

Graduate Engineering Trainee Program

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Company: AkzoNobel

Location: Pilawa

Category: other-general

We supply the sustainable and innovative paints and coatings that our customers, communities – and the environment – are increasingly relying on. Our world class portfolio of brands – including Dulux, International, Sikkens and Interpon – is trusted by customers around the globe. We're active in more than countries and have set our sights on becoming the global industry leader. It's what you'd expect from a pioneering paints company that's committed to science-based targets and is taking genuine action to address globally relevant challenges and protect future generations.

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About the GET program

Our **Graduate Engineering Trainee (GET)** development program opens the way to an international career in the Integrated Supply Chain area and prepares you to play key roles at AkzoNobel in managerial or experts' positions.

Duration of the Program **24 months**. 12 months in Poland, after that 12 months on an European Site to expose the talent to AkzoNobel's global culture and prepare them for future role throughout the world.

About You:

Graduate (Bachelor or Master's degree) in production management, process engineering, chemical engineering, industrial automation or an equivalent technical study.

Focused on career development in manufacturing in a multinational company.

Willing to relocate to other countries on completion of the 24 months GET program.

Strong interpersonal skills and ability to work effectively in diverse, cross-functional teams.

Eager to learn & experience different functions / knowledge.

Good analytical and problem-solving skills

Willing to take responsibility and initiative.

Fluent in English and Polish

During the GET program You will:

Actively participate in process optimization on and investment projects.

Identify improvement opportunities and design solutions.

Track and control project budgets and timelines to ensure project completion within the approved limits.

Monitor projects compliance to applicable codes, practices, QA/QC policies, performance standards and specifications.

Cooperate and communicate daily with project members and stakeholders to interpret their needs and requirements and provides assistance and technical support.

Investigate root cause of process failures, develop solutions for non-conforming products and implement improvement plans.

Use data analysis and problem-solving methodologies to maximize plant and equipment effectiveness to achieve optimum life cycle cost of production equipment.

We Offer:

24-month development program: 12 months in our factory in Poland (Pilawa, Masovian Voivodeship) and the next 12 months of development in other AkzoNobel's factory in Europe.

Opportunities to start career in multinational company and in different functional areas, such as Production, Engineering, Quality, Planning, Technological and Procurement.

Permanent job in one of the AkzoNobel's factories in Europe, after successfully completing the GET program.

Possibility of gaining knowledge through the practice.

Mentoring and co-creating a diverse and supportive GET community in the EMEA region.

Valuable work experience in multinational environment.

Support in relocation.

At AkzoNobel we are highly committed to ensuring an inclusive and respectful workplace where all employees can be their best self. We strive to embrace diversity in a context of tolerance. Our talent acquisition process plays an integral part in this journey, as setting the foundations for a diverse environment. For this reason we train and educate on the implications of our Unconscious Bias in order for our TA and hiring managers to be mindful of them and take corrective actions when applicable. In our organization, all qualified applicants receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age or disability.

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