

# THE AUTOMOTIVE SECTOR GUIDE FOR THE ARMED FORCES COMMUNITY

An introduction to the UK automotive sector for Armed Forces Leavers, Veterans, Reservists and their families considering a move into the industry



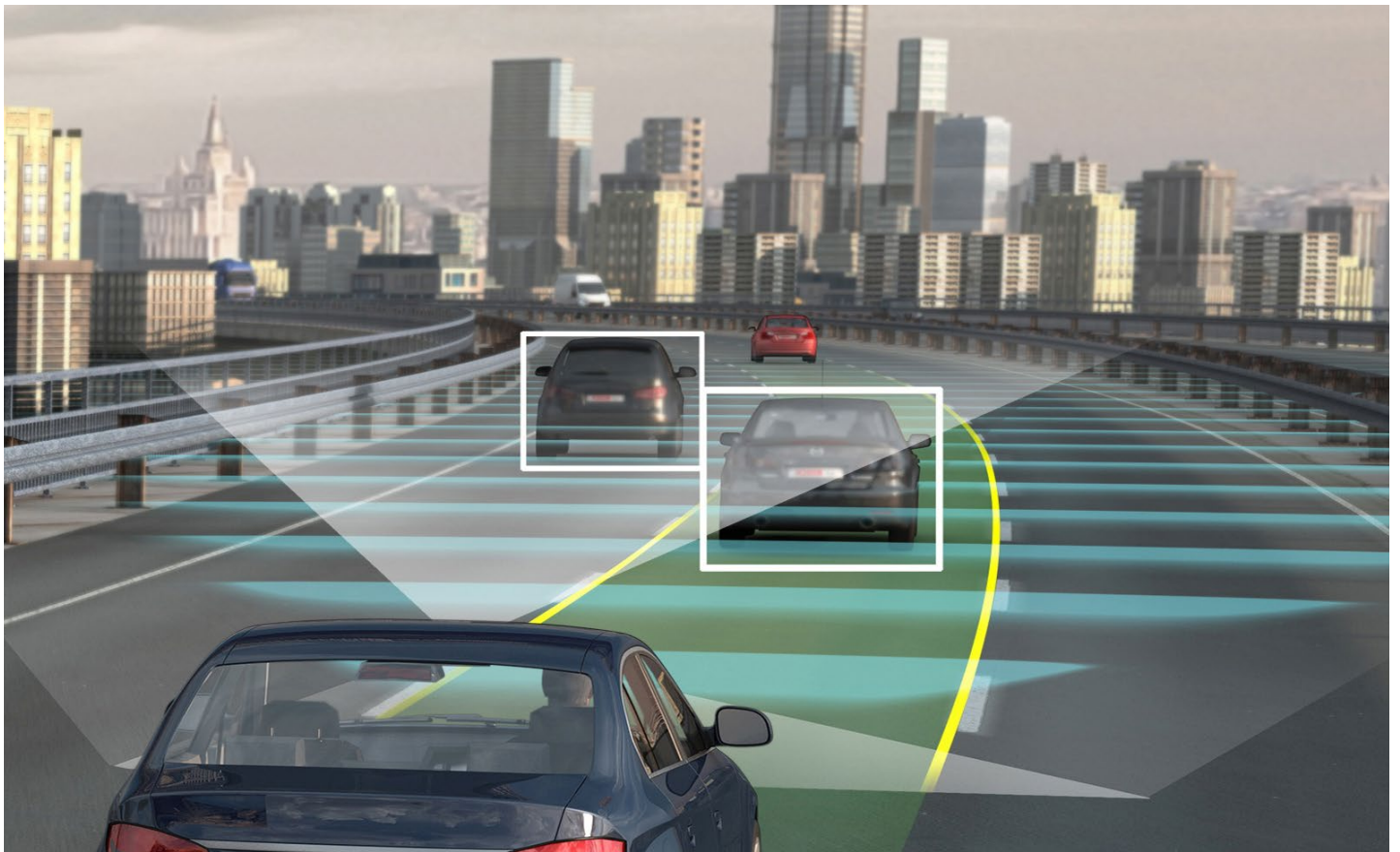
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Mission Community is a Service Charity whose purpose is to promote and uplift the Armed Forces Community.

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# INTRODUCTION

This guide is designed to provide the Armed Forces community with an overview of the UK's automotive industry and the extraordinary career opportunities that it provides. The guide contains advice for the serving military community, Veterans and family members who are considering their next career pathway to follow, and great networks to connect with similar people and organisations.

Mission Community sector guides offer detailed insight into the opportunities for Service Leavers in their respective industries. If you are a Veteran working in industry who is passionate about developing pathways for Service Leavers, then we want to hear from you. Please contact us via the Mission Community team email. Your experiences will be invaluable in helping others as we progress with the development of industry-specific guides.

Contact details:

[team@missioncommunity.org](mailto:team@missioncommunity.org)

# BACKGROUND

Mission Community is a Service Charity whose purpose is to promote and uplift the Armed Forces Community. In 2019, the UK Government set up the Mission Automotive initiative to deliver a new strategic direction for the UK automotive industry,<sup>1</sup> in partnership with industry trade body the Society of Motor Manufacturers and Traders (SMMT). Mission Automotive aims to encourage the industry, alongside SMMT and its member network of 900 businesses, to recruit and support more Armed Forces leavers.

The initiative is now helping many participating UK automotive employers to harness the transferable skills which the Armed Forces community possesses – with the result that more and more Veterans are enjoying successful, well-paid and rewarding careers in the sector.

Sector guides in this series are available via the Mission Community website:

<https://missioncommunity.org/>



<sup>1</sup> <https://www.gov.uk/government/publications/reducing-emissions-from-road-transport-road-to-zero-strategy>



# FOREWORD

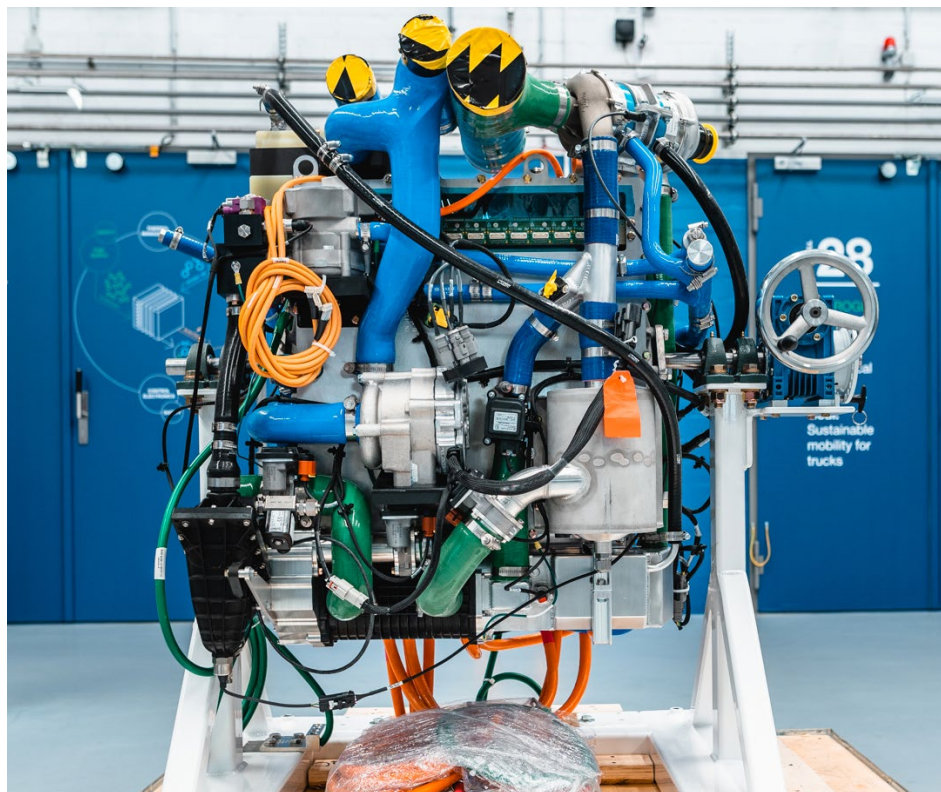
It is no coincidence that many of the iconic centres of the British motor industry are repurposed former military sites. Following the Second World War, the huge industries that powered a war effort were repurposed as demobbed servicemen and women turned their skills to building a new future. Veterans comprise one in 22 in UK society today but in the automotive industry the Armed Forces community is overrepresented, as it has for many years been the destination of choice for Service Leavers and their families. So use that to your advantage – across the automotive industry, Armed Forces networks are encouraged widely and are better connected than ever before, so you'll quickly find that you aren't the first to tread this path. Those who have gone before you are keen to help.

**James Cameron CEO and Founder**  
Mission Automotive

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Mission Automotive is a sector initiative supporting the UK automotive sector with Armed Forces Engagement, including recognising and understanding the qualities, skills and experience Service Leavers, Veterans and their families bring to employers. It is a Society of Motor Manufacturers & Traders (SMMT) initiative, partnered with The Royal Foundation of the Prince and Princess of Wales, supported by the Ministry of Defence and delivered by Mission Community, the Forces' Motorsport Charity.

For more information on  
Mission Automotive, visit  
[www.missionautomotive.org](http://www.missionautomotive.org)



# INDUSTRY OVERVIEW

According to the latest figures published by SMMT,<sup>2</sup> the UK automotive industry is a vital part of the UK economy and is central to the country's plans for industrial growth and net zero. The sector has a turnover of £93 billion and adds a huge £22 billion in value to the economy, with some 198,000 people employed directly in manufacturing and 813,000 across the wider automotive industry. Many of these automotive manufacturing jobs are outside London and the South-East, with wages that are around 13% higher than the UK average.

Britain manufactures all types of vehicle which, during 2023, included more than 900,100 cars, over 120,300 commercial vehicles – such as vans, buses, taxis and trucks – 1.6 million engines, and specialist and off-road vehicles. Such vehicles are also becoming increasingly electrified and automated, as manufacturers seek to deliver decarbonisation and enhance road safety. Around eight in 10 cars made in the UK are exported, going to more than 140 markets around the world, with the automotive sector being Britain's largest exporter of manufactured goods – representing almost £47 billion in value and nearly 14% of all UK exports.

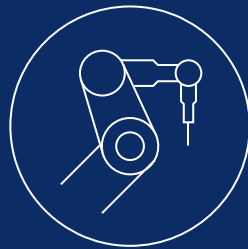
The UK also has more than 2,500 businesses in the component supply chain and, notably, almost every vehicle part needed to build an EV is made here. Britain also has a vibrant aftermarket and remanufacturing sector, with the whole automotive industry supporting jobs in other key sectors – for example, advertising, chemicals, finance, logistics and steel.

## UK AUTOMOTIVE EMPLOYMENT



813,000

people employed across UK Automotive (in 2023)



198,000

people directly employed in manufacturing (in 2023)



1 in 4

people employed in UK manufacturing works in Automotive, with annual salaries typically 14% higher than the UK average

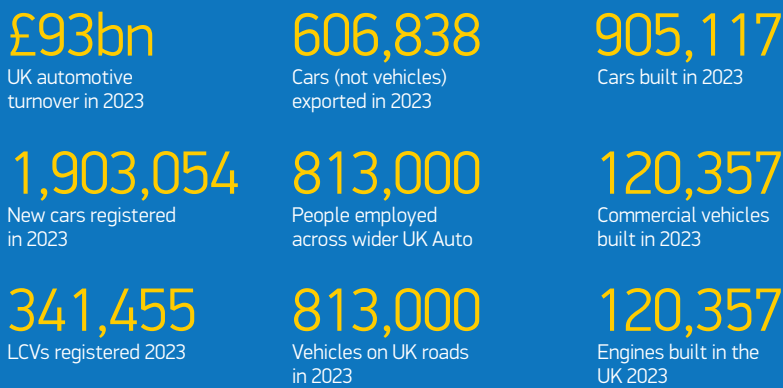
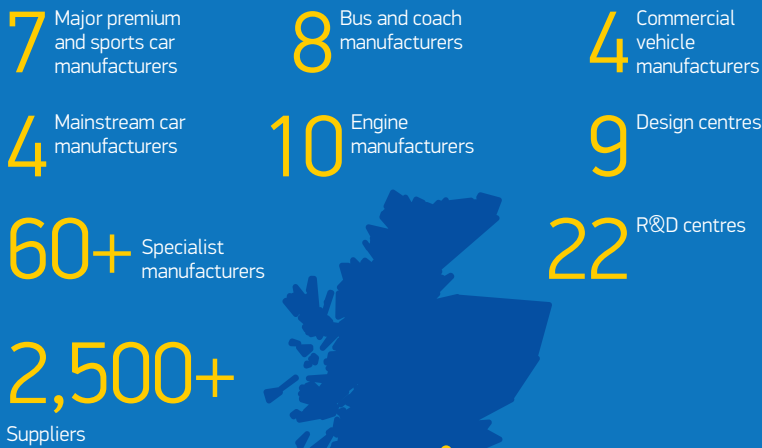


40,000

New jobs forecast to be created in automotive sector by 2030 (Public First)

<sup>2</sup> Naturally, with regards to EV, there are overlaps with another of our sector initiatives, Mission Renewable. For more information, see here: <https://www.missionrenewable.org/>

## UK AUTOMOTIVE AT A GLANCE



Source: SMMT

### CASE STUDY

#### JOHN MCLELLAN-GRANT, SMMT



John McLellan-Grant, an RAF Veteran, has over 20 years of experience in the automotive sector. As Regional Engagement Manager at the Society of Motor Manufacturers and Traders (SMMT) since 2017, he has been instrumental in expanding SMMT's presence in the north of the UK, focusing on regional engagement, stakeholder relationships, and member benefits. Previously, as Operations Director at Paintseal Europe Ltd, John led product development, supply chain management, and OEM partnerships. His career also includes managing national accounts and dealer programs, showcasing his expertise in sales strategies, procurement, and operational improvements within the automotive industry.



# MANUFACTURING

The UK automotive industry is growing: in 2023, it generated a turnover of £93 billion, some £15bn more than the year before – and added £22bn in value to the UK economy, an extra £6bn compared with the previous year. The industry also invested £4 billion in R&D, up from £3bn – and exported products worth a combined total of £47bn, with the sector’s share of total UK goods exports rising from 10% to almost 14%.

Growth comes amid record investment in the UK automotive industry with £23.7 billion of commitments announced in 2023 – more than in the previous seven years combined – covering a wide range of automotive sectors and in many different UK regions. It means the industry is well placed to deliver further success, promising new and highly skilled jobs for the future.

## IN 2023 THE UK AUTOMOTIVE MANUFACTURING INDUSTRY...

**£93bn**

Turnover

**£8.1bn**

Private sector investment

**£4bn**

Invested in R&D

**£22bn**

In value added to the UK economy

**£47bn**

In value added to the UK economy

### CASE STUDY

#### ADRIAN WILLIAMS, RML ENGINEERING



Adrian joined RAF in 1983 as an Airframe Mechanic at the age of 16. After his initial basic training, he completed 18 weeks of trade training at RAF Halton, known for its legacy in training aircraft trades. His first posting was in 1984 at RAF Wattisham in Suffolk, followed by a number of UK and overseas postings, including frontline squadrons in Germany.

Adrian primarily worked on flightline and second-line servicing on aircraft such as Phantoms, Tornados, and Harriers. In 1990, he undertook further trade training and took the role of Airframe Technician until he was discharged in 1997.

His extensive engineering training enabled him to take up a role within Cosworth testing high performance engines, later becoming Senior Test Support Technician in an engine test facility, supporting the Formula 1 race seasons. Upon leaving Cosworth, he worked for a couple of years as an Aircraft Engineer and then a Calibration Technician before joining RML Group in 2008 as a Senior Powertrain Technician in their Engine Build department.

His experience, skills, knowledge and attitude saw him promoted to a Principal Build Technician at the start of 2022, a position that he still holds today.

“I take pride in my adaptability, which has allowed me to transition seamlessly from working on aircraft airframes to automotive engines and now to electric powertrains and battery technology,” Adrian said.

“I really enjoy working at RML as we get involved in a diverse range of projects and I work with a great team, something that has always been important to me.”



## ROLES IN AUTOMOTIVE MANUFACTURING

There is an increasingly wide range of job roles within automotive manufacturing, from production operatives and skilled engineers through to business support functions. Common areas of employment include:

### DESIGN:

There are many different design roles, which range from creative design teams which visualise new concepts, through to technical design teams which ensure that artistic designs and more practical engineering requirements can be aligned. Traditional design techniques such as sketching and clay modelling are still used today, however, there is a growing use of digital solutions such as 3D computer-aided design (CAD) and engineering (CAE) software.

### ENGINEERING:

A significant and critical element within automotive manufacturing from design and development through to production and quality assurance. Engineering includes the design, production and maintenance of the precision tools and equipment to test and manufacture vehicles and components.

### KEY AREAS INVOLVED IN AUTOMOTIVE MANUFACTURING ENGINEERING INCLUDE:

- ✓ Body engineering
- ✓ Chassis engineering
- ✓ Electrical engineering, including hydrogen
- ✓ Powertrain engineering
- ✓ Maintenance engineering
- ✓ Automation engineering

In addition to these broad engineering roles, qualified and skilled engineers are employed in programme and project roles requiring even more specialist knowledge and experience.

### TECHNOLOGY:

As the automotive industry moves faster towards cutting-edge vehicle technology – such as automation, connectivity, zero emission powertrains, and shared vehicle solutions – there is a rapidly growing need for experienced, skilled and qualified individuals. It is predicted that the rise in connected and automated vehicles (CAVs), for example, will create 420,000 new jobs in the UK, with 20,000 directly employed in the automotive industry.

### SOME OF THE KEY AREAS/ROLES IN DEMAND INCLUDE THE FOLLOWING:

- ✓ Software Developers, Engineers and Architects
- ✓ Network Engineers
- ✓ Modelling and Simulation Engineers
- ✓ Data Analysts and Scientists
- ✓ Security and Cyber specialists
- ✓ Test Engineers

This list is not exhaustive, and there are tech roles within most functions in the automotive industry, as well as programme and project management roles delivering digital transformation and new technologies.





# PRODUCTION

Production roles in the automotive industry range from semi-skilled production operatives, supervisors and team managers, through to skilled trade professionals and artisans.

## CASE STUDY

### TEMWA KUMWENDA, JAGUAR LAND ROVER



Temwa joined the Royal Navy in 2011 as a Warfare Officer. Having served as a Gunnery Officer on HMS Protector in Antarctica, he specialised as a hydrographer and meteorologist, conducting global deployments in the Mediterranean, Arctic Circle and North Atlantic. In his final role, he provided specialist meteorological support at Northwood headquarters.

As part of his resettlement journey, Temwa completed a Civilian Work Attachment at JLR, working with industrial digital technologies and sustainability. He gained insight into the corporate world, focusing on sustainability reporting and data management, working with Lucid and Tableau to track data lineage of how JLR sites monitor their environmental emissions.

Temwa said: "I was attracted to JLR because the company's values of integrity, respect, and excellence align with the principles and ethos upheld by the Royal Navy."

Temwa joined JLR as a Risk & Resilience Manager in Industrial Operations in September 2024.

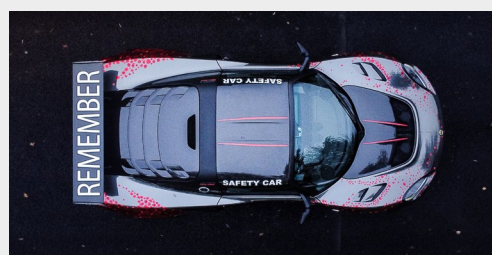


## CORPORATE & BUSINESS SUPPORT:

Just as Combat Arms and Combat Support couldn't operate without Combat Service Support in the military, the design, engineering and production of vehicles would not happen without the support of corporate and business support functions within manufacturing.

### KEY AREAS INVOLVED IN CORPORATE & BUSINESS SUPPORT INCLUDE:

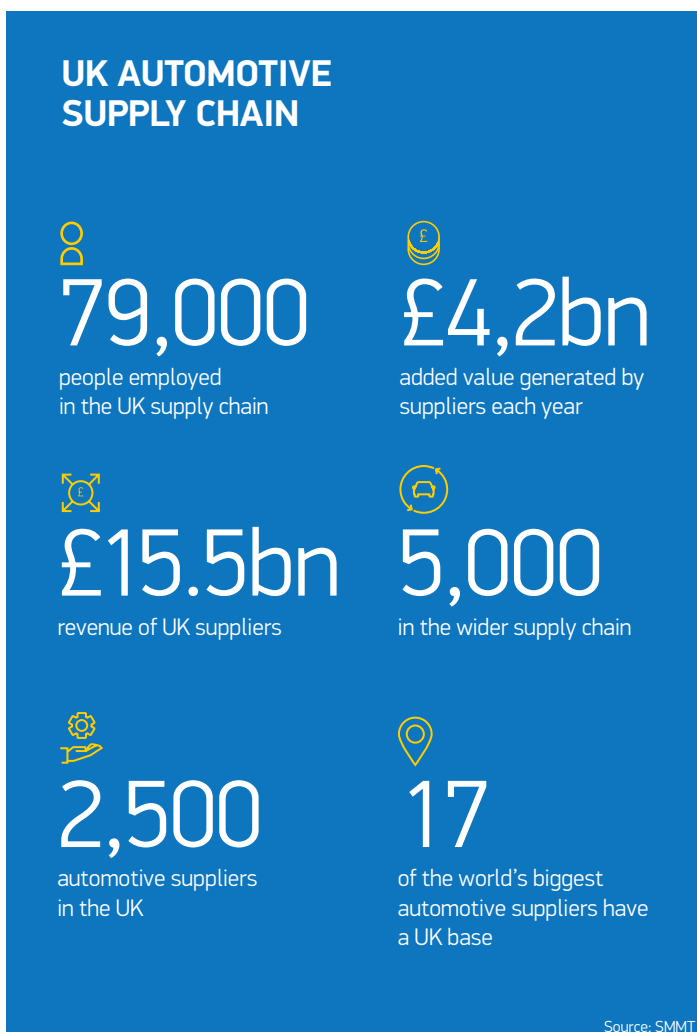
- Corporate Governance
- Assurance & Compliance
- Corporate Communications
- Logistics & Supply
- Finance
- Purchasing
- HR
- Marketing
- Property/Facilities Management
- IT
- Legal



## LOGISTICS AND SUPPLY:

Logisticians play a crucial role in the automotive supply chain. They analyse and coordinate logistics functions, from procurement to distribution, ensuring smooth operations and efficient storage. Their expertise is essential for maintaining a well-functioning supply chain.

According to SMMT, 17 of the world's largest automotive suppliers have a UK base, helping the sector to employ some 79,000 people. With more than 2,500 suppliers and 5,000 companies in the wider supply chain, this sector adds a massive £4.2 billion to the UK economy every year.



## SKILLS AND QUALIFICATIONS

While production operative roles within automotive manufacturing often don't specify formal qualification requirements or prior experience, they require the right ethos and attitude. Semi-skilled production roles involve following a specified process in the same way that weapon handling drills are a specified process.

Entry requirements for experienced hires in engineering roles usually include a minimum Level 3 qualification in an engineering discipline, with demonstrable experience in an engineering role. Many technology roles also require specific, relevant qualifications and experience.

Whilst some support roles require specified qualifications, there are many others where transferable skills and experience are readily recognised throughout the automotive industry.

### CASE STUDY

#### SEAN REILLY, ASTON MARTIN LAGONDA



Sean Reilly is a highly experienced logistician with 22 years in the British Army and 8 years in the automotive industry. In the military, he managed large teams and oversaw multimillion-pound equipment, specialising in telecommunications and logistics. Transitioning to civilian life, Reilly has held senior roles at DHL and Aston Martin Lagonda, leading logistics operations and integrating military personnel into civilian roles. He is committed to leadership, continuous improvement, and mental health advocacy in the workplace. Currently, he serves as the Senior Manager of Logistics Operations at Aston Martin Lagonda.

#### USEFUL TO KNOW:

**Many of the semi-skilled, often hourly-paid, production operative and supervisor roles in the larger automotive manufacturing companies are recruited and employed as agency workers by workforce companies such as Manpower, Randstad, Pertemps and Hays.**



#### TOP TIP









**Employers will often list specific qualifications and experience under essential criteria in job adverts. Many employers recognise transferable skills and experience amongst Service Leavers and Veterans and it is always worth reaching out to hiring managers, Armed Forces engagement leads and Veteran employees to clarify what the hiring manager is looking for.**

# AFTERMARKET

The UK aftermarket is where vehicle parts, accessories and components are bought, sold and fitted. The sector is essential for keeping vehicles and road users safe and, with almost 350,000 people employed by aftermarket businesses, it accounts for more than a third of all UK automotive jobs.

## AFTERMARKET EMPLOYERS INCLUDE:



-  Parts manufacture, supply and fitment
-  Service, maintenance, repair and MOT
-  Fleet distribution and management
-  Accident assessment and repair
-  Recovery services
-  Disposal
-  Retail/Sales (see separate section in this guide on Sales)
-  Customisation (including livery)

## SKILLS AND QUALIFICATIONS

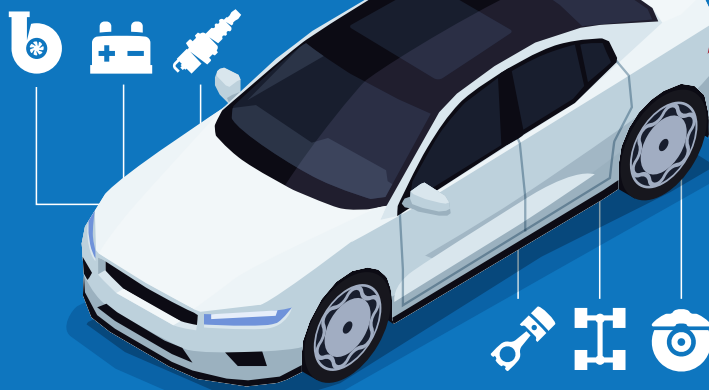
Many aftermarket roles require similar qualifications and experience to automotive manufacturing. Equally, many roles do not require formal qualifications and employers may recognise transferable skills and experience.

## UK AUTOMOTIVE AFTERMARKET

**£16.1bn**  
contribution to UK economy

**£56.5bn**  
turnover

**25,000+**  
MOT, service and repair sites



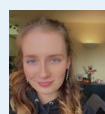
**57,000**  
Businesses

**330,000**  
jobs supported in UK aftermarket

ONS Annual Business Survey for 2022

## CASE STUDY

### HEATHER ARTHUR, TECHNICIAN, PENTON MOTOR GROUP



Heather Arthur is a former Electronics Technician in the British Army embarking on an exciting automotive career at Penton Motor Group in Poole, where she primarily works on Peugeot and Citroën vehicles.

Heather's military service spanned more than five years, during which she honed her skills in maintaining and repairing complex electrical systems on vehicles, including Land Rovers, SVs, and Challenger 2 tanks. Working with the Royal Dragoon Guards and Royal Tank Regiment, she demonstrated exceptional diagnostic abilities amid high-pressure operational readiness tasks. Her expertise extended to advanced sight systems like the Battle Group Thermal Imaging Systems (BGTI), where precision and methodical problem-solving are critical.

Following her military service, Heather pursued certifications, including the City & Guilds 18th Edition Wiring Regulations and Building Regulations, further enhancing her technical credentials.







At Penton Motor Group, Heather has embraced a dynamic role that combines servicing, maintenance, and diagnostics. She actively collaborates with other technicians, learning new mechanical techniques including fully electric vehicles.

Heather's journey highlights how military-acquired technical and interpersonal skills can transition seamlessly into the civilian sector.

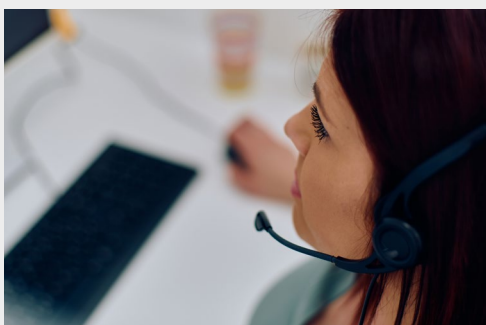
## SALES

According to the National Franchised Dealers Association (NFDA),<sup>3</sup> which represents the UK's automotive retail car and commercial vehicle dealers, there are a huge 540,000 people employed in the sector. With 4,500 franchised dealerships – independent dealers which sell new and used vehicles from a specific brand – the total turnover of sales of cars is around £145 billion annually. Not all dealers are franchised, however, most notably Tesla which has its own in-house network for selling and servicing new and used vehicles.

### SOME OF THE COMMON ROLES WITHIN AUTOMOTIVE RETAIL INCLUDE:

-  Sales Executive/Manager
-  Customer Service Advisor/Manager
-  Service Technician/Manager
-  Parts Advisor/Manager
-  Marketing
-  Business Support (Management, Finance, HR, Admin, IT)

When looking at roles within the UK automotive retail industry, it is important to understand that the employer is usually not the brand name above the door or in the showroom. For example, you could be a Service Manager at the Land Rover retailer in Portsmouth, but your employer would be Sytner Group.



### SKILLS AND QUALIFICATIONS

There are no formal qualifications required for Sales, Customer Service or Parts Advisor roles although some employers may specify a minimum of GCSE Maths and English. Strong communication skills, competence with numbers and a knowledge of vehicles and the brand products are common qualities sought for customer-facing roles.

For Business Support roles, the entry-level standard is often a Level 3 qualification in a relevant discipline. For technical roles such as Service Technician, meanwhile, a Level 3 qualification in an engineering discipline and relevant experience is usually the entry standard

Regardless of experience and qualifications, it is likely that there will be a requirement for brand specific training delivered by the manufacturer's training provider (for example, the Stellantis Performance Academy in Coventry or JLR's Technical Academy in Warwick).



#### TOP TIP

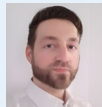
**Sales and Customer Service roles will often specify a requirement for previous sales or customer service experience in job adverts. This is the 'Catch 22' faced by Service Leavers, requiring experience but how do you gain experience if you can't land that initial job? When applying for these types of roles, consider submitting your CV and covering letter in person as well as online. This presents an opportunity for you to demonstrate you have the confidence, presence and communications skills to excel in a customer-facing role.**

3 [www.nfda-uk.co.uk/about](http://www.nfda-uk.co.uk/about)

# SALES

CASE STUDY

**RICHARD ROWE, INDUSTRIAL ENGINEER AND ARMED FORCES COMMUNITY LEAD, LOTUS**



Richard Rowe Eng Tech TMiET is an accomplished RAF veteran with over 12 years of military service and a diverse engineering career. Specialising in aviation and defence munitions during his military tenure, he held roles such as Aircraft Explosives Engineer, Non-Commissioned Officer, and Aircraft Technician, supporting Tornado GR4 squadrons and conducting maintenance on explosives and ground weapons systems.

Transitioning into the automotive sector, Richard now serves as an Industrial Engineer at Group Lotus, following a successful term as a Production Supervisor. His expertise in lean manufacturing, time study and MODAPTS, coupled with military-acquired leadership and organisational skills, underpins his contributions to advancing operational efficiency in automotive manufacturing.

As the Lotus Armed Forces Community Lead, Richard champions the integration of veterans into the automotive workforce, demonstrating his commitment to fostering inclusivity and leveraging military talent within the sector. His qualifications include an NVQ Level 3 Advanced Apprenticeship in Aeronautical Engineering and professional registration as an Engineering Technician with the Institute of Engineering Technology (IET). Recognised for his excellence, he has earned multiple honours, including the Air Officer Commanding Commendation and Operational Service Medals for Afghanistan and Libya.

Richard's journey exemplifies the adaptability of Armed Forces personnel transitioning to civilian industries. By blending technical prowess with leadership, he showcases the value veterans bring to high-performance sectors like automotive manufacturing. His profile serves as an inspiration for service leavers exploring pathways in engineering and beyond.



USEFUL TO KNOW:

**Some roles within the automotive retail industry, particularly sales roles will advertise OTE (On Target Earnings) salaries. Note, OTE salaries indicate potential earnings including commission, bonuses and/or overtime. It is important to ask what the base salary is and determine if this satisfies your minimum income needs. Earnings above the base salary are not guaranteed.**

TOP TIP

**One of the best sources of advice for opportunities in automotive retail is through the Stellantis Armed Forces Engagement Programme Manager. As well as having a brand-owned retail group in the UK (Robins & Day), Stellantis offer all Service Leavers, Veterans and military spouses/partners access to free training opportunities (e-learning and in person) through their Performance Academy in Coventry. See Further Information – Career Guidance (p16) for Contact details.**



# MOTORSPORT

## THE UK LEADS THE WAY IN MOTORSPORT



700,000+

Attendees at British motorsport events in July



100+

Club events in July  
Plus British Grand Prix, Goodwood Festival of Speed, Formula E London E-Prix, BTCC round at Croft



309

Total wins for British Formula 1 drivers



7 of 10

Formula 1 teams are based in the UK



4,500

Companies involved in UK motorsport



40,000

People employed



70,000

License holding competitors



676

Registered motor clubs

Source: Motorsport UK

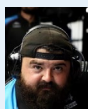
According to Motorsport UK,<sup>4</sup> the automotive racing industry employs more than 40,000 people across 4,500 businesses, covering all types of motorsport – from Formula 1 and rallying to cross country and Esports. There are many roles within motorsport, therefore, ranging from R&D, engineering and manufacturing to mechanics, programming and garage technicians. The sector generates around £9 billion in revenue annually,<sup>5</sup> with a strong focus on innovation and technology development and a huge 25% turnover spent on R&D. Notably, the UK motorsport industry supports a substantial export market. It is a dynamic and highly specialised sector, integral to the UK's global reputation in automotive engineering excellence.

### SKILLS AND QUALIFICATIONS

To work in the UK motorsport industry, you need technical skills in mechanics, electronics, and engineering, along with problem-solving and teamwork abilities. A degree in mechanical, automotive, or motorsport engineering is typically required, though apprenticeships and certifications, such as NVQs, are also valuable. Proficiency in CAD software and data analysis tools is beneficial. Practical experience through internships or placements, a passion for motorsport, and physical fitness are important. Networking and continuous professional development can further enhance your career prospects in this dynamic field.

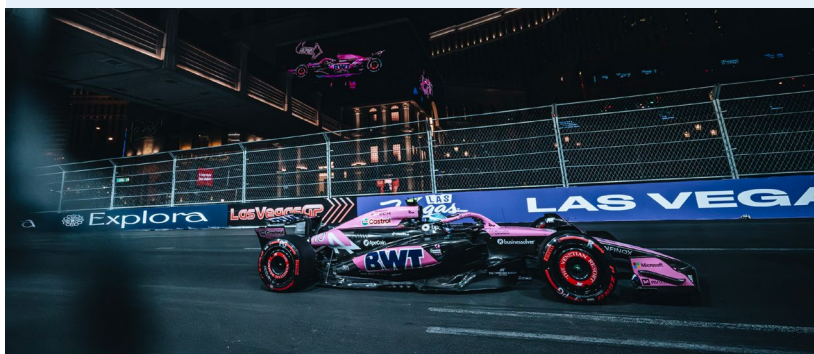
### CASE STUDY

#### FRANCIS STOKES, MOTORSPORT



Francis Stokes has had a diverse career in both motorsport and the military. His motorsport career includes roles such as Chief Garage Technician at Alpine F1 since January 2024, where he is responsible for maintaining and preparing tyres and equipment at race events. Before Alpine, he worked at Williams Racing for over five years, where he held various positions, including Garage Technician and Event Support Garage Technician. He also volunteered with teams like Jaguar TCS Racing and Slidesports, gaining valuable experience in race car maintenance and event support.

Stokes' military career spanned eight years in the British Army, where he served as a Formation Reconnaissance Soldier. His duties involved maintaining and repairing armoured vehicles in challenging conditions, and he was later selected for a specialised guided weapons troop. He also served as a Mounted Dutyman with the Household Cavalry, participating in major ceremonial events such as the Trooping the Colour and royal weddings. His military service was marked by deployments and involvement in critical operations, including providing aid during the 2014 floods.

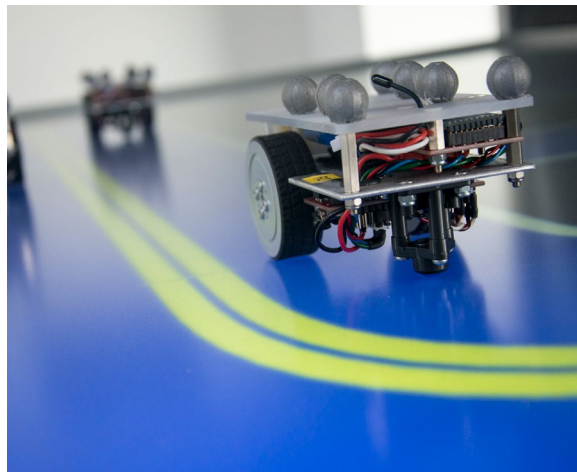


<sup>4</sup> [www.motorsportuk.org/record-breaking-july-shows-uk-leads-the-way-in-motorsport/](http://www.motorsportuk.org/record-breaking-july-shows-uk-leads-the-way-in-motorsport/)

<sup>5</sup> [the-mia.com/page/reviewofindustry](http://the-mia.com/page/reviewofindustry)

# THE FUTURE OF THE AUTOMOTIVE INDUSTRY

There is so much to look forward to within the automotive sector that it's difficult to know where to start. What we do know is that within the next decade, more cars will become electrified and emissions free; increasingly automated; even safer; able to connect with other cars, city infrastructure, the internet and people outside the vehicle; and like mobile phones today, vehicle software will be easier to update and improve, even after joining the road.



### ELECTRIFIED

Hundreds of car, van, truck and bus models are already available in the UK with battery powered as well as self-charging hybrid, hydrogen and plug-in hybrid powertrains. It means the days of only petrol or diesel engine vehicles are gone, with the UK set to phase out the sale of new non-zero emission cars, vans and most heavy goods vehicles by 2035. It presents huge opportunities, as well as challenges for the UK automotive sector, but decarbonisation promises many benefits.



### EMISSIONS FREE

Zero emission vehicle technology, such as electric and hydrogen powertrains, means no CO<sub>2</sub> emitted from the tailpipe, bringing with it a fresh driving experience, cleaner air to breathe and less noise pollution on our streets and in our communities. All around Europe, vehicle manufacturers are working on ways to improve these technologies, with an exciting future of innovation ahead.



### SAFER

Modern cars today feature airbags, crumple zones and pre-tensioning seatbelts pretty much as standard. Anti-lock brakes, once a 'luxury' that only expensive cars had, are now the norm. But the next generation of safety will see big leaps forward in the development of lane assistance, crash-warning devices, self-driving cars, automatic parking and automated braking.



### CONNECTED

Cars and commercial vehicles will have the ability to 'talk' to city technology such as traffic lights and lane warnings. They will be even better and faster at corresponding with the internet over destinations, traffic hold-ups, and work and leisure pursuits. Keeping in touch with friends, family and colleagues outside the car will be second nature.



### UPDATEABLE

Rather than a life cycle of eight years as modern vehicles typically have today, future vehicles will, like computers and mobile phones, be able to undergo new software updates, installations and downloads on a regular basis, such as during a car's annual service. It will mean cars do not go 'out of date' or get superseded as quickly, with motorists able to benefit from new innovations with their existing vehicle.



### NEW SKILLS

All these remarkable technologies open up fantastic opportunities for graduates, apprentices and school leavers – not just at the technological level, but right through to sales, marketing, servicing and repair. It's an exciting time if you are looking for a career in the automotive industry. With so much change already happening, and lots more just over the horizon, now is the perfect time to join and help us drive our journey.

# FURTHER INFORMATION – EMPLOYER CAREER GUIDANCE



JLR has a rich history of connection to the UK Armed Forces, dating back to the origins of both iconic brands. Since signing the Armed Forces Covenant in 2014, JLR has placed over 1,500 Veterans into employment globally across every function within the business. It has a dedicated Armed Forces Engagement Manager and an active Armed Forces Community Network as one of its employee network groups.

JLR works closely with the Careers Transition Partnership to promote vacancies to Service Leavers, Veterans and military spouses and partners, and regularly hosts careers events. JLR is continually recruiting for roles across all functions, such as product engineering, digital, creative, industrial operations including supply and logistics, HR, corporate security and business protection. JLR also offers opportunities for Service Leavers to carry out civilian work attachments during its resettlement, providing a useful insight into the commercial world as well as support with networking.

JLR was one of the first signatories of the Corporate Covenant in April 2014, resigning the Armed Forces Covenant in February 2021, and has held a Gold Award received from the Defence Employer Recognition Scheme since July 2015.

Website:

<https://www.jaguarlandrover.com>

Careers Website:

<https://www.jaguarlandrovercareers.com>

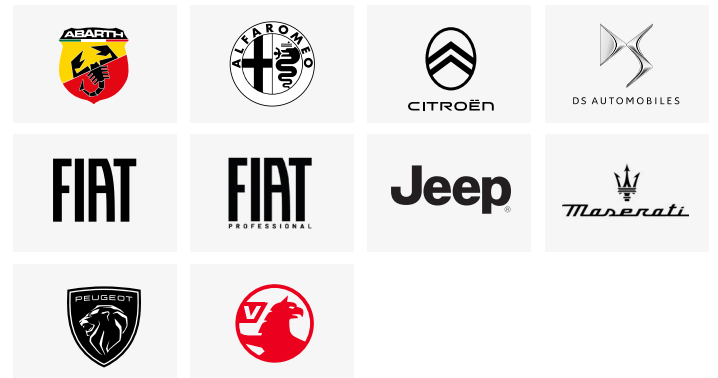
Contact:

Stephen Lees, Armed Forces Engagement Manager,  
[slees7@jaguarlandrover.com](mailto:slees7@jaguarlandrover.com)



Stellantis formed in 2021 following the merger of Fiat Chrysler Automobiles (FCA) and Peugeot Société Anonyme (PSA) to become the fourth largest global automaker. It has two manufacturing sites in the UK – Ellesmere Port and Luton – as well as an extensive retail network.

Stellantis owns 16 brands, 10 of which operate in the UK including:



Stellantis signed the Armed Forces Covenant in March 2021 and has an experienced Armed Forces Transition & Employment Manager.

Website:

<https://www.stellantis.com/en>

Careers Website:

<https://www.stellantis-careers.co.uk>

Contact:

Rebecca Thorn, Transition & Employment Manager,  
[rebecca.thorn@external.stellantis.com](mailto:rebecca.thorn@external.stellantis.com)



### OTHER FORCES-FRIENDLY AUTOMOTIVE EMPLOYERS

This list is not exhaustive but gives you an idea of businesses who have shown their support for the Veterans community by signing the Armed Forces Covenant and Defence Employer Recognition Scheme:



#### ARNOLD CLARK AUTOMOBILES LTD.

Arnold Clark Automobiles Ltd., founded by Arnold Clark in 1954, is Scotland's largest private company and the fourth largest automobile dealer in the UK. With nearly 120 dealerships, they offer a wide range of new and used cars, contributing to their £1.4 billion in sales in 2003.

[www.arnoldclark.com/careers](http://www.arnoldclark.com/careers)



#### AUTOMOBILE ASSOCIATION (THE AA)

The Automobile Association (The AA), founded in 1905, assists motorists with vehicle insurance, driving lessons, breakdown cover, and more. Initially formed to help drivers avoid speed traps, it has evolved into a private limited company providing essential motoring services to over 15 million members.

[www.theaacareers.co.uk/](http://www.theaacareers.co.uk/)



#### BICESTER MOTION (AND BICESTER HERITAGE)

Bicester Motion, located in Oxfordshire, is an innovative future mobility technology hub spanning a dynamic 444-acre estate. It hosts over 50 businesses and 500+ staff specialising in past, present and future mobility, with four distinct quarters – Heritage, Innovation, Experience, and Wildemess – offering workshops, lakes, and open parkland. Its links to the Armed Forces Community are strong as many of its specialists are Veterans, while 17 of its specialist businesses have signed the Armed Forces Covenant.

[www.bicestermotion.com/](http://www.bicestermotion.com/) and [www.bicesterheritage.co.uk/](http://www.bicesterheritage.co.uk/)



#### CARWOOD MOTOR UNITS LIMITED

Carwood Motor Units Limited, founded in 1949, is a private limited company based in Coventry, UK. They specialise in remanufacturing vehicle diesel fuel injection systems, electrical components, and ancillary systems. Additionally, they distribute vehicle components to customers across the United Kingdom, Europe, and Asia.

[www.carwood.co.uk/company-profile/careers-at-carwood](http://www.carwood.co.uk/company-profile/careers-at-carwood)



#### COSWORTH LTD

Cosworth Ltd., a global technology business with over six decades of engineering experience, delivers propulsion, electronics, and software solutions for the automotive, aerospace, and marine sectors. Their cutting-edge innovations span hybrid and EV propulsion, data connectivity, and automation technology, positioning them at the forefront of mobility solutions.

[www.cosworth.com/careers/](http://www.cosworth.com/careers/)



#### HORIBA MIRA LTD

Horiba MIRA Ltd., a global provider of automotive engineering and research services, boasts over 70 years of experience in developing iconic vehicles. Their work spans safety-driving deployment, legislation consulting, thermal energy management, electronic integration, and vehicle performance certification.

[www.horiba-mira.com/horiba-mira-awarded-gold-for-outstanding-support-to-the-armed-forces-community](http://www.horiba-mira.com/horiba-mira-awarded-gold-for-outstanding-support-to-the-armed-forces-community)



#### KNOCKHILL RACING CIRCUIT

Knockhill Racing Circuit, located in Fife, Scotland, opened in September 1974. It's Scotland's national motorsport center and the only FIA-approved circuit in the country. With layouts including the 1.3-mile International track, it hosts events like the British Touring Car Championships and British GT Championship.

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



halfords

### HALFORDS GROUP PLC

Halfords Group plc, a UK-based provider of motoring and cycling products and services, operates through two segments: Retail and Car Servicing. Their retail stores and online platforms offer automotive, leisure, and cycling products. With over 125 years of expertise, they inspire and support a lifetime of motoring and cycling.

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



John Clark  
Motor Group

### JOHN CLARK MOTOR GROUP LTD

John Clark Motor Group Ltd., a family-run new and used car dealer group in Scotland, represents major automotive manufacturers such as MINI, Audi, Volkswagen, and Renault. They offer an extensive choice of new and used cars for sale, along with servicing and parts.

[www.johnclarkrecruitment.co.uk/](http://www.johnclarkrecruitment.co.uk/)



### LOTUS CARS LTD

Lotus Cars Ltd. is a British multinational automotive manufacturer based in Hethel, Norfolk producing luxury sports cars and electric vehicles. It also includes Lotus Tech, an all-electric lifestyle vehicle company in China, and Lotus Engineering, an engineering consultancy firm. It has a rich history in Formula One racing, with iconic models like the Elan and Esprit.

<https://uslot.lotuscars.com/jobs/4480496-ex-forces-opportunities#>



MORGAN  
MOTOR COMPANY

### MORGAN MOTOR COMPANY LTD

Morgan Motor Company Ltd., founded in 1909, hand-builds premium British sports cars with classic design. Synonymous with craftsmanship, elegance, and performance, it continues to create quintessentially British vehicles in Malvern, UK, for over 110 years.

<https://www.morgan-motor.com/careers/>



### TESLA MOTORS LTD

Tesla Motors Ltd., a global electric vehicle manufacturer, designs, manufactures, and sells electric cars and powertrain components. Operating worldwide, they produce models like the Model Y, Model 3, Model X, and Model S. Additionally, Tesla installs energy systems and offers clean energy products, including generation, storage, and consumption.

[www.tesla.com/Veterans](http://www.tesla.com/Veterans)



### THE MOT TRAINING AND COMPLIANCE GROUP LTD

The MoT Training and Compliance Group Ltd., a private limited company based in Aylesbury, UK, specialises in MOT compliance support. Their services help businesses stay compliant with DVSA regulations, ensuring peace of mind and saving valuable time. They offer management consultancy and expertise for MOT stations and automotive professionals.

[www.motcg.co.uk/](http://www.motcg.co.uk/)



TOYOTA  
MANUFACTURING UK

### TOYOTA MOTOR MANUFACTURING (UK) LTD

Toyota Motor Manufacturing (UK) Ltd., established in 1989, is the British manufacturing subsidiary of Toyota. The main factory is located in Burnaston, Derbyshire, with an engine factory in Deeside, North Wales. With a total investment of £2.75 billion, they employ approximately 3,000 members and produce vehicles using the TNGA (Toyota New Global Architecture) platform.

<https://www.toyota.co.uk/discover-toyota/careers>



Silverstone

### SILVERSTONE CIRCUITS

Silverstone Circuit, located in England near the villages of Silverstone and Whittlebury, is renowned for hosting the British Grand Prix since 1948. Its high-speed straights, challenging corners, and rich history make it a favorite among drivers and fans worldwide.

[www.silverstone.co.uk/careers](http://www.silverstone.co.uk/careers)

## USEFUL SOURCES FOR FURTHER INFORMATION



### THE SOCIETY FOR MOTOR MANUFACTURERS AND TRADERS (SMMT)

SMMT serves as the trade association for the UK motor industry. Its mission is to promote the interests of the automotive sector both domestically and internationally. It has a 900-strong membership covering the car and commercial vehicle sectors, manufacturing, supply chain, aftermarket and more. SMMT works closely with its members and acts as the industry's voice, advocating its position to government, stakeholders, and the media. It aims to promote the interests of the industry, to safeguard and secure investment – in manufacturing, skills, markets and more – and helps automotive businesses to connect with each other in the UK and globally.

Website:

<https://www.smmt.co.uk/>

Careers Guidance:

<https://www.smmt.co.uk/industry-topics/uk-automotive/skills-and-careers/>



### THE INSTITUTE OF THE MOTOR INDUSTRY (IMI)

The IMI is the professional association for individuals in the retail motor industry. As the authoritative voice of the retail skills sector, the IMI sets and promotes professional qualification standards. It focuses on driving skills acquisition, establishing career paths, and boosting public confidence. The IMI serves on the Sector Skills Council for the automotive retail industry, and governs the Automotive Technician Accreditation (ATA) scheme.

Website: <https://tide.theimi.org.uk/>

Careers Guidance: <https://tide.theimi.org.uk/motor-careers>



### THE INSTITUTION OF MECHANICAL ENGINEERS (IMECHE)

The IMechE is an independent professional association which represents mechanical engineers and the engineering profession, boasting over 115,000 members across 140 countries. IMechE fosters lifelong learning, facilitates idea exchange, and promotes innovation. Its mission is to improve the world through engineering, creating a global, inclusive and digitally enabled engineering community.

Website (Automobile Division):

<https://www.imeche.org/industry-sectors/automotive-engineering>

## USEFUL SOURCES FOR FURTHER INFORMATION



### MOTORSPORT INDUSTRY ASSOCIATION (MIA)

The MIA is a global trade association representing the motorsport, performance engineering, services, and tuning sectors. With nearly 300 members worldwide, the MIA advocates for this dynamic industry, which transacts over £5 billion in motorsport business. Their role includes supporting specialised needs, fostering international networks, and promoting rapid development within the sector.

Website: <https://the-mia.com>

Careers Guidance: <https://the-mia.com/page/careers>



### MOTORSPORT UK

Motorsport UK, formerly known as the Motor Sports Association, is the UK's membership organisation and governing body for four-wheel motorsport. As a not-for-profit private company, it represents competitors, volunteers, clubs, and fans. Recognised by the Fédération Internationale de l'Automobile (FIA), Motorsport UK oversees various forms of motorsport, including rallying, circuit racing, drifting, hill climbing, karting and even Esports. Its mission is to increase participation and regulate the sport, authorising thousands of event permits annually. It organises global flagship events such as the British Grand Prix and the Rally of Great Britain, as well as campaigns such as National Motorsport Week.

Website:

<https://www.motorsportuk.org>

Volunteering:

<https://www.motorsportuk.org/volunteers/>



### MISSION MOTORSPORT, THE FORCES' MOTORSPORT CHARITY

Mission Motorsport, The Forces' Motorsport Charity, aids the recovery and rehabilitation of Veterans affected by military service. It provides social opportunities and training through motorsport and the automotive industry. The team, comprising Veterans, serving personnel, military spouses, and automotive professionals, uniquely understands the military context.

Website:

<https://www.missionmotorsport.org/>

# INDUSTRY AWARENESS AND NETWORKING

### TRADE SHOWS

Trade shows and networking events are crucial for anyone looking to transition to a new career in the automotive industry for several reasons, including:

**Industry Insight and Trends:** These events provide a comprehensive view of the latest trends, technologies, and developments in the automotive sector. This knowledge is essential for making informed career decisions and staying competitive in the job market.

**Networking Opportunities:** Attending trade shows and networking events allows you to meet industry professionals, potential employers, and peers. Building a network can open doors to job opportunities, mentorship, and collaborations that are vital for career growth.

**Skill Demonstration:** These events often include workshops, demonstrations, and interactive sessions where you can showcase your skills and expertise. This visibility can attract potential employers and collaborators who are looking for talent.

**Access to Job Opportunities:** Many companies use trade shows to recruit new talent. You can directly interact with hiring managers, learn about job openings, and even participate in on-the-spot interviews.

**Learning and Development:** Events often feature presentations and panel discussions led by industry experts. These sessions provide valuable insights into the skills and qualifications needed in the industry, helping you to align your career transition strategy with market demands.

**Exposure to Innovations:** Being exposed to the latest innovations and technological advancements can inspire and inform your career path, ensuring that you are aware of where the industry is headed and what skills will be in demand.

**Brand and Personal Recognition:** Regular participation in industry events helps in building your personal brand and reputation. Over time, being recognised as an active participant in the industry can enhance your professional credibility.

### KEY EVENTS

In the specific context of transitioning from military service to a civilian career in the automotive industry, events that are beneficial to attend include, but are not limited to:

#### Autosport International



#### Goodwood Festival of Speed



#### The British Motor Show



#### The National Transition Event



#### SMMT events



#### The Commercial Vehicle Show



# ONLINE NETWORKING – LINKEDIN

LinkedIn can be highly beneficial for members of the Armed Forces community looking to find new opportunities and build an online presence within the automotive industry. The benefits include:

**Networking Opportunities:** LinkedIn allows you to connect with professionals already working in the automotive industry, helping you build a network that can provide insights, advice, and potential job opportunities. There are numerous LinkedIn groups and organisations dedicated to supporting Veterans, such as “Veteran Mentor Network” or “Veterans in Automotive.” These groups can offer mentorship, resources, and connections specifically geared towards helping Veterans transition to civilian careers.

**Job Search and Recruitment:** LinkedIn’s job board includes postings specifically targeting Veterans, many of which are from companies in the automotive industry that value the skills and discipline military personnel bring. You can follow automotive companies and get updates on job openings, company news, and insights into company culture. This can help you identify employers that actively recruit Veterans and understand the opportunities available.

**Skills Translation and Presentation:** LinkedIn profiles allow you to showcase your military experience, translating your skills and achievements into terms that are relevant and understandable to civilian employers in the automotive industry. Collect endorsements and recommendations from colleagues, supervisors, and fellow Veterans, which can validate your skills and experience to potential employers.

**Professional Development:** LinkedIn Learning offers courses related to automotive technology, management, and other skills that can help you gain the knowledge needed to succeed in the industry. Following industry leaders and organisations can keep you informed about the latest trends and developments in the automotive sector, helping you stay current and knowledgeable.



**Visibility and Personal Branding:** By sharing content, engaging with posts, and publishing your own articles, you can establish yourself as a knowledgeable and engaged professional in the automotive industry. Many companies highlight their commitment to hiring Veterans on their LinkedIn pages. You can identify and connect with these companies more easily.

**Events and Webinars:** LinkedIn often hosts and promotes virtual events, webinars, and workshops that are focused on career transitions, including those specifically for Veterans. These can provide valuable information and networking opportunities.

**Specialised Resources:** Many automotive companies have specific recruitment programs for Veterans. LinkedIn can help you identify and connect with these programs.

In summary, LinkedIn provides a comprehensive platform for networking, job searching, professional development, and visibility, all of which are crucial for Veterans, Service Leavers and spouses looking to enter the automotive industry. Its resources and connections tailored to the Armed Forces community can significantly ease the career transition process.

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This document is provided for informational purposes only and is intended to support members of the Armed Forces community in exploring careers within the UK automotive sector. While every effort has been made to ensure the accuracy of the information, SMMT and Mission Community accept no responsibility for any errors or omissions.

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Website: [www.missionautomotive.org](http://www.missionautomotive.org)

Society of Motor Manufacturers and Traders (SMMT)

Website: [www.smmt.co.uk](http://www.smmt.co.uk)