

Graduate Handbook



Welcome to Calnex

If you're looking to join a successful, leading-edge, global technology company, where you can collaborate and develop alongside first-class engineering talent, Calnex is the place for you.

Our people-first culture supports an inclusive and supportive work environment where flexibility, sharing of ideas, and process improvement help us achieve our goals and continued success.

Employee wellbeing is at the heart of what we do. We strive to ensure that you are offered opportunities for both personal development as well as the chance to learn from others in your team and from across the wider business.

Our Vision: Be an inclusive company that supports, develops and respects employees, empowering them to drive personal and business success and rewarding them for their contribution.

What we do

Calnex Solutions designs, produces and markets network and application performance testing solutions for Telecoms, Gaming, Defence, Data Centers and Big Tech.

We are experts in Timing and Synchronization, and Network Emulation.

Where we work

We are headquartered in Linlithgow, Scotland, with additional offices in Belfast, Northern Ireland, Stevenage, England and supported by sales teams in US, India, and North Asia.

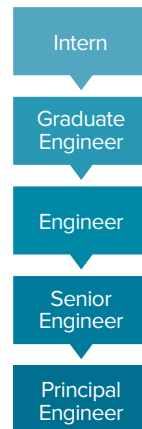
Our Graduate Programme

Graduates play a key role in maintaining our status as a market leader in the design and production of Test and Measurement technologies.

The aim of our programme, which combines work and training, is to give you a structured and monitored approach to becoming a fully qualified engineer through a series of training programmes and mentorship.

Our graduate roles range across all engineering disciplines of Software Development, Hardware Design and Development, Manufacturing, System Test Applications.

The engineering progression path:



Each engineering discipline follows the same progression path and as a graduate, you are part of a team working on strategic technology projects.

As a team member, you will have your own responsibilities and areas for technical contribution, whilst receiving guidance and support from other team members, to attain both your short-and-long term personal objectives.

“Calnex and the colleagues I work with have really allowed me to develop from being a student with very little knowledge to where I am now”.

Courtney Reid, System Test Engineer

Training and Development

Our induction programme, the Calnex Info Hub, offers all employees an opportunity to learn about our products, technologies, markets, and the wider business.

We also offer a Power Skills Programme, to support you with the development of non-technical skills such as Influence and Communication, Creativity and Innovation, Project Management and Emotional Intelligence.

"I really enjoyed the power skill sessions that I attended last year. I found pretty much all of them to be interesting and they definitely got me thinking about my overall interaction with different people and how I could make more consideration for how other people think and work".

Andrea Maguire, VHDL Engineer

Our Leadership Development Programme is designed to develop our current and future leaders, supporting them to fulfil their potential.

We empower you to drive your own development and our annual review offers the opportunity to reflect on your performance and to set objectives for the year ahead, creating a development path to support your aspirations.

"After a year of working at Calnex in digital marketing, I wanted to gain a bit more understanding of current marketing practices which I could apply in my role to enhance the business. Luckily for me, Calnex was more than happy to provide me with the opportunity to pursue a qualification to support my professional development."

Katie Ward, Digital Marketing Assistant

Employee Benefits

The following are some of the benefits offered to you as a Calnex employee. Our full list of benefits can be found at www.calnexsol.com/graduates

Performance Bonus



On achieving and exceeding financial targets, employees are rewarded with an annual performance bonus.

Flexible Working



Flexible start/finish times around core hours with the potential to finish at lunchtime on Fridays once contracted hours are completed.

Onsite Gym and Sports Facilities



Access to an onsite gym or a subsidised payment of a gym membership of choice, depending on location.

Share Incentive Plan



The Calnex tax-advantaged share plan offers employees the opportunity to own shares in Calnex.

Health Care Scheme



Calnex pays the cost of covering the employee and 50% of any optional element. You also have access to a Biennial Health Check with 50% of the cost covered by Calnex.

Calnex is an Equal Opportunity Employer. Calnex holds a Skilled Worker (A Rating) Sponsor License.

For more information, please visit:
www.calnexsol.com/graduates



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Best Wellbeing at Work: SCOTLANDIS Digital Technology Award 2023



Skills Development: CEED Industry Awards 2023



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