



CAREERS WITH

3P innovation

Interested in joining an
employee-owned company?

With over 1000 years of combined engineering experience, we deliver complex projects to some of the world's largest companies, such as AstraZeneca and Mondelez.

With us, you'll be working alongside experienced engineers to solve some of the pharmaceutical, medical devices and FMCG industries' most challenging problems.



PRINCESS ROYAL
TRAINING AWARDS



DISCOVER | EXPLORE | EVOLVE

GROWTH

With a reputation for delivering against problems others have failed to solve, 3P continues to achieve year on year growth. A recent £5M investment in an eco-friendly 30,000 sq ft building has doubled the size of our facilities here in Warwick.

We often take on projects that others can't solve and therefore, seek the most technically gifted engineers, supported by equally-gifted staff in other areas of the business.

We are searching for enthusiastic, open-minded individuals across the following positions:

- Mechanical Engineers
- Electrical Engineers
- Software and Controls Engineers
- Applications Engineers
- Engineering Team Leaders/ Managers
- Field Service Engineers
- Time-served Workshop Technicians
- Mechanical and Electrical Apprentices
- Other business roles, HR, Sales, Accounting etc.



THE 3P BRANDS

3P pharma equipment

3P custom automation

3P customer care

We use a 'cradle-to-grave' approach towards our high technology machinery; our Proof-of-Principle work produces automated solutions that we then support through their whole working life. We operate under 3 sub-brands to differentiate our various offerings to the marketplace.

The following case studies showcase some exciting projects we have been involved with:

Life-saving cancer treatments

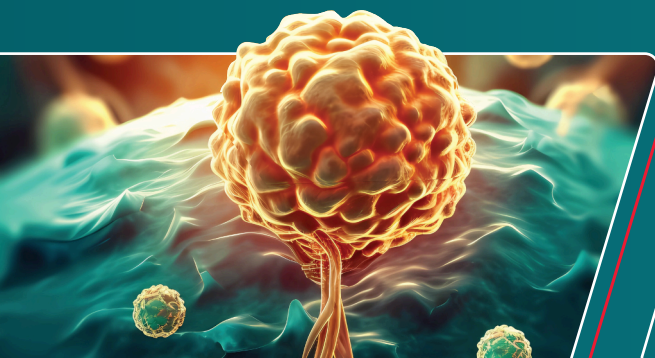
We collaborated with a pharmaceutical client to design, build and commission a custom manufacturing line for one of the world's leading prostate cancer therapies.

As a sterile oncology product it's manufactured under highly specialised conditions, requiring a range of high-specification bespoke equipment and processes. The product is now supplied to more than one hundred markets around the world.

Developing 3D printing technology to create the world's first Cadbury Dairy Milk 3D printer

Mondelez International approached 3P with an exciting challenge: A 'Test and Learn' project, to develop 3D printing technology as a new chocolate manufacturing method. "The combination of our well-proven process development methodology and production technologies, with their product development know-how, has resulted in a new and disruptive technology that can potentially shape the future of chocolate manufacturing."

- Tom Bailey, 3P Founding Director.



BENEFITS OF CHOOSING 3P

EMPLOYEE-OWNED

At 3P innovation, we recognise the importance of staff and aim to reward everyone through employee benefits; with that in mind, in 2020, we became employee-owned (EO). This means that the business is run for the benefit of employees who are effectively the shareholders in the business. This positive culture creates a huge sense of belonging; we now have an elected employee council that engage with all major decisions within the business.

'Employee Ownership is about investing for the long-term benefit of employees, and ensuring all employees have a voice in big decisions. Since we became employee-owned, our staff are more empowered to control their futures within 3P. This has led to high levels of engagement and job satisfaction.' - Nick Brooks, Managing Director.

As an EO business, up to £3600 can be paid every year to all employees tax free!

LOCATION

Based in Warwick, we are fortunate to be surrounded by English countryside, whilst having major towns and cities on our doorstep. Warwickshire is often cited as one of the happiest places to live in the UK.

Leamington Spa, Stratford-upon-Avon, Coventry and Birmingham are all regular destinations for 3P staff looking for evening entertainment, days out or new activities. There's also a direct train to London from Warwick Parkway, Leamington Spa or Coventry. In addition, Warwickshire boasts plenty of Primary, Secondary and Grammar schools, rated 'Outstanding' by Ofsted. For those with younger children, Warwick has a selection of top-rated nurseries as well as Parent and Toddler groups.



WORK-LIFE BALANCE



3P innovation encourages all staff to live happy and fulfilled lives – we are a socially active group with many funded activities throughout the year. As well as the usual package of benefits you might expect - such as a matched pension (matched up to 7.5%) and death in service - we also have a flexible work pattern scheme, designed to give staff the freedom to choose their own working hours. In addition, we can spend up to 4 days per month working from home to get those “deep thought” activities out of the way. We also offer 28 days paid holiday (plus bank holidays). To encourage membership of professional organisations, we also fund annual subscriptions to recognised professional bodies.

AWARDS AND RECOGNITION

In 2020, 3P innovation was presented the Queen's Award for Enterprise in Innovation. Then in 2021, we received a second Queen's Award for Enterprise for British excellence in International Trade. The Princess Royal Training Award was also given in 2021 to celebrate our Graduate Development Programme – marking three Royal awards in just two years!

The Princess Award highlights our commitment to the professional development and training of young engineers, enabling them to excel at their chosen specialism within 3P innovation.



PRINCESS ROYAL
TRAINING AWARDS

WHY 3P INNOVATION



EMPLOYEE TESTIMONIALS



Harry Price – Mechanical Engineer

I spent my placement year at 3P innovation. I initially applied as I was interested in automation and FMCG. As a smaller business I got the opportunity to work at every stage of the process from concepting to detail design through ordering, calibration and shipping. However, it was not just the work that was interesting, everyone was very friendly and willing to help me learn as well as deliver the project.



As a graduate engineer I am still involved in a wide variety of work: talking to suppliers, testing and commissioning, as well as helping improve existing products. Training has only become more thorough while I was away and I am constantly learning from the experienced engineers here. I am looking forward to where the projects I am working on will take me next, and what challenges I will overcome!



Peter Blake – Mechanical Engineer (Placement student)

Coming into my placement with no professional experience in engineering, it was great to see how the company functions, what roles people play in the teams and the business side of engineering, a crucial aspect of the industry, but rarely talked about in lectures. I was able to see first-hand how engineers communicate in customer meetings and even present my own work to customers which has been an invaluable experience in building my own confidence as an engineer. Since 3P provide engineering solutions in a wide range of industries, there are always new and interesting projects to be involved in.



Gemma Pollock – Engineering Project Manager

I enrolled onto the Graduate Development Programme at 3P straight from university. The scheme is designed to immerse you in all company operations and mechanical engineering disciplines whilst providing the necessary training required to fulfill your role. The great benefit, is the exposure to as much as possible within your first couple of years, whilst giving you responsibility from the start. I have now progressed into a project manager role, managing projects for multi-national clients in various industries such as pharmaceutical, medical and FMCG. As a project manager, I am involved in initial client meetings, assessing their requirements, then seeing the project through design, development, manufacture and final installation at the clients premises. Being an integral part of the project from start to finish, although challenging, is hugely rewarding.



Dr Dave Seaward – Founder & Projects Director

3P innovation was founded by a group of professional engineers who shared a passion for automation. We are an engineering organisation run by engineers with a focus on delivering high technology solutions to our blue-chip international client base. The founders wanted to share the wealth with those who created it: conversion to Employee Owned was a natural progression. Continued success and growth has meant we have always been recruiting for a range of skilled staff. Do you want to share in our success through the next phase of our exciting journey?



SCAN ME



Careers with
3P Innovation



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