

# Gradstart Programme

When you commence our Gradstart Programme you embark upon a personal and professional learning and development journey that will kickstart your career. Utilizing the theory you have learned during your program of study, we will encourage you to apply this to a variety of work based projects within a fast paced, ERP driven, manufacturing environment.

You will contribute to cross functional, value adding activities that will expand your skill base, enhance your competencies and boost your future career prospects.

You will take part in a structured onboarding and induction process. Then you will further develop the knowledge you gained in your program of study and enhance your personal and professional skill base by spending time within our Operations, Commercial, Technical, Financial, Human Resources, Marketing and Sales departments, on a rotational basis. Spending time within these key functional areas of our business will ensure that you understand our business process flow and learn the importance of excellent interdepartmental communications.

Within your first year you will be assigned to a mentor who will help you develop your skills and align you to open projects that are best suited to your interests, competencies and expectations in your chosen programme area. Your contribution to the development of those projects will be assessed on a monthly basis.

In your second year with us, whilst you undertake your two six month departmental rotations, your mentor will encourage you to take ownership of key project tasks and set personal and work based targets that will challenge and stretch you. We will use our 'Success Factors' performance review system to continuously review your progress and provide valuable feedback against key performance indicators that are aligned with our strategic objectives.

As you move into your third year of employment, you will be assigned to a specific role that will be chosen by you and your mentor, based on the needs of our business and your strengths, competencies and improvement areas that emerge throughout your time with us. Each stage of your progress will be underpinned by a personal development plan that will include access to a wide range of formal training and professional development programs.

## Graduate Programme Benefits:

- Become part of an ambitious global business
- Participate in cross functional projects across a range of disciplines
- Have the opportunity to work across all our sites and geographical regions
- Take part in a structured, three-year development programme with rotation across key business functions
- Avail of one to one coaching and mentoring
- Contribute to the development of an individual learning plan including access to a wide range of professional development programs
- Be rewarded with a competitive salary
- Gain access to our Health, Well-Being and Pension Schemes
- Take advantage of a competitive annual holiday allowance
- Benefit from new Family Friendly and Flexible working arrangements

## How to Apply

To apply for these exciting opportunities please forward a copy of your CV and covering letter to [recruitment@cubis-systems.com](mailto:recruitment@cubis-systems.com) or visit our website at [www.cubis-systems.com](http://www.cubis-systems.com). Applications for these roles must be received by Friday **23rd April 2021**

Check out the programme structure you could be following over the next three years...

