



# TEREX

Materials Processing



# EARLY TALENT PROGRAMMES



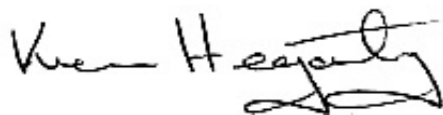
[jobs.terex.com](http://jobs.terex.com)



Terex has experienced remarkable growth in recent years—growth that has seen us invest heavily in our business—into research and development to incorporate the latest technology in our products, our infrastructure and facilities to increase our manufacturing capabilities, and in developing and retaining early talent so we have the right people to deliver our ambitious plans.

We have outlined a variety of career opportunities as well as rewards and benefits you'll receive working for our thriving global organisation. We know that talented team members are critical to our ability to succeed and deliver to our customers, so we place a lot of effort in creating development opportunities for talented people within our business.

Whether you are an apprentice, an engineer or sales graduate, or on an industrial one-year placement, Terex provides a structured backdrop for you to begin your professional career, where you will have the ability to grow, innovate and shape the future of our company and industry.

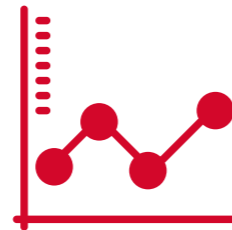


**Kieran Hegarty**

President, Terex Materials Processing



**11,000  
EMPLOYEES  
WORLDWIDE**



**\$4.40<sub>BN</sub>  
NET SALES  
IN 2017**

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**GLOBAL MANUFACTURING OPERATIONS IN:  
NORTH & SOUTH AMERICA,  
EUROPE, ASIA AND AUSTRALIA**

# WHO ARE WE?

Terex Materials Processing is part of Terex Corporation, a global manufacturer of lifting and material processing products and services that serve a broad range of industries, including construction, infrastructure, manufacturing, shipping, transportation, refining, energy, utilities, quarrying and mining.

The Materials Processing segment contains a portfolio of 10 different application specific product lines located in the UK, Germany, India and the US, plus a number of sales and service locations in Thailand, Malaysia and Australia.

**Products include:**

- Mobile Tracked Crushing and Screening Equipment
- Modular and Semi-Static Crushing and Screening Equipment
- Static and Modular Washing Systems
- Wood Processing, Biomass and Recycling Equipment
- Conveyors
- Material Handlers
- Concrete Products



POWERSCREEN



TEREX FINLAY



EVOQUIP



TEREX ECOTEC



TEREX WASHING SYSTEMS



TEREX BID-WELL



TEREX MPS



FUCHS



CBI



TEREX ADVANCE



TEREX CONVEYORS

# OUR EQUIPMENT



- 01 CANTON, SD
- 02 OKLAHOMA CITY, OK
- 03 DURAND, MI
- 04 SOUTHAVEN, MS
- 05 LOUISVILLE, KY
- 06 FORT WAYNE, IN
- 07 NEWTON, NH
- 08 OMAGH, DUNGANNON & BALLYMONEY
- 09 COALVILLE, UK

## MATERIALS PROCESSING MANUFACTURING, PARTS & SALES FACILITIES

Approximately **1,800** people are employed by Terex in the United Kingdom



- 10 NIJVERDAL, HOLLAND
- 11 ROTHENBURG, GERMANY
- 12 BAD SCHÖNBORN, GERMANY
- 13 TURKEY AND MIDDLE EAST
- 14 HOSUR, INDIA
- 15 SUBANG JAYA, MALAYSIA
- 16 BANGKOK, THAILAND
- 17 CHANGZHOU, CHINA
- 18 AUSTRALIA

# CAREER OPPORTUNITIES AT TEREX

We operate in an extremely competitive global market and have developed a reputation for innovation and excellence across our well-known brands. To maintain our reputation we require the best people to join our team.

## Early Talent Opportunities

Our people are amongst the most talented in their field. Working alongside them, you'll learn, grow and develop, and while doing so, play your part in building our success.

We have opportunities across our locations in Engineering, Quality Control, Service and Customer Support, Supply Chain Management, Purchasing, IT, Sales, Marketing, Finance, HR and Operations (General Operatives, Painters, Welders, Maintenance).

## The following are our structured Early Talent Programmes:

- Operations Graduate Programme
- Engineering Graduate Programme
- Sales Graduate Programme
- Apprenticeships
- Industrial Placements



**NEW!**

# OPERATIONS GRADUATE PROGRAMME



- ✔ Motivational
- ✔ Target-Driven
- ✔ Resilient

## About

Our busy Operations team believe in continuous improvement, process development, operational excellence and development of lean techniques. To achieve our desired success, we need to meet our customer requirements—on time and to the highest quality. To support this, we need enthusiastic, innovative, target-driven talent to join our efficient and focused Operations team.

As a Terex Operations Graduate, you will join a dedicated Operations team with a fantastic opportunity to learn all aspects within Operations management. We offer a rotational programme that combines mentoring with hands-on experience within the heart of manufacturing operations.

## What can you expect?

The programme is made up of four rotational components, with the objective of equipping you with the skillset to achieve your full potential:

- Supply Chain Management
- Operations Management
- Quality Control
- Production Control

You will spend time working in each part of the business to gain technical experience of the day-to-day operation. Your programme will include mentoring, training and projects during which you will be given the scope to deliver results and make improvements.

Throughout the 18 months, you will develop skills to enhance your career opportunities. Upon successful completion of the programme, you'll have the opportunity to move into the permanent role you were initially hired for with Terex.

## Who are we looking for?

We are looking for a strong sense of self-belief, self-motivation and resilience, as well as the confidence to get involved and handle any challenges that come your way. You'll need to be a people person and thrive as part of a team, along with a genuine desire to lead and coach your team. The programme will help you develop important leadership skills in addition to the technical manufacturing knowledge.

With a focus on continuous improvement, you'll need motivation and adaptability to meet deadlines in a fast-moving, ever-changing environment.



## HOW TO APPLY

Send your Cover Letter and CV speculatively to: [Recruitment-UK@terex.com](mailto:Recruitment-UK@terex.com) or visit our website [jobs.terex.com](http://jobs.terex.com)



# ENGINEERING GRADUATE PROGRAMME

✔ Innovative   ✔ Methodical   ✔ Forward-Thinking



## About

The design of our products starts with our skilled engineering teams who see a challenge as an opportunity to make things better – for our customers and for Terex. To achieve our desired growth, we need to provide products and services that differentiate us in the marketplace and add value to our customers. Underlying this is the need to be innovative and keep up with the fast pace of technological change.

As a Terex Engineering Graduate, you will join a dedicated engineering team with fantastic opportunities to learn, develop and progress your career. With ongoing mentoring, training and development, we offer a great variety of engineering roles and projects to give you a hands-on experience in improving our existing products, and helping shape new ones.

## What can you expect?

You will be appointed a role within our business that gives you the opportunity to contribute and add value from day one. Our Graduate Engineering programme is tailored to the graduate pathway (a selection of potential departments is

listed below) that you have been selected for:

- Design
- Manufacturing
- Quality
- Test & Development
- Electrical
- Telematics
- Aftermarkets
- Production

The programme is made up of the following components, with the objective of equipping you with the skill-set to achieve your full potential:

- time spent working in all key parts of our business
- hands-on experience
- classroom-based training
- individual projects
- scope to deliver results, use your creativity and initiative
- development towards Chartered Engineering status

You will be given a mentor who will guide, coach and support you during the programme to ensure that you are developing skills that will enhance your career opportunities. Upon successful completion of the programme, you'll have the opportunity to move into the permanent role you were initially hired for with Terex.

## Who are we looking for?

We are looking for more than just a mechanical or manufacturing degree and a strong knowledge of engineering principles and systems—we look for ambitious people with a

motivation to learn, the drive to succeed and a determination to deliver results through innovation and collaboration.

With a focus on continuous improvement, you'll need motivation and adaptability to meet deadlines in a fast-moving, ever-changing environment.

Working collaboratively across teams situated all over the world, you'll need the ability to build relationships, be a good communicator and effective decision maker, and enjoy the responsibility and pride in doing a great job.



**Mentorship**



**Hands on experience**



**Classroom-based training**

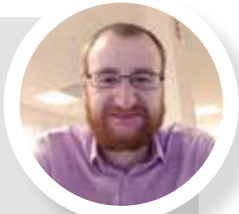


**Individual projects**



**Opportunity to move into permanent role**

*"I joined Terex MP as a Graduate Design Engineer after graduating from Harper Adams University with a degree in Automotive Engineering. At first I was placed on the Jaw Team, where I was able to travel the UK and Ireland on site visits to trail parts and to see machines working first hand. After a year I was transferred to the Engineering Support team which gave me greater opportunities to learn about all of the chambers designed and produced at Coalville, as well as visits to more sites to see a greater variety of crushers in action. Working with Terex MP has given me a greater knowledge of engineering beyond that of the automotive industry."*



**Shane Hopkins, Graduate Design Engineer**



*"I joined Terex as a Graduate Design Engineer after graduating with a Degree in Product Design and a MA in Multidisciplinary Design. As part of the Impactor team I have been involved in many projects helping to develop my skills in engineering. I've also had the opportunity to experience different departments within the Terex business. I am currently in the Aftermarkets department, spending time with the Service Engineers working on machines in the field. I am looking forward to completing the scheme and developing myself further as an engineer."*

**Clarence Ballantine, Graduate Design Engineer**

# SALES GRADUATE PROGRAMME

✔ Positive ✔ Resourceful ✔ Ambitious



## About

We have a global footprint but work hard to enter new markets, while continuing to provide top-class service to our current customers. As the face of Terex, our Sales Team are critical in building relationships, selling, and delivering our quality products and services to our customers.

As a Terex Sales Graduate, you will be trained in what we offer, how we offer, and why our products best serve our customer needs. If you aspire for a successful career travelling the world representing some of the best brands in the industry, our Sales Graduate programme is for you.

## What can you expect?

You will be given a commercial role with real targets and objectives so you are adding value from the day one. Matched with one of our reputable brands, you will complete a bespoke, structured and informative programme to gain a complete understanding of our business, commercial awareness, product and brand training. The Sales Graduate programme will cover:

- business unit overview
- product knowledge
- sales distribution networks
- selling techniques
- a continuous improvement project

You will be assigned a mentor, who will ensure your programme works for you and stays on track, and assess your performance and development throughout the programme.

You will also get the chance to travel for additional training to other Materials Processing locations, providing you unparalleled opportunities for personal and professional development.

Upon successful completion of the programme, not only will you have the skills and tools to become a successful salesperson, you'll have the opportunity to move into a permanent role—your opportunity to thrive in our successful, global business.



## Who are we looking for?

We are looking for ambitious, innovative and driven candidates with a genuine passion for learning and developing within a commercial career in Manufacturing.

You will possess a 2:1 Engineering or Business degree\* and be willing to travel globally and/or relocate within your country/region.

You will thrive on building relationships, possess strong collaboration skills and be extremely self-motivated and self-confident. You'll need to be results driven and customer focused, exceptionally persistent and persuasive.

\* if you are due to graduate or have recently graduated, you are eligible to apply. Ability to travel is essential.



Mentorship



Product knowledge



Selling techniques



Global travel



Individual projects



Opportunity to move into permanent role

*"The Terex Graduate Program has enabled me to develop a comprehensive knowledge through time working with the Sales, Marketing and Applications teams. The other great thing about Terex is the ability to travel, from field research at local sites to further afield including the UK, France and the USA. For anyone who wants to gain industry knowledge while travelling the world, I would definitely recommend the Terex Graduate Program."*



**Gabriel Coary, Sales Graduate**

*"Since joining Terex, I have acquired vast knowledge in aggregate screening and washing applications as well as in the areas of marketing, sales negotiation, onsite commissioning and in the building of high quality, state-of-the-art machines. Meeting machinery dealers has further helped me learn about the process and world of aggregate washing. I'm really enjoying my time with Terex and cannot wait to see what the future holds."*



**Joe Clements, Sales Graduate**



*"Since joining Terex in 2017, I have experienced many industries, countries and cultures. I feel privileged to have joined the EvoQuip brand with its aggressive growth and success—both now and into the future. Terex Materials Processing is a great business to delve into with its diversity and worldwide appeal."*

**Matthew Drumm, Sales Graduate**



*"Since joining the Terex, I have gained a wealth of experience through roles in Production, Aftersales, Applications and Sales. Terex's global reach has enabled me to travel to seven different countries within my short time being with the business."*

**Isaac McElroy, Sales Graduate**

# APPRENTICESHIP PROGRAMME

- ✓ CONFIDENT
- ✓ TEAM PLAYER
- ✓ EAGER TO LEARN



## About

An apprenticeship is a way for you to earn while you learn in a real job. The apprenticeship combines the practical hands-on experience of the workplace with the knowledge and practical skills gained in the college classroom and workshops.

## What can you expect?

We work with local colleges to offer Level 3 or Gold-level apprenticeships in various areas of our business – including:

- Engineering
- Service
- Production
- Welding
- Electrical

Our Apprenticeship Programme enables you to start and develop your career with Terex, while covering the breadth of knowledge needed to ensure that you are trained and gain qualifications to the highest standard.

Through project-based and workplace activities, we give you the opportunity to develop skills needed for success in the workplace, such as confidence, leadership, teamwork, creativity and good communications.

You will be issued with a mentor and will receive good pastoral care and guidance from the college.

Upon completion you'll have the skillset required to progress to the Higher Level Apprenticeship.

## Who are we looking for?

You should:

- be over the age of 16
- have acquired 5 GCSEs at Grades A\*-C, and Level 2 qualifications in English and Mathematics (or equivalent qualifications)



*"I'm currently studying my foundation degree in South West College while doing a service apprenticeship with Terex. Terex has been great—since I started I have experienced a full range of work, from factory floor machine building to fixing and servicing machines in Europe and England. It's been a terrific experience would highly recommend it to anyone looking to start out in this industry!"*

**Conaire Campbell, Apprentice Field Service Engineer**

# HIGHER LEVEL APPRENTICESHIPS

- ✓ AMBITIOUS
- ✓ PASSIONATE
- ✓ DETERMINED



## About

A Higher Level Apprenticeship (HLA) is a unique work-based programme which enables participants to earn while they learn and gain a nationally recognised professional qualification.

## What can you expect?

Successful candidates will be employed by Terex to gain valuable experience in our thriving global manufacturing business while studying for a foundation degree with no fees or costs associated with higher education. Throughout the two years you'll develop invaluable skills in all elements of engineering, with a close mentoring relationship and academic support provided by South West College.

Upon satisfactory performance and successful completion of the course, you will continue your career with Terex, building on your knowledge gained. You will also get the opportunity to continue with your education and gain your degree.

## Who are we looking for?

We are looking for confident individuals who will challenge our ways of working and be able to interact and present themselves professionally at all levels. You will have a passion for continuous improvement.

Requirements:

- 2 'A' levels or Level 3 qualification
- 18 years or over
- Has the drive, motivation and passion to learn



**Mentorship**



**Hands on experience**



**College classroom and workshops**



**Nationally recognised qualification**



**Opportunity to earn while you learn**



*"I am carrying out a Manufacturing Engineering degree as a HLA student at South West College. My current position at Terex is Apprentice Design Engineer. It has allowed me to develop skills in a wide range of areas, initially around the various engineering sheds to learn about the machines. The growth of the company also allows for opportunity to progress."*

*Personally one of the highlights of the job is seeing the final machine working in the field, starting from a blank canvas to a final design, the problem solving and innovation, which in turn creates a good work-based learning environment."*

**Ross Nelson, Apprentice Design Engineer**



# INDUSTRIAL 1 YEAR PLACEMENTS



✔ DRIVEN   ✔ SELF-MOTIVATED   ✔ EAGER TO LEARN

## About

Industrial Placements are a one-year placement opportunity for students requiring an industrial placement as part of their degree course. We have opportunities at all our locations in various departments, predominantly in Engineering.

You'll experience first-hand what it's like to be part of our team, get a feel for our culture and working for a global manufacturing company.

During the time you spend with us, you will have the opportunity to develop your skills by working on real-life projects.

## What can you expect?

You will cover a structured placement programme to ensure that the experience is both practical and compliments the degree programme that you are following. The programme consists of:

- work-based learning
- skills training
- working alongside our most experienced team members.

If you are offered a placement, it is because we are already thinking of you as a potential to join our team following your graduation. If you are driven, have a desire to learn, self-motivated, and want to join a successful global company, this opportunity is for you.



**Structured placement programme**



**Work-based learning**

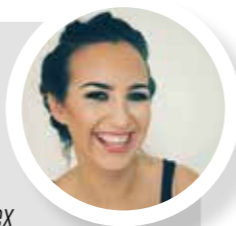


**Mentorship**



**Potential to join our team after graduation**

*"I have already completed three months of my placement with Terex, working as a Placement Manufacturing Engineer in sub-assembly looking after the conveyor halls. I study Mechanical Engineering and decided to do my industry placement year in manufacturing, to pick up skills and information that couldn't be learned in a classroom. I was attracted to Terex by their Women @ Terex initiative and have been overly impressed by the amount of female engineers in the business. It has proven to be inspirational and I still have nine more months to go."*



**Orla McMahon, Placement Manufacturing Engineer**

# WHAT WE CAN DO FOR YOU...

## Training & Development

Training and development is at the centre of Terex. We believe that having a talented workforce is not just about hiring the right people, it's about investing, inspiring and supporting you on your journey so you can reach your full potential.

We are committed to creating an environment which supports the learning and development of our Team Members and below are some of our processes, tools and systems that we have developed to facilitate our Talent Management approach.

- Onboarding programme
- Leadership development programmes
- Structured learning programmes
- Further Education Assistance Programme
- Mentoring programmes
- Terex Talent Management System & Terex University
- Succession planning
- Performance objectives/reviews
- Individual Development Plan

## Career Progression

Being a global organisation with a diverse product portfolio, Terex provides the opportunity for a fulfilling, varied and successful career journey. We encourage you to progress your career within Terex and recognise the mutual benefit of promoting internally.

## Health & Wellbeing

Terex takes the health and wellbeing of Team Members seriously, and has a number of benefits and initiatives to keep our team at their fit and healthy best.

### Health & Safety

- Zero Harm Policy
- Health and safety training
- Personal Protective Equipment (PPE)

### Wellbeing

- Healthcare plan
- Onsite Occupational Health including year round checks, workplace assessments and health-related advice
- Employee Assistance Programme
- Corporate or discounted gym memberships
- Health Matters courses aimed at improving workplace & personal health & wellbeing
- Bike to work scheme



**Pay & Benefits**

We offer a comprehensive reward package based on performance.

- Competitive salary
- Incremental pay reviews
- Generous holiday entitlement
- Contribution pension
- On-site canteen
- Free car parking
- Employee Stock purchase plan
- Life assurance plan
- Pension scheme
- Discount card (discounts on either shopping or various locations across the country)
- Family Friendly Policy



**Great Place to Work**

Part of the Terex vision is to become 'the best place to work in our industry as determined by our Team Members.' Workplace happiness isn't just about competitive pay and benefits, increasingly workers are placing greater value on company culture. Terex encourages a fun team spirit, helping Team Members foster social connections at work through various activities, such as health and wellbeing days, family fun days, and team celebrations!

- Terex values
- Respected brands
- Diversity and inclusion
- Women @ Terex initiative
- Team Member Engagement Survey
- Employee engagement activities
- Networking opportunities
- Long service awards
- Crowning Achievement Awards
- Business networking



# APPLICATION PROCESS

## 1 ONLINE APPLICATION

- Visit our website [jobs.terex.com](http://jobs.terex.com)
- Type in the position and/or location you are interested in and click 'search jobs' to find opportunities in your area.
- Set up a candidate profile and fill out a Terex application form online.

Applications are invited throughout the year for various Early Talent Programmes. Vacancies are constantly updated, so please check our website on a regular basis if there are no listings in your area initially.

## 2 INTERVIEW OR ASSESSMENT CENTRE

- Shortlisted applicants will be contacted to attend an interview or assessment centre.
- **Assessment Centre:** the assessment days involve a series of group and individual assessments to evaluate your skills, abilities and suitability for the job. They can include group assessments, presentations, technical tests and interviews. Don't worry, we will provide you with guidance on the assessments throughout the day.
- **Interview:** a career discussion with you to include a competency based component with a number of scenario questions. For certain positions, there may also be a technical test involved.

## 3 RESULTS

- Shortlisted applicants will be contacted to attend an interview or assessment centre.
- **Assessment Centre:** Once the assessment day has taken place, we will calculate your results and all candidates will be contacted within two weeks of attending via phone call or email.
- **Interview:** All candidates will be contacted via phone call or email within two weeks of attending interview to be informed of outcome.

- 4 If there is no formal job listing in your area, you may also send your Cover Letter and CV speculatively to: [Recruitment-UK@terex.com](mailto:Recruitment-UK@terex.com)

