

Vestas Graduate Programme March 2012 – Electrical Engineering Track, EU, USA & China

Transform the forces of wind

At Vestas we offer great opportunities to be part of a challenging and innovative work environment in a global company with more than 20.000 dedicated colleagues. Our state-of-the-art wind energy technology is part of the solution to reduce CO2 emissions dramatically on a global scale and to make the world sustainable for future generations.

The Programme

Our Graduate Programme is a global scheme to enable young professionals in becoming Vestas' managerial, business and technical stars of tomorrow.

In the 2-year Vestas Graduate Programme you will work for 3 different departments in various business units around the world. You will be assigned a mentor, participate in on- and off-the job training and be supported by a personal coach and of course your daily manager. In each 8-months assignment, the Programme utilizes and develops your skills and competences to prepare you for a future global career with Vestas.

Vestas is offering 7 different Graduate Tracks for the March 2012 Team. Each Track consists of three different Vestas departments and aims to build strong profiles within a certain functional area, which is important for our continuous success.

The Electrical Engineering Graduate Track

The goal of this track is to obtain a complete understand of the technical turbine functionalities within power production system and performance. You will gain insight into the governing principles and value chain from covering market demands, product development and design for production. Furthermore you will understand the Vestas R&D processes by taking part in both local and global projects.

The track will focus on developing business oriented technical candidates, who will strengthen the culture of Vestas. After the Graduate Programme, Graduates will be attractive candidates for working in one of Electrical System or Power System departments in Vestas around the world.

Vestas Americas – Power Plant Systems – Portland, USA

Power Plant Systems supports the 3 main areas of the SBU- Sales- Projects- Service in addition to other supporting groups. The primary responsibility is to provide Electrical Engineering resources for the organization as the first line for higher level Technical support.

As a graduate you will learn what is required to meet 1st tier support to the customer on the Sales phase at a SBU level. This will include focused areas of electrical engineering for understanding Grid compliance and System requirements (Turbine park) according to the ISO (independent System operator) and TSO (transmission system operator). You will learn to understand North American Electrical Code requirements and provide solutions to system design (Analysis from park studies- PSSe, PSCAD, PSLF models). You will be assigned to specific projects to support sales and the work could include work on park-substation solution for specific projects and improvement projects to streamline communication and information exchange to the customer and utilities

Technology R&D – Product Engineering, R&D – Aarhus, Denmark

The Electrical Systems department is globally oriented with representation in Chennai (India), Beijing (China) and Colorado (US). The department is responsible for the entire turbine electrical development and responsible for all new designs and maintenance of existing turbines. The department maintains and develops Vestas' technologies, competences and design tools within the electrical area and thereby supports Technology's present and future product strategy. Through global set-up and partnerships we provide short time to market by timely readiness of competencies and competitive technologies within control and power systems (Reliability, Functionality, Costs and Timing) for low risk introduction into wind turbines. This supported by close cooperation with product platforms, PBUs and SBUs.

In this department, you will be assigned to specific projects with focus on product engineering, test and verification from component level to Wind Turbine Generator (WTG) level including handover to PBU's for manufacturing and sourcing. You will be working with specific Power Quality and LVRT measurement campaign and support the Category Management Team for supplier assessments and SQM. You will be working on improving data management from test setup (laboratory test rigs or prototype test sites) and generic simulation models and modify existing model on system and turbine level. This includes standardization of documentation for turbine certification (GL or DNV)

Technology – Engineering, Electrical – Beijing, China

As an important part of global Electrical System R&D, the electrical department of Vestas Technology R&D (Beijing) is a young department with 4 function groups and 16 Vestas formal employee. The major responsibilities of this department are: (1) Execute the electrical part of global & local projects; (2) Take electrical

ownership and provide technical support of 2MW MK7.1 WTG; (3) Make benchmark study, track the development direction of local market and product. (4) Support local SBU & PBU to solve technical problems.

As a Graduate in this department, you will handle the state of art technology trend of local competitors by IP search and study. You will come to know the local wind industry requirements clearly by taking part in the CN WTG standard review. Working with the robustness study of Vestas 2MW MK7.1 WTG you will gain knowledge of reliability analysis and you will learn to understand the Vestas R&D process by taking part in the local/global projects.

The listed departments have all signed up for a two year term, and will each host three Graduates for eight month assignments. However, the wind industry is dynamic and things may change. Locations may be replaced based on the needs of the business but your learning opportunities will remain our top priority. You will not be able to replace assignments on your own initiative.

Qualifications and Work Experience

You have recently graduated or will soon graduate with a Master's Degree within Electrical Engineering or similar.

With your impressive and international profile, you combine practical understanding with strong business acumen and excellent analytical and conceptual skills. As we expect our Graduates to quickly find their feet in various organizational settings and deliver consistent outstanding performance, we expect you to already have one year of relevant experience from either internships or regular full-time employment.

In addition we are looking for the following personal attributes:

- You appreciate working within a fast-paced and changeable environment and you integrate well into a team setting
- Your high drive is evident from your accomplishments and you demonstrate a persistent and proactive approach to challenges ahead
- Independently, you identify need for improvements and gain support from relevant stakeholders to make change happen
- Your communication is clear and concise, including appropriate adaption to cultural diversity
- You show high awareness of your strengths and development opportunities, seek feedback and actively work towards advancing your competence
- Preferably, you have international experience from work, internship or stays abroad. You are looking for an international career both now and in the years to come
- You are fluent in both spoken and written English.

How to apply

The Vestas Graduate Team M12 will start 1st of March 2012.

You can apply for areas which include at least one assignment in a country where you hold a valid permanent work permit or resident status. You will be starting your Graduate career in the country where you already hold a valid permanent work permit or resident status, and Vestas will help you obtain the necessary visas for your 2nd and 3rd assignments.

Applicants, who hold a permanent EU residence status, are eligible to apply to all Tracks that include a module in the EU.

In order to be assessed for a Graduate position, you need to attach the following documents to your application:

- A motivated cover letter
- CV/resume listing your experiences and competences
- Transcripts showing your Bachelor's and Master's degree results. If you have not yet finished your Master's degree, please attach the results you have obtained so far.

All documents must be in English. We prefer that you upload all documents in one PDF-attachment per Track that you want to apply for (max 2MB).

To apply for more than one Track, simply upload additional cover letters for these tracks at the same time. Please do not complete the application process for more than one Graduate Track.

For more information, please visit www.vestas.com/graduateprogramme. If you have additional questions, please send an email to graduateprogramme@vestas.com. Please apply as soon as possible as there will be an ongoing screen of applications. To ensure that all applicants are given the appropriate amount of attention and reply, we only accept applications through our website.

Closing Date

Application deadline is the 15th of October 2011.