



Graduate Development

Are you ambitious, hard working and determined graduate ready to develop a career in an international and multicultural company with 65 years of experience in the process control industry? Are you ready to be challenged (both professionally and personally) to choose your own career path? If so, **Delta Controls** is looking for you!

Delta Controls is a manufacturing company based in Surrey, UK that has been designing, manufacturing and selling process control instrumentation to its customers for over 65 years. We have offices in UK, China, Italy, Malaysia, Australia and USA. We have opened a business in Bulgaria in the second half of 2012. Many of our customers are well known names in the oil and gas and power generation, utilities and chemical industries and operate in most countries of the world.

Delta Controls has ambitious plans for sustainable growth over the next 5 years and beyond for which we require people with intelligence, drive and ambition. We recognise that as a small company we must be flexible enough to adapt and change quickly to any opportunities that arise. We require staff that mirror this ethos and capability.

We are committed to a *programme of graduate development*. We invite young people that have already demonstrated their theoretical abilities (by obtaining good marks in at least a bachelor's degree) and we place them into roles that will test them with practical challenges. Some of you may start your work with us in areas that you are comfortable with but, may soon transfer into other areas and disciplines that will broaden your experience.

We have been operating the scheme for 10 years and we already have many people who are undertaking this program and are now gaining experience in engineering, production, finance, purchasing, sales and marketing etc. at our various locations around the world.

Our promise is to provide you with wide and varied opportunities and training – your commitment to us is hard work, commitment and a hunger to succeed.

If you believe you can deliver on our expectations and you are excited to be part of our rapidly growing international and multicultural team of young professions, please submit your comprehensive CV and a letter why you should be invited for interview in English by email to HR@delta-controls.com

The successful applicant will have:

- A degree or will graduate in 2017 – bachelor's or master's in a technical discipline such as Mechanical Engineering, Electrical or Electronic Engineering, Manufacturing Engineering, Industrial Automation, etc.
- No more than 1 year of professional work experience (internships not included);
- Good English written and verbal communication skills;
- Affinity with chosen specialty;
- Ability to define own tasks, prioritise and complete under own drive;
- Ability to make decisions and take responsibility for their outcome;
- Ambition, drive and patience to develop his/her career;
- Willingness to learn new skills and accumulate on-the-job experiences.

We offer:

- Labour contract
- Working environment where ambitious, hard working and determined individuals could develop their career
- Attractive remuneration package and periodical review of performance
- Continuous training and skills development
- Informal managerial structure
- Young team of professionals with multicultural background

Only shortlisted candidates will be invited for an interview! All applications will be treated in strict confidentiality in accordance with the Data Protection Law.

Programme Details

1st Stage – Graduate development

The Company offers the Graduate training scheme to individuals that we believe demonstrate the potential to develop into the Company's future managers. Individuals are invited by the Company to join the programme. Graduates will be required to make a commitment to stay in the programme for a minimum of 4 years.

There will normally be 4 rotations in different disciplines or roles in the Company, 3 in a junior level and the last in a senior level. The rotations generally last between 6 to 15 months dependent on the graduate's ability in and the complexity of the role. To successfully complete each Rotation, the graduate must also successfully complete an individual and a group improvement project.

At the end of each rotation, if successful, the graduate would receive an endorsement from the manager of the area that the graduate has completed a rotation and comments on the graduate's progress and successes. This would be countersigned by a director who would indicate the next rotation for the graduate. This document would be held on the graduate's personnel file.

At the end of the last rotation (in a senior position) if successful, the graduate may be invited to become an Assistant Manager, and embark on the Management Development Scheme described below.

2nd Stage – Management Development

The Company offers the Management Development scheme to individuals that we believe demonstrate the potential to develop into the Company's future Managers. Individuals are invited by the Company to join the programme.

At this level of the scheme there would normally be 3 rotations, lasting between 12 to 24 months. Often the first one may be the same as the graduate's last rotation, but still lasting for an additional 12 to 24 months.

Once the Assistant Manager had completed their last rotation it is expected that he/she would be at sufficient level to be promoted to Manager Status and be eligible to join the Senior Management Team of the Company when a suitable vacancy occurs.