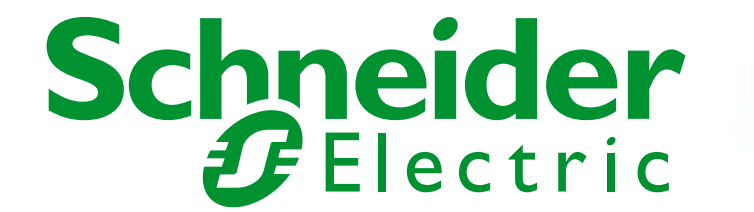


Life Is On



# Schneider Electric Graduate Programme

Our connected technologies reshape industries, transform cities and enrich lives. Be part of the journey and contribute to solve today's energy challenges.

[schneider-electric.co.uk/careers](https://schneider-electric.co.uk/careers)







Who  
we are

What  
we do

Our  
Graduate  
Programme

How  
to apply

Schneider Electric is committed to promoting a respect for the natural environment.  
We provide systems and solutions to help people use energy safely, efficiently and in ways that  
conserve natural resources.



■ Who we are

■ What we do

■ Our Graduate Programme

■ How to apply

# We are the global specialist in energy management and automation

Our technologies enable customers around the world to manage and utilise energy in a safe, efficient and sustainable manner. We do this through a combination of secure, connected and IoT-enabled software and hardware solutions.

As one of the world's most sustainable companies, we aspire to promote a global economy that is both ecologically viable and highly productive. Our products, services and solutions support our customers in reducing CO2, energy and water usage.

- **€24.7bn** global revenue
- **142,000+** employees
- Presence in **100+** countries
- **45%** of revenue from IoT
- **5%** of revenue devoted to R&D



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# Why Schneider Electric?

Our technologies ensure that Life Is On for everyone, everywhere, at every moment.



- Ethisphere – February 2018 – World's Most Ethical Companies 2018
- Bloomberg – January 2018 – Gender-Equality Index
- Global 100 – one of the most Sustainable Companies in the World, for the 6th year by Corporate Knights

Great People make Schneider Electric a great company.

If you're interested in evolving as a professional, we're keeping a seat warm for you. Schneider Electric appreciates what makes you, *you* — your talent. We're a dynamic, inclusive, global company looking for passionate people to help us innovate at every level; champions of safe, reliable, efficient, sustainable and connected energy for everyone.



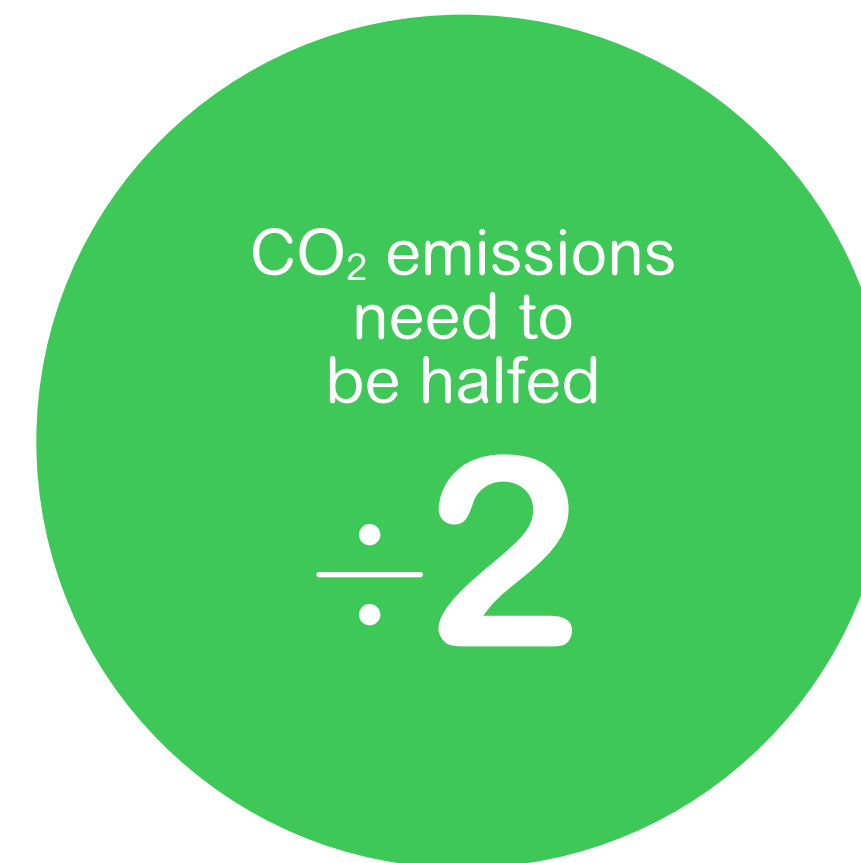
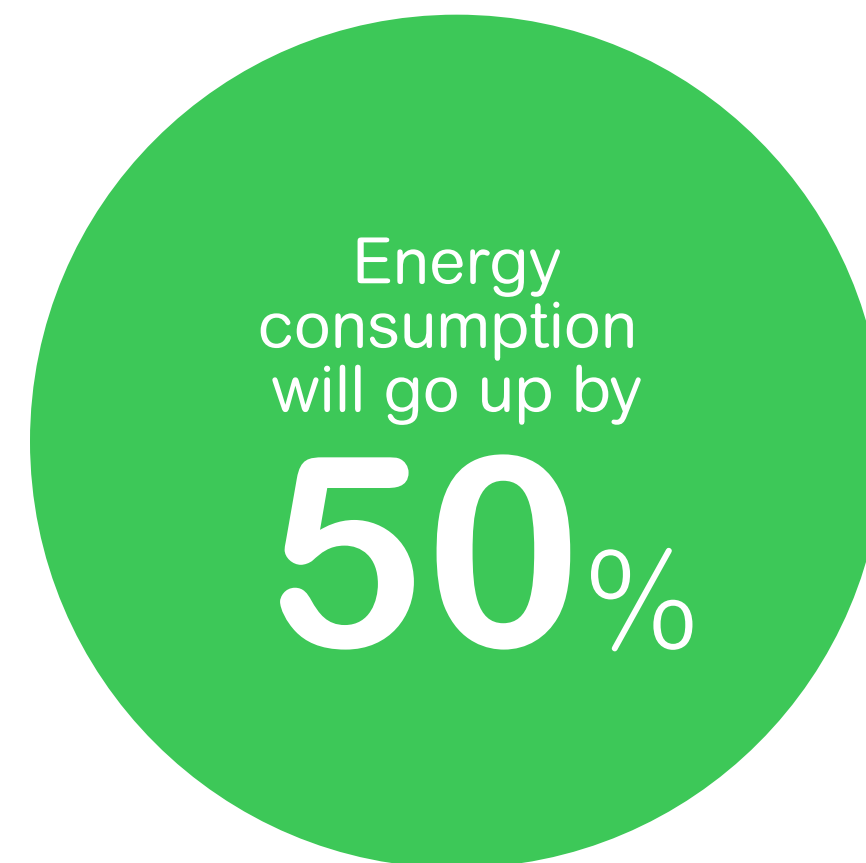
# The Future is Electric

By 2030 technologies like AI, blockchain, cryptocurrency and cloud services will make IT the biggest consumer of energy\*

Solar power will be cheaper than all other forms of energy, including fossil fuels, by 2030\*

The ongoing electrification of transportation, 30% of current energy consumption, will mean that half of all the cars on the road will be electric by 2030\*

Our challenge in the next 40 years



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\*As indicated by research. References available on request.

Who we are

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# Our work



IT | Animal Logic

[LEARN MORE](#)



Building | Marriott

[LEARN MORE](#)



Power | Nemours

[LEARN MORE](#)



Industry | ArcelorMittal

[LEARN MORE](#)



Grid | Enel

[LEARN MORE](#)





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## Who are we looking for?

Graduates who can bring new ideas, a different way of thinking, who can challenge the way we do things.

Graduates willing to progress and develop throughout our programme by taking advantage of all the opportunities provided.

Graduates with different experiences, exposure and education.

Graduates with a clean UK driving licence and the ability to work across the UK / multiple locations

Join an international, dynamic, and responsible company that emphasises the development of all its people around the world. Every day, we empower employees to achieve more and experience exciting, meaningful careers.



# Our Graduate Programme





# UK Programme

Duration	13 months
Starting date	September
Placements	3 rotations of approximately 4 months
Salary	Competitive
About	Placements roles and business units will vary during the scheme. We have accepted graduates from a variety of disciplines, both commercially and technically.
Location	UK



\*Please be aware that the application process opens in August and will close in December.



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# EcoBuildings & Ireland Programmes

## EcoBuildings Graduate Programme

Duration	13 months
Starting date	September
Induction	1 month
Placements	3 rotations of approximately 4 months
Salary	Competitive
About	Technical Placements covering Design, Engineering and Commissioning of building automation systems across the EcoBuildings Business.
Location	Various around the UK

## Ireland Graduate Programme

Duration	13 months
Starting date	September
Induction	1 month
Placements	3 rotations of approximately 4 months
Salary	Competitive
About	Placement and business units will vary during the scheme. We accepted graduates from a variety of disciplines both commercially and technically.
Location	Maynooth, Ireland





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# Our wide range of career paths



## Project & Services

Execute our solutions skilfully, ensuring our customers get the best Schneider experience



## Industrial / Manufacturing

Run production processes that prioritise workplace safety while optimising results for our customers



## General Management

Drive long-term strategies which boost our growth



## Marketing

Enable our customers to see the possibilities of Schneider Electric solutions



## Sales

Fulfill our customers' requirements with the correct Schneider Electric offers



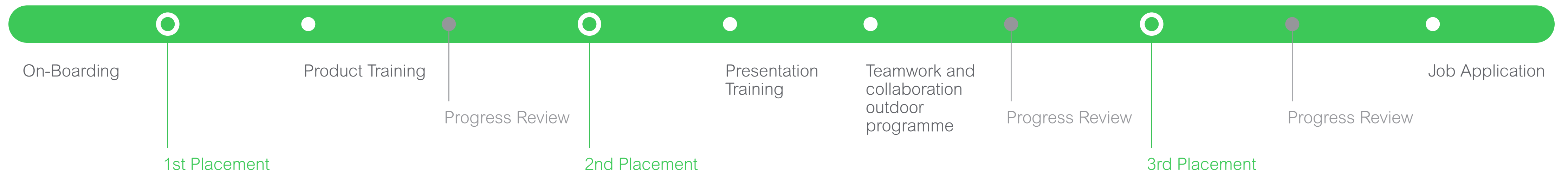


# The graduate journey

Technical and Commercial roles

Fast-track Programme

The programme is designed for graduates from both a technical and commercial background. On the programme you will be fast-tracked into high performing teams to have an exciting, attractive and diverse career. You are in charge of your career and can shape it to what you want it to be. The Schneider Electric Graduate Programme is fluid to allow you to experience both technical and commercial roles regardless of your background. You will be supported to learn all of the skills that you need.



## How will we support you?

### Placement Manager

- Job training
- Ongoing feedback and coaching
- Progress Reviews – goals set and reviewed for each placement
- Departmental project

### Line Manager

- Collaboratively identify your learning goals
- Support your Individual Development Plan (IDP)
- Support system
- Performance and pay reviews after each placement

### Graduate Programme Manager

- Overseeing the entire Graduate Programme
- Central point of contact
- Runs the Essential Graduate Learning Sessions
- Organises Placements

### How else do we challenge you?

Split into project teams we give you full ownership of a real business problem to solve. The project is sponsored by one of our Executive Committee and you will have the opportunity to present your recommendations to the Zone Leadership Team at the end of the programme.



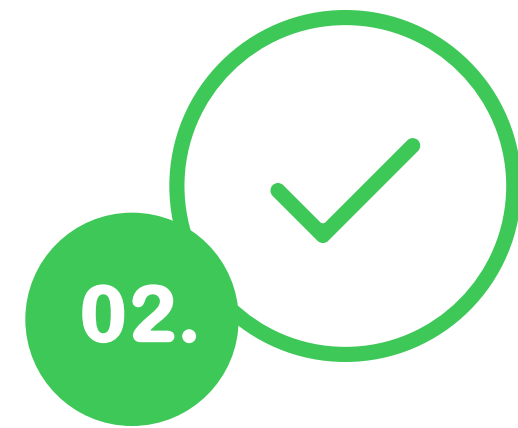
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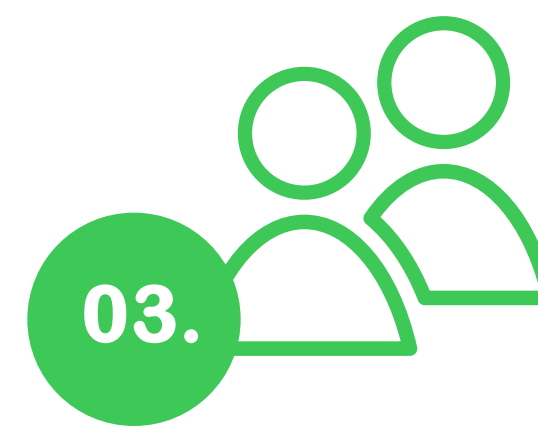
## What happens at the end of the programme



01. Schneider Electric will provide you a list of jobs available and relevant to you, before you finish the programme.



02. You apply to what you're interested in.



03. You are selected for an interview.



04. You've got the job!  
Now you finish your placement and integrate into your new role. Enjoy your career at Schneider!



## Benefits and Perks

Competitive salary\*

Bonus scheme

28 days annual leave + statutory days

DC pension, private medical insurance

Option to purchase shares scheme

Flexible employee benefits

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\*In addition to a competitive salary, graduates receive a pay review after each placement.



# Become part of the team in 4 simple steps



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## Do you know?

### Big Brands

We power Facebook, Google, Amazon, and the smartphones and applications you use every day.

### Top 100

Named among the World's Most Ethical Companies by the Ethisphere Institute for the seventh consecutive year.

### Industry Leader

Named Industry Leader by the Dow Jones Sustainability Index for the fourth year in a row.

92%

92% graduate retention from our Graduate Programme.

### Social Impact

We were ranked 24th as a "company that is changing the world by doing good" by Fortune Magazine.

### Women's Equality

CEO, Jean-Pascal Tricoire, was awarded one of the five most coveted awards for his demonstrated commitment and implementation of policies that advance and empower women in the workplace.





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# What can your future look like at Schneider Electric?



Laurence Harrison  
EcoBuilding Graduate Trainee



Eoin Hennebry  
Tender & Execution Manager  
- Energy Business



Eszter Kortvelyesi  
Project Engineer  
for Building Management



Johanna Millar  
EcoBuilding Regional Surveyor



Fabiana Moreno  
Strategic Partners and  
Major Pursuits Project Manager

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Laurence Harrison

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Graduate Year:	2017
Degree:	Meng Mechanical Engineering
University:	Cardiff University
Current Title:	EcoBuilding Graduate Trainee

**Describe Schneider Electric in 3 words:**

Innovative, Global, Diverse

**What is the best thing about Schneider Electric?**

The company has a very broad reach so there are always plenty of new things to see and discover. The company is not too hierarchical so I can meet and interact with a range of people with varying levels of experience.

**What do you enjoy the most about your role and why is it a great fit for you?**

I currently work in the delivery phase of a project, and it is very rewarding to see a tangible output from my work. The nature of the work also means it is not too repetitive, there are many different parts of the job that require input.

**Are there many opportunities outside of work at Schneider Electric?**

The Graduate Programme itself holds multiple sessions with opportunities to learn and develop a range of skills; this includes technical, leadership and interpersonal. There are also wider initiatives that provide the chance to develop further such as becoming a STEM ambassador.

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Eoin Hennebry

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Graduate Year:	2013
Degree:	BEng Electrical Engineering (Hons)
Total Work Experience:	10 Years
University:	Edinburgh Napier University
Current Title:	Tendering and Execution Manager – Energy Business

**What attracted you to Schneider Electric?**

We are the global market leaders in power distribution and energy management and our clients include some of the biggest names in the industry – It was an easy choice.

**Best thing about Schneider Electric?**

Every day at Schneider Electric I continue to be amazed by the scale and reach of our company.

**What do you enjoy the most about your role and why is it a great fit for you?**

In my current role I am involved with and responsible for a wide variety of duties and tasks. These bring challenges and opportunities relating to technical engineering, people management and commercial negotiation while we operate both pre and post order on some of the largest projects in our region. It's an exciting place to be!

**Describe any exciting projects that you have worked on or innovative products involved with, and the impact.**

Some of the most exciting projects I have been involved with to date have been for some of our data centre clients. The complexity of engineering design required coupled with the ambitious construction schedules means that the data centre segment is a very interesting and exciting segment to operate in.

**How does Schneider Electric support you in achieving both your personal and career objectives?**

The level of support and training I have received since joining Schneider Electric has been fantastic. We have access to incredible online training tools and I have had the opportunity to complete training courses in several different countries. I have learned about topics from project management to switchgear installation and met some great people along the way.





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## Eszter Kortvelyesi

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Graduate Year:	2015
Degree:	Masters- Building Services and Sustainable Energy Engineer
Total Work Experience:	3 Years
University:	Danish Technical University (DTU)
Current Title:	BMS Project Engineer – EcoBuildings Business

### What attracted you to Schneider Electric?

The company's focus on sustainability and the endless opportunities which come with being part of a global organisation.

### Describe Schneider Electric in 3 words:

Global, Diverse and Innovative.

### Best thing about the programme:

A unique experience to learn about your skills in different business areas in a short span of time. It's a fast track development, which helps in finding out what you may or may not enjoy.

### Describe any exciting projects that you have worked on or innovative products involved with, and the impact.

Energy optimisation project at a botanical garden, where my optimisation study helped reduce the energy and carbon footprint of the site.

### How does Schneider support you in achieving both your personal and career objectives?

Schneider has a policy of flexible working hours where appropriate and a wide range of development programmes to further your professional objectives.

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Johanna Millar

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Graduate Year:	2016
Degree:	BEng Mechanical Engineering
University:	Heriot-Watt University
Current Title:	EcoBuilding Regional Surveyor

**What attracted you to Schneider Electric?**

I was first attracted to Schneider Electric because of the opportunity to expand my experience by working for an international company that offers such a broad range of solutions & products. I also was really impressed by the friendly and welcoming environment when I attended my interview, it seemed like a place where I would be happy working.

**Describe Schneider Electric in 3 words:**

Innovative, Supportive, Sustainable

**Best thing about the programme:**

Coming from university it's important to gain experience of different roles, teams and management to help develop and become a leader in the future, which the graduate scheme allows you to experience. Another great thing about the graduate scheme is having the network of other graduates, which has provided help to develop skills and business knowledge and has also been lots of fun!

**Are there many opportunities outside of work at Schneider Electric?**

Being on the graduate scheme has presented many opportunities outside of work, for example we took part in a leadership development week at the Lake district which included some personal development training, group activities and outdoor activities such as abseiling and hiking. We have also had the opportunity to become STEM ambassadors; to work with local children to help teach them about opportunities in a STEM career. I'm really looking forward to being involved in this as it is a great chance to give back to local communities, as well as helping to encourage young girls looking for a technical career.

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Fabiana Moreno

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Graduate Year:	2015
Degree:	MSc- Technology and Innovation Management
Total Work Experience:	6 Years
University:	University of Sussex
Current Title:	Strategic Partners and Major Pursuits Project Manager

**What attracted you to Schneider Electric?**

I wanted to work in a company that shared my passion for sustainable innovation in the energy sector and where I could also further expand my career in the UK and abroad.

**Describe Schneider Electric in 3 words:**

Innovative, Fun and Open.

**Best thing about the programme:**

What I enjoyed the most about the programme was the varied experiences. I have had the opportunity to support my manager in strategizing about our top customers, I supported the engineers in the field, I prepared bids for big projects and I have provided intelligence information about our competitors and different industries to senior peers. All in the space of 18 months.

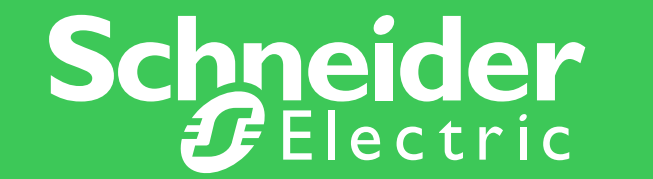
**What do you enjoy the most about your role and why is it a great fit for you?**

I am currently a Project Manager for the Major Pursuits and Strategic Alliances team, where I support a sales team of 10 from a strategic point of view; helping them with customer events and strategizing how to gain market share. It's an exciting position since I need to apply my technical understanding of our solutions to the market conditions while taking into account what our competitors are doing.

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To get more information about Schneider Electric, visit [schneider-electric.co.uk/careers](https://schneider-electric.co.uk/careers)

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