the ATI and the FlyZero project. They must work in the interests of the sector and in the pursuit of objective results, leaving existing commercial interests outside of the project.

Appointment term

Location

Salary range

Leave allowance

Nationality

Conflicts of interest

Equality & diversity

- The ATI is committed to being an equal opportunities employer. We value and welcome diversity. We aim to form a high-performing team and enable its members to make a full contribution to the FlyZero objectives, and to fulfil their own potential on merit.
- All employees, workers and contractors have a duty not to discriminate against each other and not to help anyone else do so.
- **The Institute will not tolerate discrimination in our workforce.**