

Vestas Graduate Programme March 2012 – Sustainability (HSE) Track, EU & USA

Power your life

Vestas offers you challenging career opportunities within a global organisation. As the world's leading supplier of wind power solutions, we have delivered more than 40,000 wind turbines in 65 countries. Over 20,000 employees are eager to welcome new, dedicated colleagues on our journey to a more sustainable future. Would you like to join us?

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 Sustainability (HSE) Graduate Track

Being a sustainable company is not just about minimizing our footprint on the planet and ensuring the health of our employees. It is also good business. When dealing with our customers, we are expected to demonstrate our performance within health, safety and environment (HSE) as well as corporate social responsibility. Therefore, Sustainability has a high priority in Vestas and this is why we want to develop Graduates, who will specialize within this area to promote this being a competitive advantage. In this Track you will develop a substantial insight into sustainability at Vestas, by working from 3 different angles; Sales Business Unit, Production Business Unit and Group level. You will become a sustainability ambassador and take the lead in various projects within Health/Safety or Environment. You will experience how sustainability strategies are conceived, deployed and subsequently measured.

Vestas Nacelles – Sustainability – Ringkøbing, Denmark

The Sustainability department in Vestas' biggest Production Business Unit has the overall global responsibility for; Sustainability Management System, implementation of improvement Projects and creating world class awareness on HSE within this Production Business Unit. The department monitors and give guidance to 15 factories located in 9 different countries in Asia, US and Europe with an activity span of foundries, machining factories, generator factories and assembly factories. The department handles all issues in relation to health, safety and environment.

As a Graduate you will have the opportunity to be involved in a variety of projects within health, safety and environment depending on your background and interests.

Vestas Americas – Sustainability – Portland, USA

Sustainability in Vestas America's Sales Business Unit supports approximately 60 Wind service and construction sites in the US and Canada, providing leadership and support for Safety, Health, Environmental, Ethics, CSR and other Sustainable practices.

Within the areas of Sustainability listed above, Graduates will gain experience with the Vestas Sales processes including exposure to customers, sales agreements and new site start-up and construction. Possible areas of focus could be Safety with extensive exposure to US (OSHA) and Canadian regulations and regulatory organizations. Environmental issues that affect new wind site start-up and construction will also be critical as will overall CO2 and Energy reduction within the SBU. Skills will focus on program development and deployment in a highly geographically dispersed organization.

Vestas Group – Health, Safety & Environment – Zurich, Switzerland

The Health and Safety Department is part of the Corporate Sustainability function. The overall objective of the department is to drive a Zero Injury culture in order to ensure that Vestas constantly improves its Health and Safety performance. The department is responsible for setting the direction for global Health & Safety initiatives across business units – this includes developing Vestas standards, process, tools and training modules - all supporting the company in maintaining its position as market leader

During the rotation you will obtain in-depth knowledge about how the overall strategy is linked to business plans at a corporate level – and how this is linked to detailed implementation plans in the business units. You will get a good understanding of how the corporate function works together with business units and what challenges one will meet when a global organization is implementing process across production units and Sales and Service business units

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 relevant Master's Degree within Engineering or Business with a focus on Health & Safety or Environment. You may also have studied a more conventional degree and subsequently obtained experience and insights into this field.

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.