Take control

Graduate engineering roles

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IMI

Why IMI?

We're in control

At IMI, we're engineering a better world. Valves that automatically adjust tyre pressure. The machine that makes your morning coffee. Heating systems. Cooling systems. Power plants. Oil rigs. Working with industrial customers in high-growth sectors, we design, manufacture and service highly engineered products that affect us all. And new graduates are critical to our future success.

You're in control

Everyone at IMI is entrusted with the power to shape our business. So as one of our graduates, you'll have a rare opportunity to contribute across the entire product lifecycle, from conception to manufacture. You'll work on live projects. You'll have a real say in how we do things. And you'll be rewarded when you do something brilliant.

Taking on this much responsibility isn't easy – and the fact that you'll be doing at least one of your placements in another country makes it even more of a challenge. To help you succeed, we offer hands-on training, and mentoring. Plus you'll be supported on every placement by the graduate team, your local manager, and Engineering and HR leads. We'll even give you expert help with settling in when you're working abroad.

So join us, and take control of your career.

"I was surprised how every graduate on the scheme is extremely like-minded but yet different. And by the stupendous amount of support and care that the graduate team provides for every single one of us – that's beyond priceless."

Mohamed Youssef joined the Graduate Programme in October 2013 and is now a Process Leader within IMI Precision Engineering

What you need

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.

Our programmes are highly international in nature. So it is essential that you have:

- Right to work in the country you're applying for.
- Fluency in the local language and excellent written and spoken English.
- Willingness to relocate frequently

Rewards and benefits

There's nothing like international travel for understanding the needs of international business. So while your journey with IMI will typically start and end in your home country, you'll also get to experience at least one placement abroad.

At home, you'll receive a competitive salary along with local benefits. And once abroad, you can also expect access to support for immigration and travel, allowance for mobility and housing along with tax support and medical assistance. Simply put, we'll make sure you're in control, wherever you happen to be.

"In particular I was attracted by the graduate scheme's focus on development and the chance to gain experience in diverse aspects of the business through different placements."

Sinneli Jayampathy, 2015 graduate

The opportunities

We have opportunities for graduates in each of our three divisions:

IMI Precision Engineering
IMI Critical Engineering
IMI Hydronic Engineering

Although they operate in distinct markets, our divisions work together wherever possible, sharing best practice, developing innovative products, and achieve our strategic objectives through close global collaboration.

Together, they make us who we are today – a world-class company that enables vital processes to operate safely, cleanly, efficiently and cost-effectively.

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Precision Engineering

48% of Group Revenue
6,100 employees

Wherever precision, speed and engineering ability are essential, our Precision Engineering division is there to improve the productivity and efficiency of our customers' equipment, and deliver the world-leading motion and fluid control technologies we're renowned for. From valves that intelligently adjust tyre pressure to the technology that sits at the heart of automated ticket barriers.

It's a place where you can build a truly global career. The division operates sales and service networks in 75 countries and has manufacturing facilities in 9 countries around the world. Product support is provided through global centres of technical excellence, and facilities for computational fluid dynamics (CFD) design and research & development testing. The team is made up of field engineers, sector specialists and key account managers – all committed to providing excellent service to customers.

Main markets

Industrial Automation
Our high-performance products include valves, valve islands, air preparation products, pressure monitoring controls and pneumatic actuators.

Life Sciences
We have a track record of supporting and developing advances in medical devices, diagnostic equipment, biotech and analytical instruments.

Commercial Vehicles
Our range of cab, chassis and powertrain solutions deliver fuel efficiency, reduce emissions and speed up assembly times for the world's leading commercial vehicle manufacturers.

Major operational locations
USA, India, Germany, China, UK, Switzerland, Czech Republic, Mexico, Brazil

IMI Precision Engineering – The Graduate Programme

You'll get stuck straight into four six-month placements covering Operations, Research & Development, Project Management and Commercial. The aim is to give you a thorough grounding in our engineering spectrum, although there may be an opportunity for you to undertake multiple placements in the same discipline if a specialist programme is more appropriate.

The majority of your placements will be in the country you apply to, with at least one being in another country in your region (Asia, Americas or Europe).

Where can you apply?

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

"My contribution to the business is tangible; my control panel SOP will be implemented in South East Asia once completed. Moreover, the job is taking me out of my comfort zone. Starting out as a quiet, shy person, I'm now confident talking to suppliers and expressing ideas to customers"

Fu Lin, 2015 graduate

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Critical Engineering

36% of Group Revenue
3,200 employees

Our Critical Engineering division tackles some of the world's most complex challenges, designing, manufacturing and installing customised, highly-engineered solutions for new plant builds within vital energy and process industries. They also provide complete plant lifecycle service support, enabling customers to benefit from round-the-clock maintenance, issue resolution and plant optimisation.

It's an ideal place to be if you want your work to have real impact. The valves you produce here will control the flow of steam, gas and liquids in harsh environments, withstanding temperature and pressure extremes as well as intensely abrasive or corrosive cyclical operations.

The division has manufacturing facilities in 15 countries and employs more than 3,100 talented professionals. These include 400+ engineers, 150 project managers and 200+ dedicated aftermarket specialists – all committed to providing the high level of service we're renowned for.

Main markets

Petrochemical
We are the global leader in the design and manufacture of integrated flow control systems for critical applications in Fluid Catalytic Cracking (FCC).

Oil & Gas
We are the global market leader in the supply of anti-surge valve and actuator systems to the world's largest LNG compression facilities.

Major operational locations
Japan, US, Italy, Germany, UK

IMI Critical Engineering – The Graduate Programme

You'll spend two years gaining experience across various engineering disciplines and IMI Critical Engineering companies. Areas you'll be exposed to include Project Engineering, New Product Development, Application Engineering and Project Management. By the end of the programme, you'll have the training and insights you need to make an informed decision about which discipline best suits your talents.

While your first placement will be in the country you apply to, your second placement could be at any of the 15 IMI Critical Engineering manufacturing facilities around the globe.

Where can you apply?

- USA
- UK
- Germany
- Italy
- Czech Republic
- Singapore

"I am currently a design engineer at IMI CCI in California, USA, where my primary role is the design process of our drag valve line. For my next rotation, I will be traveling to Sardinia, Italy, to be a design engineer with IMI Remosa. I am really looked forward to it."

Maya Otoum, graduate now working for IMI Critical Engineering

IMI

Hydronic Engineering

16% of Group Revenue
1,800 employees

Our Hydronic Engineering division is the leading global provider and recognised expert in hydronic distribution systems and room temperature control, with experience in more than 100,000 construction projects worldwide. 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.

The division has a European manufacturing footprint in six countries, a presence in 34 countries and experience of delivering 100,000 different projects worldwide. It's a unique place to work – and the ideal climate for developing your career.

Main markets

Balancing and Control
Enabling customers to maintain comfort at the right level and increase HVAC efficiency by up to 30%. Our expertise covers all types of hydronic systems: constant flow and variable flow, static balancing and dynamic balancing.

Thermostatic Control
Our thermostatic control systems guarantee reliability in room temperature control.

Pressurisation
Our reliable pressure control systems with compressors or pumps maintain the optimal amount of water is provided at the optimal pressure.

Water Quality
Our reliable pressure control systems with compressors or pumps maintain the optimal amount of water is provided at the optimal pressure.

Major operational locations
Germany, Poland, Slovenia, Sweden, Switzerland, USA

IMI Hydronic Engineering – The Graduate Programme

You'll complete four six-month placements. And along the way you'll grow your knowledge, experience and career as you master skills in Engineering, Operations, Project Management and Commercial.

As well as being a great way to see a product through from birth to customer implementation, you'll experience first-hand where a career in engineering could take you. From minimising the energy consumption of a new skyscraper in Dubai to helping deliver a green hospital in Australia, the challenges you'll get involved in are as big as they are exciting.

Where can you apply?

- Sweden
- Germany
- Poland
- Switzerland
- Belgium
- Hungary
- USA

"The people I work with are truly helpful and take time to help me develop my skills, and being given important tasks from the very start is a great thing!"

Carl Nevelius, 2015 graduate

The programmes at a glance

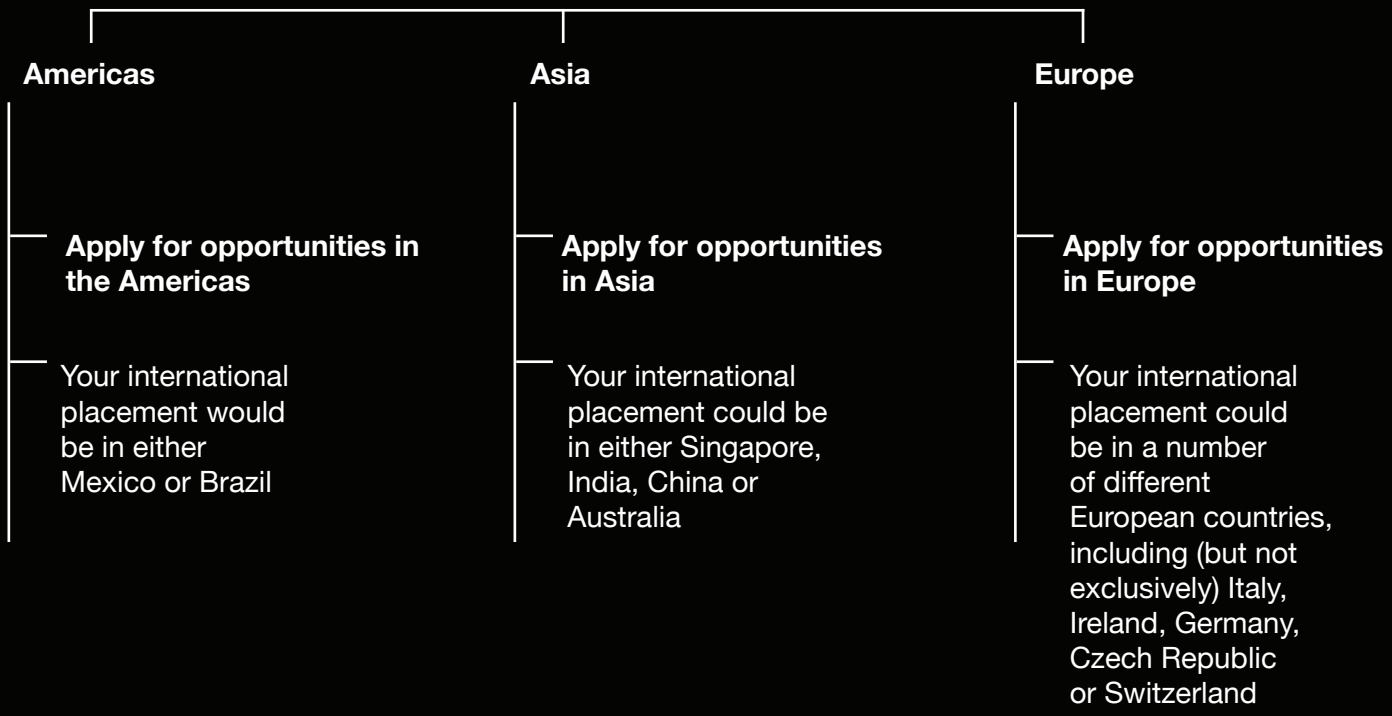
DEGREE REQUIREMENTS	IMI Precision Engineering	IMI Critical Engineering	IMI Hydronic Engineering
Mechanical Engineering	●	●	●
Electronic Engineering	●	●	●
Mechatronic Engineering	●		●
Manufacturing/ Industrial Engineering	●	●	●
Chemical Engineering		●	
Material Science Engineering		●	

DURATION			
24 months	***4 x 6 month*** *placements*	***2 x 12 month*** *placements*	***4 x 6 month*** *placements*

AREAS OF WORK			
	Engineering	Project Engineering	Engineering
	Operations	New Product Development	Operations
	Project Management	Application Engineering	Project Management
	Commercial	Project Management	Commercial

Visit our website to see if we're recruiting near you: http://www.imiplc.com/graduates/apply

IMI Precision Engineering

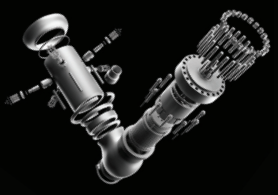


Applying

Ready to take control? 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.

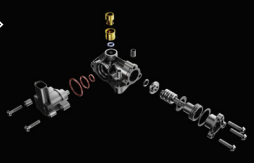
There are several stages you need to progress through to be successful.

Application Form

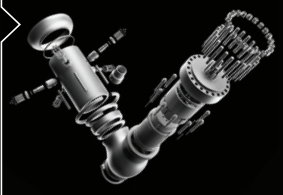


Situational Judgement Test

Video Interview



Assessment Centre



Offer

- **Complete application form via the IMI website** – confirm you meet our basic entry requirements in terms of qualifications, languages and right to work, and provide us with more detailed information about your education and experience.
- **Situational judgement test** – complete an online test that helps us find out how you are likely to perform as an IMI graduate through a series of work-based scenarios.
- **Video interview** – record your responses to five questions designed to give us more insight into your approach to work and your interest in engineering and IMI.
- **Assessment centre** – expect a group exercise, face-to-face interview, work-based task, and a logical and numerical reasoning test. Plus lots of opportunities to learn more about us.

Please note the SJT and Video Interview questions are in English and you will be required to respond in English.

Find out more about the process and apply:
www.imiplc.com/graduates

Our people

Kieran Griffin, Head of Engineering at IMI Hydronic Engineering

Kieran joined as an IMI graduate in 2001.

"From day one, IMI has offered me global mobility and the opportunity to gain experience in multiple fields of engineering in addition to Marketing, Operations and Sales. I was lucky to have two graduate assignments with Precision Engineering in Colorado, USA and Shanghai, China. I gained valuable cultural awareness and an ability to manage change in dynamic and exciting environments. Each assignment pushed me out of my comfort zone, preparing me for the global engineering role I now occupy – managing diverse teams and development programmes."

Yogini Yogalingam, Product Quality Engineer at IMI Critical Engineering

Having completed the Graduate Programme, Yogini now works in California, USA.

"I joined IMI in 2011, originally as an intern, and then joined the graduate scheme. There I worked in Procurement, Marketing, Operations, Key Account Management, and Business Development roles. I enjoyed learning about the difficult decisions that need to be made daily in order to ensure the overall success of the business.

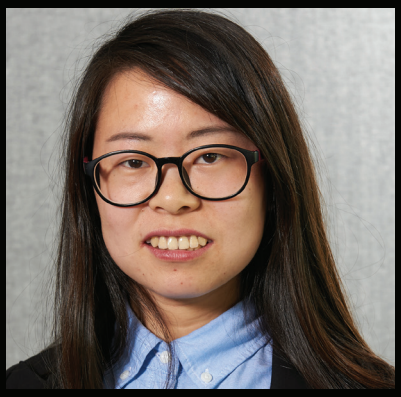
I found the technical training from some of our most senior engineers to be extremely useful. I was able to appreciate exactly what we do, what value we bring to customers and how we differentiate ourselves from competitors. This motivates me in my current role to ensure that we continue to have this high level of excellence.

Right now I am the Product Quality Engineer within the IMI Critical Engineering division. My ambition is to continue my career within Operations and use my knowledge to improve the business both in performance and quality."

Joe Micheels, Production Supervisor - Machine Shop Operations
Joe joined the Graduate Programme in 2014.

“IMI offers a world of opportunities to learn about the business, its products and cultures. So far I’ve worked at three IMI Precision Engineering plants on diverse projects. As a Lean engineer at our Las Vegas plant, I helped to introduce engineering standards and encouraged continuous improvement. At our Colorado plant, meanwhile, I worked on new product research for the rail and commercial vehicle sectors.

From the start, my efforts and ideas have been encouraged. You feel like you’re making a difference and you can take your experiences from one project to the next. Also, my personal development has been great. IMI Headquarters support graduates with local business manager development and coaching while working on real business projects. All of which supports my career goal to become a senior engineering or production manager. To sum up, an engineering career at IMI is GREAT!”



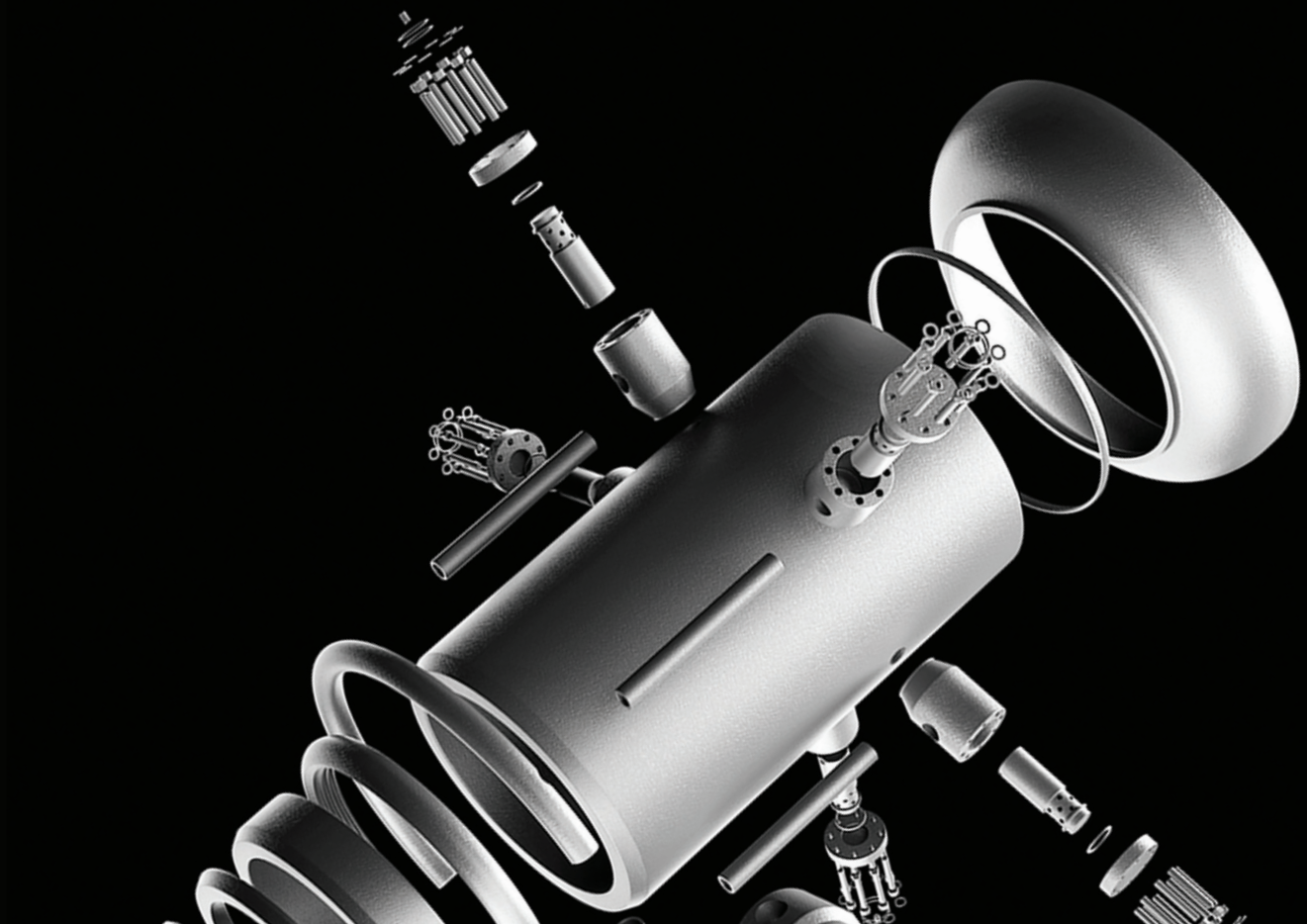
Luna Tao, Graduate Trainee at IMI Critical Engineering, China

Luna joined the Graduate Programme in 2015.

"I'm working in the operation department in Shanghai. As the company wants to merge two factories into one to achieve more effective production, we are working to relocate factories. I contribute to the new facility layout design, in processes such as layout drawing and Cardboard Engineering.

Typically, I spend the day in the factory. First, the layout design team will meet to discuss current problems and assign tasks. I communicate with the experienced engineers to learn about the manufacturing process and observe production on the shop floor. Then I devise some ideas that I complete in the drawing. Sometimes I also use the Cardboard Engineering method to test the solution.

All in all, joining a factory relocation process is a precious opportunity. I get to see how a new factory is designed and built. Considering the wide range of factors, such as safety, leanness and growth expands my horizons. And I learn a huge amount of practical knowledge from discussion with the engineers."



Hear from more of our people:

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