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PRESS RELEASE

Arquus: a company focused on its employees

The land defense industry, while crucial for national security, often suffers from a lack of recognition and attractiveness. Aware of these challenges, Arquus has actively invested in the Human Resources Commission of GICAT (Group of Defense and Security Industries). This initiative aims to identify recruitment obstacles and implement strategies to attract new talent. Inspired by these reflections, Arquus has implemented a policy resolutely focused on its employees. The company continuously works to improve the quality of work life and social dynamics, making each employee an essential contributor to its success. At Arquus, employees are part of a team that values both human aspects and technological excellence. Each employee evolves in a flexible structure with accessible management, allowing everyone to thrive and see the tangible results of their work. The company offers a long-term vision thanks to a solid order book, enabling each employee to project themselves and develop professionally in an environment that prioritizes security and work-life balance.



Arquus Commitments

With 1,200 employees, the company recruits an average of 150 people annually for diverse profiles such as engineers, purchasing, quality, methods, and all professions related to industrial production like welders, for example. Arquus dedicates an average of 20 hours of training per employee per year, also encouraging internal mobility. The company has also established individualized integration paths, such as the “school of trades,” which trains new employees in proper working techniques within its centers of excellence, thus minimizing accident risks. Its four production sites and two tertiary sites across France demonstrate Arquus’s local roots and industrial dynamism.

Continuous Awareness Actions

Arquus has set a goal to increase the proportion of women and female managers to at least 35% by 2030. To achieve this goal, the company pays particular attention to women's professional development by implementing "female leadership" training and "TecHer" female lunches with inspiring speakers. Among its female employees, Arquus is also proud to have sponsors of the "Elles bougent" association, who share their career paths with middle school girls.



Arquus is also engaged locally with its centers of excellence and regularly organizes visits with technical high schools to show the diversity and importance of professions necessary to sustain the land defense industry. In 2021, the company signed a cooperation agreement with ENSTA Bretagne, including the creation of a joint research and development laboratory and multiple contributions to engineering education. Arquus contributes to the continuous development of around fifty actions each year, touching on social defense, the spirit of defense, and citizenship. The engagement formats are numerous and encouraged. Individually, reservist employees benefit from up to 20 days of operational reserve per year. For the first time at Eurosatory, a 250 m² space on Thursday, June 20, and Friday, June 21, in Hall 5B will be dedicated to promoting land defense careers and recruiting new talent: students, job seekers, and military personnel in transition.

Come and meet Arquus HR in Hall 5B, at the trades tent!
Consult the press release [here](#)

About Arquus

Arquus is a French defence company and a leader in ground mobility solutions. As a long-standing partner of the armed forces, Arquus has almost 25,000 vehicles of all types in service with the French Army, including 20,000 supported by the company. Arquus is involved in the production of the new generation of Army vehicles, the VBMR Griffon and EBRC Jaguar, produced by the temporary consortium. In particular, Arquus is responsible for supplying the drivelines and the remotely operated self-defence systems for these two vehicles. Arquus also provides all the logistics for replacement parts and units for the VBMR and EBRC vehicles under the Scorpion programme through its logistics platform at Garchizy. As a support specialist, with almost 20,000 vehicles supported on a routine basis, Arquus offers complete solutions, drawing on the company's historic competencies. These solutions rely on an international logistics network supported by the network of the Volvo Group, of which Arquus is a member. Arquus is an innovative company, investing in major projects such as architecture, survivability, mobility, energy, robotics, fire support and support. As a complete systems integration manufacturer, Arquus also offers remotely operated turrets (Hornet range, developed for the Scorpion programme), vetronics solutions (Battlenet) and mobility solutions (4x4, 6x6 and 8x8 chassis). Arquus exports to more than 60 countries.



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