

2026 Systems Engineering Apprentice - Level 6 Applied Professional Engineering Degree Apprenticeship

Start Date: 07 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 passionate about engineering? Do you have an inquisitive mind? Are you looking for an employer who will sponsor you through a degree, 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 to 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

The role will develop your engineering skills to become a confident, positive and flexible engineer, with well-honed technical knowledge gained from the academic commitments. You will support the team to deliver systems and equipment solutions to deadlines and within budget, including participating in systems requirements and design work, project reviews, system test and possibly site and platform visits for surveys, installations or trials.

As a Systems Engineering Apprentice you will develop the key skills and experience in the following:

- Develop an understanding of the required behaviours and codes of practice of a professional engineer
- Understanding complex systems by working on different roles and tasks on on-going projects
- Familiarity with the Systems Engineering Lifecycle and activities
- Familiarity with System Engineering tools and methods for requirements capture, requirements management and system design
- An understanding of systems test activities including Integration, Validation, Verification & Qualification (IVVQ) and the associated processes and tools
- A methodical and structured approach to problem investigation

Apprentice Programme:

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

As a Systems Engineering Apprentice you will be enrolled onto the Level 6 Applied Professional Engineering Programme at Warwick University, following the Product Design and Development pathway. Delivered via a blended learning model, this programme combines the best of both with on campus delivery plus virtual coaching and online resources. The first 2 years on programme will be common across all pathways and will provide a broad engineering skill set including mechanical,

electrical, electronic, materials and design, plus computational. In Year 3 and Year 4 learners will move to their specialist pathway. For the duration of this 4 year programme you will combine university studies with practical application, working within our Systems function in Crawley.

Requirements:

- 112 UCAS tariff points at A Level including a grade B in Maths and at least 1 further STEM subject (Physics, Computer Science, Engineering, Electronics)
- 5 GCSEs grade 9-4 (A-C) including English and Maths

Please note that applicants who already hold a relevant degree will not be eligible for this programme.

Benefits:

- 201 hours annual leave (plus a company day and bank holidays)
- Company Pension
- Health Care Cash Plan
- Life Insurance
- Discount Portal
- Performance-related pay uplifts
- 80 Hours Volunteering (first two years)

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 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/nationa...>

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