



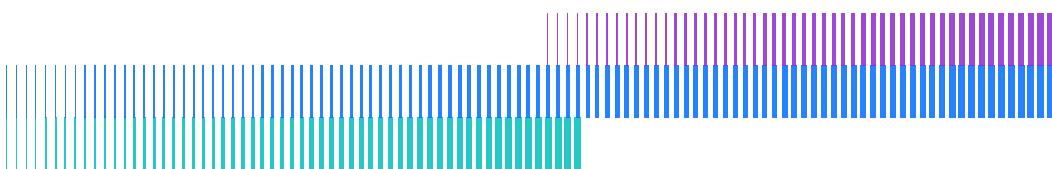
# We are Rolls-Royce

**Rolls-Royce plc is the power behind some of the most critical technologies used in the air, at sea and on land. We have been at the forefront of innovation for more than a hundred years, helping to power, protect and connect the modern world.**

Rolls-Royce Global Capability Centre, launched in March 2025 in Krakow, represents an exciting new chapter in the growth of Rolls-Royce Group Business Services (GBS).

Our Centre is here to support global operations and employee services and is already becoming known for improving operational efficiency and strengthening our global business processes. With a fast-growing team, it delivers exceptional services across Finance, Procurement, HR, Data Analytics, Project Management and Service Management.

With us your expertise can drive real impact—enhancing operational excellence, shaping global processes and contributing directly to the long-term success of one of the world's most respected engineering companies. Join us and be part of building something exceptional.



## Benefits & Working Model

- Annual bonus is based on company's financial results and employee's performance evaluation. The amount depends on role level.
- Private healthcare at LuxMed for employees, financed by the employer. Employees can purchase additional packages
- Group life insurance for employees
- Subsidy for glasses/contact lenses worn at/for work, up to the amount of PLN 600, every two years
- Subsidy for extra-curricular activities within the cafeteria system on the myBenefit platform/subsidy for Multisport cards, up to the amount of PLN 100 per month
- Internet and electricity allowance for remote work, in the amount of PLN 100 per month
- Increased funding for the Employee Capital Plans (PPK) program; Rolls-Royce Sp. z o.o. contributes 3% to this program
- Additional vacation days based on length of service with the employer

## Hybrid Working Model

- min. 2 days per week in the office and 3 days remote (specific days to be agreed with the line manager)
- Flexible start time between 7:00 AM and 9:00 AM (exact hours to be agreed with the line manager)

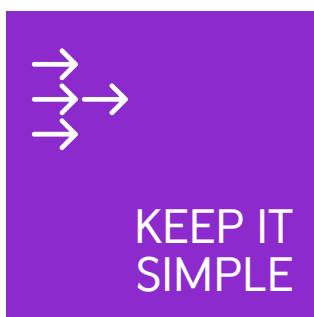
## Our Behaviours



Prioritising the safety of our people and products and supporting each other to speak up.



Supporting a culture of caring and belonging where we listen first, embrace feedback and act with integrity.



Working together to share and execute ideas and staying adaptable to new ideas and solutions.



Thinking about the business impact of our choices and the business outcomes of our decisions and challenging ourselves to deliver excellence and efficiency every day on the things that matter.

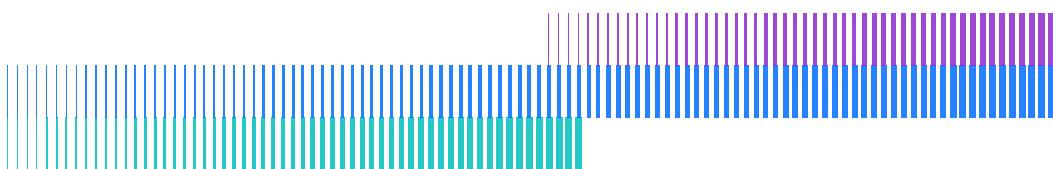
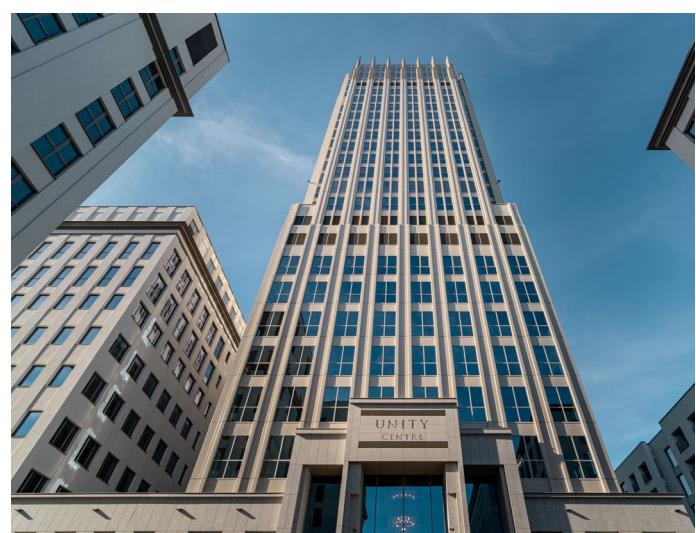
## Travel Requirements

(for transition roles only)

- You will be informed by the recruiter at the beginning of the recruitment process if your role is part of the transition process. Some roles may require additional travelling.
- Travel dates depend on the transition timeline, pace of the processes being transitioned, and the urgency of the transition itself. Since we recognize that travel requires personal arrangements, final confirmation of travel plans and dates will always be made in consultation with the employee.
- While travel is not mandatory, it significantly enhances the learning experience by enabling direct observation, deepening understanding of the processes, and revealing nuances that are often missed in virtual sessions. It also helps strengthen collaboration between GCC and the business.
- **Frequency:** 1-2 visits per transition, depending on requirements.
- **Duration:** 1-2 weeks

## Our Office at Unity Tower

Modern office located in the Krakow center – 6th floor of the Unity Tower ([ul. Lubomirskiego 20](http://ul. Lubomirskiego 20))



## Recruitment process



## Background Checks

### What happens after you have signed the offer of employment?

As part of the onboarding process, you will be asked to complete a few important onboarding steps that help us maintain a safe, trusted and secure environment for everyone who works with us.

To support this process, you'll receive a link from **First Advantage**, our trusted partner for background and identity verification. The process is simple: just follow the link, provide the requested information, and give your authorization. **First Advantage** keeps all information secure and confidential.

These checks help ensure that everyone joining Rolls-Royce meets our high standards of integrity, professionalism and safety. Our offer of employment is conditional upon all your pre-employment checks being successfully completed.

## What's Included in the checks?

### Identity Verification

We'll verify that the information in your application matches your official identity documents—such as a passport or national ID card. This step is essential before your start date.

### Nationality & Right to Work

We'll confirm your nationality and your legal right to work in the country where your role is based. You'll simply need to provide the relevant government-issued documentation.

### Employment & Education History

We'll review your employment and education background from the past three years to help us understand your experience and achievements.

### Professional Qualifications

If your role requires specific qualifications, we'll confirm these by asking for evidence of your certifications.

\* Additional checks may be required for some roles

#### Office Address:

ul. Lubomirskiego 20, 31-509 Krakow  
Unity Tower, 6th floor  
Next to Rondo Mogilskie

Visit our website:

[Rolls-Royce: Delivering complex power solutions](http://Rolls-Royce: Delivering complex power solutions)