



Vehicle
Certification
Agency

Vehicle Certification Agency Employee Value Proposition

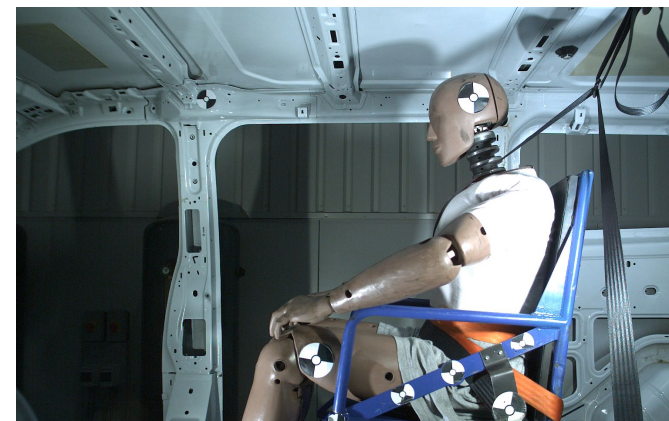




Why Join the VCA?



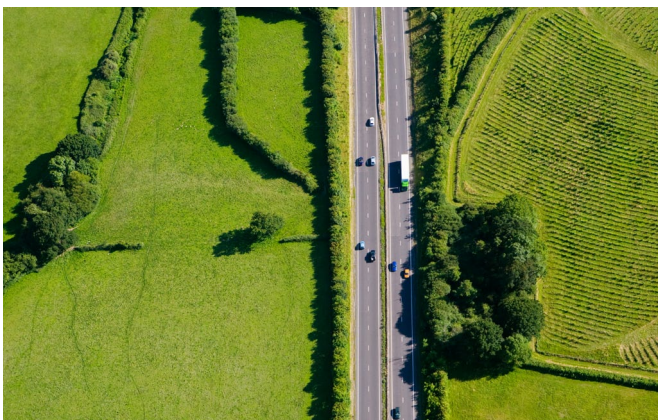
Pay & Benefits



What we do...



Case Study



Our Vision, Mission, Values



Our History



Why join the Vehicle Certification Agency?

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Thank you for your interest in the VCA. This is a **great opportunity** to join an agency that makes a real **difference** to peoples' lives by ensuring that vehicles are clean, safe and secure.

”



Pia Wilkes
Chief Executive

By pursuing a career at the VCA you will get an opportunity to directly touch the lives of literally millions of people both in the UK and overseas. As our name suggests, our core activity is witnessing tests and issuing certification to vehicles, systems and components. This work is vital in ensuring that the right standards are met, both at the time of manufacture and on into the future.

As a member of our dedicated team you could find yourself working with a range of auto makers from global brands through to the smallest, niche product makers and everything in between; this provides incredible variety.

And as the automotive industry is a truly global affair, we don't just deliver services in the UK, we also have operations in strategic locations overseas such as the US, Brazil, Italy, Japan, China, India, Australia and South Korea. This provides great opportunities for travel for staff, particularly those in engineering roles.

You are considering joining the agency at a particularly exciting time. Technology is advancing at its fastest rate in a generation, particularly in areas such as alternative powertrains, vehicle connectivity and autonomy. Our agency is at the forefront of this change, not only assessing the impact on current standards but working to understand how things will operate in the future. If you want to be part of that we'd love to hear from you.

I'm immensely proud to lead an incredible and truly diverse team both in the UK, and overseas. As an automotive engineer, I am also passionate about encouraging more women to enter the profession and it is great to see this happening.

I hope you will consider joining us and help me to guide the agency through the exciting times ahead.

Best wishes,



Pay & Benefits

Pay:

Standard pay rules apply for existing civil servants.
In addition the role provides the potential for:

- Paid overtime
- Flexible working allowances for certain roles
- In-year bonus scheme to recognise excellence
- UK and overseas travel, including appropriate allowances
- Opportunities for overseas postings in certain roles

Benefits:

No matter where you sit in the Agency, we take your career and development seriously. It is crucial that our employees not only have the right skills to do the job, but that they are also kept up to date. You will benefit from regular performance and development reviews to ensure this happens, ultimately providing you with the tools you need to develop your career. As a Civil Service employee, you'll be entitled to a large range of benefits.

This includes:

- 25 days annual leave on entry, increasing on a sliding scale to 30 days after 5 years' service. This is in addition to 8 public holidays and one further day paid privilege entitlement to mark the Queen's Birthday;
- A very competitive contributory pension scheme that you can enter as soon as you join where we will make a significant contribution to the cost of your pension; where your contributions come out of your salary before any tax is taken; and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire;
- Potential for flexible working;
- Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers; and
- Childcare benefits (policy for new employees as of 5 April 2018): The government has introduced the Tax-Free Childcare (TFC) scheme. Working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2000 a year for each child or £4000 for a disabled child. Parents then use the funds to pay for registered childcare. Existing employees may be able to continue to claim childcare vouchers, so please check how the policy would work for you here;
- Interest-free loans allowing you to spread the cost of an annual travel season ticket or a new bicycle;
- Occupational sick pay, employee assistance services and health and wellbeing initiatives
- Corporate clothing allowance and personal protective equipment as required
- Free parking

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No matter where you sit in the Agency, we take **your career** and **development** seriously.

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What we do...



Our work quite literally **touches the lives** of millions of vehicle users both in the UK, and overseas.



Further information

- [VCA Website](#)
- [VCA Business Plan](#)

We are an executive agency of the Department for Transport (DfT) and are the UK Vehicle Type Approval Authority.

Our core aim is to improve vehicle safety and environmental protection by providing vehicle and component testing, certification, information and other related services.

Because the automotive industry is truly global in nature, we deliver our services from a number of locations in the UK and overseas, including Bristol (HQ), Nuneaton (HORIBA Mira Technology Park), Millbrook (Millbrook Proving Ground), Leatherhead (Dangerous Goods Team), North America, Brazil, Japan, Italy, China, India, Australia and South Korea.

Consisting of just over 200 staff, the organisation is fairly small in agency terms but despite this we are the third largest type approval authority in Europe. We work with an impressive range of auto makers from global brands through to the smallest niche vehicle builders. The organisations we work with value the quality of our work and the professionalism and integrity of our staff.

So what is type approval? Put simply, it is the process of ensuring that production samples of vehicles, systems or components, meet the minimum safety and environmental standards outlined in internationally agreed legislation. VCA is both a combined Technical Service and Approval Authority, which means we can both witness tests and issue the resulting certification. Our work quite literally touches the lives of millions of vehicle users both in the UK, and overseas.

In the 2017/18 financial year we issued some 22,000 certificates, allowing the automotive industry to market products in the UK, Europe and elsewhere in the world. As well as providing vehicle type approval services, we also administer the operation of certification services for packaging used for the carriage of dangerous goods in the UK and to local authorities who wish to operate bus lane and parking enforcement camera systems.



Case Study

Hi, my name is Sean and I work as a Principal Engineer at the VCA Midlands Centre. I joined VCA in 2010 as a Graduate Engineer (EO) and followed our placement scheme for the first two years. Then after successful promotion to a Type Approval Engineer (HEO) I worked on a large variety of safety and environmental testing with different manufacturers ranging from iconic large volume British manufacturers to smaller component manufacturers of products like seats and towbars. After building up some experience I was able to assist with test programs at manufacturers facilities overseas in locations such as Korea and gain exposure to global VCA.

As a Type Approval Engineer my main role was witnessing the Type Approval tests and making sure they are being conducted to the required standard. The testing itself takes place wherever the lab or facility is, so this could be Coventry or Essex in the UK, or it could be in Germany, Spain or further afield such as Arizona or Japan. I have certainly been to a lot of places in this world I otherwise wouldn't have had the opportunity to visit and that's a real plus from a personal point of view. If you are the sort of person that doesn't like sitting at a desk all day, this is the career for you!

In 2013 an opportunity arose to transfer to our VCA North America office in Detroit, Michigan. I spent the next 3.5 years working in our small office with the local motor industry looking to import vehicles into the EU by completing EU tests in their facilities. (Along with the occasional debate about whether 'soccer' is the same as football and why Jello salad exists.) This role allowed for further new experiences and greater responsibility due to the smaller nature of the office. During this time I was heavily involved in testing vehicle emissions, motorcycles, components such as seat belts and a variety of random and interesting products destined for the EU. This is a truly unique experience that VCA is able to offer and roles are also available in our Japan and Italy offices on a rotational basis. Certainly a winter in Michigan is not like the UK!

I returned to the UK in 2017 and resumed working in the Midlands Office and later that year achieved promotion to my current role as Principal Engineer (SEO). This role gives greater responsibility and I, with help from my team, am currently managing large volumes of powertrain approvals from a large iconic British manufacturer and also supporting smaller brands through the Type Approval process. I have developed a specialty in powertrain certification and the introduction of WLTP has kept us very busy! The evolution of the regulations always presents a technical challenge in terms of understanding new technologies and how these fit into regulations. As we strive for lower emissions, powertrain developments are becoming more and more important and more frequent so keeping up with these new technologies is an interesting part of the job. Interpreting what the regulation actually means is a surprisingly challenging part of the job too!

I like working at VCA and it is the variety that is probably the biggest factor in that, both in terms of technical work by getting involved with different subjects and also the location variability so I am not always stuck at a desk.

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This is a
truly unique
experience that
VCA is able to
offer

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Sean Morris
Principal Engineer



Our Mission:

Safe, clean, secure -
inspiring confidence in
vehicle standards through
impartial testing and
certification.



Vehicle
Certification
Agency

Our Vision:

Admired and
respected for our
people, **professionalism**
and **impartiality**;
delivering automotive
certification with **integrity**.





Our History

