

Vestas Graduate Programme March 2012 – Quality Track, EU & USA

Experience the forces of wind

Vestas is a global, fast growing organisation operating in more than 65 countries and is one of the world's largest suppliers of wind energy solutions with more than 20.000 employees globally. At Vestas we set the standards for both safety and quality and we offer you a variety of specialized training and career opportunities in a dynamic work environment that will ensure excellent service to our customers every day.

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 Quality Graduate Track

Quality is a cornerstone of the strategic positioning of Vestas as market leader and key for customer decision making. Therefore the goal of this track is to develop experts in the field of quality and improvements with outstanding leadership skills and proven intercultural competences.

This Graduate Programme track will give you an insight to all Vestas business processes, including support functions and interfaces with external and internal stakeholders involved in the Vestas Value Chain (Corporate Functions, Manufacturing, Finance, Marketing, Technology, Sales, Legal, Customers, etc.), along with mastering a set of world class tools for continuous improvement to enhance Vestas business processes' performance. As a graduate you will have the chance to make a difference by taking an active part in key product, process and system related improvement projects. By the end of the track, you will have a full understanding of the Vestas Quality Management System and you will master a set of quality and continuous improvement tools for real life problem solving. Additionally, you will also gain knowledge of the standard project management tools and their practical application.

After the completion of the Graduate Programme, all Graduates will be a part of the Vestas pool of young talents and will become attractive candidates for leadership positions within the Quality, Production and Continuous Improvement functions located all over the world.

Vestas Northern Europe – Quality/Production Excellence – Malmö, Sweden

The QPEX department in the Sales Business Unit (SBU) of Vestas Northern Europe delivers support on quality issues to Sales, Construction and Service and is overall responsible for quality performance monitoring (DPU, DPMO etc.), identification of trends and improvement projects (CTQs), partnership with Production Business Units and supply chain on quality improvement. The department also supports Vestas' customers directly on quality issues i.e. via team selling, customer queries/investigations and audits as well as being in charge of development of processes with quality impact e.g. Walkdown, Handover and Service Technical Audit. In addition to this are activities such as support on process roll out, implementation and monitoring and internal training on quality and process matters.

You will learn to understand quality and the use and application of quality tools and methods throughout Vestas' SBU business functions (DMAIC, Lean Six Sigma etc). You will gain an understanding of process development, delivery, implementation and monitoring and you will develop your presentational and communication skills with focus on culture change.

Vestas Nacelles – Quality – Brighton, USA

The Quality department at the relatively new production facility in Brighton, Colorado is responsible for ensuring that the products produced meet or exceed the expectations of our customers. This involves working in the interface between design, suppliers, production, technical support, service, and sales

Working with quality at a large production site, you will learn about a wide breadth of activities across the Vestas value chain. There are opportunities to learn about reading drawings, interpreting specifications, problem solving, communicating with shop floor personnel and technical personnel, and formalizing solutions into sustainable long term procedures. As a Graduate you will help take the use of quality data in production to the next level by creating systems to make real-time data accessible to shop floor workers and plant management.

Vestas Technology R&D – Quality – Aarhus, Denmark

The Quality department in the global Technology headquarter manages the overall quality performance of Technology R&D and also has the responsibility of managing the quality of each wind turbine platform (2MW, V112, V164, etc.). The department also has a special root cause analysis department (Red X) for high value and high priority work.

You will learn basic Quality Management skills and develop a very high level of skills within data analytics and the DMAIC (Six Sigma) process. In addition, you will get broad exposure to the performance of Vestas wind turbines and the root causes for this performance.

The listed departments have all signed up for a two year term, and will each host three Graduates for eight months 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 relevant Master's Degree within Engineering or Technology.

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.