



VP PLC

COMMERCIAL GRADUATE PROGRAMME

Launch your career with Vp

2
0
2
5



TABLE OF CONTENTS

1

CEO Message

2

Brief Introduction

3

Group History

4

Our Group Businesses

5

Environmental & Sustainability

6

Graduate Programme Overview

7

Hear From Our Graduates

8

Our Application Process

9

Pay & Benefits

10

Contact Details



CEO MESSAGE



Dear Future Leaders

Firstly a big congratulations on graduating. It's a really exciting time to be looking at all the opportunities that lie ahead.

Here at Vp we have a really exciting graduate scheme that has innovation, collaboration and continuous learning at its heart. Our scheme is designed to nurture your talents, challenge your thinking and provide you with the opportunities to grow both personally and professionally. As future leaders, you play a crucial role in shaping the future of our Company and the markets we serve.

Our graduate scheme is not just a starting point; it's a launchpad for your aspirations. Here at Vp, innovation, collaboration and continuous learning are not just ideals but an integral part of your day to day role.

In joining Vp, you're not just joining a Company; you're becoming part of a dynamic community that values your growth and contribution. The journey ahead is filled with opportunities to push you outside of your comfort zone, develop new skills, and make a meaningful impact in your chosen field.

I encourage you to embrace opportunities as they arise, be curious and to be fearless in the pursuit of your ambitions.

At Vp, we're excited about the prospect of having talented individuals like you contribute to our vision. The future is bright and we really hope you choose to be a part of it.

Best wishes

Anna Bielby
CEO



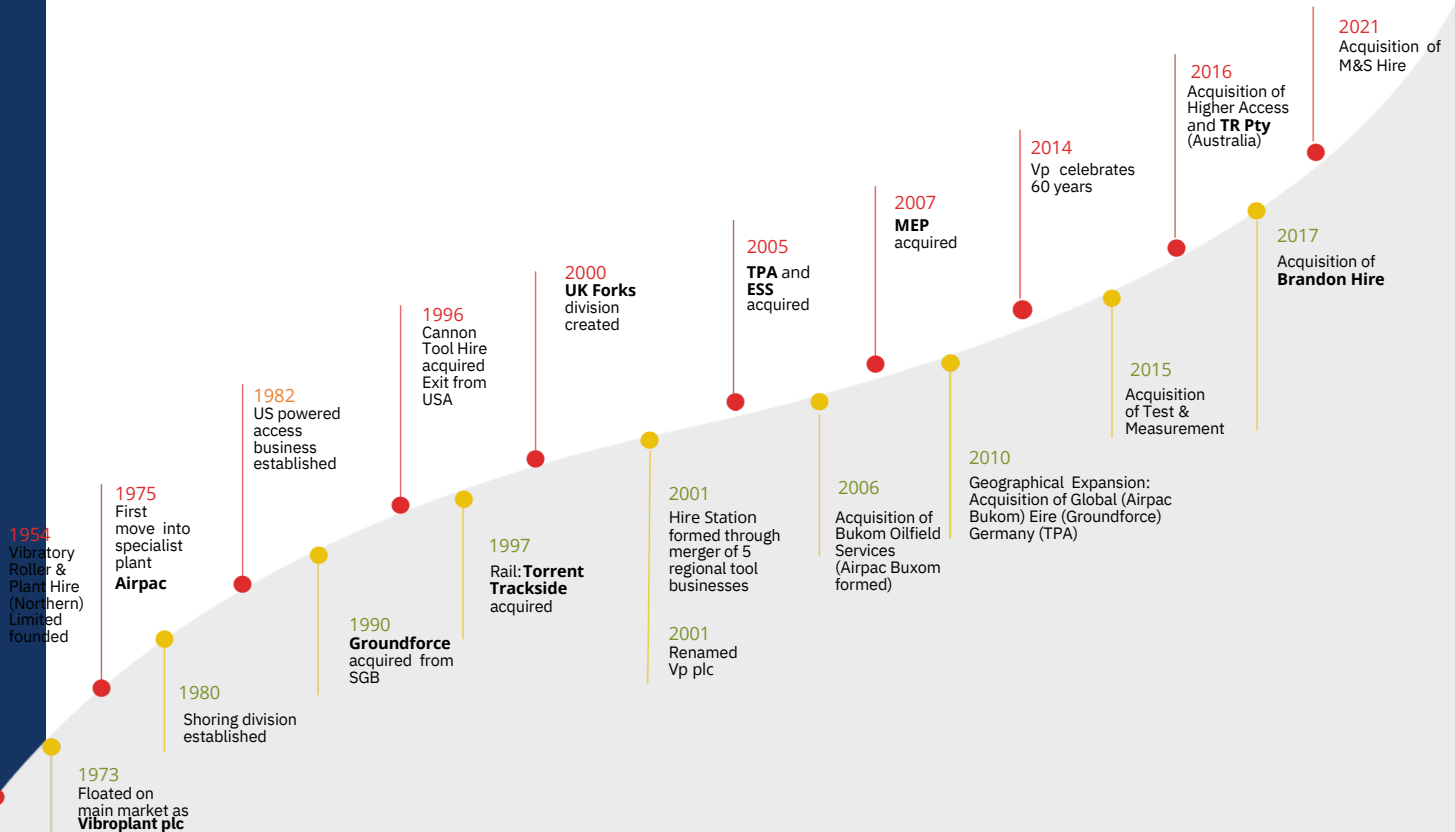
BRIEF INTRODUCTION

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

OUR GROUP BUSINESSES

Vp plc is a long established specialist equipment rental group which has evolved over a 70 year trading history. We provide products and services to a diverse range of markets.

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.

OUR GROUP BUSINESSES

Vp plc is a long established specialist equipment rental group which has evolved over a 70 year trading history. We provide products and services to a diverse range of markets.

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.

TPA

Temporary Access Solutions

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

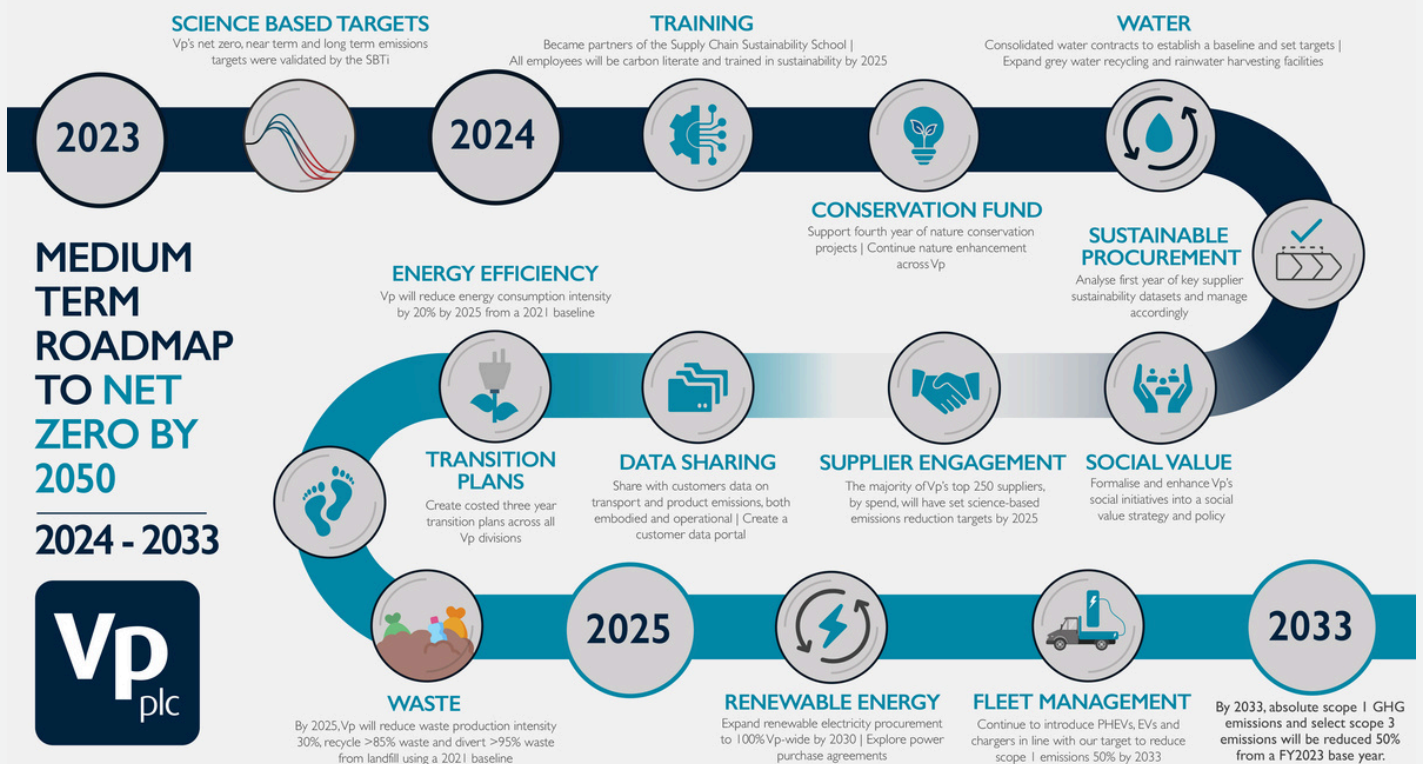
UK Forks

Materials Handling Specialists

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

ENVIRONMENTAL & SUSTAINABILITY COMMITMENT

Vp has committed to reach Net Zero carbon emissions by 2050 and reduce key emissions by 50% by 2033 from a 2023 base year. Our targets have been verified by the Science Based Targets initiative (SBTi)



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

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 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 Head Office 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.

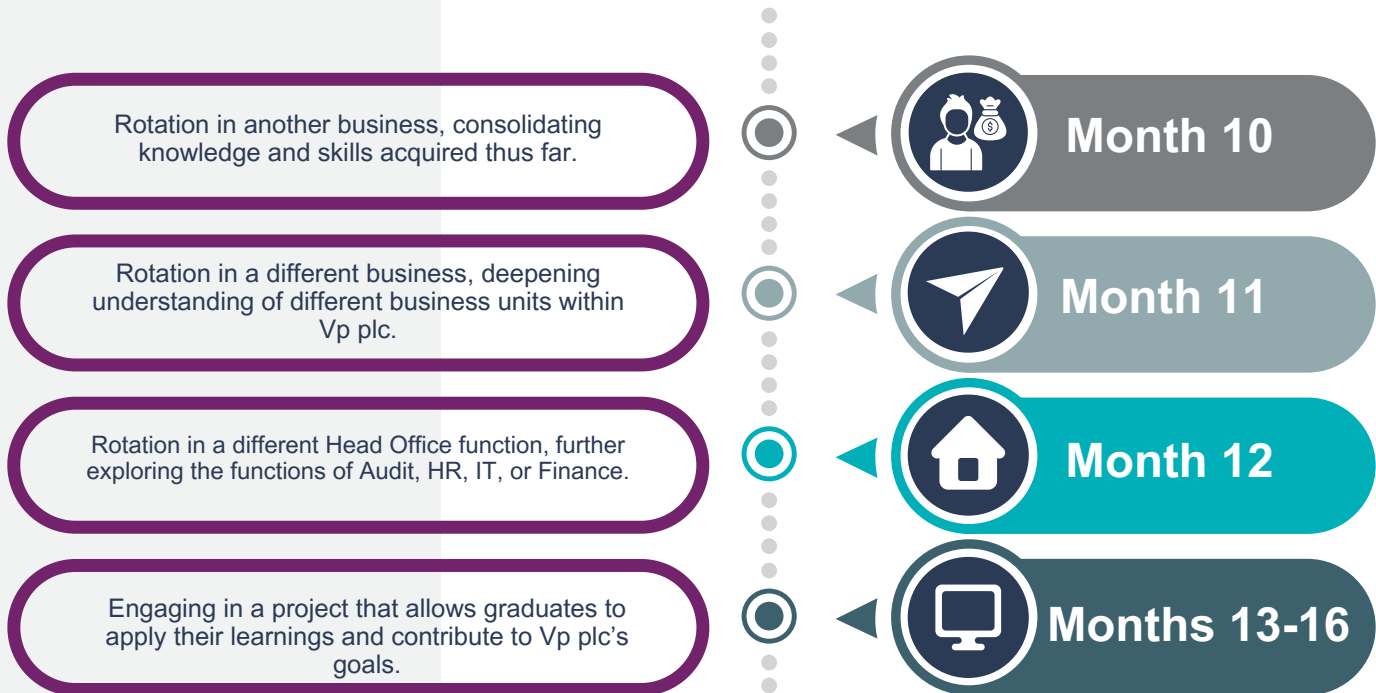
Month 9



Rotation in a different Head Office 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 each quarter. They also have the opportunity to **interact periodically with our Chief Executive.**

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.



HEAR FROM OUR FORMER GRADUATES





GRADUATE SPOTLIGHT

Tom Cook, Strategic Project Manager, TPA

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.

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.

“The experiences I had on the scheme directly translated into my new role and I now manage multiple projects across all divisions and departments





GRADUATE SPOTLIGHT

Mehmet Temiz, Regional Operations Manager, Brandon Hire Station



A thought-provoking graduate scheme at Vp 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 Regional Operations Manager role at Brandon Hire Station.

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

“ If you enjoy travelling, meeting new people and learning constantly, then the **Commercial Graduate Programme** at Vp is an excellent choice!





GRADUATE SPOTLIGHT

Niamh Martin, Commercial Coordinator, MEP Hire

The Vp 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.



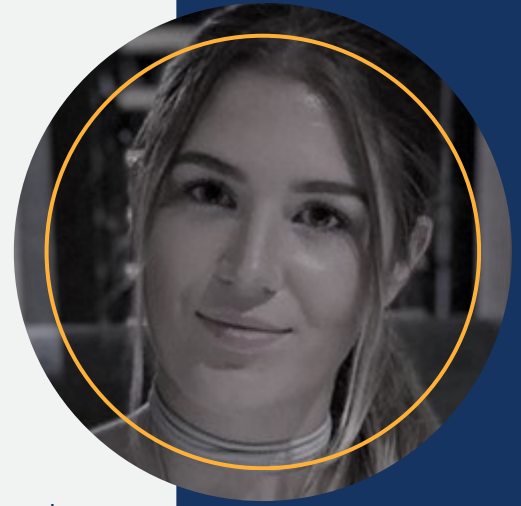
The Vp commercial graduate scheme presents an exceptional opportunity for recent graduates to embark on a promising career path





GRADUATE SPOTLIGHT

Georgia Hardman, General Manager, Groundforce Non Mechanical



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.. 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 learned through the process.. 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 started as a commercial buyer for the Groundforce division. Straight away I was given the responsibility of several projects that were imperative to the business, so I was 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.



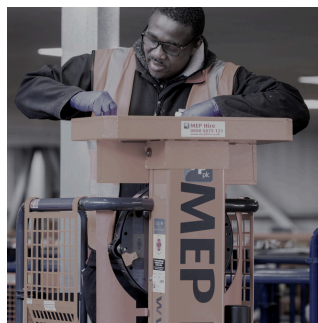
I'm already making a difference and conducting valuable work.



Graduate Spotlight



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.



OUR APPLICATION PROCESS

1

Online Application

Kickstart the journey by submitting your CV through our dedicated careers site. This is your initial opportunity to showcase your educational background, including your academic pursuits, along with noteworthy extracurricular activities like sports or volunteering. Feel free to add any details that provide deeper insights into your personality and character.

2

Screening Call

If shortlisted, you'll receive an invitation for a telephone screening call with our recruitment team. This conversation is designed to assess your motivation for joining Vp, evaluate your understanding of our Commercial Graduate program, and delve into your interests outside of work. It's an opportunity for us to learn more about you.

3

1st Stage Video Interview

Your first interview takes place on MS Teams. A senior manager will lead the conversation, exploring your reasons for joining and providing you with an opportunity to ask questions. It's a chance for both parties to engage in meaningful dialogue.



5

Final Interview

This final round interview, lasting approximately 1.5 hours will consist of:

- A face-to-face competency interview with our Early Careers Manager at Vp and one of our Managing Directors.
- A 10-minute pre-prepared presentation on "Something you are proud of or something of significance that we don't know about you."
- A case study based on a real-life scenario within Vp. Full details will be sent to you prior to your interview.

4

Online Assessment

The next phase involves online testing or assessments. This step 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 you will benefit from;

- A competitive annual salary of £28,000
- Company Car
- 25 Days Holiday + Bank Holidays
- Additional Holiday Purchase Scheme
- Pension
- Employee Wellbeing
- Discounts Across Hundreds of Retailers
- Discounted Gym Membership
- Volunteer Days
- Free Eye Tests and more



FAQS



You may have some questions about our Graduate Programme, below are the three most popular questions we get asked.

What happens at the end of the programme?

As you head towards the end of the Graduate programme, you will be working on your final project. During this time, we will create a number of roles within Vp that you will be invited to apply for. We will ask you for the three roles you're most interested in and arrange interviews based on your selection. The rest is down to you to showcase your skills and personality during the interview process.

Do I need experience in the markets I will work in?

In short, No!

When we recruit graduates into our business we're looking at your attitude and personality mainly. We want to see how you will 'fit' into the culture of Vp and we know you will gain the relevant experience during the programme.

Why rotate so often?

We believe our programme is much better than others as you rotate around up to 13 different parts of our business. This gives you a true insight into the challenges each business faces and the sectors they work within. The rotations involve all of our operating business units as well as a number of Head Office functions including HR, Risk & Audit, IT, Finance and Sustainability.





OUR CONTACT DETAILS



PHONE

01423 533434



MAIL

recruitment@vpplc.com



WEBSITE

www.vpplc.com



ADDRESS

Central House, Beckwith Knowle,
Otley Road, Harrogate HG3 1UD