

# Graduate opportunities



**Breakthrough  
Engineering**  
for a better  
world.



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**Breakthrough  
Engineering**  
for a better  
world.



**Want to work at  
the cutting edge  
of technology?**

## Why IMI?

### Want to work at the cutting edge of technology?

We are a world-leading engineering company, creating safe, clean, efficient solutions to some of industry's toughest challenges.

### Looking to make an impact?

Our innovations can be found everywhere. From valves that automatically adjust tyre pressure to heating systems that allow remote troubleshooting via the internet. From oil rigs to robots to coffee machines.

### Ready to start building an international career?

We work with customers in 50+ countries – and we'll expect you, as a future leader, to think and operate globally too. There will be opportunities for you to gain experience in other countries and potentially live and work aboard.

**What are you  
waiting for?**

Learn more about the opportunities, training and rewards we offer and apply for one of our graduate programmes today





Delivering the world's leading motion and fluid control technologies



An ideal place to be if you're looking for complex challenges

## IMI Precision Engineering



Wherever precision, speed and engineering ability are essential, our customer-facing brand **Norgren** is there to improve the efficiency of customer equipment, and deliver the world-leading motion and fluid control technologies we're renowned for.

### Graduate programme

You'll progress through a series of placements in Engineering, Commercial, Operations and Project Management. The aim is to give you a thorough grounding in our engineering spectrum, although there are opportunities to specialise if you prefer. There will also be opportunities for you to work on a world-class product portfolio that includes high-quality actuators, pressure switches, valves, fittings and more.

### Where you could make an impact

- Developing high-performance industrial products such as valves and pneumatic actuators
- Supporting advances in medical devices, diagnostic equipment and biotech
- Finding ways to improve fuel efficiency and reduce emissions in commercial vehicles

## IMI Critical Engineering



IMI Critical Engineering designs, manufactures and installs customised solutions for new plant builds in vital energy and process industries. It's an ideal place to be if you're looking for complex challenges. The valves you produce here will control the flow of steam, gas and liquids in harsh environments, so have to withstand temperature and pressure extremes as well as intensely abrasive or corrosive cyclical operations.

### Graduate programme

You'll take on two twelve-month placements, which will provide you with a solid foundation in both engineering and our business, while helping to fuel your personal and professional growth. Areas you'll cover will include Design Engineering, Inside Sales and Project Management. You'll also join one of our Growth Accelerator teams.

### Where you could make an impact

- Exploring new ways to make plants and processes safer and more efficient
- Developing critical valve technology for power plants, submarines or petrochemical applications
- Designing hardware for onshore and offshore applications around the world





See a product all the way through from birth to customer implementation.

IMI Hydronic Engineering



With experience of delivering more than 100,000 construction projects worldwide, IMI Hydronic Engineering is the leading global provider of hydronic distribution systems and room temperature control. It is also the industry leader in green solutions for indoor climate control, providing customers with high-performing products and services to protect and control heating, ventilation and air conditioning (HVAC) systems more efficiently.

Graduate programme

You'll complete four six-month placements, gaining exposure to diverse areas of the business and mastering skills in Engineering, Operations, Project Management and Commercial. As part of your experience, you will get to see a product all the way through from birth to customer implementation.

Where you could make an impact

- Working with customers around the globe to help create perfect indoor climates
- Minimising energy consumption in some of the world's largest buildings
- Designing heating systems that allow remote troubleshooting via the internet

Could you be an engineering innovator?

We look for people with good engineering degrees, who are passionate about engineering, admire the innovations of others, and are determined to innovate themselves. You also need a flexible approach, as you could potentially be involved in everything from keeping Alaskan pipelines flowing to making sure boilers are firing in electricity generation plants.

Area of study	Division		
	IMI Precision Engineering	IMI Critical Engineering	IMI Hydronic Engineering
Aeronautical & Aerospace			✓
Automotive			✓
Chemical		✓	✓
Civil & Structural			✓
Communications	✓	✓	✓
Computer, Computer Science, Control, C&I, Software & Systems	✓	✓	✓
Design			✓
Electrical/Electronic/Robotics	✓	✓	✓
Environmental			✓
Management and Production/Lean	✓	✓	✓
Material/Material Science/Metallurgy	✓	✓	✓
Mechanical	✓	✓	✓
Mechatronics	✓	✓	✓
Process/Automation			✓

International mobility

- ✓ Right to work in the country you're applying for
- ✓ Fluency in English (and some countries require local language fluency too)
- ✓ Willingness to relocate frequently, including to other countries



## [ Non-engineering opportunities ]

Not a qualified engineer? No problem. We also have non-engineering opportunities available in each of our three divisions. Join us on one of these programmes and you will gain unique insight into how a multinational organisation operates while developing the skills and experience you need to become one of our future business leaders.

## [ Digital ]

Could you guide us through our ongoing digital transformation? You'll get to work with all areas of the business, as well as customers and third parties, as you contribute to a variety of projects tailored to your strengths. It's a great opportunity to learn about our ecosystem while developing up-to-the minute digital solutions and skills.

## [ Finance ]

Joining us with a CA/CIMA qualification you'll spend two years progressing through a series of placements that will expose you to many different areas of finance at IMI. Along the way, you will take on real projects with real responsibility while enjoying lots of opportunities for training and development.

## [ HR ]

Over two years, you'll gain experience in many different areas of HR, including employee relations, learning and development, and reward. You will also learn how to partner with managers from across the business, providing with them expert support and advice on their people strategy.

## [ Where we are recruiting in 2021 ]



**IMI Precision Engineering**

- China
- Czech Republic
- Germany
- India
- Mexico
- UK
- USA

**IMI Critical Engineering**

- Czech Republic
- Dubai
- Germany
- India
- Japan
- Sweden
- UK
- USA

**IMI Hydronic Engineering**

- Belgium
- France
- Germany
- Poland
- Sweden
- Switzerland
- UK
- USA





**Do you want to help  
create solutions that  
improve everyday life?**



**We invest  
in you**

### Rewards and benefits

We invest in you, whether that means helping you gain professional accreditation or providing you with a highly competitive salary and benefits package. We also provide specially tailored support to help you thrive on international placements including:



Immigration advisors to help you secure visas and work permit



Travel expenses for relocation and one trip home



Cash allowances to cover accommodation and living costs



Medical benefits and tax support



Start your application  
[www.imiplc.com/careers/graduates](http://www.imiplc.com/careers/graduates)

**What are you  
waiting for?**

Learn more about the opportunities, training and rewards we offer and apply for one of our graduate programmes today





Ready to join us?

If you want to work on exciting projects, gain international exposure and help create solutions that improve everyday life, we'd love to hear from you. Our application process is designed to help you get to know more about IMI while also giving us the opportunity to find out more about you.

### How to apply to our Engineering programmes



#### Online application

Fill in the form on our website confirming you meet our basic entry requirements and providing information about your education and experience.



#### Situational judgement test\*

Complete an online test that gauges how you are likely to perform as an IMI graduate through a series of work-based scenarios.



#### Video interview\*

Record your responses to live questions designed to give us more insight into your approach to work and interest in working at IMI.



#### Assessment centre

Participate in a group exercise, face-to-face interview and work-based task, and complete a logical and numerical reasoning test.



#### Offer



Start your application  
[www.imiplc.com/careers/graduates](http://www.imiplc.com/careers/graduates)

For our non-engineering Corporate Graduate Programme the application process is a little different to our Engineering Graduate Programmes because, whilst we are still looking for individuals who are keen to work on the really exciting projects we have at IMI, the skillsets we require for these roles are a little bit different.

### How to apply to our Corporate (non-engineering) Graduate Programmes



#### Online application

Fill in the online form confirming you meet our basic entry requirements and providing information about your education and experience.



#### Interactive Assessment

Complete an online test which gauges how you are likely to perform as an IMI graduate through typical work-based scenarios. At the end, there will be a short video interview, where we can learn more about you and why you have applied to IMI.



#### Final Assessment

Participate in a site visit and a face-to-face interview. (if required by COVID19 restrictions these will be conducted virtually)



#### Offer



Start your application  
[www.imiplc.com/careers/graduates](http://www.imiplc.com/careers/graduates)

## Meet our Graduates



**"I liked the idea of being able to try out different roles in different countries before figuring out what direction I wanted to take my career in."**

Jitka Rovenkova - Aftersales Graduate Engineer  
**IMI Critical Engineering**

**"My advice for graduates applying to IMI? Try not to feel anxious or intimidated at the assessment centre. Just be yourself."**

Nicolas Bisordi - Graduate Design Engineer  
**IMI Critical Engineering**



**"I was given responsibility for developing major process improvements, which allowed me to be creative and add ideas that have had a tangible impact on the business."**

Arjuna Vayalombro - Graduate Engineer  
**IMI Precision Engineering**

**"I've had a passion for fluid tech and control since I was at college. I think the math behind it is interesting and fun and I enjoy working on projects around it."**

Beatrice Eunice Uy - Graduate Engineer  
**IMI Precision Engineering**



**"It was what I had dreamed of – engineering experience in so many different roles and countries, and the chance to do important work straight after graduation."**

Paulina Kucia - Graduate (Business Development, Growth Accelerator)  
**IMI Hydronic Engineering**

**"The learning curve in my first year has been pretty spectacular. I've developed greatly as an engineer and as a person."**

Axel Lindbäck - Graduate Engineer  
**IMI Hydronic Engineering**



**"I have not been treated as a graduate. I am seen as an important member of the team. My opinions are considered and my voice is heard."**

Gina Machidon - Global Finance Graduate  
**IMI Corporate**

**"The advice I'd give for anyone thinking of applying is... show how excited you are at the prospect of learning from different roles, departments and people."**

Ioannis Kokkidis - Finance Graduate  
**IMI Corporate**





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