

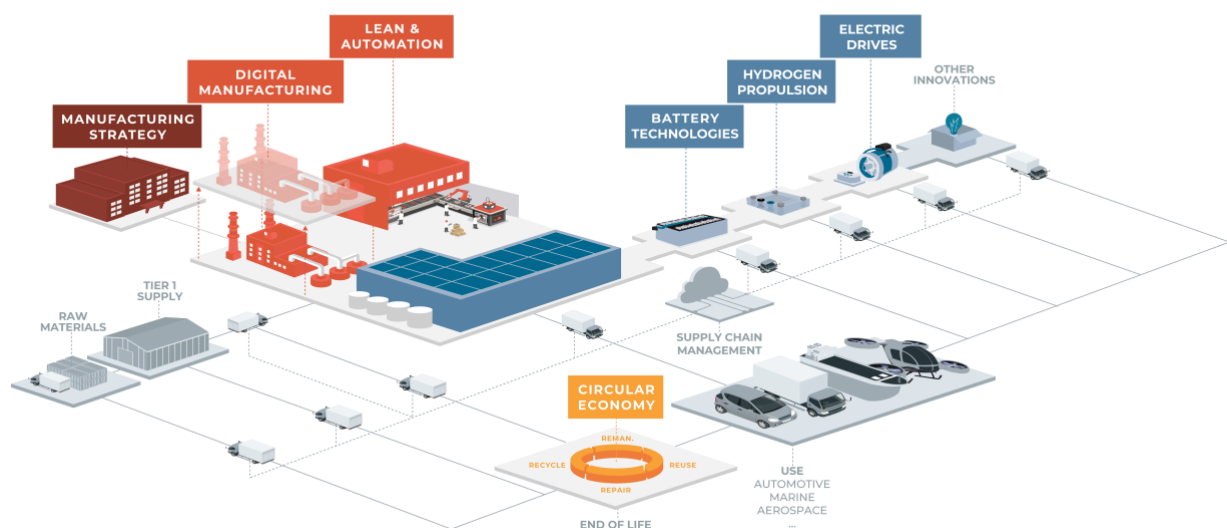
## GRADUATE PROGRAMME AT HSSMI

HSSMI is a sustainable manufacturing innovation consultancy. We enable manufacturing companies to transform their competitiveness by helping them to scale up production, increase productivity, and integrate circular economy practices. Our ultimate goal is to boost the competitiveness of manufacturers through pathways to achieving net zero.

Here is a taste of what we do:

- ▶ Automotive assembly process development
- ▶ Battery assembly process development
- ▶ EDU process development
- ▶ Manufacturing strategy and engineering
- ▶ Logistics and supply chain planning
- ▶ Digitalisation of manufacturing processes and supply chains

## OUR SOLUTION AREAS



Our diverse team of engineers and consultants deliver highly innovative R&D programs and transformational consultancy projects with some of the most exciting manufacturing, technology, academic and governmental organisations.

## Graduate Programme Introduction on 1<sup>st</sup> March

We will host an online introduction to the Graduate Programme on 1<sup>st</sup> March at 10am. Please register your interest to attend by writing to Beverley.Stalton@hssmi.org.

### HSSMI's Graduate Programme

Your career is your adventure. Working on industry leading projects of national importance, you will create and execute our clients' vision. This will be done using the latest technologies and thinking to support sustainable manufacturing growth in the UK and further afield. The training, experience, and client exposure at HSSMI will focus on transforming you into an expert in your chosen field

During the 2-year graduate programme, you will learn and develop your skills working on various projects. You will receive comprehensive training and an individual development plan to ensure you maximise your potential. You will receive support, coaching and feedback from your Line Manager mentors and colleagues.

We will support graduates towards achieving professional accreditation in their relevant field.

### Our Benefits

It is not just the rewards and opportunities that make HSSMI an exciting place to build a career. You will also be supported by a friendly team, gain loads of useful experience along the way, and enjoy the following benefits:

- ▶ Salary of £28,000
- ▶ Hybrid working
- ▶ 8% non-contributory pension
- ▶ Health cover
- ▶ Life insurance
- ▶ 25 days holiday plus Bank Holidays
- ▶ Cycle to work scheme
- ▶ Company EV scheme

### In your 1<sup>st</sup> month

#### Meet your support network

- ▶ Buddy, Line Manager, Mentor/Coach

#### Face-to-face inductions

- ▶ HR induction, Finance induction
- ▶ Exec Director, Engineering Directors

#### Business introduction

- ▶ Shadow on all projects to get a taste of what HSSMI does.
- ▶ Visit other HSSMI offices
- ▶ Visit client sites

### In your 1<sup>st</sup> year

- ▶ Undertake various projects across the business
- ▶ Train to develop skills in your preferred solution area
- ▶ Develop core skills by attending the HSSMI Way Corporate Training
- ▶ Understand the commercial and research process and support the proposal writing process
- ▶ Visit client sites to build relationships and build networks
- ▶ Attend monthly mentorship sessions with your assigned mentor

### In your 2<sup>nd</sup> year

- ▶ Continue to work on projects across HSSMI
- ▶ Continue with professional development
- ▶ Build on commercial and research learnings
- ▶ Utilise network to identify leads
- ▶ Move to a different team under a different Line Manager
- ▶ Put core skills into practice
- ▶ Develop and write proposal