

Take control

Graduate engineering roles

imiplc.com/graduates



@IMIGraduates

IMI

Why IMI?

We're in control

Valves that automatically adjust tyre pressure. The machine that makes your morning coffee. Heating systems. Cooling systems. Power plants. Oil rigs. At IMI we're engineering a better world. We're designing, manufacturing and servicing highly-engineered products, built around valves and actuators – that affect all of us. We're working with industrial customers in high growth sectors. We're growing fast. And new graduates are critical to our future success.

You're in control

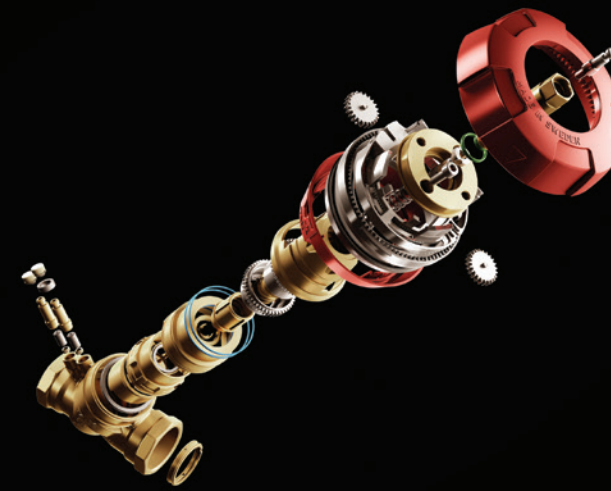
All of us, our graduates included, are entrusted with the power to shape our business. So as a graduate at IMI you'll be involved in the entire product lifecycle, from conception to manufacture – by no means the norm for graduate jobs in our industry. You'll work on live projects. You'll have a real say in how we do things. And you'll be rewarded when you do something brilliant. It's why when you speak to our people you'll be struck by how passionate they are about working here.

We recognise though, that taking on responsibility isn't easy. So you'll find we're very supportive. You can expect hands-on training, accreditation, mentoring and even support for settling in when working abroad, as well as a competitive salary, benefits and an international placement.

So join us, and take control of your career.

"I was surprised how every graduate on the scheme is extremely like-minded but yet different. And by the stupendous amount of support and care that the graduate team provides for every single one of us – that's beyond priceless."

Mohamed Youssef, joined the Graduate programme in October 2013, completing his final placement with IMI Precision Engineering



Your development

We know you aim high

We know you want to move up, fulfil your potential and be a future leader in our industry. Rest assured, we feel the same. We want you to aim high, because you're the future of our business. We want to see you progress from the graduate programme onto a career path that is perfect for your skills – and for us. It's why you'll receive hands-on practical training as well as help to obtain professional accreditation for your degree. And it's why on each and every placement we give you lots of support to progress: via your mentor – a senior manager – the graduate team, your local manager, and Engineering and HR leads.

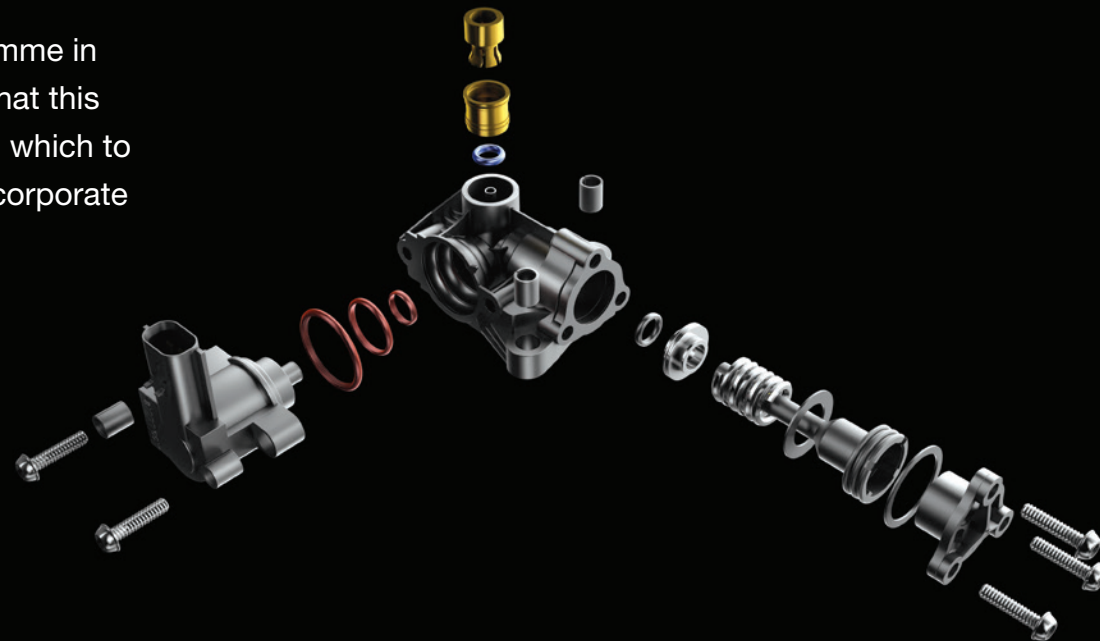
Rewards and benefits

There's nothing like international travel for understanding the needs of international business. So while your journey with IMI will typically start and end in your home country, you'll also get to experience at least one six-month placement abroad.

At home, you'll receive a competitive salary along with local benefits. And once abroad, you can also expect access to support for immigration and travel, allowance for mobility and housing along with tax support and medical assistance. Simply put, we'll make sure you're in control, wherever you happen to be.

“The design of the graduate programme in itself is really innovative, and I feel that this is a formidable training ground from which to familiarise oneself with the various corporate roles and responsibilities.”

Axel Peters, 2013 Graduate.



The opportunities

IMI is made up of three distinct divisions, which together make us who we are today – a world-class company.

They are:

**IMI Critical Engineering,
IMI Precision Engineering
and IMI Hydronic Engineering.**

Although they operate in distinct markets, our divisions work together wherever possible to share best practice and achieve our strategic objectives. Innovations across our three business divisions are the products of close global collaboration – from developing anaesthesia machines in hospitals to creating critical valve solutions for oil rigs with BP and Shell.

41% of Group revenue 4,300 employees

Our Critical Engineering division has manufacturing facilities in 16 countries, supported by more than 4,000 talented professionals. They include over 400 engineers, 150 project managers and over 200 dedicated aftermarket specialists – all committed to providing the high level of service we're renowned for.

Our products are at the heart of complex energy and production processes. The valves we produce control the flow of steam, gas and liquids in harsh environments, and they are designed to withstand temperature and pressure extremes, as well as intensely abrasive or corrosive cyclical operations. But it's our engineering capacity that sets us apart – combining technical knowledge, design capability, application experience and innovative products to deliver safe and reliable solutions.

We design, manufacture and install customised, highly-engineered solutions for new plant builds. And we provide complete plant lifecycle service support. Which means all our customers benefit from efficient maintenance, issue resolution and plant optimisation around the clock.

Main markets

Oil & Gas

We are the global market leader in the supply of anti-surge valve and actuator systems to the world's largest LNG compression facilities.

Petrochemical

We are the global leader in the design and manufacture of integrated flow control systems for critical applications in Fluid Catalytic Cracking (FCC).

IMI Critical Engineering – The graduate programme

As part of our Critical Engineering Graduate Programme, we are looking for talented individuals to join us in the USA, Czech Republic, China and South Korea. Your first placement will be within your home country while your second placement could be at any IMI Critical Engineering facility in 16 countries.

Our two-year programme will provide you with experience in various engineering disciplines and companies. You will be involved in Project Engineering, New Product Development, Application Engineering and Project Management. And the training and experience will play a pivotal role in your engineering career. Ultimately, too, you'll have the chance to decide, when completing your final placement, which discipline to pursue.

"I'm currently working for IMI CCI, targeting the oil and gas industry in the EMEA (European, Middle East and Africa) region. It's a great opportunity for me to not only learn a lot about the industry, but also to see how the different companies work and function together across various countries."

**Eveline Sleiman, 2013 Graduate,
now working for IMI Critical Engineering**





Precision Engineering

42% of Group revenue
5,800 employees

We are a world leader in motion and fluid control technologies wherever precision, speed and reliability are essential, such as the life sciences, energy, food and beverage, rail and automotive sectors. We deliver integrated solutions that improve the productivity and efficiency of customers' equipment. Like valve technology that intelligently adjusts tyre pressure or sits at the heart of automated ticket barriers.

We operate sales and service networks in 75 countries and have manufacturing facilities in the US, Germany, China, UK, Switzerland, Czech Republic, Mexico and Brazil. Product support is provided through global centres of technical excellence, and facilities for computational fluid dynamics (CFD) design and research & development testing. And we employ a dedicated team of field engineers, sector specialists and key account managers – all committed to providing excellent service to customers.

Main markets

Industrial Automation

Our high-performance products include valves, valve islands, air preparation products, pressure monitoring controls and pneumatic actuators.

Oil and Gas

We offer a full suite of world-class products that deliver precision control in the harshest environments.

Life Sciences

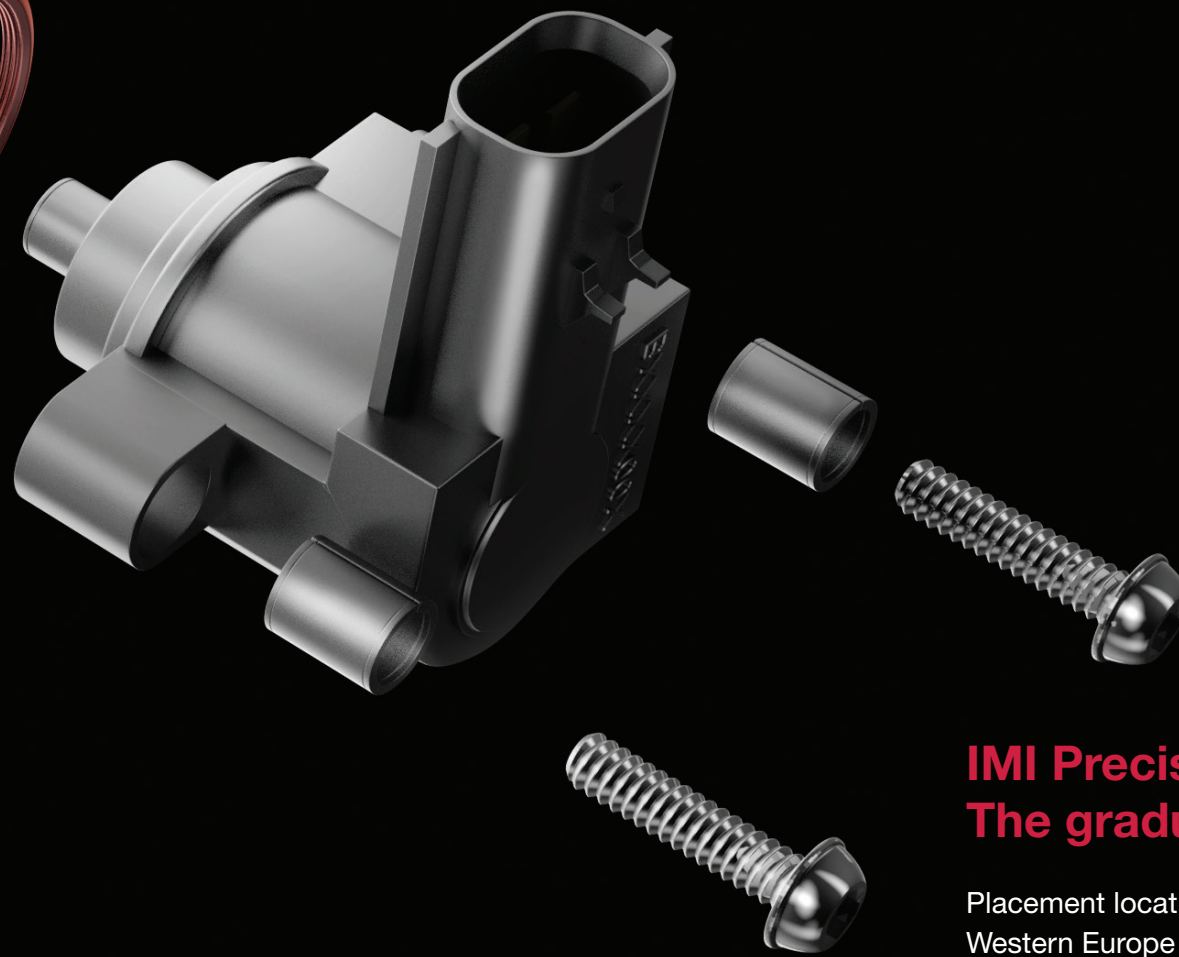
We have a track record of supporting and developing advances in medical devices, diagnostic equipment, biotech and analytical instruments.

Commercial Vehicles

Our range of cab, chassis and powertrain solutions deliver fuel efficiency, reduce emissions and speed up assembly times for the world's leading commercial vehicle manufacturers.

Major operational locations

Brazil, China, Czech Republic, Germany, Mexico, Switzerland, UK, USA



IMI Precision Engineering – The graduate programme

Placement locations are regional (Americas, Continental Europe, Western Europe or Asia-Pacific) with the majority in the country that you apply to (USA, Germany, Czech Republic, UK, or China).

When you start you'll get stuck straight into four six-month placements and cover four elements of our engineering spectrum: Operations, Research and Development, Project Management, and Business Development. This will give you a thorough grounding in what we do. However, we realise that there may be cases when a specialist programme is more appropriate. In these cases you'll undertake multiple placements in the same discipline.

“After graduating from university I was full of energy, motivation and the ‘need to succeed’. However, although I knew I wanted to be an engineer, I didn’t know where I would fit. That’s where IMI came in. Not only is it a highly reputable multi-national business that is an expert in niche markets, but I also knew that the graduate scheme would give me the opportunity to work in different areas and get a feel of where I can add most value.”

Mohamed Youssef, joined the Graduate programme in October 2013, completing his final placement with IMI Precision Engineering



Hydronic Engineering

17% of Group revenue
2,000 employees

Our Hydronic Engineering division is the industry leader in energy efficient solutions for indoor climate control. We provide high-performing, quality products and services to efficiently protect and control HVAC (heating, ventilation and air conditioning) systems.

With experience in over 100,000 different projects worldwide, we're experts in supporting all sizes and types of project. Our team of almost 2,000 people operates around the world, with design and manufacturing facilities in six countries. And we're growing rapidly.

It's a unique place to work - and the ideal climate for developing your career.

Main markets

Balancing and Control

Enabling customers to maintain comfort at the right level and increase HVAC efficiency by up to 30%. Our expertise covers all types of hydronic systems: constant flow and variable flow, static balancing and dynamic balancing.

Thermostatic Control

Our thermostatic control systems guarantee reliability in room temperature control.

Pressurisation

Our reliable pressure control systems with compressors or pumps maintain the optimal amount of water is provided at the optimal pressure.

Water Quality

Our wide range of separators and degassers protect installations and maintain system performance by keeping heating, solar and chilled water systems free of micro-bubbles and sludge.

Major operational locations

Germany, Poland, Slovenia, Sweden, Switzerland, USA

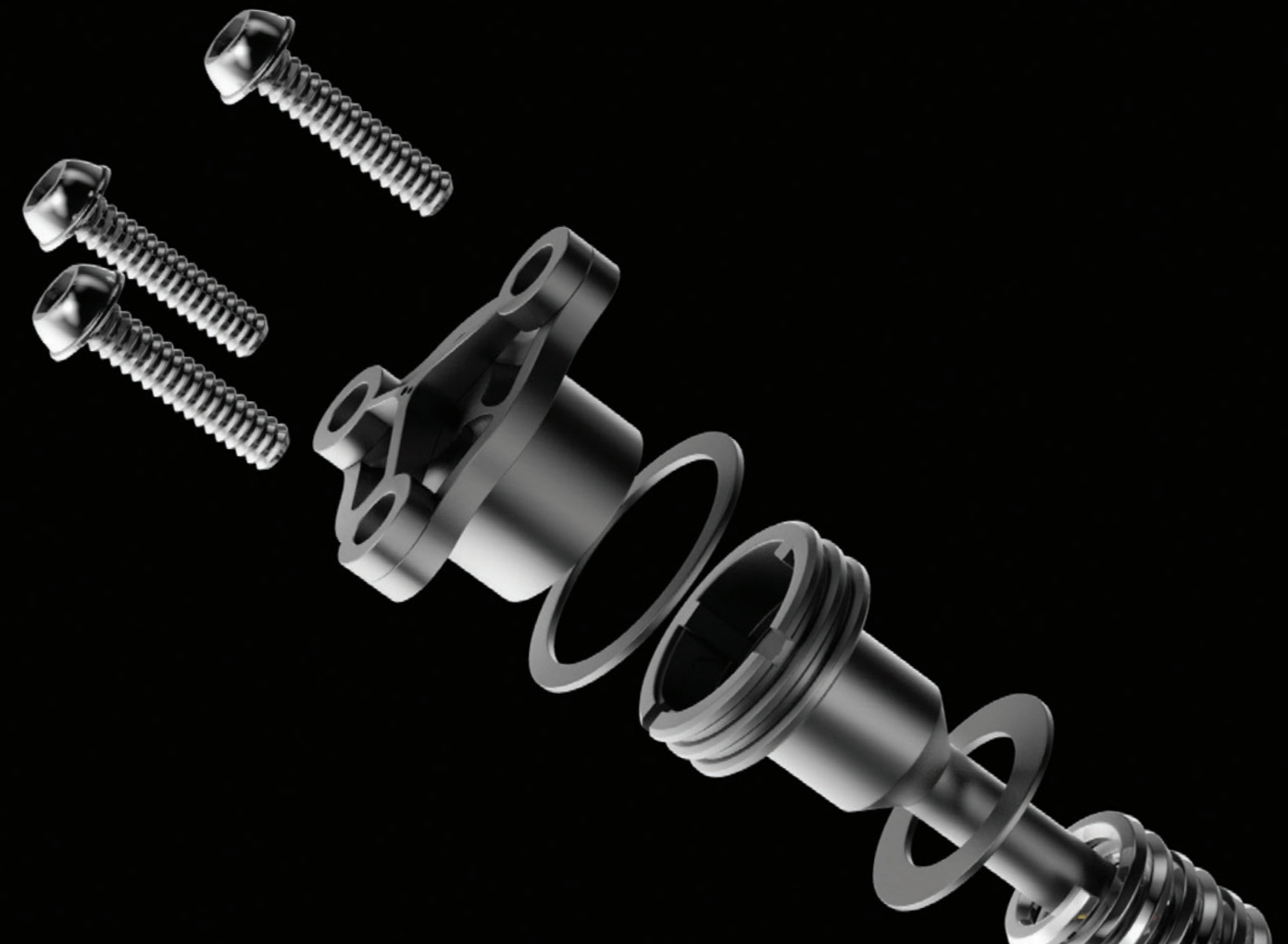
IMI Hydronic Engineering – The graduate programme

We are currently recruiting engineering talent in Germany, Sweden and Poland. All four placements will be focused in our European locations.




You'll complete four six-month placements. And along the way you'll grow your knowledge, experience and career as you master skills in Research and Development, Operations, Project Management and Technical Sales. As well as being a great way to see a product through from birth to customer implementation, you'll experience first-hand where a career in engineering could take you.

"The people I work with are truly helpful and take time to help me develop my skills, and being given important tasks from the very start is a great thing!"

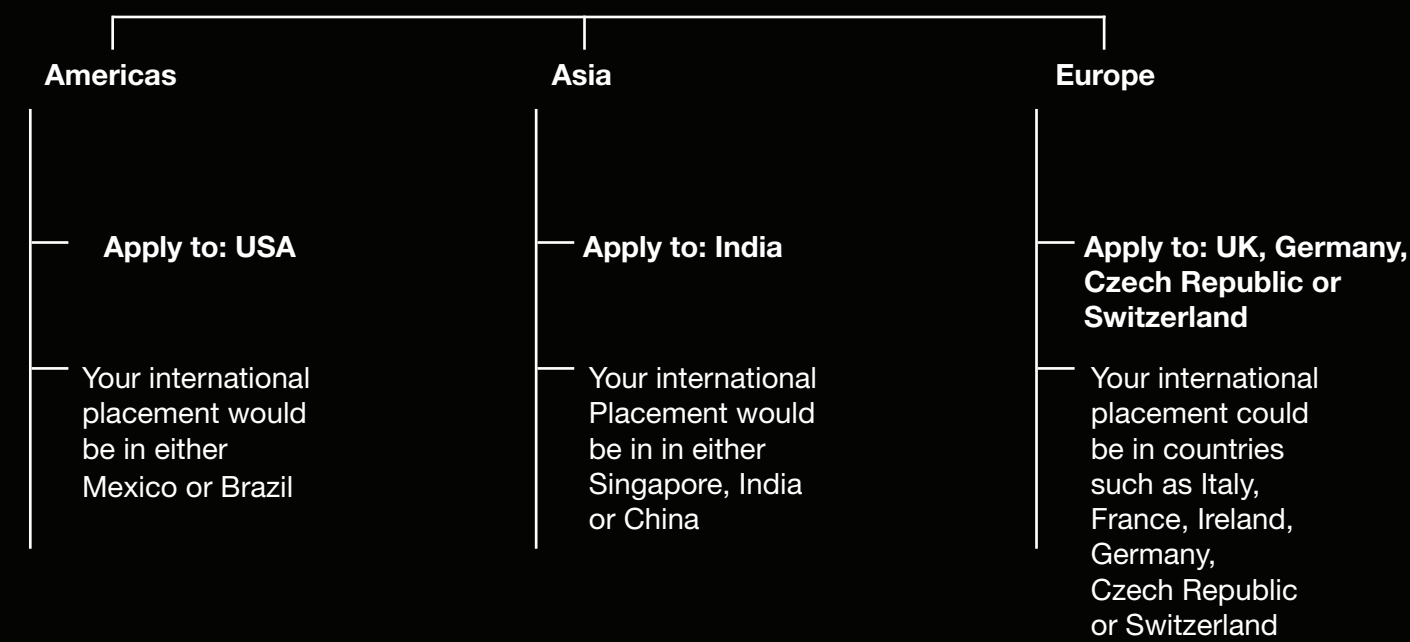
**Carl Nevelius, Graduate trainee in Research and Development
at IMI Hydronic Engineering, Sweden**



The programmes at a glance

	 Critical Engineering	 Precision Engineering	 Hydronic Engineering
Degree Requirements	Mechanical Engineering, or Manufacturing/Industrial Engineering	Mechanical Engineering, Electronic Engineering, Mechatronic Engineering, or Manufacturing/ Industrial Engineering	Mechanical Engineering, Electronic Engineering, Mechatronic Engineering, or Manufacturing/Industrial Engineering
Duration	24 months <i>2 x 12 month placements</i>	24 months <i>4 x 6 month placements</i>	24 months <i>4 x 6 month placements</i>
Locations	First placement in home country (USA, Czech Republic, Italy, Germany or China) Second placement in any IMI Critical Engineering facility in 16 countries	Three placements in home country (UK, USA, India, Switzerland, Germany, Czech Republic) At least one overseas placement within the region you join: Europe Asia Americas	All four placements within Europe at one of the IMI Hydronic manufacturing facilities
Areas of Work	Project Engineering New Product Development Application Engineering Project Management	Research & Development Operations Project Management Business Development	Research & Development Operations Project Management Business Development
After the Graduate Programme	A permanent role within home country	A permanent role within your region	A permanent role within home country

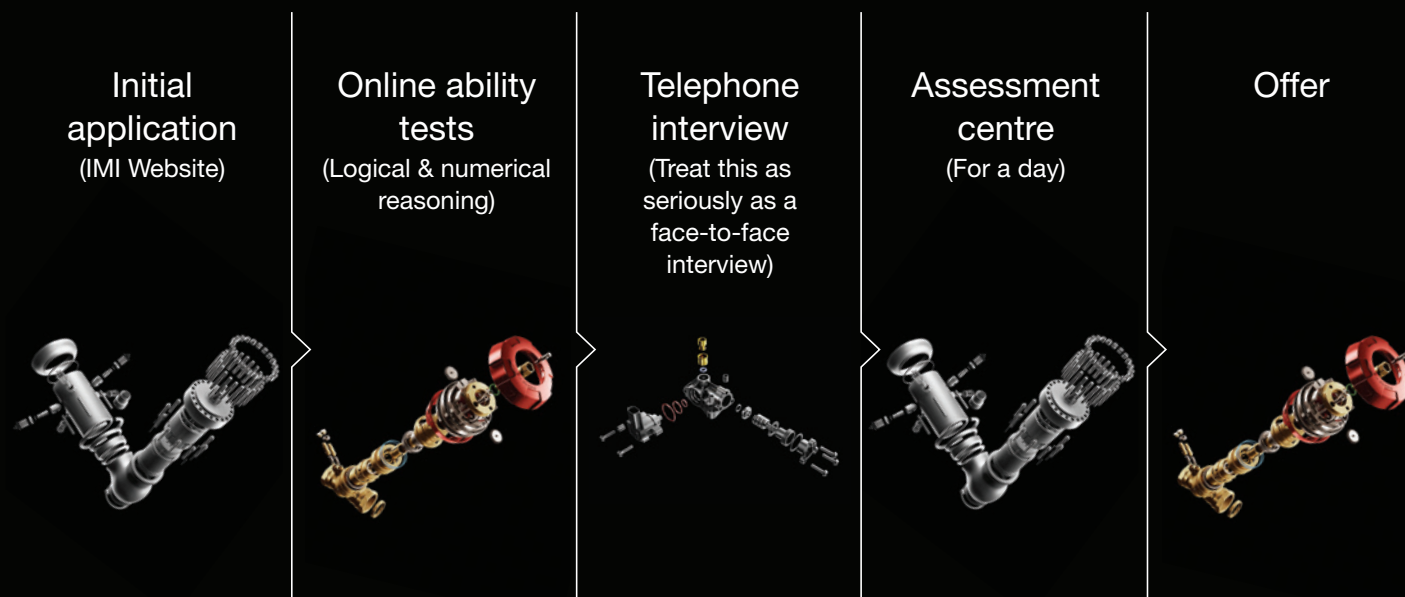
IMI Precision Engineering



Applying

If you aim high, want real responsibility and value end-to-end involvement, and above all, want to take control, join us. We're a supportive, ambitious company, changing the world and growing fast. And we'd love to hear from you.

Applying is in four stages, designed to help you get to know us as well as we get to know you:



- **An initial application via the IMI website** – upload your CV, share your degree modules and answer motivational questions with examples of your experience from work and university.

- **Online ability tests** – logical and numerical reasoning.

- **A telephone interview** – we get to know your personality, approach to work and interest in engineering. Remember to prepare specific examples to support your strengths.

- **The assessment centre** – expect a group exercise, interview, work task, and a logical and numerical reasoning test. Plus the opportunity to find out more about us!

Visit our website to find out more about the process:

<http://www.imiplc.com/graduates/application-process>

And discover which programmes are currently accepting applications:

<http://www.imiplc.com/graduates/apply>

Our people



Kieran Griffin, Head of Engineering at IMI Hydronic Engineering

Kieran joined as an IMI graduate in 2001.

“From day one, IMI has offered me global mobility and the opportunity to gain experience in multiple fields of engineering in addition to Marketing, Operations and Sales. I was lucky to have two graduate assignments with Precision Engineering in Colorado, USA and Shanghai, China. I gained valuable cultural awareness and an ability to manage change in dynamic and exciting environments. Each assignment pushed me out of my comfort zone, preparing me for the global engineering role I now occupy – managing diverse teams and development programmes.”



Yogini Yogalingam, Product Quality Engineer at IMI Critical Engineering

Having completed the graduate programme, Yogi is now in her first full role based in California, USA.

“I joined IMI in 2011, originally as an intern, and then joined the graduate scheme. There I worked in Procurement, Marketing, Operations, Key Account Management, and Business Development roles. I enjoyed learning about the difficult decisions that need to be made daily in order to ensure the overall success of the business.

“I found the technical training from some of our most senior engineers to be extremely useful. I was able to appreciate exactly what we do, what value we bring to customers and how we differentiate ourselves from competitors. This motivates me in my current role to ensure that we continue to have this high level of excellence.

“Right now I am the Product Quality Engineer within the IMI Critical Engineering division. My ambition is to continue my career within Operations and use my knowledge to improve the business both in performance and quality.”



Joe Micheels, Graduate Trainee at IMI Precision Engineering

Joe joined the graduate programme in 2014.

“I’m in the second year of the two-year graduate programme. IMI offers a world of opportunities to learn about the business, its products and cultures. So far I’ve worked at three IMI Precision Engineering plants on diverse projects. As a Lean engineer at our Las Vegas plant, I helped to introduce engineering standards and encouraged continuous improvement. At our Colorado plant, meanwhile, I worked on new product research for the rail and commercial vehicle sectors.

“From the start, my efforts and ideas have been encouraged. You feel like you’re making a difference and you can take your experiences from one project to the next. Also, my personal development has been great. IMI Headquarters support graduates with local business manager development and coaching while working on real business projects. All of which supports my career goal to become a senior engineering or production manager. To sum up, an engineering career at IMI is GREAT!”

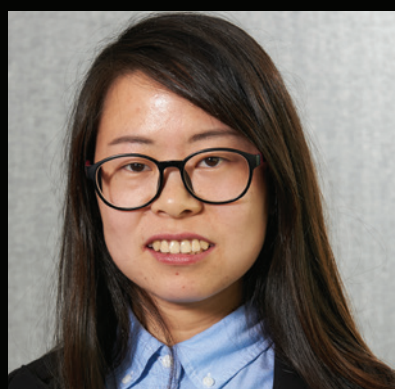


James Malin, Value Stream Leader at IMI Hydronic Engineering

Having completed the graduate programme, James is now in a permanent role in Germany.

“I chose the IMI graduate programme after seeing how much pride IMI takes in their graduates. Having worked for the company previously, I was already familiar with how supportive and open the people are here. Colleagues have really helped me to focus my goals, develop my strengths and ultimately, get to where I am today.

“Of course, the impression you make goes a long way to open up opportunities. And I am a strong believer in getting involved. Be the person who wants to grow with the business, and then you’ll be an asset to the company and take more pride and enjoyment in what you do. And so far that’s proving to be true. As the Value Stream Leader (essentially a Production Manager) for the Globo product, which is a ball valve used in heating technology, I’m already responsible for the production of the Globo valve and oversee a team of ten people. Ultimately I hope to follow in the footsteps of my Operations Director – a great role model for pro-active, effective leadership.”



Luna Tao, Graduate Trainee at IMI Critical Engineering, China

Luna joined the graduate programme in 2015.

“I’m working in the operation department in Shanghai. As the company wants to merge two factories into one to achieve more effective production, we are working to relocate factories. I contribute to the new facility layout design, in processes such as layout drawing and Cardboard Engineering.

“Typically, I spend the day in the factory. First, the layout design team will meet to discuss current problems and assign tasks. I communicate with the experienced engineers to learn about the manufacturing process and observe production on the shop floor. Then I devise some ideas that I complete in the drawing. Sometimes I also use the Cardboard Engineering method to test the solution.

“All in all, joining a factory relocation process is a precious opportunity. I get to see how a new factory is designed and built. Considering the wide range of factors, such as safety, leanness and growth expands my horizons. And I learn a huge amount of practical knowledge from discussion with the engineers.”

Hear from more of our people:

<http://www.imiplc.com/graduates/graduate-profiles.aspx>



Pushkar Ranade, Graduate Trainee at IMI Precision Engineering, Germany

Pushkar joined the graduate programme in 2015.

“My current placement is in Business Development, helping to grow the business in the industrial and energy sectors. On a typical day, I gather information about relevant IMI and competitor products, contacting people in other departments and documenting information.

“I love learning about the technical details of products and getting involved in idea generation: coming up with innovative and creative ideas for the products of the future. Though the biggest benefit is acquiring invaluable knowledge about the company’s products and market position, and about the overall business.”

