

Horstman Defence Systems

CANDIDATE BRIEFING PACK



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Horstman Defence Systems has partnered with Jonathan Lee Recruitment to identify and appoint talented individuals to join their rapidly expanding team.

ABOUT HORSTMAN DEFENCE SYSTEMS

Horstman Defence Systems, a Company of the RENK Group, has been providing world-leading mobility solutions for the global wheeled and armoured markets since 1913.

They have business units in UK, USA and Canada and have a time-tested pedigree in innovation, product development manufacture and defence project management in heavy armoured and tracked vehicle suspension systems.

The company provide unrivalled mobility to vehicles ranging from ultra lightweight-wheeled 4x4, battlefield 6x6 and 8x8 wheeled, through infantry and engineer tracked vehicles and up to the heaviest of main battle tanks.

Horstman today has over 200 highly skilled employees worldwide, work with more than 18 blue chip prime contractors and government research centres and has a global footprint in both customer base and supply chain, with export sales to 28 countries.



WORKING AT HORSTMAN DEFENCE SYSTEMS

We are working as the recruitment partner to Horstman Defence Systems Limited to find and attract great people to join their rapidly growing business.

Based in the beautiful city of Bath, Horstman Defence Systems offers fantastic careers for anyone looking to work in an innovative, forward looking engineering business.

They offer competitive salaries, generous holiday entitlements, free life cover, pension scheme, childcare vouchers and cycle to work salary sacrifice schemes.

They have careers in a wide variety of disciplines, including: Commercial, Mechanical Engineering, Manufacturing Engineering, Project Managers, Buyers, Quality Inspectors, CNC Machinists, Assembly Operatives, Integrated Technical Support, Stores and Maintenance Engineers, as well as other Head Office functions such as accounts, IT and administration.

Horstman are a Gold member of the 5% club (This award recognises the UK's leading employers of apprentices, graduates and degree placement students) and have also been recognised as an Outstanding Workplace in People Insight's recent Awards.



BENEFITS OF WORKING AT HORSTMAN DEFENCE SYSTEMS

Benefits of working at Horstman Defence Systems include:

- Pension – 5% matched contribution (up to 8% matched)
- Life Cover of 4 x salary
- 25 days holiday, plus 1 day at 5 years and another day at 10 years
- Simply Health cover (Cash Plan) for self and any children Level 3
- Company bonus scheme – non-contractual and dependent on company performance
- Uplift in pay rate at 5 years and 10 years service
- Enhanced paternity and maternity leave (after qualifying period)
- Retail discounts



INTERESTED IN BECOMING PART OF THE TEAM?

This is an exciting time to work for Horstman Defence Systems and there are many career development opportunities for high-performing employees right across the business - If you feel you would be a good fit we would love to hear from you.

RECRUITMENT PROCESS

- Initial phone call and interview with a Jonathan Lee Recruitment consultant
- Successful candidates will be submitted for consideration
- First stage Teams call with nominated employees from Horstman Defence Systems
Second stage onsite interview which will involve site tours and a more detailed technical discussion
- Certain vacancies may require an online test, but this will be discussed at the appropriate time and subject to Horstman Defence Systems' request

