



# You belong on the grid

Imagine the career prospects at a company committed to staying one step ahead.





These are the  
only footsteps  
we follow in...



## One step ahead

As an innovative technology company working in mission critical environments, we are always looking for and investing in people with the best minds and methods.

Remaining at the forefront of cutting-edge solutions is essential to the success of our business. The nature of working in a business sector that protects people and national security means you could be contributing towards one of the industry's greatest think-tanks, developing in your respective fields and becoming part of a business with a higher purpose.

Based in Tewkesbury, Gloucestershire, we are dedicated to providing complete solutions that maximise the value for our customers. As a people-focused company, we are also dedicated to promoting growth from within the organisation and can support careers in a wide range of environments. From engineering and state-of-the-art manufacturing to finance and customer support – you'll find a rewarding career that will enable you to fulfil your potential.

At L3 TRL, we foster an open culture, which is reflected in our awareness of corporate responsibility in all its aspects; from financial compliance to business ethics, environmental affairs to product integrity.





**We enable governments of the free world to defend and protect their people and borders from hostile or illegal activities and threats.**



L3 TRL are driven by an understanding that what we do, matters. The results of our work directly affect the critical environments in which our technology is deployed. With this in mind, we strive to deliver excellence, exceed standards and achieve best in breed performance.

This can only be achieved by remaining 'One Step Ahead', investing in innovation and working in partnership with our customers to understand the changing scenarios within which our technology can make a critical difference.

# Core capabilities

## Electronic Counter Measures (ECM)

Our ECM solutions include the award winning Counter-Radio Controlled Improvised Explosive Devices (RCIED) range of products. Combining field-based intelligence with selected jamming of the electromagnetic spectrum, ECMs defeat the threat of roadside bombs and provide life-saving protection for military front-line troops and civilian VVIPs.

## Electronic Support Measures (ESM)

One of L3 TRL's biggest capability areas includes the design, development and support of ESM solutions for government, defence and intelligence agencies. Our range of communications interception and intelligence products has been designed to counter evolving threats from terrorism, insurgency and other subversive activities around the world.

## Network Security

L3 TRL has over a decade of experience in developing and supporting sophisticated IP encryption devices for Government Grade Network Security, helping to defend against the cyber threat. All encryption products go through stringent government accreditation and feature the most technologically advanced architecture, ensuring confidentiality, integrity and availability of mobile and fixed networks at the highest level.

## Cyber Security

We are leveraging the experience gained through developing our award winning Government Grade encryption solutions to provide secure hardware solutions for the Critical National Infrastructure (CNI) cyber security markets. We provide organisations in the CNI market the necessary security to protect the availability, integrity and confidentiality of their networks and data, whilst safeguarding business critical infrastructure.





**“Doing work that matters is the ultimate reward.”**

Many employee surveys rate ‘meaningful work’ alongside ‘growth within jobs’ as the thing that matters most to people. And happily, that sense of purpose and satisfaction is hard-wired into L3 TRL’s role in the commercial world – to help in the protection of nations’ borders and individuals from hostile or illegal activities, through world-class electronic systems.

In short we work to make the world safer. No matter where your talents lie, working as part of L3 TRL Technology means you are directly contributing to a more secure society, helping to combat evolving and emerging threats around the world.

## Business Development, Marketing & Sales

Building on long-standing partnerships across the world, our Business Development, Sales and Marketing teams play a vital role in interpreting customer requirements and recommending the solution that will best meet their needs. Utilising experience gained from a complementary mix of backgrounds; from the Armed Forces to defence and commercial companies, the team is committed to providing customers with a dedicated and flexible service from the first point of contact.

## Engineering

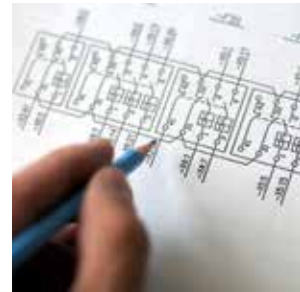
Specialising in defence electronics, our highly-skilled Engineers have a wealth of expertise in the design and integration of ECM, Communications Interception, Government Grade Network Security and systems architecture. We also provide a breadth of R&D activities, from theoretical studies to the implementation of concept-proving models. Our commitment to innovation and technical excellence has secured long-standing partnerships with government and defence agencies worldwide, through the successful delivery of specialised, secure projects.

## Operations, Project Management and Business Improvement

Our Operations, Project Management and Business Improvement functions play an essential role in delivering the very best in quality products and service excellence. From Manufacturing, Purchasing and the Design Office to Continuous Improvement and Quality Assurance, Programme Management and Customer Support, our customers will benefit from intelligent solutions that leave no room for error. We strive to ensure our customers gain the most from our products and services and we'll provide the most suitable solution to meet individual needs and operational requirements, with a view to achieving a lower cost of ownership for the customer.

## Support Functions

As the backbone of the business, our support functions ensure we are structured for success. Incorporating HR, Finance, IT, and Commercial, we are always investing in new skills and experience to support our key capabilities across the widest range of project requirements and applications. As a flexible, customer-focused organisation, our support functions ensure we are well placed to anticipate and support the changing needs of our customers, in an evolving, dynamic environment.



# Valued benefits for valued people



As an Investors In People organisation, we understand and appreciate the hard work, commitment and enthusiasm of our employees. A healthy work/life balance is important in ensuring the longevity of the relationship between the company and its employees. L3 TRL is committed to both supporting the workforce to hopefully make their lives a little easier and providing a reward and recognition scheme as a meaningful way of demonstrating our appreciation of their efforts.

## Supporting our employees today and tomorrow...

### Employee Assistance Programme

An easy to access and confidential work/life support assistance programme available 24 hours a day, 7 days a week, 365 days a year.

### PHI Insurance

Loss of income because of illness or injury is a serious problem to an individual and their family. The scheme protects you and your family if you are ill for a long period, by paying 75% of your income.



### Life Assurance

Families are one of the most important things to us. The issue of what will happen to your family, and how they will cope financially in the event of your death, is of great concern to all of us. The benefit payable is a lump sum of 4 times your basic annual salary and a spouse's pension of 33.33%, increasing after each year by LPI limited to 5%.

### Pension Plan & Financial Advice

The company contributes 5% to a NEST compliant non-contributory pension scheme after 3 months service; employees are able to pay extra contributions into the scheme.

### Well-being Support

The company is committed to providing a working environment that encourages, promotes and supports all employees adopt and maintain a healthy lifestyle.

### Childcare Vouchers

As a parent, legal guardian or person with parental responsibility you can start saving on your registered childcare costs with Computershare Voucher Services.

### Professional Qualifications & Memberships

Funding is available to support employees to complete professional qualifications and continue professional membership that is associated with their profession or role expansion.

### Eye Tests

Employees will be able to attend an optician of their choice for eye test appointments and the company will reimburse this cost up to a maximum of £25.00 for one eye test per annum.





## Rewarding and recognising our employees...

### **Competitive Salary**

As a pay-for-performance company, we are growing a high-performance culture that provides monetary rewards for contributions to the business. Our salary structure is competitive within our marketplace and is reviewed on an annual basis.

### **Bonus Plan and Special Recognition**

The success of the company is mainly due to the hard work and effort of its employees and in recognition of this, the company operates an annual discretionary bonus plan which is based on company performance.

### **Long Term Service**

The company recognises the importance of retaining their employees and appreciates the dedication and loyalty shown by many. A Long Term Service scheme is in place to recognise 10, 15, 20 and 25 years' service.

### **Holiday Entitlement**

We provide 25 days' vacation entitlement to all employees (pro rata for part time), increasing to 30 days with length of service. Employees also have the opportunity to buy and sell up to 1 week's leave.

### **Employee Share Purchase Plan**

The opportunity to purchase L3 Corporation Company shares on a monthly basis is available through the payroll system.

## In addition...

The company offers a number of further benefits to employees.

### **Flexible Working Hours**

A flexible working hours system is in operation, enabling employees to flex the hours they work with the added benefit of a condensed working week – closing at 12 noon on a Friday.

### **Parking**

The company provides free parking facilities for all employees within a 5-10 minute walk.

### **Communication & Social Interaction**

We believe that getting along with and knowing your colleagues, supports positive working relationships – regular, consistent communication and social gatherings are an important aspect of this.

# Graduate and industrial placement opportunities

We are always looking for keen and hard working graduates who have a degree in Electronics, Electrical Engineering and Computer Science or similar and would like to experience a professional working environment receiving relevant skills development. We have opportunities within Electronic Engineering including FPGA, Software, Hardware and Systems Architecture and are dedicated to promoting growth from within.



## Apprenticeships

Apprenticeships provide an opportunity for young adults, who are keen to start work, to learn new skills and gain qualifications. We have a variety of apprenticeships on offer that will provide access to real world practical learning with state-of-the-art technologies and a highly skilled team.



## Life in Gloucestershire

Covering approximately 1000 square miles of some of South West England's largest Areas of Outstanding Natural Beauty, yet still within easy reach of metropolitan areas; London to the east, Birmingham to the north, Bristol to the south and South Wales to the west, Gloucestershire is one of the UK's most desirable areas to live. Not only for the quaint picturesque scenes of the Forest of Dean and the Cotswolds, or the quality of education or even for destinations like Broadway, Bourton-on-the-Water, Burford or Cheltenham. Beyond its cosy exterior is a place of literature and music festivals, cheese rolling, horse racing and the buzz of a truly thriving area.





# Take your step ahead

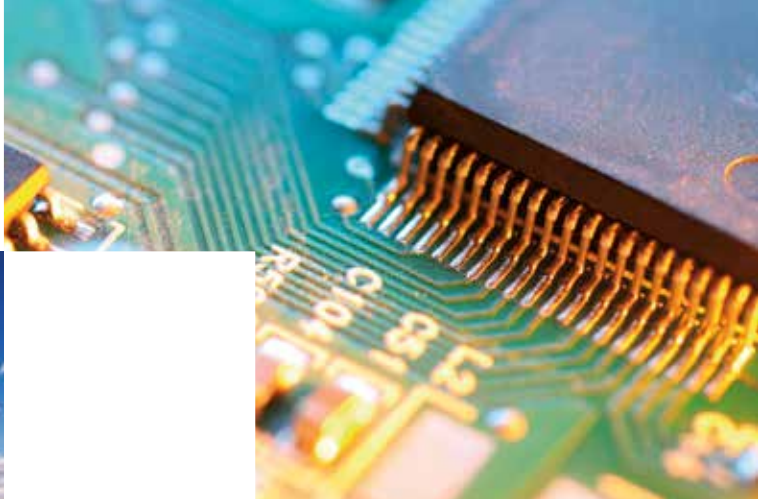
We believe in a work culture where diversity is important and people are valued, respected and know that they matter. We treat all people equally when recruiting, training, promoting and in our day-to-day work. We recognise that people are different. This creates a culture that is fair and inclusive, while harnessing the abilities of all our people ensures advancement is based on ability and performance.

For more information about the exciting careers opportunities within L3 TRL, please contact us on:

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