

## **Vestas Graduate Programme March 2012 – Sales & Markets Track – EU & US**

### **Capitalize on 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 we offer opportunities to lead and influence within a dynamic industry and you will play a key role in driving the company in its success.

### **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 Sales & Markets Graduate Track**

The goal of the Sales track is to obtain a complete and holistic understanding of the Sales processes in Vestas and Vestas turbine offerings and value proposition. You will work on Strategic Sales topics such as market analysis, pricing, sales contracts and frame agreements, business plans, customer profiles as well as project related tasks such as supporting Sales managers in tenders, quotations, negotiations etc.

Working in a highly motivated, truly international team on challenging tasks will give you a customer centric view that you can benefit from when making decisions in other areas within Vestas also. The complexity of some of the tasks will challenge your analytical skills. After the Graduate Programme, Graduates will be attractive candidates for working in either customer oriented positions or as business/commercial analysts dealing with market-related topics around the world.

#### Group Marketing & Customer Insight – Portland, USA

Group Marketing & Customer Insight (GMCI) is a global department and only the location of the first Graduate has been determined. The second and third location is flexible depending on where the Graduate will obtain the strongest learning opportunities and add most value at the given time.

GMCI is responsible for all marketing activities in Vestas, including marketing campaigns, fairs & events, commercial planning, product launches, the customer dialogue program and market intelligence. In addition, the department is responsible for the Key Account Management program office as well as development of emerging market segments. We are ~120 employees across 15 locations spanning from Portland in USA to Australia.

At GMCI, you will be involved in the development and execution of Vestas' marketing activities from day one. You will gain valuable knowledge about the market Vestas operates in, our customers and other internal and external stakeholders. Your specific tasks will depend on your background and the need of the department, but you may find yourself working within: Marketing execution, event planning, coordination and execution, commercial planning, business analysis and project management.

#### Vestas Americas – Key Account Management – Portland, USA

Key Account Operations is responsible for managing Key Account initiatives in support of delivering operational excellence for Vestas and our Key Account customers. The department supports the Key Account Manager to proactively manage the relationship building process and establish long-term relationships and customer intimacy at all levels and coordinates actions cross-functionally to ensure that Vestas delivers operational excellence to the customer.

As a graduate in this department, you will lead and/or manage KAM initiatives and projects in achieving strategic business goals and objectives. You will proactively identify process and change related risks, quantifying and articulating the impacts and recommend mitigating actions.

#### Vestas Central Europe – Sales – Hamburg, Germany

Vestas Central Europe is one of seven Sales Business Units and covers all sales and service-related activities in Germany, Benelux, Austria, most countries in Eastern Europe and South-East Africa. The Sales process for turbines and services ranges from screening & preparation, specification (quotation), negotiation, contracting and project handover to the construction department. All along this process, Sales is responsible to support customers in their financial and technical questions as a strong and experienced partner. Due to the proximity to the market, Sales is also providing significant input to internal market analyses, forecasts and pricing models to various stakeholders within the Vestas Group to ensure Vestas' product portfolio is competitive at all times.

As a graduate you will learn to understand Sales processes, market drivers and pricing behaviour and fully comprehend the economics behind a wind power project and the implications for the customer. You will gain knowledge of quotation / tendering processes and how to prepare Sales documents. You could work with the Strategic Forecasting and be responsible for Sales Business Plan for specific regions. You will be supporting Sales processes in all aspects and assisting Sales VP in strategic topics.

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 Master's Degree within Business Administration. You may also have gained knowledge within the field of Engineering.

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 1<sup>st</sup> 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 2<sup>nd</sup> and 3<sup>rd</sup> 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](http://www.vestas.com/graduateprogramme). If you have additional questions, please send an email to [graduateprogramme@vestas.com](mailto: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 15<sup>th</sup> of October 2011.