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GRADUATE SCHEME



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GRADUATE PLACEMENT SCHEME

Nissan Graduate Scheme

Nissan has always been a name associated with peak performance, high-speed innovation and excitement. Sure, we make cars, but that's only half of it. Sales, marketing and distribution are integral to our business, and we are looking for remarkable graduates to join us and help fuel our on-going quest for greatness. We are looking for the leaders of the future.

If you have an all-consuming passion for business and you are driven to succeed in a constantly evolving, cutting-edge environment, we want you on our team. If you can embrace and expand our vision of excellence, we want you on our team. At Nissan, the power comes from inside. This power comes from you.

The Scheme Overview

The Nissan Graduate Scheme is how we identify and train the leaders of the future. Over two years, this challenging programme will provide you with the breadth and depth of knowledge you need to thrive within one of the world's leading automotive brands. At least three rotations will allow you to be immersed in a range of different departments, giving you a truly cross-functional understanding of the company. Right from the start, you will have real responsibilities and the ability to influence key decision-making processes.

You will also be provided with a personal mentor, who will be available for one-to-one discussions and will help align your career aspirations with the opportunities available to you within the company. At the end of the scheme, you will be supported by our HR team and guided into an area of the business that will play to your strengths. Joining Nissan on one of our emerging talent programs gives you access to world-class development opportunities and a fast paced, performance-driven, international career.

Graduate Scheme Structure

The Nissan Graduate Scheme will provide you with a diverse overview of the business by placing you in three separate departments over a two-year period, each for eight months at a time. The aim of this rotational structure is to avoid specialisation. A truly effective manager should be driven by a shared vision and equipped with an expansive, robust knowledge of core business operations, how the company functions and how it communicates.

You will complete a Career Development Plan during the scheme. This will enable you to plan your career path by identifying target career goals and the steps you need to take to achieve them. This document will then be used to plan discussions with your line managers and mentor at each rotation.





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GRADUATE PLACEMENT SCHEME

Your first placement will be decided before you begin the scheme, and it will pay particular attention to your previous relevant experience and your natural strengths. The next two placements will take your specific development needs into account, placing you in areas of the business where you can add value to the operation from day one.

During each rotation, your line manager will arrange regular one-to-one meetings with you, followed by an end-of-placement review. These meetings foster a culture of transparent communication, where constant feedback allows both you and Nissan to get the most out of your placement experience. When the time comes to join our team of driven automotive professionals, we want to make sure you have the opportunity to grow and develop in the department that is right for you.

Mentor

Throughout your time on the Graduate Placement Scheme, you will be paired up with an individual mentor who will be on-hand to provide advice and support as you progress through your different placements. Your mentor will be a Nissan Executive, and their wealth of knowledge and wisdom will help facilitate your journey through the scheme, and introduce you to areas of the company you may not otherwise experience.

Mentor meetings will be arranged monthly or quarterly, depending on your levels of experience and your

performance throughout each rotation. This will broaden your awareness of our business operations and help emphasise the value of cross-functionality within Nissan.

Once your rotations are complete, you will work with the HR department to find an area of the business that will benefit from the individual qualities you displayed in each of your placements.

Business Areas

Your rotations will allow you to spend eight months at a time in a range of different departments within Nissan. Your natural skill-set and personal ambitions will help determine which areas of the business you will experience. Listed below are some of the core functions of the business you may experience during your rotations:

Aftersales

Aftersales is a crucial commercial department, responsible for retaining customer business and enhancing profitability through accessory sales, parts sales, servicing and warranty. A dedicated field team support the dealerships to achieve Nissan's volume and quality objectives, while the marketing team are responsible for developing brand-compliant marketing materials for the dealer network.

To rotate between four roles, experiencing different departments seemed like the perfect opportunity.





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GRADUATE PLACEMENT SCHEME

Sales Operations

Sale Operations plan the production for every Nissan sold in the UK. They are responsible for managing the sales performance of our dealership network and our corporate sales channels. Their continued analysis of purchasing trends enhances profit and growth, while field-based Sales Performance Managers work with local dealerships to maximise sales through commercial and retail channels.

“ For our first two weeks we followed an induction schedule including trips to the Innovation Station, NMUK factory and Oxford dealership. This was a great way to get immersed in the brand, and understand the relationship with stakeholders outside of NMGB. ”

Marketing

The marketing team is divided into three core areas – Product, Planning and Communications. They are solely responsible for marketing our product portfolio in the UK market.

The Product and Planning teams operate across the entire product range. They take charge of market research, they plan and launch new Nissan models in the UK, and they make sure our products remain in the public eye.

The Marketing Communications team is our voice. They manage the relationship between our product teams and any external agencies, providing a consistent message for Nissan’s dealership network. The team also supports Product Managers with the delivery of launch events.

“ I particularly enjoyed the responsibility of running my own projects from brief through to go live. ”

Customer Services

Nissan Customer Services is responsible for managing Nissan’s relationship with our customers. They play a key role in the monitoring and delivery of the Nissan Care commitments. The team works cross-functionally on many projects, such as resolving specification complaints, ordering new vehicles from our distribution department and launching new goodwill initiatives to our network.

Communications

The Press Office handles all of Nissan’s internal and external communications. The Communications team is responsible for Nissan’s press coverage in the UK, and is directly responsible for how the public perceive our brand. They constantly liaise and meet with the media, maximising the exposure of our product launches and motor shows, as well as keeping internal employees updated with the latest company messages.





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Training

As well as being immersed in the day-to-day workings of each department, you will also take part in a variety of training schemes. Within your first six months, you will attend an introduction training module, which will present you with an introduction to the Nissan business and an introduction to the Graduate Placement Scheme.

Topics covered will include:

- A corporate induction, focussing on Nissan's history, the global company structure, mission, vision, and company culture.
- A Human Resources and Health and Safety induction.
- A business introduction, introducing the different departments on the scheme and exposing graduates to the business as whole.
- A one day visit to a Nissan Plant or Design Centre.

During each rotation, you will take part in at least one training module designed to deepen your knowledge of the company and to hone your awareness of best practice, product ranges and our company ethos. The topics will be vast and varied, and will include:

- Presentation Skills
- Assertiveness Skills
- Problem Solving
- Leadership Skills





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GRADUATE PLACEMENT SCHEME

The aim of these schemes is to further broaden your understanding of Nissan as a whole and to encourage a culture of continuous learning. The knowledge you gain here will help prepare you for your role as a member of Nissan's versatile management staff.

Real Rewards

During your time on our Graduate Scheme, you will reap the very real rewards of working at Nissan. Nissan GB Graduates are offered a two year fixed term contract with a starting salary of £28,000 per annum, after each eight-month rotation, there will be an appraisal, where we will work towards defining your future role within the company. In addition to your annual base salary, you will receive 25 days paid holiday (including an extra half day if your birthday falls on a working day).

You can also participate in our company car scheme, where you can choose up to four vehicles with a competitive monthly rent price. This price includes usage of the vehicle, maintenance and car insurance. Our model list is updated on a regular basis to ensure that our employees can drive the latest products.

We also provide you with a pension scheme and private medical insurance.

Other benefits include:

- **Free parking**
- **Cycle to work**
- **Subsidised restaurant on site**
- **Sports and Social committee**
- **Dress down Friday**
- **Discretionary UEFA and O2 tickets**

Location

NMGB are based in the village of Maple Cross, which is on the doorstep of London. You'll be joining our scheme with other Graduates, all in the same position as you, so you can discover all the local hot spots together!

Step Into The Future

At Nissan, we are always thinking about the future, and our Graduate Scheme is no different. If you successfully complete our Graduate Scheme, our HR Team will support you as you transition into one of the world's most exciting automotive businesses.





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READ OVER OUR GRADUATE STORIES. CAN YOU SEE YOUR FUTURE?

Jon Davies Fleet Category Manager

Start Date: September 2011

Why did you choose the Nissan Graduate Scheme?

I had done my placement year in the car industry at a competitor manufacturer and had continually been benchmarking against the Qashqai. Seeing as I couldn't beat it, I thought I ought to join it!

Initial Impressions

In the first week, myself and one of the other graduates went up to our manufacturing plant in Sunderland and it seriously impressed me – the scale of the site, the number of employees and the speed of the process blew me away. I think this was when I realised how 'British' Nissan is, and also how big the company is.

Rotations

I completed rotations in Product Marketing (Electric Vehicles), Dealer Support, Marketing Planning and Corporate Planning. I really enjoyed learning about electric vehicles whilst they were in their infancy, I found speaking to the dealers in Dealer Support very useful background for when I became a Sales Performance Manager but I think my favourite role was working in marketing and corporate planning. I felt like we developed some really useful reporting and processes which was then used to support key decisions the business made. I also enjoyed the daily dose of terrible puns whilst in this team.

Key skills

How to interact with different people at different levels, how to motivate different teams as well as learning quite a bit about the automotive industry.

That said, I remain convinced that my greatest achievement is that I can now do a mean Pivot Table, which has a unique ability to murder conversation at a dinner party (unless you are hanging out with accountants), but saves hours of time at work.





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READ OVER OUR GRADUATE STORIES. CAN YOU SEE YOUR FUTURE?

Sabah Hussain Sales Operations Controller

Start Date: September 2014

Why did you choose the NMGB Graduate Scheme?

I chose the NMGB Grad Programme because I was drawn by the opportunity of completing 4 rotations around the business over 2 years, giving amazing exposure to learn the importance of different functions and working alongside many people throughout the business.

Rotations

I have completed two rotations so far. My first rotation was in Aftersales and I am currently in the Electric Vehicles department. Within Aftersales, I looked after the eBay store for Parts & Accessories and the Online Service Booking Tool.

I am thoroughly enjoying my current role within the Electric Vehicles department, due to the wide-ranging nature of the role. I have gained a unique insight into factors relevant only to electric vehicles such as charging infrastructure; as well as acquiring knowledge of managing a product by working on projects such as campaign launch.

Key Skills

Ability to join a new team and quickly get to grips with a new role. I have enhanced my analysis skills through regular reporting on market performance; as well as the ability to work with and co-ordinate external stakeholders.

Time so far...

The variation of rotations has enabled me to learn how to quickly settle and understand a function, before getting stuck in to varying high profile projects with significant responsibility. Furthermore, being mentored by a Manager from another department is a great opportunity for reflecting upon how you are performing and developing ways to improve.





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READ OVER OUR GRADUATE STORIES. CAN YOU SEE YOUR FUTURE?

Conor Horne Sales Performance Manager

Start Date: September 2013

Why did you choose the Nissan Graduate Scheme?

As a petrol head, I always knew that I wanted to work within the motor industry; Nissan was the obvious choice due to the company's exceptional success and growth in recent years.

What has your time been like so far?

My first rotation was spent in Aftersales where I was tasked with managing and developing Nissan's official eBay store. Having been given such great responsibilities from day one, I felt integral to the success of the department and the wider business. I then went onto complete 3 further rotations in Corporate Sales (Fleet), Electric Vehicles (EV) and finally the Compact Car product team.

My time spent within the EV department was the most interesting, challenging and rewarding role I have held at NMGB to date. Operating in the rapidly developing EV market guaranteed that every day would present a new issue of its own. In this role I therefore developed strong time management and communication skills as well as gaining an insightful understanding of the future of the motor industry.

What is the best thing about NMGB?

I have thoroughly enjoyed my time spent at Nissan to date, for me the best thing about this company is the people; every department works closely as a team to achieve its individual objectives, and I believe it is this ethos that is at the root of the company's success.





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FAQS

How many opportunities are you offering?

This year we are looking for between 4 – 6 Graduates.

What is the salary and the benefits package?

Graduates will receive £28,000 a year to start with, plus 25 days' holiday and the chance to join in Nissan's generous car leasing scheme, private medical insurance and pension scheme.

In addition, Nissan offers a subsidised on-site restaurant, corporate gym membership and free parking. We also have an on-site sports and social committee and many diverse wellbeing initiatives to take care of all our employees.

Do you accept Graduates from outside the EU?

Yes. But we don't offer sponsorship opportunities to overseas graduates at the moment. Also, you'll need to have an appropriate work visa for the UK and be willing to travel to the UK to take part in the interview process. You can check your eligibility to work in the UK with the UK Border agency.

When is the application closing date?

Initial Closing Date for Applications: 20th November 2016.

When does the scheme start?

The Graduate scheme starts in September, but this depends on the needs of our business.