



# GRADUATE ENGINEERING PROGRAM

THE NEXT GENERATION NRG

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## Graduate Program

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## Graduate Program

### Introducing NRG Gladstone Power Station

The Gladstone Power Station is a world-class facility providing customers with safe, reliable, low-cost electricity.

Since 1994, the station has been operated by NRG Gladstone Operating Services (NRG GOS) on behalf of Joint Venture participants Rio Tinto Ltd, NRG Energy Inc, SMLA GPS Pty Ltd, Ryowa II GPS Pty Ltd and YKK GPS (Queensland) Pty Ltd.

With headquarters in Princeton, New Jersey, NRG Energy Inc is a leading competitive energy provider founded in 1989. NRG owns and operates a variety of energy related operations worldwide. For further information about NRG GOS visit our website [www.nrggos.com.au](http://www.nrggos.com.au)

The Gladstone Region is a modern urbanised area in Central QLD located 550kms north of Brisbane.





## Graduate Program

### Vision, Strategy & Values

NRG will be the operator and maintainer of choice for this power station for the duration of its life.

This vision will be fulfilled through operating and maintaining this power station in a safe, reliable, responsible and sustainable manner. NRG does this through the application of skills, knowledge, experience and drive of our people.

To NRG, a **safe manner** is a way in which our people are not harmed and the plant is not damaged. Risk management is the process that helps us achieve this.

To NRG, a **reliable manner** is the equipment and systems being available when required and operating for as long as required.

To NRG, a **responsible manner** is about achieving business success through fair and just means for all involved.

To NRG, a **sustainable manner** is about making an ongoing positive contribution to the community and owners with minimal impact to the environment.

The core values that define NRG's culture are:

- Safety
- Teamwork
- Respect for individuals, community & the environment
- Integrity
- Value Creation
- Exemplary leadership



## Graduate Program

### Graduate Program

NRG Gladstone Power Station recognises the need to not only attract good engineers to join their team; NRG also recognises the importance of retaining, motivating and developing their people.

NRG knows that graduates like you are our future, where we share mutual responsibility for individual growth. NRG endeavours to create and build a genuine learning environment that is both challenging and rewarding, so you can reach your full potential.

It is our aim to develop professionals who understand NRG's technical and commercial business environment, how the company operates, opportunities to apply their skills to deliver projects and meet stakeholder needs; safely, on time and within requirements.

NRG's graduate program is a comprehensive and structured development over a three-year period where graduates will develop personally and professionally within the company.

Key features of the NRG program:

- Structured interview and selection process
- Regular rotations throughout the program
- Eligibility toward Incorporated Engineering Australia accreditation for Chartered Professional Engineer (CPEng) and registration on the National Professional Engineers Register
- Excellent learning and development opportunities (internal and external)
- On-Project and Group Development
- Mentoring support system
- Various attractive employment benefits



## Graduate Program

### Program Structure

NRG fosters a culture where people create value to reach their full potential and business outcomes are achieved. NRG's graduate program includes:

#### Induction

Graduates will undertake an induction, introducing key information which is both department and branch specific, inform you about any specific requirements you need to be aware of and to assist you to gather information quickly and easily. The induction process will help graduates feel assured and comfortable in the new environment, build networks and support at peer group level.

#### Job Rotations

Throughout the three-year program graduates will be moved through a schedule of assignments and at least three departments (i.e. Technical Services, Major Projects and Production) designed to enhance the breadth of exposure to the entire operation of the company. Through rotations graduates can expect to receive extensive on the job training and vast exposure and experience within a variety of disciplines. Job rotation allows employees to gain insights to the processes of the company and increasing skills, expertise and job satisfaction through job variation.

#### Mentoring

An experienced mentor will be assigned to each individual to provide ongoing clarity, focus and planning. The mentor will act as an advisor, coach and an advocate to learning and development, through receiving ongoing support and encouragement. For graduates, mentoring will also expand your knowledge of leadership skills and management practices.



## Graduate Program

### Program Structure (continued)

#### Performance Management

Upon commencement of employment graduates will enter the company's remuneration and reward system to establish performance objectives, which measures progress towards achieving predetermined goals on an ongoing basis and provides employee's with support to achieve performance.

NRG conducts its staff annual review process in the first quarter of each year.

#### Learning and Development

Graduates will have various opportunities to participate in internal and external courses or tasks to increase their knowledge and skills. NRG's graduate program incorporates moving toward an additional accredited qualification of Chartered Professional Engineer (CPEng) through Engineering Australia. Through various learning and development methods NRG graduates will transform and grow reaching their full potential in an effective and timely manner.

#### Group Development

Graduates may participate in a particular project which focuses on a precise business issue beyond the normal role. Group development aims to identify effective teamwork strategies and provide essential tools or skills for successful projects.

#### Succession Planning

NRG views succession planning as a critical and strategic tool for attracting and retaining talent in their business. The process involves manager's identification, assessment and development of staff to ensure they are ready to assume key roles within the company. Succession planning aims to develop potential successors in a company.



## Graduate Program

### Employment Benefits

NRG's ongoing commitment to becoming an employer of choice means NRG seeks to attract, motivate and retain talented staff by providing excellent conditions of employment and exciting employment opportunities at our station. Some of the benefits of working for NRG are:

- Competitive Salary Package
- Performance Based Incentives
- 11% Employer Superannuation Contribution
- Nine Day Fortnight
- 4 Weeks Annual Leave
- Staff Medical Assistance Scheme
- Staff Insurance Scheme
- Strong work and family life balance
- Career development support and accredited training
- Professional Memberships whilst on the program
- Workforce and Tertiary Education Schemes
- Relocation assistance (if applicable)

#### The Region of Choice

An exciting and unique part of Queensland; The Gladstone region has a history of economic growth supported by a young dynamic community. The City of Gladstone offers a relaxed lifestyle, excellent shopping and sporting facilities and boasts a major regional campus of the Central Queensland University. With such a diverse range of environmental beauty and outdoor recreation at our fingertips and boasting prosperous industry we have a truly unique location in which to live, work and play. Further information on the Gladstone region is available at [www.gladstoneregion.info](http://www.gladstoneregion.info) or [www.makethemove.info](http://www.makethemove.info)



## Graduate Program

### Engineering Disciplines

#### Graduate Engineer

The graduate engineer shall be provided with challenging assignments in a range of areas within the Gladstone Power Station. Each of the assignments will require the graduate to have responsibility for the outcome of critical business issues and processes with authorities based on competency, skill and experience.

The emphasis is on supporting and assisting their relevant Superintendent to develop, implement and co-ordinate strategy by documenting, monitoring and testing plant and equipment and being involved in investigation, development and design of plant and equipment specifications.

NRG employs engineers in various engineering roles including:

- Production Engineers
- Environmental Engineers
- Mechanical Engineers
- Electrical Engineers
- Chemical Engineers



## Graduate Program

### Eligibility

To be eligible for participation in NRG's Graduate Program it is necessary to meet the following requirements and any further conditions:

- Australia Citizen and or are permitted to work in Australia.
- Are physically and mentally capable of performing the duties and accountabilities of the role.
- Willingness to relocate to the Gladstone region.
- Hold a Bachelor of Engineering in the relevant discipline.
- Previous work experience in the power industry or mining section is desirable.

### Who We Look For

NRG seeks high caliber, motivated and proactive, independent thinkers, where talent and initiative will make a positive impact to our business and contribute to the company's future growth.

NRG also looks for the following key characteristics in a candidate:

- Strong conceptual and analytical ability
- Effective communicator (oral and written)
- Strong sense of discipline and integrity
- Ability to work well with others
- Enthusiasm, drive and commitment
- Inspired by challenge to achieve
- Environmentally and socially responsible



## Graduate Program

### Further Information

If you require further information please contact:

Human Resources on (07) 4976 5150 or email us at [employeerelations@nrggos.com.au](mailto:employeerelations@nrggos.com.au)

#### Application

All NRG vacancies are managed through Downing Teal, Gladstone office. For enquiries regarding vacant positions please contact Leonie Hills (07) 49700800, visit our website [www.nrggos.com.au](http://www.nrggos.com.au) or contact Human Resources for information.

The selection process may include the following key stages:

- Review of applications
- Telephone screening and aptitude testing
- Short listing
- Face to face interviews with NRG GOS representatives
- Final short listing
- Reference checking and the capability to carry out the role requirements
- Employment offerings
- Instrument of engagement

Recruitment of engineering graduates shall be based on analysis of the labour market and forecasted NRG business requirements. Our objective is to make positions available for on-going employment and development after the successful completion of the three years program pending a vacancy of a GPS Professional Engineer.