
GRADUATE PROGRAMME

Our Graduate programmes

It's a thrilling time to join us as our company experiences rapid growth and is reaching a pivotal point in its evolution. Join one of our graduate development programmes and you will help shape the direction of a really unique company. Our programmes are created to give you the chance to work on real projects within our organisation and to gain knowledge of the larger business and industry, with an emphasis on either a commercial or technical career path.

Before you specialise in a field of expertise as a graduate, you will have your own understanding of the opportunities in our organisation. It's all about your ability to grow and how we can assist you in finding the right fit.

Our values establish what we stand for, both now and in the future, and how we conduct ourselves. The reason we exist is to improve patient outcomes through realistic learning experience; to make a difference to the lives of others; at Limbs every one of us contributes to that goal.

Our opportunities are designed to help you develop your skills

If you consistently look for solutions, push yourself to achieve results, are willing to work hard and care about making a difference in the work you do, we want to hear from you.



What you'll do on the Graduate Programme

Our training programme will equip you with the skills and confidence you need for a real step up in your career, with a technical or commercial focus, as well as professional skills.

TECHNICAL PROGRAMME

Why choose the Technical Programme?

You will work within R&D, Engineering and Product Management, learning about and gaining experience of the product development life cycle and the process for delivering projects to production.

You will work with Product Managers, Designers & Design Engineers in project teams, solving problems and coming up with solutions, you will also be liaising with Operations and Production Engineering Teams to contribute to the delivery of projects through the New Product Development (NPD) phases.

You will complete short placements in other departments of the company throughout the course of the 2-year programme, helping you to better understand the business and how product design and development fit into the overall picture.

What you'll need

Qualifications: Product Design, Industrial Design or Engineering degree.

You'll also need:

- An open-minded, curious, collaborative and creative approach to problem-solving
- Initiative, drive and adaptability to build your career, with support from our leaders
- A love of learning and applying of new perspectives to your work

COMMERCIAL PROGRAMME

Why choose the Commercial Programme?

Working with our Product Management, Marketing, Sales and Customer Service teams, you will develop your understanding of the industry, building your business and people skills, and contributing to the customer experience, product and sales activities.

Over the course of two years, you'll gain exposure to the business, with a focus on our customers' needs and our ambition to improve patient outcomes.

What you'll need

Qualifications: Degree qualified in relatable subject, for example Science, Medicine, Business or Marketing.

You'll also need:

- Good analytical and communication skills, with a commercial focus and a talent for leadership
- Initiative, drive and adaptability to build your career, with support from our leaders
- A love of learning and applying of new perspectives to your work

How to apply

Send us your CV to hr@limbsandthings.com along with a cover letter indicating whether you are interested in a technical or commercial career and outlining your qualifications and fit for our programme.

What you'll get

Year 1: £23,000 per year starting salary

Year 2: £25,000 per year plus bonus (potential to earn up to 10% of salary in a year)

How long? 24 months

Where? We are based in St Philips, Bristol (close to Temple Meads)

The application process:	Commercial	Technical
Closing date for applications	Friday 29 th July	Friday 29 th July
First interviews (Teams)	3 rd to 5 th August	3 rd to 5 th August
Complete online assessments	Week commencing 8 th August	Week commencing 8 th August
Second interviews (face to face)	22 nd to 24 th August	10 th to 12 th August
Offers made	By 31 st August	By 31 st August
Start date	1 st October	1 st October

L&T Graduate Schemes: Commercial or Technical



Induction Week

Graduate Programme – Commercial Focus				
Work Placement	Customer service	Sales	Product management	Marketing
	6 months per placement			
Understanding the wider business	R&D	Engineering	Quality	Production
	1-2 weeks per placement			
Core & Essential Skills Training	<div style="display: flex; justify-content: space-around; width: 100%; height: 20px;"> 1234567891011121314151617181920 </div>			
	1 day per month			
Mentor Support				
Quarterly reviews with your placement manager				

Graduate Programme – Technical Focus				
Work Placement	R&D	Engineering	Product management	R&D
	6 months per placement			
Understanding the wider business	Customer service	Sales	Marketing	Quality/ Production
	1-2 weeks per placement			
Core & Essential Skills Training	<div style="display: flex; justify-content: space-around; width: 100%; height: 20px;"> 1234567891011121314151617181920 </div>			
	1 day per month			
Mentor Support				
Quarterly reviews with your placement manager				