

INTELLIGENT APPLICATION.

TODAY I JOINED DETICA...

TECHNICAL CONSULTANTS
SOFTWARE DEVELOPERS
ELECTRONIC ENGINEERS
DATA ANALYSTS



Detica

BAE SYSTEMS

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WELCOME TO DETICA. WHAT WE DO.

WE'RE NOT ALL THINGS TO ALL PEOPLE. BUT WE COULD BE EVERYTHING TO YOU.

The world around us is complex and constantly changing. As a company, we work for government and commercial organisations looking for ways to enhance the services they provide to their customers – while simultaneously tightening their belts and confronting new hazards. We also develop solutions to strengthen national security and resilience, enabling citizens to go about their lives freely and with confidence.

We're trusted by some of the world's most important organisations to create intelligence and insight from complex data. So that we deliver this critical service to the highest standards every time, we recruit only the best graduates and help them achieve exceptional results from the outset. We look for technology-focused, intellectually-agile people, and offer them the chance to build a career like no other, with early responsibility and the support of a friendly, close-knit community.

This is an exciting period for us, and we'd like you to come and be part of it.

BUT WHAT DO WE ACTUALLY DO?

Detica is a technology and information security company. We help government and commercial organisations exploit information to deliver critical business services more effectively and economically. By combining technical innovation, domain knowledge, and our own unique intellectual property, we deliver world-class solutions to our clients' most complex operational problems – enabling them to provide secure business and technology services to citizens and customers.

We offer a broad range of services to our clients and opportunities for our employees: from strategy formulation through to developing software and hardware technologies and engineering solutions. Delivering the best possible service means drawing on in-depth industry knowledge and working with a close and collaborative working style.

By working in partnership with a variety of clients covering many sectors, such as government, commercial and financial, we tailor solutions to help them meet their needs. This ranges from helping maintain the security of the nation through to helping them develop an in-depth understanding of customers as well as combating fraud.

More details and videos about the roles we offer can be found on our website or by scanning our QR codes with your smart phone. Take a look and find out more straight from our graduates.

OUR COMPANY IS FOCUSED ON THE FOLLOWING AREAS:

NATIONAL SECURITY AND DEFENCE

We've worked for more than 30 years in the national security and defence sector. It's an environment where our clients have always demanded the highest levels of trust, integrity and understanding. Now, new technologies are creating new threats that need to be tackled in new ways. From strategy and analysis to training and equipment, Detica provides expert consultancy, proven technologies, and managed services. We use these capabilities to help fight new forms of crime and terrorism, strengthen cyber security, increase organisational efficiency, and protect citizens from harm.

POLICING AND JUSTICE

New technologies create new crimes that need to be policed in new ways. We help clients find new and more effective solutions to preventing and detecting crime. From expert advice to the integration of sophisticated mobility platforms, our solutions don't just prevent harm and protect people. They also increase operational efficiency, responsiveness and effectiveness, too.

CENTRAL GOVERNMENT

Times are tough. But focusing on operational efficiency isn't just about reducing costs. Done smarter, it can increase agility, responsiveness and effectiveness, too. Our advanced analytical tools and expert consultancy, delivered as an efficient managed service, can help transform the services provided by central government, more effectively targeting the fraudsters and the cheats, so they can concentrate on serving the majority of people that need them most.

TELECOMMUNICATIONS, MEDIA AND TECHNOLOGY

In today's saturated markets converging technologies are providing new opportunities to build relationships and tailor services for individual consumers. In this environment, we work with our clients to offer differentiated products and expand into new markets while still improving margins and retaining existing customers. By combining business and technical consultancy and a range of innovative software and hardware technologies, we help them tackle these challenges.

BANKING AND INSURANCE

The financial services industry is undergoing a period of immense transformation. Amidst calls for the market to become more secure and open, new regulations are forcing organisations to get to grips with their data or face losing shareholder value. We help our clients extract insight from customer data and develop tailored services to protect critical information assets and improve operational efficiency. We provide expert advice and proven assessment techniques to help them conform to regulatory requirements, including the Data Protection Act (DPA), Payment Card Industry (PCI) standards and Solvency II.

ENERGY AND UTILITIES

Data is a powerful asset and can be used to increase the accuracy of demand forecasting, improve customer experience and enhance the operational effectiveness of your business. As the sector undergoes transformation with new technologies like smart meters, data can also be used to ensure our clients' business complies with demanding regulatory requirements and is protected from new cyber security threats. With expert consultants and a broad range of technology and system integration services, we can help them protect their business networks and get the most out of their data.

CASE STUDIES: REVEALING THE FRAUDSTERS OF TOMORROW

Each year undetected general insurance fraud claims cost the UK industry an average of £1.9 Billion. In 2006 the Insurance Fraud Bureau (IFB) was set up with the aim of tackling organised cross industry insurance fraud. The IFB selected Detica NetReveal® to help solve the problem. Our solution uses advanced social network analysis to detect and prevent fraud that traditional systems cannot. Using over 113 million electronic records from multiple industry databases and other intelligence sources Detica NetReveal® breaks the data down into its distinct entities (including individuals, vehicles, companies and addresses) and by applying advanced social network analysis, risk scoring and linking, provides the IFB with prioritised pre-built networks of risk incidents and identities. IFB analysts use this data to investigate suspicious networks or claims. To date, on-going collaboration with the police forces across the UK has resulted in 447 arrests, 99 convictions and 66 years' imprisonment! Public perceptions towards insurance fraud have also changed considerably, thanks to the IFB's ongoing commitment to publicising high profile cases and highlighting the impact of insurance fraud on honest customers.

RIGHT PERSONNEL, RIGHT SPEND

Since the introduction of the MOD's tri-service HR system (JPA) in 2007 the Army has struggled with poor data quality in key areas of personnel, directly affecting their ability to make informed decisions and ensure that the country has the right number of soldiers with the right skills available at the right time. Our team worked in close partnership with the Army at Head Quarters Land Forces (HQLF) to develop a data cleansing programme and an in-house data management organisation. As a direct result of our data cleansing activities providing more accurate management information, our client was able to take timely action and achieve an in-year cost avoidance of over £13m. Our approach and implementation has supported the Army in achieving international recognition by winning the 2010 Data Governance Best Practice Award.

SAFEGUARDING PERSONAL DATA FOR A MAJOR TELECOMMUNICATIONS COMPANY

Organisations that collect and process large quantities of personal data need to ensure that their processes and systems are fully compliant with data protection legislation. Very large volumes of data in geographically distributed organisations can create complex compliance requirements. Detica identified regulatory, commercial and reputational risks for one of Europe's largest processors of customer data. We helped our client to safeguard customer data and understand the level of risk across its organisation. We provided a set of tools and methodologies which allow the client to repeat the assessment in other areas of its business, and the information and knowledge about data protection is now shared more effectively across the organisation.

WORKING AT DETICA.

Consultancy means long hours, strict rules and a corporate career path, right?

No. Far from it. We aren't a bureaucratic organisation. Our company lets you find your place, so that you don't get lost in the crowd. We respect your individual needs and want you to feel confident in building a career that is absolutely right for you.

Our ability to innovate and improve what we do is essential to our success. So your creativity is as important to us as your technical capabilities. We recognise what you've already achieved, and encourage you to apply your intelligence and insight to drive our innovative approach. You'll join a real team, and from the very start, work on real projects and get out and about with clients. A promise we deliver on!

We are not all about work though... You'll also have the chance to get involved with social activities and clubs, or take an unpaid sabbatical should you want a career break. Most importantly, you'll have the chance to individually tailor your training and career, surrounded by friendly, supportive and welcoming colleagues.

DETICA; BUILT WITH THE FUTURE IN MIND

The very nature of our business demands that we remain creative and innovative at all times. With the level of structural, operational and technical complexities faced by our clients, generic solutions and approaches are rarely the answer.

Our commitment and investment in constant advancement has led to our considerable growth and helps to ensure we stay ahead of our competitors. And we continue to go from strength to strength. Our number of employees is increasing and our graduate intake is still the biggest single area of recruitment. The fresh thinking of graduates like you is key to our ongoing success.

Of course, innovating for tomorrow also means protecting the world around us today. We're making huge strides to 'go green' and it's something we really care about. From a thorough recycling strategy to responsibly-sourced stationery, to intelligent lighting, we're committed to improving our environmental credentials at every opportunity. We also give considerable support to our chosen 'charity of the year', offer many opportunities for volunteering in the community and operate a Give-As-You-Earn scheme.

WHAT MAKES YOU DIFFERENT IS WHAT MAKES YOU RIGHT

While each role is unique, everyone at Detica shares a dedication to finding and creating the right solutions for our clients. And if that solution doesn't yet exist, then we invent it. We're a highly ambitious organisation and we expect you to be too.

Each person who joins us is as individual as the job they do. Intelligence is at the heart of our business, so you'll need an astute mind and excellent qualifications. You'll have or be expecting to achieve a minimum of a 2:1 or equivalent in a numerate or technical discipline. That could be engineering, physics, computer science, mathematics or an operational research discipline. And your degree will be backed up by strong A-levels or equivalent, as well as a good grounding in GCSE mathematics, science and English.

It's important that you can demonstrate the ability to learn quickly, and solve problems by thinking logically, analytically and creatively. There's no doubt there'll be something special about you, and you'll have the communication skills, and the confidence, to build relationships with colleagues and clients alike. Flexibility - the willingness to adapt to new situations and roles - is also key.

Over the next few pages you can learn more about the sort of roles you could carry out if you were to join us.

“When I joined Detica I was pleased to be given opportunities from the first day – I was immediately allocated to a project, met the client and given genuine responsibility. Rather than being daunting, the support I got from Detica made the whole experience enjoyable. A few months later, and I'm the client's first point of contact at Detica and talking to them on a daily basis. Detica encourage graduates to keep on developing, and I'll soon be taking on another project, and meeting a new set wwof challenges.”

Nic
University of Bournemouth
BSc Software Product Design



TODAY I SAFEGUARDED YOUR DATA.

TECHNICAL CONSULTANTS
ELECTRONIC ENGINEERS
DATA ANALYSTS
SOFTWARE DEVELOPERS



As a Technical Consultant you will be involved in a wide variety of projects. This will give you a taster of many of the areas in which we operate so you can decide the direction you want your career to take, from project management through to technical development. You'll be involved in the entire lifecycle of our projects, from gathering information on our clients' requirements, to creating, testing and implementing solutions. You may be involved in engagements that require us to provide independent advice, undertake research, improve client technology or provide technical expertise in a particular technology or business domain. It goes without saying that you'll need to be as adaptable as you are ambitious.

You'll have a strong affinity for technology but will also have an in-depth understanding of how it can improve business performance. You'll also need the drive to be client facing from the start. Initially, your career will include learning about and using new technologies, data analysis and modelling, before you choose your specialism.

“Detica is a great place to be a graduate, before I knew it I was working with a group of like minded and supportive colleagues on client site. I was supported by monthly meetings with my career mentor, with whom I have formed a career plan to gain skills in areas to best serve my aspirations. No two projects are the same; I have worked with many things from web analytics to contributing towards national telecoms data architecture models – each project takes a varied yet exciting approach.”

Rick
Imperial College, BSc Physics



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graduate profiles

TODAY I BUILT AN INNOVATIVE SOLUTION.

TECHNICAL CONSULTANTS
ELECTRONIC ENGINEERS
DATA ANALYSTS
SOFTWARE DEVELOPERS



As an Electronic Engineer you will be at the forefront of technology. Working on creating the hardware, firmware and embedded software that enables us to deliver the right cutting edge solutions specifically shaped for our clients needs. Join us and you'll immediately become involved with FPGAs, signal processing, high-speed PCB design, hardware-accelerated computing, analogue electronics and embedded systems. But the fact that this is an engineering role doesn't mean you'll spend all your days in the lab, or confined to a desk in a back office. You'll meet daily technical challenges, working with clients, project managing a number of assignments and carrying out shared work with colleagues across the firm. This is the real advantage of being part of an integrated consultancy organisation.

You'll be fascinated by technology. And you'll have an interest in a number of different competencies that might include algorithm development, digital or analogue circuit design, signal processing and real-time software. If you have an exceptional academic record and a high-level (first-class or 2:1) degree in a relevant engineering, software, mathematics or science subject as well as excellent A-Levels, this could be just the role for you.

“Unlike most consultancies, we design and produce our end-to-end technical solutions from scratch – so we're both an engineering company and a consultancy. The quality of our products is reflected by the calibre of the people here: we only target the brightest graduates, who are motivated and can deal with pressure.”

Jenni
Cambridge, MEng Manufacturing Engineering



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TODAY I DEVELOPED A SOLUTION TO IDENTIFY FRAUDSTERS.

TECHNICAL CONSULTANTS
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As a Data Analyst, the projects you'll take on will involve both short- and long-term assignments, and will entail working closely with your team and clients. Your work could involve exposing fraud or identifying illegal networks by finding patterns and seeking out trends. The essence of the role is the analysis of large quantities of data. This could be through data quality audits, management information and in-depth statistical analysis. You'll share your knowledge of clients' needs with colleagues and work with teams across the business to devise unique solutions.

Your degree in a numerate or technical discipline such as maths, computer science or operational research will be matched with excellent people skills and an ability to go beyond routine questions to truly analyse and problem solve. Your communication and team working skills will be excellent and you'll be confident presenting complex ideas to technical and non-technical audiences. Sometimes the role will be demanding, but you'll cope smoothly with conflicting priorities.

"I like to be challenged. I want to be interested in the work that I do, both in variety and complexity; knowing that I have real responsibility for the tasks that I take on. At Detica, I'm surrounded by people who are just as driven, who provide opportunities to demonstrate my abilities, whilst supporting me in developing further. I've experienced a lot, from working to develop new systems and predictive models, to leading client meetings and demonstrations. At only 6 months in, I'm definitely excited about the future."

Guy
Birmingham University, BSc Mathematics



Use your smart phone to view Detica graduate profiles

TODAY I DEVELOPED NEW CAPABILITIES WITH CUTTING EDGE TECHNOLOGIES.

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As a Software Developer you will work across a range of projects, providing the innovations that keep our technology at the cutting edge. Your software capabilities and coding dexterity could see you creating solutions for government or commercial clients, helping to address challenging IT and security requirements. You may also be involved in infrastructure and hardware projects or be responsible for testing solutions for your clients. You may find yourself in software development (using Java, C, C++ and C#) or software application support analysis (offering third-line support and application management to our clients). Whatever role you play you'll be part of a team that delivers world-class software and thought-leading consultancy.

You will become involved in a vast array of projects, so you'll need to be flexible and adept at managing a changing workload. Whichever route you wish to take, it's vital that you possess a strong background in a relevant subject and that you have a genuine interest in development perhaps spending your spare time finding out more about a topic of interest. Excellent A-levels or equivalent are essential, along with a minimum of a 2:1 or equivalent in a numerate or computer science degree that has given you a strong base knowledge in programming and some experience within your chosen field. You'll be passionate about software and technology and be driven by the thought of getting your teeth into complex problem solving.

“Being a graduate developer in Detica is great because the nature of the work is always changing; introducing fresh challenges and opportunities. The products we make are innovative and interesting, and the short-term nature of most projects ensures a dynamic environment. The small development teams give junior members large areas of responsibility from the start, supported by a network of experienced and talented technology experts unique to us as a company.”

Alex
University of Durham, BSc Physics



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graduate profiles



WE HAVE A STRONG GRADUATE COMMUNITY THAT SUPPORTS LEARNING AND DEVELOPMENT.

“We have a strong graduate community that supports learning and development from the induction course in the first week and beyond, giving recommendations for useful up-coming training and pointers to how to make the most of the courses on offer. This community extends further than personal development and provides an excellent support system for graduates working at Detica.”

Gemma
University of Durham, BSc Physics

YOUR CAREER DEVELOPMENT AND BENEFITS

We want you to learn and develop as well as be happy in your job. So whatever your aspirations, you'll have the freedom and support to shape a path that is uniquely yours. That could mean moving positions across the company, or increasing your skills in a chosen area – wherever possible we'll support you in whatever you want to do. Of course, it's essential that you have the talent and ambition vital for your success, and an eagerness to learn.

Our benefits are generous and in keeping with the level of success you'll achieve with us. Our starting salary is £28,000 – £30,000, depending on your qualifications, and your salary will be subject an annual review. On top of this you will get a £2,000 sign on bonus in your first pay packet. Our core benefits offer a discretionary performance-related bonus scheme, share incentive plan, employee support scheme, recognition scheme and a flexible benefits scheme. This allows you to choose a benefits package that suits your individual needs, from buying more holiday to getting a free bike for the ride to work. All of our graduates also have access to a £2,000 interest-free loan and a £1,000 relocation allowance.

You can be sure of constant development to enable you to achieve your very best. You'll build skills, knowledge, experience and networks essential for your success. There'll be plenty of opportunity for structured learning and development, and regular events, such as business forums for you to attend. You'll develop a breadth of experience and gain insight into specialist areas such as technology consulting, electronic engineering, systems delivery and integration, data consulting, or information security and assurance, allowing you to shape your career. You'll get your own personal mentor, who'll offer guidance and support throughout your career, and we'll also match you with a buddy who can give you a bit of informal support while you're finding your feet.

INTERNSHIPS AND PLACEMENTS

APPLICATION PROCESS

We can tell you everything we know about working with us, but the best way to truly find out is to join us for a summer or year-long internship. These placements offer you the chance to gain experience of our business. There are positions available in every one of our business units, and in each of the graduate roles.

Our expectations are high. You'll be extremely ambitious, confidently contributing to demanding projects from the start. You won't spend your time with us making coffee! You may be based on-site with clients or in-house. Either way you will be learning about the commercial application of our technology solutions. You'll receive a formal review from your project manager, plus you can be sure of high levels of support from colleagues across Detica.

We pay £19,500 for a 12-month internship if you've completed two years of study and £21,500 if you've completed three or more years. Our summer interns receive £1,650 per month and placements generally last ten weeks, although we are flexible. To join as an intern, you should typically be in your penultimate year at university, but we do also consider applications from first and second-year students and postgraduates. A high percentage of our placement students go on to join us full time. If things go well during your time with us, we could make you a job offer up to a year in advance of your final qualifications.

Our opportunities are based in either Guildford, London or Gloucester (though the type of work may dictate the location).

To apply, please visit our website
www.detica.com/graduates

Visit our graduate website and you'll find more detail on our roles. Our main website, meanwhile, has in-depth information on the work that we do. If you like what you see, you can begin applying. We accept applications all year round, and graduates join us during every month of the year.

Unlike other graduate opportunities, we don't have a lengthy application form. Simply answer a few short questions online, and upload your CV and a short covering letter – that's really all there is to it.

If you're successful after application, we'll contact you to arrange your first interview, which will be either face-to-face or over the telephone, depending on the role you've applied for. Our interview process is two-staged and rigorous. But it's also friendly and open. We'd like you to find out as much about us, and our culture, as we do about you. In your second-stage interview, you'll be asked to give a presentation on a technical topic (typically a university project or relevant work experience) and answer questions on a case study. And you should feel free to ask questions, and find out more about Detica for yourself.

We don't believe in keeping you waiting. So we'll get back to you with feedback as soon as we can. If you're successful, but want to take a few months off before joining, we'll keep a job offer open for you.

“Working at Detica as an intern gave me a valuable insight into the company and the function of the different departments within. I found Detica to be a very professional company with a strong sense of community. It was these reasons that meant that when I was offered a full time role after I had finished my degree that I took the opportunity to come back to Detica.”

Daniel

University of Warwick, MEng General Engineering



About Detica

Detica delivers information intelligence solutions to government and commercial customers. We help them collect, exploit and manage data so they can deliver critical business services more effectively and economically. We also develop solutions to strengthen national security and resilience.

We integrate and deliver world-class solutions to our customers' most complex operational problems – often applying our own unique intellectual property. Our services include cyber security, managing risk and compliance, data analytics, systems integration and managed services, strategy and business change and the development of innovative software and hardware technologies.

Detica is part of BAE Systems, a global defence and security company with over 100,000 employees worldwide. BAE Systems delivers a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions and customer support services.

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