



Commercial Graduate Programme

*Transform Your Future: Discover Endless
Possibilities with Vp.plc's Graduate Scheme*

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SPECIALIST

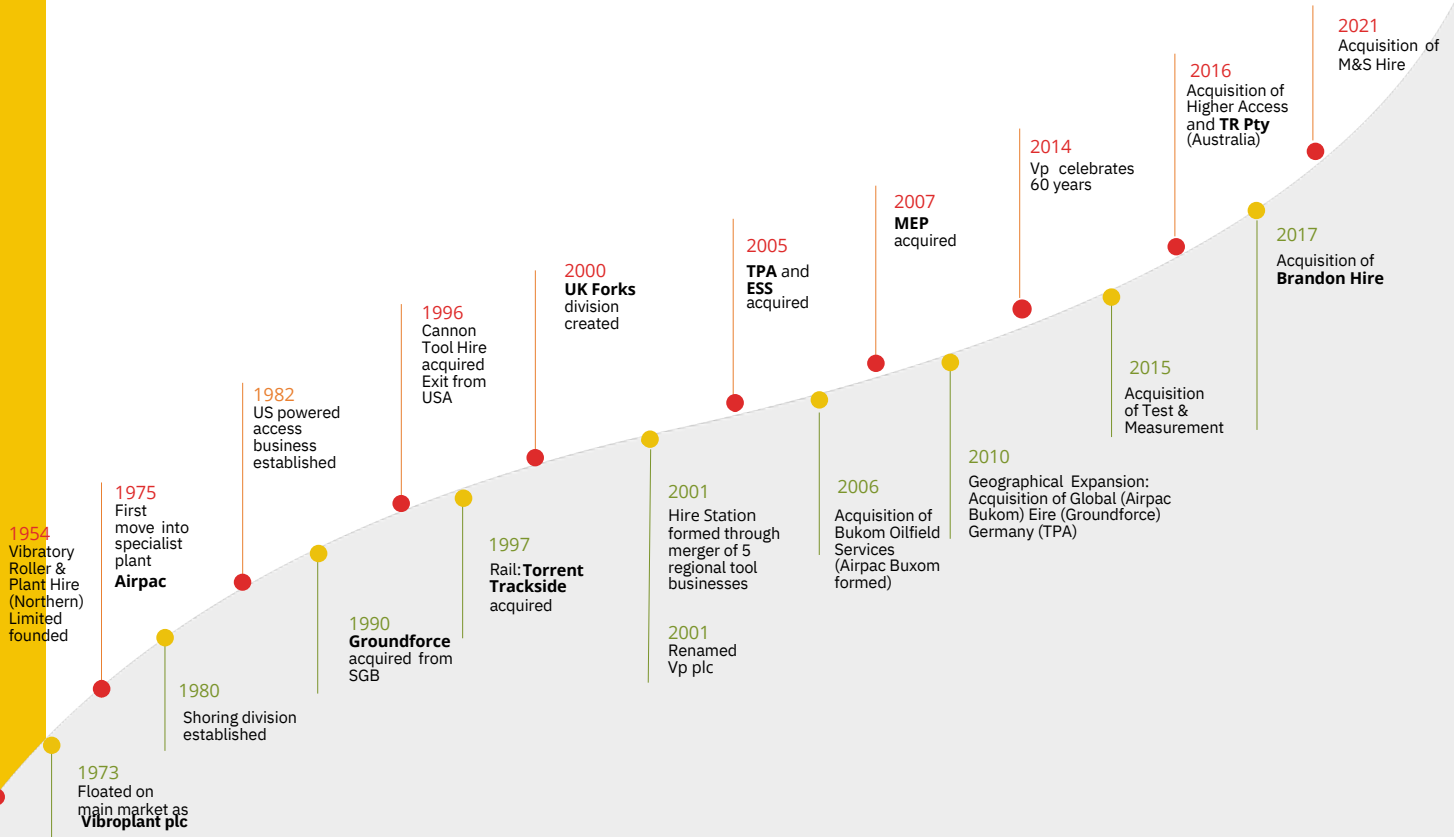
Brief Introduction

Established in 1954, Vp plc has evolved into a dynamic group of companies with expertise in equipment rental. Our organisation encompasses seven prominent operating divisions: Airpac Rentals, Brandon Hire Station, ESS, Groundforce, TPA, Torrent Trackside, and UK Forks. Across these divisions, we proudly provide an extensive range of specialist products and comprehensive services tailored to various industries. Our offerings cater to diverse sectors such as construction, civil engineering, rail, water, oil and gas, outdoor events, and housebuilding.





Group History 1954 to date



Revenue History:	1970:	1980:	1990:	2000:	2010:	2014:	2015:	2016:	2017:	2018:	2019:	2020:	2021:	2022:	2023:
	£2m	£14m	£70m	£55m	£129m	£183m	£206m	£209m	£249m	£304m	£383m	£363m	£308m	£351m	£372m



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Our Objective

Is to deliver **sustainable products and services to a diverse range of end markets** including rail, infrastructure, construction, housebuilding and oil and gas, both in the UK and overseas



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Our Businesses



Airpac Rentals

Energy Industry Solutions

Airpac Rentals Energy Industry Solutions is an international business supporting a wide range of oil and gas markets, servicing well test, pipeline testing, rig maintenance and LNG markets worldwide.



Brandon Hire Station

The UK's Tool and Equipment Hire Specialist

Brandon Hire Station is a leading provider of tools and specialist rental products to industry, construction and home owners across the UK.



ESS

Safety, Survey, Test & Measurement

ESS is a specialist provider of safety, survey, communications and test & measurement equipment



Groundforce

Specialist Construction Solutions

Groundforce is the market leading rental provider of excavation support systems and specialist products for the water, civil engineering and construction industries.



TPA

Portable Roadways

TPA Portable Roadways is one of Europe's largest suppliers of temporary access solutions.



UK Forks

Materials Handling Specialists

UK Forks is one of the UK's leading specialist hirers of telescopic handlers and tracked access platforms.



MEP Hire

Mechanical, Electrical & Low Level Access Specialists

MEP Hire provides mechanical and electrical press fittings and low level access products to the UK construction, fit out, mechanical and electrical markets.



Torrent Trackside

Railway Plant. Railway People.

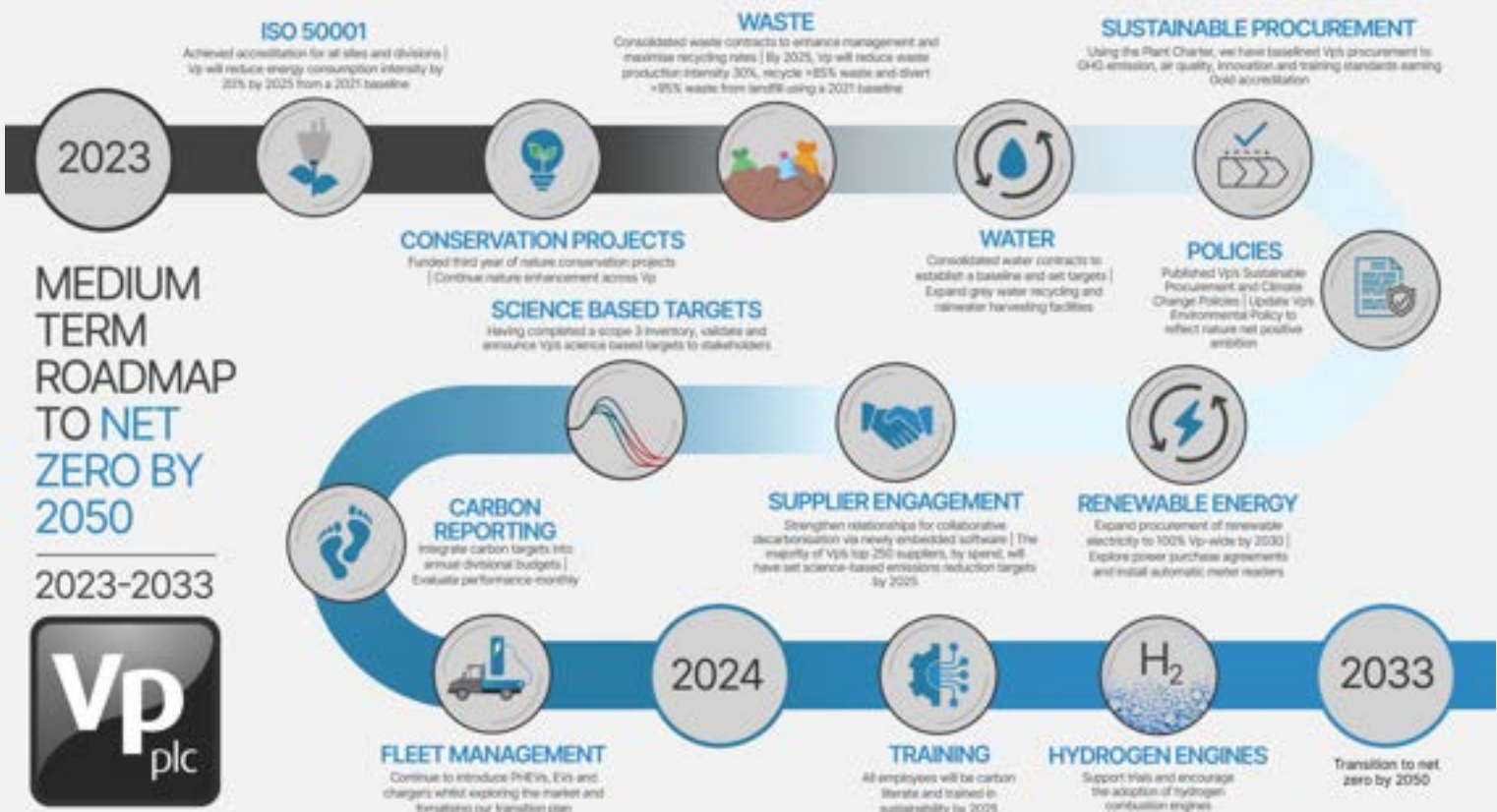
Specialist suppliers of rail infrastructure portable plant and related trackside services.

Environmental & Sustainability Commitment



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Vp plc have made a commitment to reach net zero carbon emissions with the Science Based Targets initiative by 2050 from a 2022 base year



As a global company, we know the importance of sustainability. That's why we aim to be **NET ZERO** by **2050** at the latest

Graduate Programme Overview



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Welcome to the business.

Rotation in one of the businesses, gaining exposure to various functions such as Sales, Compliance, Hire Desk, and Operations.

Rotation in another business, further exploring different aspects of its operations.

Rotation in one of the Head Office (HO) functions, including Audit, HR, IT, or Finance, to understand their roles within the group.

Rotation in a different business, deepening knowledge of its functions and operations.



Week 1



Month 1



Month 2



Month 3



Month 4

Month 5



Rotation in another business, broadening understanding of diverse business operations within Vp plc.

Month 6



Rotation in a different HO function, gaining insights into the specific functions of Audit, HR, IT, or Finance.

Month 7



Rotation in another business, expanding knowledge and experience in a different setting.

Month 8



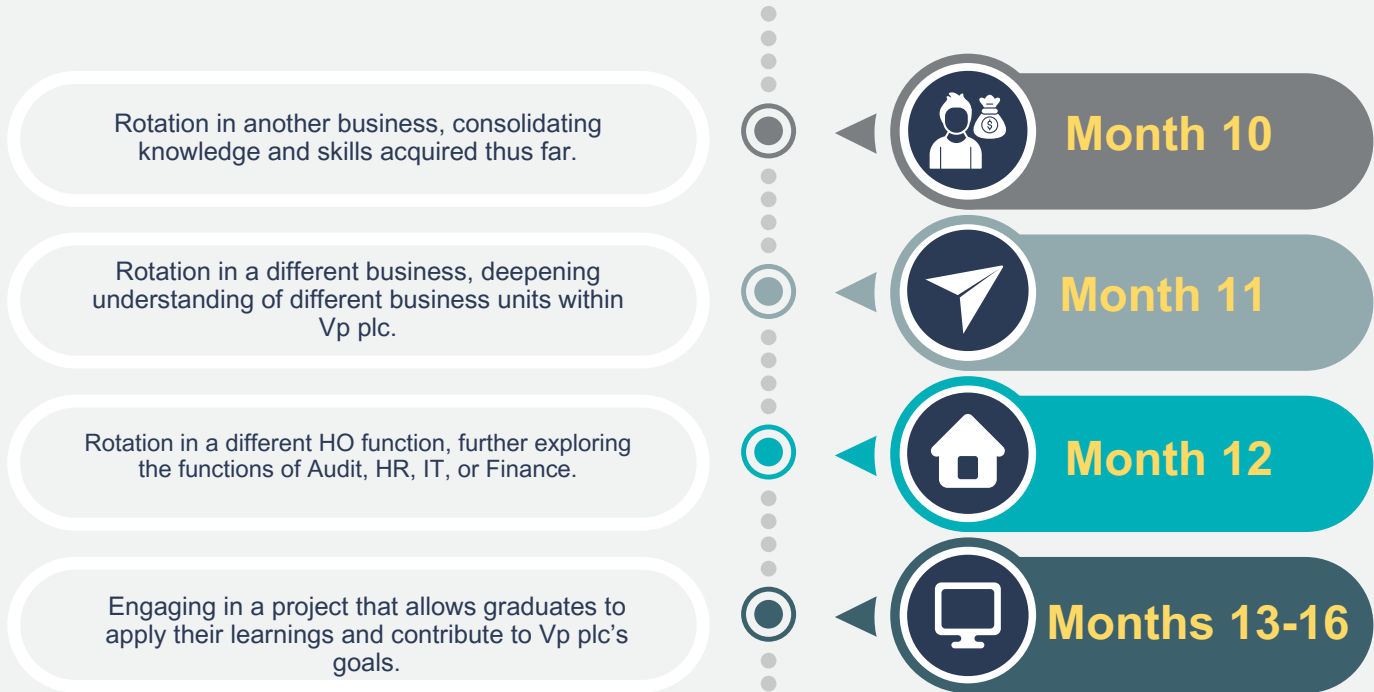
Rotation in a different business, gaining further exposure to varied operational practices.

Month 9



Rotation in a different HO function, providing a comprehensive understanding of the roles of Audit, HR, IT, or Finance.

Graduate Programme Overview



Throughout the program, graduates participate in leadership development days at the end of month 2, 5, 8, and 11. They also have the opportunity to **interact periodically with the Chief Executive**, including a visit to the City when interim results are announced.

This structured program provides a **comprehensive and well-rounded learning experience**, exposing graduates to various aspects of the business, different functions, and the chance to develop leadership skills while working on impactful projects.



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**Graduate
Spotlight:**

HEAR FROM OUR FORMER GRADUATES

Graduate Spotlight



Georgia Hardman, Commercial Buyer, Groundforce



Over my time on the Vp graduate scheme, I was introduced to the diverse industries that Vp serves and gained insights into all aspects of the business – from how things work on the ground level, right up to business strategy and corporate governance. This has given me the most well-rounded and thorough understanding of how a business functions at every point, something which is both rare and extremely valuable for a graduate scheme.

What makes the scheme even more unique is the opportunity to take part in various projects and presentations that use your skills and show what you've learnt through the process. What's more, the business and all its employees are extremely welcoming and always looking to improve, so if you see anything that could be enhanced or have any burning ideas, you will be listened to and can really make a positive contribution to the business from the very start! There's nothing like a set of fresh eyes, and this business really believes that.

Following the scheme, I have started as a commercial buyer for the Groundforce division. Straight away I have been given the responsibility of several projects that are imperative to the running and performance business, so am already making a difference and conducting valuable work. This shows that the business takes graduates seriously and supports you in reaching your potential.

My advice would be to throw yourself into every rotation and make the most of travelling round – you'll see so many places and meet so many great people, which makes it the best experience. Don't be afraid to share your opinion at any point, if you feel like you can contribute to something, go for it. This is what will develop you the most and set you up for your future career.



I'm already making a difference and conducting valuable work.





Graduate Spotlight



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Tom Cook, Group Senior Internal Auditor, Vp plc

This graduate scheme provides an incredible opportunity to begin a fulfilling career and gain valuable skills and insight into a diverse business.

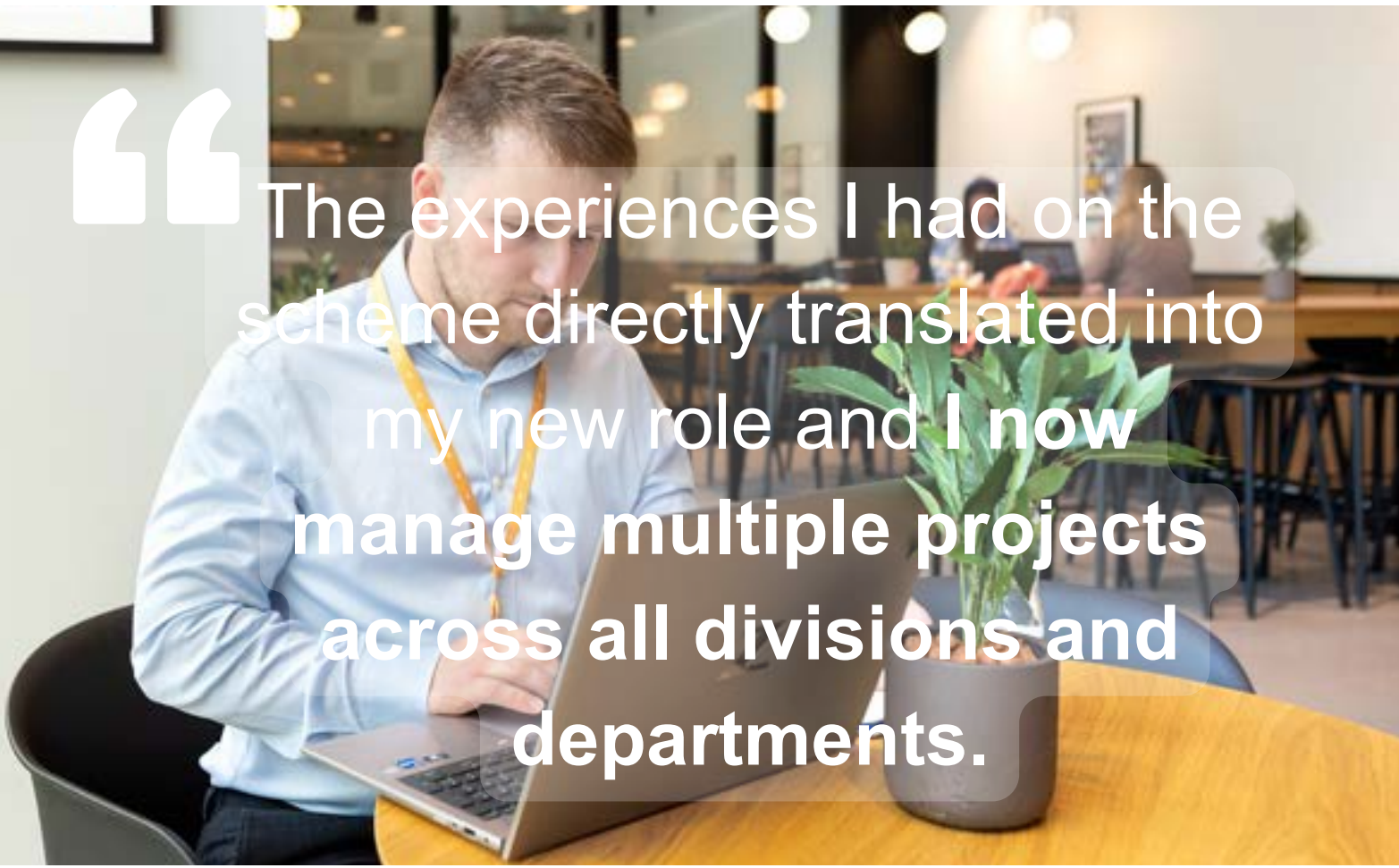
The highlight of my time on the graduate scheme was the exposure to a wide variety of departments, projects, and people. From day one, I was immersed into the business where I was encouraged to work alongside talented people on meaningful projects in all areas of the business. The exposure to real-world challenges during the graduate scheme was a crucial part of my development, broadening my knowledge and providing me with a comprehensive understanding of the business that greatly benefits me in my current role.

In my two and a half years since finishing the scheme, I have been part of the Group Internal Audit team, carrying out audit projects across the group and providing assurance to the Board. The experiences I had on the scheme directly translated into my new role and I now manage multiple projects across all divisions and departments. Knowledge of every area of the group allows me to be involved in a variety of projects from business change programmes to assessing operational processes.

To future graduates considering the scheme, embrace every opportunity for learning and growth that comes your way. Be proactive in seeking out new experiences and never shy away from stepping out of your comfort zone. The power of networking and building meaningful connections cannot be overstated, even in a short time-frame. Finally, approach every challenge as an opportunity to learn and improve.



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Graduate Spotlight



Mehmet Temiz, Business Support Manager, Brandon Hire Station

A thought-provoking graduate scheme at Vp plc allowed me to learn and gain an holistic viewpoint into the hire industry. In addition to absorbing the different procedures at various divisions, having the opportunity to travel around the UK was an additional benefit. I was also given the chance to present regularly to the board, and attend senior management meetings; such interpersonal skills gained during the graduate scheme has been extremely helpful with my current Business Support Manager role at Brandon Hire Station.

Overall, if you enjoy travelling, meeting new people and learning constantly, then the Commercial Graduate Programme at Vp plc is an excellent choice!



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Graduate Spotlight



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Niamh Martin, Commercial Coordinator, MEP Hire

The Vp plc commercial graduate scheme presents an exceptional opportunity for recent graduates to embark on a promising career path. For individuals who, like myself, were uncertain about what career path they wanted to pursue, I would recommend this scheme as an invaluable choice to experience a little bit of everything.

During my time within the graduate scheme, I gained full exposure to all functions of the business, including marketing, sales, supply chain, operations, and beyond. From rotating throughout the business I have gained a comprehensive understanding of what is necessary to sustain business operations within all areas. Due to this exposure I was able to make a well informed decision about what career I wanted to pursue. Following completion of the scheme, I decided to join MEP as a Commercial Coordinator.

Prior to starting on the scheme, I wish I knew that no one expects you to be an expert in anything (after all the scheme is about exposing you to lots of areas for a short amount of time). You find yourself in a unique position, engaging with diverse employees on a daily basis. They understand the business better than anyone, and it was from these insightful conversations that I thought of my best ideas.

Lastly, I encourage you to be yourself - I am known for being able to speak and build trust with employees from all walks of life very quickly. I firmly believe that this attribute has played a pivotal role in my accomplishments, when I previously might have seen this as a negative.



The Vp plc commercial graduate scheme presents an exceptional opportunity for recent graduates to embark on a promising career path





Graduate Spotlight



the business takes graduates seriously and **supports you in reaching your potential.**



To future graduates considering the scheme, **embrace every opportunity for learning and growth that comes your way.**





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Our Application Process



Screening Call



If you are selected as a potential candidate, you will receive an invitation for a screening call. During this call, we will assess your motivation for joining Vp plc, evaluate how well you understand our Commercial Graduate program, and what you enjoy doing in your free time. It's a chance for us to get to know you better!

Final Interview



As the final step, you will need to prepare a 10-minute presentation on a topic related to your personal achievements or something significant about yourself that we are unaware of.

You have the flexibility to use any medium, such as flipcharts, handouts, or PowerPoint slides. Please submit your presentation in advance and be ready to showcase your individuality and unique qualities during the interview.



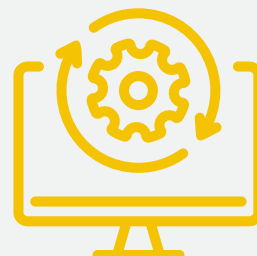
Online Application

To begin, start by submitting your CV online. This serves as your initial opportunity to present your educational background, including your studies thus far, as well as any noteworthy extracurricular activities such as sports or volunteering experiences. Feel free to include any additional details that provide further insights into your personality and character.



Online Assessment

The next step in the process involves conducting online testing or assessments. This allows us to further evaluate your capabilities and gain valuable insights into your skills and aptitude.



Pay and Benefits

Your welfare is a top priority. As well as looking after you, we want to reward you for your hard work. When you join Vp plc you will benefit from;

- A competitive annual salary of £27,000
- Company Car
- Employee Wellbeing
- Discounts Across Hundreds of Retailers
- Discounted Gym Membership
- Volunteer Days
- Free Eye Tests and more





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