

The Sulzer logo is rendered in a bold, blue, sans-serif font. It is positioned in the upper right quadrant of a white rectangular area that serves as a background for the text. The background of the entire slide features a complex, abstract pattern of overlapping, semi-transparent blue squares and rectangles, creating a grid-like effect with varying shades of blue.

TS Graduate Program

Irina Vasilieva / HR / 2018

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Sulzer

Headquarters in Winterthur, Switzerland

Sulzer today – about 15 000 highly qualified employees all over the world

Pumps Equipment

Pump technology and solutions



Main Markets:

- Oil and gas
- Power
- Water

Rotating Equipment Services

Service solutions for rotating equipment



Main Markets:

- Oil and gas
- Power
- General Industry

Chemtech

Separation and mixing technology and associated services



Main Markets:

- Oil and gas
- Power
- General Industry

Sulzer Rotating Equipment Services in Russia

- In year 2012 Russian-Swiss joint venture «Sulzer Turbo Services Rus» was created. The company provides innovative services and maintenance for gas turbines and consolidates all Sulzer service activities and technologies in Russia.
- In Sulzer portfolio in Russia at the moment there are LTSAs of more than 30 GTUs, operated by such companies as «T Plus», «Inter RAO Generation», «Gazprom Energoholding».
- «Sulzer Turbo Services Rus» has fully localized competence of providing services for gas turbines in Russia, as well as the only one in Russia workshop of hot gas path details refurbishment of main GTU types in Yekaterinburg city.



The context

- Graduate program to fit Russia & Venlo engineering talent pipeline
- Duration - 1,5 years
- Start of the program - October/November 2018.
- The person who passed the program successfully will get Sulzer permanent labor contract.

Possibilities for the graduates

- Get wide experience in international company with strong engineering background
- Learn best practices from production and technology specialists
- Work in multicultural environment



The candidate profile

- Completed university degree in mechanical engineering (gas turbine is a benefit)
- Open, independent and eager attitude towards technology, innovation.
- Some years of experience in the above areas is desirable but certainly not a requirement
- Internationally mobile
- Very good oral and written command of the English language (fluent)
- (Project) management attitude and (potential) competencies.

The selection process

CV & applications screening

Interview

Assessment

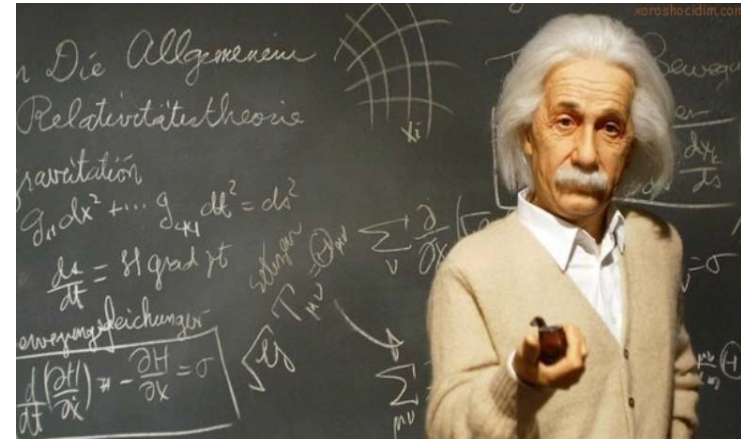
Final Interview

Skills & competencies:

- English language skills
- Soft skills (presentation, verbal/non-verbal communication, team skills, analytical skills, etc.)
- Project management skills
- Leadership capabilities

The program, overview

- 1,5 years program Contract, local/Russian conditions
 - Technology/engineering assignments
 - Assigned to engineering/technology entities with a clear objective design/development team
 - Office and shop visits
 - Client visits
 - Coach to support during 1,5 years
 - Regular evaluation every months (stay or out)
-
- In the end permanent role of development engineer in Moscow or Venlo upon successful completion



The program, curriculum outline

1. Every graduate will be assigned to 4 competence area's.
2. The final assignment includes a presentation about the project to senior management.

	nr assignments	1	2	3	4
	lead time	6 weeks	20 weeks	20 weeks	26 weeks
assignment competence areas	development engineering				
	repair				
	field services				
	design engineering				

The program, objectives

nr assignment	1	2	3	4
lead time	6 weeks	20 weeks	20 weeks	26 weeks
assignment objectives	learn	learn	learn	learn
	work	work	work	work
		contribute	contribute	contribute
			lead	lead
			innovate	innovate
				commit

Objectives | specifications

learn	about Sulzer technology, markets, business objectives, services and products, (work)procedures, culture
work	add value by executing regular activities and get aquinted, involved, used to rithm of working, travelling, inetrnational context
contribute	add value by using competence background, skills, attitude identify issues and solve problems (outside the scope of the unit)
lead	take the initiative, set the goals/objectives, organize commitment and execute/implement
improve/innovate	identify, describe and document a desicive technology improvement in the gas turbine, the manufacturing of parts or repair process
commit	execute, implement, organize needed budget, draft BC, manage commiment

The program, schedule

- Program will start in Moscow
- The graduate will be allocated at the various entities during assignments
- Wrap-up sessions will take place centrally with all the graduates
- During wrap-up presentation about core knowledge will be given by key-speakers / senior management

nr	program	week	LT	details
1	introduction	1 - 2	2	introduction Sulzer RES
	shop/office visits			meeting with the coach
				assignment 1st project (name of project, objective, site/shop, project mentor)
2	Project management	3	1	Training Project Management
3	1st assignment	4 - 10	6	1st assignment
4	wrap-up 1st	10	0	gathering
				evaluation
				assignment 2nd (name of assignment, objective, site/shop, assignment mentor)
5	2nd assignment	11 - 30	20	2nd assignment
6	wrap-up 2nd	31	0	gathering
				evaluation
				3th assignment (name of assignment, objective, site/shop, assignment mentor)
7	3th assignment	31 - 50	20	3th assignment
8	warp-up 3th	50	0	gathering
				evaluation
				final assignment (name of assignment, objective, site/shop, assignment mentor)
9	final assignment	51 - 76	26	final assignment
10	closing	77	1	gathering
				presentation final assignment
				assignment and transfer to regular alumni

Contacts

Dear Candidate,

to apply for this program, please send your CV to HR Manager

Anastasia.Kolesnikova@sulzer.com

+7 903 595 68 95