

A photograph of two male technicians in a workshop. The technician on the left is wearing a grey polo shirt with a small logo, grey work trousers, and grey gloves, and is working on a large industrial machine. The technician on the right is wearing a dark grey t-shirt and is holding a large sheet of paper, likely a technical drawing or blueprint, and looking at it with a smile. The background shows a workshop environment with various tools, equipment, and a clock on the wall.

Build your career with MWS

One team, weigh to go.

Workshop, site, office and everything between - the roles that keep British industry accurate, at an independent manufacturer becoming employee-owned.

Choosing where to spend your working life is a big decision.

You want somewhere you'll be supported, challenged and given the room to grow.

At MWS, we design, manufacture, install and service industrial weighing equipment used by some of the UK's biggest manufacturers and businesses. From food production and pharmaceuticals to logistics and transport, our work helps keep industries moving.

But what really makes MWS different is our people.

It takes far more than engineers to do this well. Behind every scale we build there's someone who quoted it, planned it, ordered the parts, certified it, invoiced it and picked up the phone when the customer called. Every one of those jobs matters here.

We're independent and big enough to work on exciting projects across the UK and beyond, yet small enough that everyone knows your name. Whether your ambition is to become a specialist, lead a team or move into a completely different part of the business, we'll help you get there.

Don't just start a job. Build a career you'll be proud of.

1998

Founded —
keeping Britain
accurate
ever since

UK

Designed and
manufactured in
Britain

2031

The year we
become fully
employee-owned

Clear

Career
progression,
mapped out
with you

WHAT WE STAND FOR

We're working towards becoming employee-owned. That changes everything.

Nobody here is working to make a distant shareholder richer. The people who do the work will own the business by 2031 — so how we grow, who we hire and how we treat each other is decided by us.

PURPOSE

To grow our people and build something they're proud to be part of.

VISION

To become the UK's most admired employee-owned engineering business, where the best people in our industry choose to build their careers.

MISSION

To empower our customers with intelligent, reliable measurement solutions, delivered by people who care.

THE FIVE VALUES WE HIRE ON

Positivity

Embracing optimism, enthusiasm and a proactive mindset to inspire and uplift others.

Respect

Fostering empathy, consideration and inclusivity.

Integrity

Upholding honesty, trustworthiness and strong moral principles in all actions.

Collaboration

Working together effectively — fostering teamwork, communication and mutual support.

Excellence

Striving for continuous improvement, innovation and high standards in everything we do.



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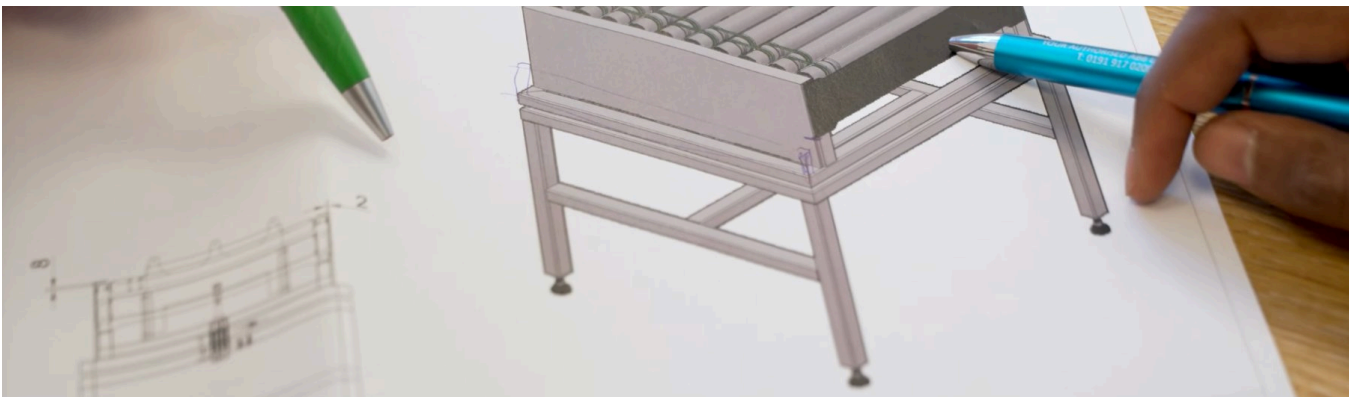
**At MWS, people are always willing to help,
share their experience and support you.**

SARAVANAN SATKHI · WORKSHOP ENGINEER

Where you could fit

Nine teams, one job list. Some of us are in overalls, some of us are on the phone - everybody is working on the same order.

Workshop & Production Building and assembling everything from bench scales to weighbridges, by hand.	Field Service & Calibration On the road, installing, servicing and certifying equipment on customer sites.	Fabrication Cutting, folding and welding the steel that everything else is built on.
Software & Technical Configuring indicators and weighing software, and solving the tricky technical questions.	Sales & Business Development Understanding what a customer actually needs, then specifying and quoting it.	Operations & Logistics Planning jobs, parts and engineer schedules so the right kit lands in the right place.
Quality & Compliance Keeping our certification traceable and our standards where they should be.	Finance Invoicing, payroll and the reporting that tells us how the business is really doing.	Marketing Telling the MWS story: brand, website, campaigns and everything you're reading now.



What the work actually looks like

ON THE TOOLS

Workshop, fabrication bay and customer sites across the UK.

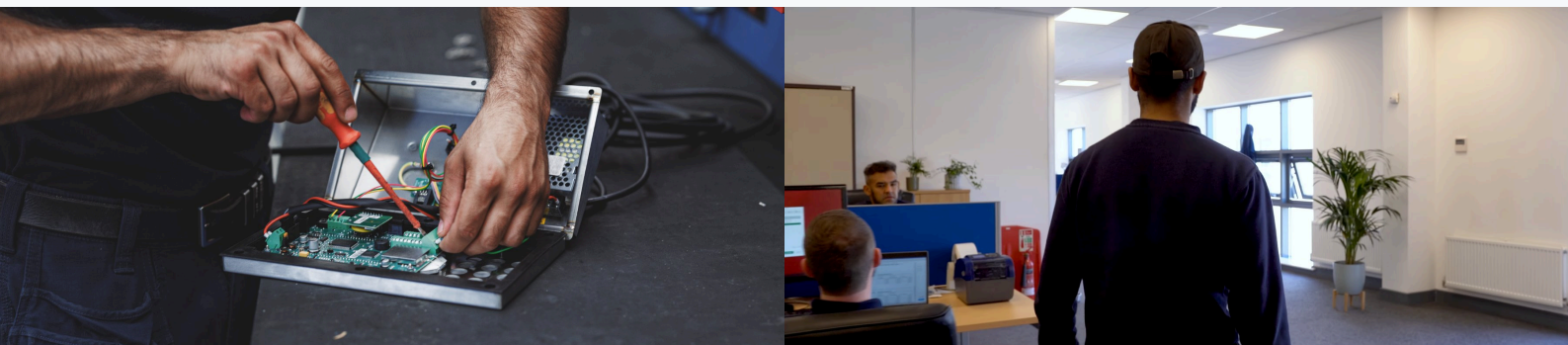
- Build and assemble weighing equipment
- Wire, test and fault-find control panels
- Work to tolerance from drawings and CAD
- Machining, fabrication and welding
- Install and calibrate on customer sites
- Prove accuracy against traceable test weights

IN THE OFFICE

Commercial, technical and support teams at our head office.

- Specify and quote solutions for customers
- Plan jobs, parts and engineer schedules
- Look after customers on the phone and by email
- Keep certification and compliance in order
- Run finance, payroll and reporting
- Tell the MWS story through marketing

No two weeks look the same, whichever side of the door you're on.





WHAT WE DO

If it weighs, we work on it.

Weighbridges, bench scales, checkweighers, balances and more. We design them, build them, install them, then keep them accurate for years afterwards.





**From the first phone
call to the annual
certificate.**

Accuracy isn't one person's job.

Quoted

Planned

Built

Installed

Certified

Supported

Six stages, nine teams - and that takes all of us.

However you join us, you won't stay where you started.

Apprenticeships

Earn while you learn. Our apprentices combine hands-on work at MWS with classroom learning through one of our training providers, working towards a recognised qualification — no previous experience needed.

Training & mentoring

Whatever your role, you'll sit next to people who are happy to share what they know. Formal training where you need it, and someone to ask when you don't.

Moving sideways, not just up

People here have moved from the workshop into technical roles, and from support roles into the commercial teams. If you want to try a different part of the business, say so.

A stake in the outcome

We're on the path to full employee ownership by 2031. Growing people isn't a perk here — it's how the business gets better for everyone who owns it.

PROOF IT WORKS

Apprentice, 2016 → Production Supervisor

Dylan now leads the Production team and sits on the Senior Leadership Team.

Apprentice, 2015 → Fabrication Supervisor

Jerome had never heard of industrial weighing. He now runs the fabrication bay.

"Two years ago I was starting my apprenticeship. Now I'm working on projects that make a real difference."

JAKE LINE · APPRENTICE

"At MWS, you're encouraged to learn, grow and make your mark."

BRICE NEAL · APPRENTICE

The best picture of a place comes from the people in it.

"I've watched MWS grow over the years, and I've grown with it. It's exciting to be part of a business that's always moving forward."

DYLAN NARSING · PRODUCTION SUPERVISOR

"At MWS, you're trusted to use your experience and bring ideas forward. If you have a good idea, you're encouraged to explore it and make it happen."

ANTONY DEAKIN · TECHNICAL MANAGER

"Joining Micro Weighing Solutions has been one of the best career decisions I've made. Everyone has been welcoming and supportive, making me feel part of the team from the very beginning."

DANIEL BROWN · WORKSHOP SUPERVISOR

"MWS has a real family feel, and everyone is happy to help each other. It's a rewarding place to work because you're always learning new skills and seeing the results of your hard work."

JEROME AGU · FABRICATION ENGINEER SUPERVISOR

EMPLOYEE STORIES

Jerome Agu

Fabrication Engineer Supervisor
Joined MWS 2015 · Level 3 NVQ
in Engineering



“I had no idea industrial weighing even existed, but joining MWS gave me a career I’m proud of.”

How did you end up at MWS?

I’ll be honest, I didn’t know anything about MWS or industrial weighing when I applied. After deciding university wasn’t for me, I applied for several apprenticeships, and joining MWS opened my eyes to a whole industry I never knew existed. Looking back, it was the right decision for me.

What surprised you most when you started?

I was amazed by how many different industries rely on weighing equipment. Before joining MWS, I never realised companies like this existed. It gave me a real sense of purpose knowing the work we do supports everything from food production to pharmaceuticals.

What’s been your favourite project?

Building a weighing scale for a zoo has definitely been my favourite project. I love animals, so working on something that was going to be used to weigh gorillas was a really memorable experience!

What’s the best thing about working at MWS?

It’s the people. MWS has a real family feel, and everyone is happy to help each other. It’s a rewarding place to work because you’re always learning new skills and seeing the results of your hard work.

What advice would you give someone thinking of applying?

Be patient and stick with it. You won’t jump straight into the exciting jobs on day one because you need to learn the basics first, but every skill you learn builds your confidence. The hard work pays off, and it’s worth it.



EMPLOYEE STORIES

Dylan Narsing

Production Supervisor & Senior
Leadership Team
Joined MWS 2016 · Level 3 NVQ
in Engineering

“Ten years ago I joined MWS as an apprentice. Today I lead the Production team.”

How did you end up at MWS?

I first heard about MWS through a neighbour who worked here. At the time I didn't realise where the opportunity would lead, but looking back it was one of the best decisions I could have made.

What surprised you most when you started?

I was surprised by how much potential the business had. MWS had only recently moved into its current premises, and it was clear the company was ambitious and focused on growing.

What's been your favourite project?

One of my favourite projects was a large-scale vehicle weighing solution that we built from the ground up. It was a challenge at the start, but seeing it develop into a successful working system was incredibly rewarding.

Best thing about working here?

The people. Everyone brings something different to the business, and you're encouraged to contribute your own ideas and make a real difference.

Advice for anyone applying?

Be open-minded and make the most of every opportunity. You'll learn far more than you expect, and if you're willing to put the effort in, there are real opportunities to build a long-term career.



LIFE AT MWS

Because work should be somewhere you enjoy coming to.

■ Competitive salary

■ Pension

■ 26 days paid holidays + bank holidays, Christmas Eve and your birthday off

■ Health insurance

■ Free refreshments

■ Employee rewards

■ Company events

■ Career progression & training opportunities

■ Employee benefits platform from Perkbox

■ A genuinely supportive team

Could this be you?

Whatever the role, these are the things we actually look for.

- ✓ You enjoy finding out how things work.
- ✓ You like solving problems.
- ✓ You take pride in getting the details right.
- ✓ You aren't afraid to ask questions.
- ✓ You enjoy working with other people.
- ✓ You're reliable and do what you say you'll do.
- ✓ You're ready to learn something new every day.

If you nodded along to most of these, we'd love to hear from you.

FAQs

What sort of roles do you recruit for?

Everything from workshop, fabrication and field service through to sales, operations, quality, finance and marketing, plus apprenticeships in several of those teams.

Do I need to know anything about weighing?

No. Many have joined our team without any prior knowledge of industrial weighing.

Do you take apprentices?

Yes. You'll earn a competitive salary while combining practical experience at MWS with classroom learning through one of our training providers.

Is there room to progress?

Yes, sideways as well as up. Two of the people in this brochure joined as apprentices and now lead teams. If you want to try a different part of the business, tell us.

Will I have to travel?

Field service and installation roles are on the road across the UK. Workshop and office-based roles are based at our head office, though everyone is welcome to get out and see a job.

What does employee ownership mean for me?

We're on the path to being fully employee-owned by 2031. It means the people who do the work have a real say in, and a real stake in, how the business grows.

How do I apply?

Visit our careers page, scan the QR code on the back of this brochure, or get in touch with our recruitment team to start a conversation.



Your future starts here.

Don't just start a job. Build a career.

SEE OUR CURRENT ROLES

www.mws.ltd.uk/careers

TALK TO US

hr@mws.ltd.uk

WHAT TO SEND

A short CV and a line or two about what interests you. If nothing on the careers page fits, send it anyway.



SCAN TO APPLY