

2026 Project Planning and Controls Apprentice - Level 4 Project Management Associate Apprenticeship

Start Date: 7 September 2026

Salary: £24,000 per annum

Employee type: Permanent

Location: Crawley

Working Schedule: Monday – Friday, 37 hours a week (8 hours Monday – Thursday, 5 hours Friday)

Are you looking for an employer who will sponsor you through your qualifications, whilst providing valuable and exciting on-the-job experience within a global, innovative and industry leading organisation? If so, read on to see what Thales has on offer...

What the role has to offer:

- Earn while you learn
- Job specific training experience
- Recognised qualifications
- Permanent role from day one
- Tuition fees for university or approved training providers are fully covered

This exciting apprenticeship will give you the skills and knowledge to be an effective Project Planning and Controls Apprentice within the Bid and Project Management Function at Thales. The apprentice programme will provide you with a strong understanding and working knowledge of planning, scheduling, monitoring and controls, building the foundations for future roles supporting or managing projects that deliver world leading solutions to our global customer base. The Bid and Project Management functions' key responsibilities are to support the project team deliver the mission and ensure strong governance over bids and projects and oversee the implementation of consistent and assured processes.

Key Responsibilities:

- Assist with the creation and maintenance of the integrated master schedules for assigned projects
- Contribute to project reports and attend associated reviews
- Assist in the deployment & reporting of risk & opportunity management
- Help the project team ensure correct and effective project governance is applied
- Operate Thales UK tools to ensure effective management of the project schedule, budgets, risks and opportunities
- Commit to attend all elements of the apprenticeship including attendance on virtual training modules, 1-2-1 coaching calls, assignments, exams and mandatory Thales UK training activities to lay the foundations for your contribution to future growth of the business

The Programme:

Through our higher apprenticeship you'll be making the most of your talents, getting to understand the Project Management Function from the ground up; and doing so with the help of one of the biggest and best names in the industry.

This is a 2 year programme, working towards the Level 4 Project Manager Associate Apprenticeship standard, with our training provider, The Apprentice Academy. The programme will be delivered via a virtual delivery model, with live virtual workshops and 1-2-1 coaching calls. Throughout your apprenticeship, you'll receive on-the-job training tailored to work alongside your studies, giving you the hands-on experience needed to develop practical skills and knowledge. Upon successful completion of your End Point Assessment, you will roll off into the Thales UK Bid and Project Management job family into a Project Planner or Project Controller role.

Who we're looking for:

We are looking for enthusiastic individuals who are motivated, committed and keen to learn. A self-starter who is able to manage their time, show initiative and has a genuine interest in project planning/controls and Thales. Successful candidates will show self-discipline and an aspiration to achieve the qualification.

Entry requirements:

- Level 3 qualification to demonstrate the ability to learn at this level. Suitable Level 3 qualifications might include A Levels (Grade C or above), Highers, T Level (Merit or above), BTEC Diploma (Merit or above)
- 5 GCSEs grade 9-4 (A-C) including English and Maths

Please note, assessment centres for shortlisted candidates will be held between February - May 2026. Induction week for all Graduates and Apprentices will take place from Monday 7 September - Friday 11 September 2026.

Closing date: Our applications will close at **11.59pm on Thursday 12 February 2026**, this is the only time we will be accepting applications this year. Please note, we will be in contact by the end of February 2026 with details of next steps.

PLEASE NOTE THAT ROLES MAY CLOSE EARLIER THAN THE ADVERTISED DEADLINE IF WE RECEIVE A HIGH NUMBER OF APPLICATIONS. WE ENCOURAGE YOU TO APPLY AS SOON AS POSSIBLE TO AVOID MISSING OUT ON THIS OPPORTUNITY.

Recruitment Process:

For further information about our Future Talent recruitment process, including hints and tips, or to connect with a member of the Future Talent Team, a Graduate, or an Apprentice, please visit [Thales Future Talent - Connectr](#).

Due to the nature of the work that we do at Thales, all of our roles are subject to security restrictions.

All successful candidates must possess the permanent right to work in the UK, and will be required to go through Government security clearance at BPSS Level and to obtain full Security Clearance

(SC) in line with the United Kingdom Security Vetting (UKSV) requirements below, prior to starting with us.

This role requires Security Clearance (SC). It would be advantageous if currently held, however, if not currently held, it is a requirement that the successful applicant undergo, achieve, and maintain SC Clearance prior to commencing employment. Please visit the UKSV website for further guidance.

To be eligible for full SC, you generally need to have resided in the UK for the last 5 years. As part of the vetting process you will be asked to provide evidence of your identity, eligibility to work in the UK, time spent abroad over the last 5 years, as well as employment and / or educational history.

For further details of the evidence required to apply for security clearance please follow this link: <https://www.gov.uk/government/publications/united-kingdom-security-vetting-clearance-levels/national-security-vetting-clearance-levels>.

Thales is an equal opportunities employer and diversity and inclusion are integral to the success of Thales.