ENGINEER DEVELOPMENT PROGRAMME

Engineering your success




Are you looking for a development programme that:

- Provides a flexible career path tailored for you?
- Gives you the opportunity to experience different roles in a varied business environment?
- Blends technical training, behavioural training, coaching, mentoring and practical application to support your development?

Enabling the extraordinary

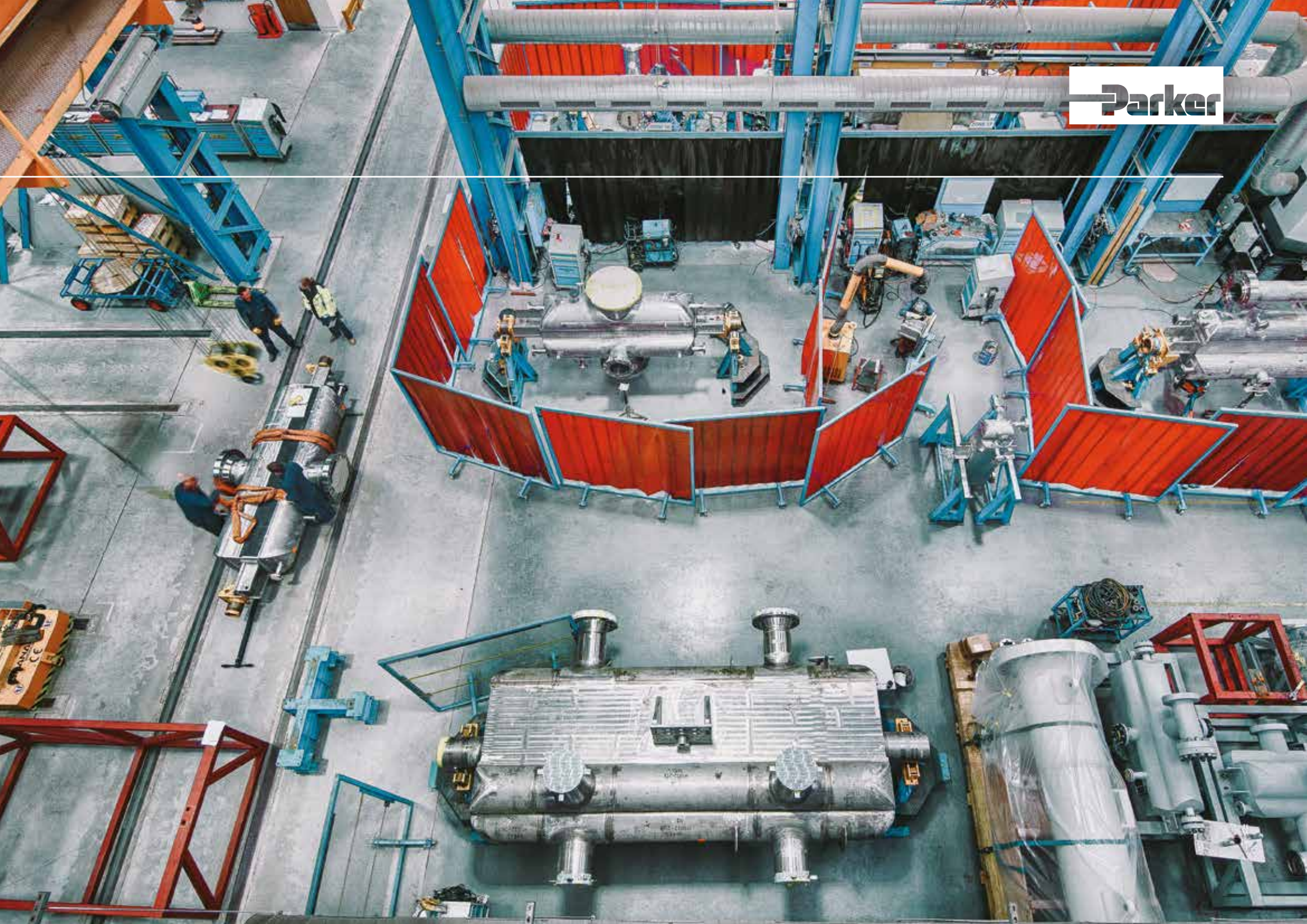
Heatric, a division of Parker Hannifin Filtration Group, is a global leader in 'printed circuit' diffusion bonded heat exchangers (PCHEs) for selected energy markets. Applications range from hydrocarbon processing, marine propulsion systems and power generation for clients such as GE, Shell, Petrobras and ExxonMobil, among many others.

The Heatric Printed Circuit Heat Exchanger (PCHE) combines Heatric's unique engineering and manufacturing expertise to deliver high integrity, inherent safety, game changing size reduction and world leading performance.

With more than 30 years of experience and thousands of units in operation, our global services can minimise unit downtime through preventative maintenance and servicing solutions.

Our purpose is to enable the extraordinary. We offer world leading capabilities in thermal engineering, etching, diffusion bonding and stainless steel fabrication.

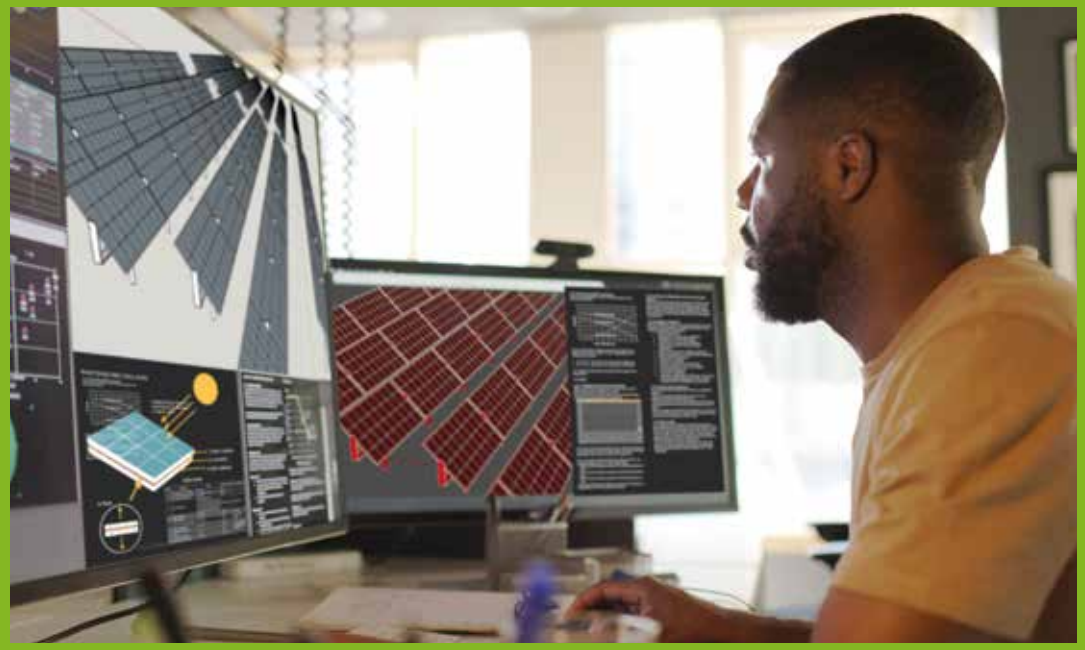
We are a rapidly expanding business and our success means there is a continuous requirement for the best and brightest talents in business, engineering and manufacturing.



Working at Parker

- A challenging and fulfilling long-term career
- Exciting progression opportunities
- Salary to match your contribution and talent
- Involvement in real commercial projects from day one
- Working in one of the fastest growing industries in the world
- Continuous training, mentoring and support to develop your skills
- A diverse and multinational environment with global opportunities
- Excellent benefits
- Potential for international business exposure and travel
- A lifestyle based on the beautiful and vibrant South Coast

Our Parker office is located in Dorset and so you will benefit from working in one of the most beautiful coastal areas in the UK. As your career progresses you could choose to pursue opportunities within Parker and relocate to one of our many world-wide locations.



Our programme

This is a 2 year programme which will provide you with focused technical training within our thermal, mechanical and manufacturing engineering areas. During your programme you will also have opportunities to participate in real business projects.

We recognise that even with the most supportive of line managers, sometimes you need to openly chat with someone with an independent perspective and that is why we have ensured that you have 1:1 coaching and 1:1 mentoring available to you. In addition to this we will provide stimulating and highly participative face to face soft skills workshops covering a range of topics to help you successfully navigate your programme and beyond.

Our focus is to grow our talent and help to create our future leaders and our Engineer Development Programme has been designed specifically to support this.

YEAR 1

- Week long induction and welcome
- Structured technical learning syllabus combining online, self directed and classroom learning
- Line manager support
- 1:1 coaching
- 1:1 mentoring
- Behavioural skills development workshops

YEAR 2

- Structured learning syllabus combining online, self directed and classroom learning
- Line manager support
- 1:1 coaching
- 1:1 mentoring
- Sign-off

YEAR 3 and onwards

- Continue professional development
- Work towards full industry accreditation
- Practical experience within different business areas

Our programme

When you join the Engineer Development Programme you will be fully immersed in the business whilst receiving comprehensive training. The company's working ethos and structure means there really are no limits on development and direction, allowing you to shape your career to match your personal aspirations.

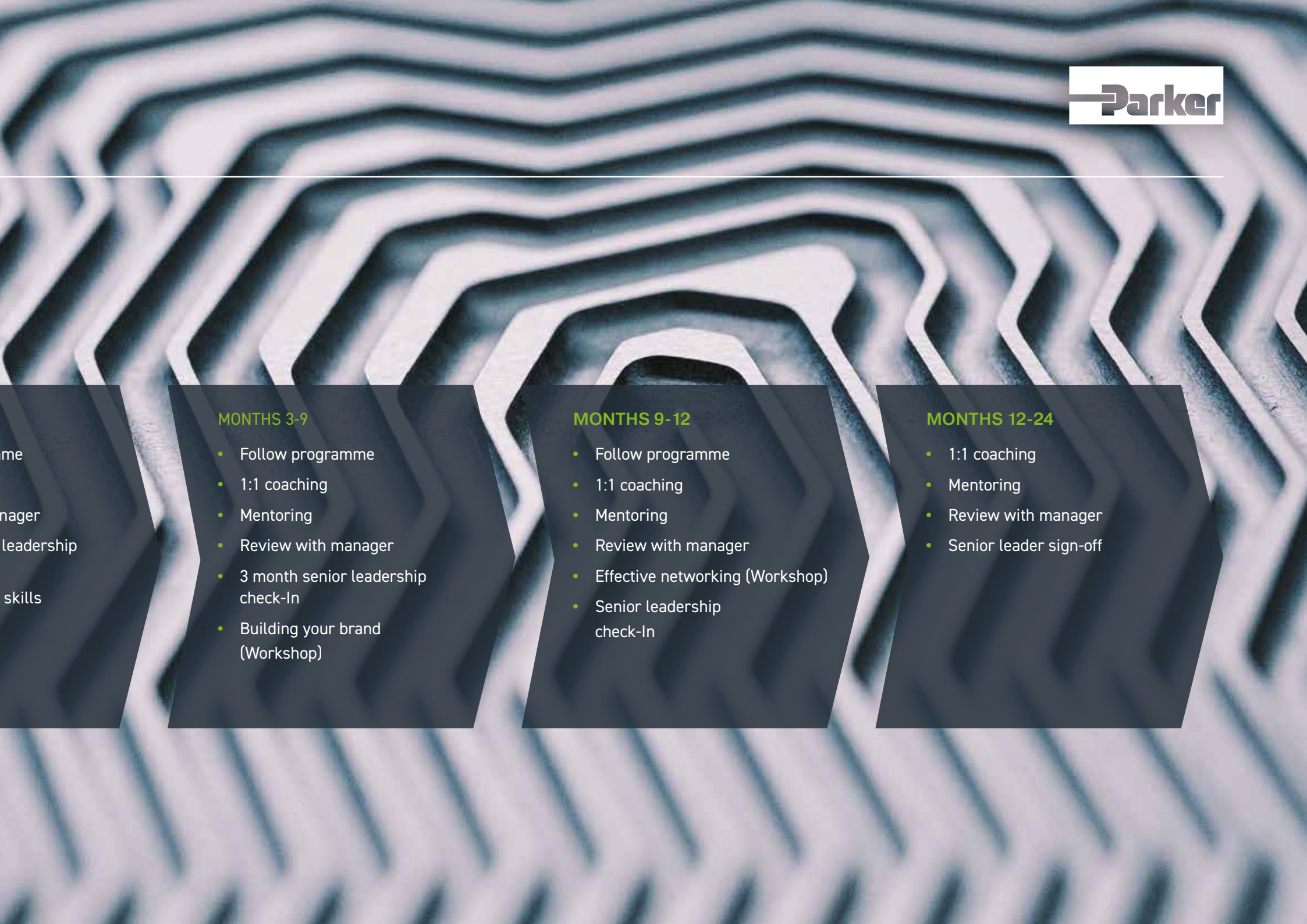
WEEK 1

- Understanding Parker
- Meet the leaders
- Expectations
- Personal development planning
- Your programme
- Discovery insights
- Emotional intelligence (Workshop)

MONTHS 1-3

- Follow program
- 1:1 coaching
- Review with ma
- 3 month senior check-In
- Communication (Workshop)

The programme is designed in alignment with the Engineering Council guidelines and will support engineers to work towards industry accreditation.



me

nager

leadership

skills

MONTHS 3-9

- Follow programme
- 1:1 coaching
- Mentoring
- Review with manager
- 3 month senior leadership check-In
- Building your brand (Workshop)

MONTHS 9-12

- Follow programme
- 1:1 coaching
- Mentoring
- Review with manager
- Effective networking (Workshop)
- Senior leadership check-In

MONTHS 12-24

- 1:1 coaching
- Mentoring
- Review with manager
- Senior leader sign-off

Programme content

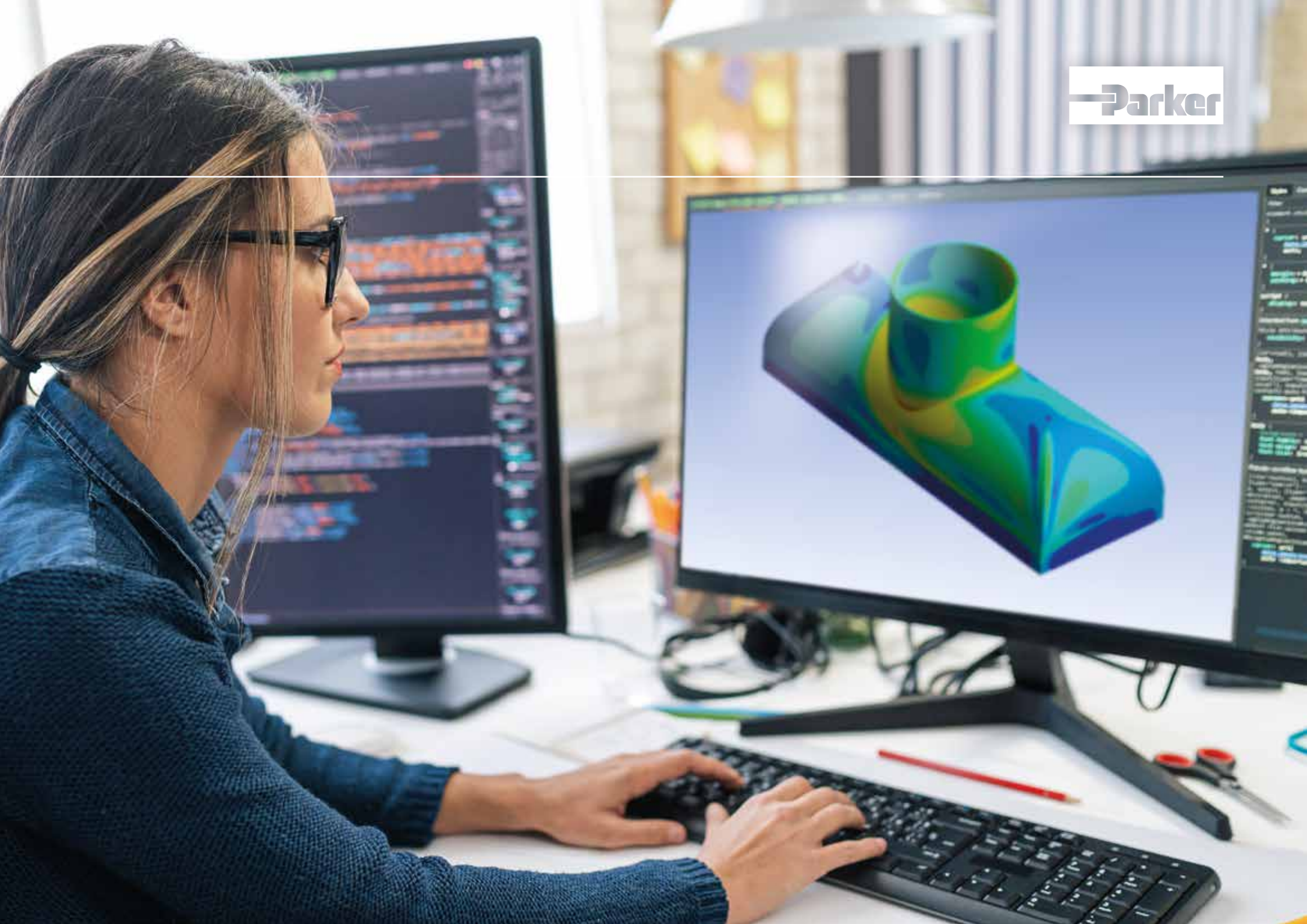
Being part of the Parker family you can expect:

MECHANICAL ENGINEERING

- Ensuring the structural integrity of bespoke heat exchangers in accordance with ASME, LR, DNV and PED regulations
- Designing bespoke components and jigs for the supporting and manufacturing of heat exchangers
- Creating accurate 3D models using Catia V5
- Conducting Finite Element Analysis (FEA)
- Working closely with the manufacturing team
- Working alongside some of the industry's leading innovators in diffusion bonded technology
- See your designs come to life and watch as they leave site on their way to the customer

THERMAL ENGINEERING

- Engineering projects lifecycle
- Heat Exchanger technologies & design
- Heat Exchanger process simulation
- Industry markets & applications
- Front end engineering (bids, technical client clarifications, specification review)
- Design codes, certification and classifications
- PCHE 'pressure vessel' mechanical design
- Metallurgy & welding awareness



Programme content

Being part of the Parker family you can expect:

MANUFACTURING ENGINEERING

- Etching – manufacturing processes and the chemical etching of plates required for a PCHE
- Bonding – diffusion bonding of the chemically etched plates and associated processes
- Fabrication – construction of the final PCHE with all associated components
- Non-Destructive Examination (NDE)

NON-TECHNICAL SKILLS

- Developing your personal brand – Building awareness of how you are perceived by others and how you would like to be perceived
- Communicating with impact – Adapting your communication style to meet your desired outcome
- Emotional intelligence – How to perceive and demonstrate emotions effectively
- Effective networking – How to build a meaningful professional network

Our programme

REMUNERATION:

YEAR 1: £31,000

Everyone on the programme receives the same salary and this will be reviewed and increased* when you move into the 2nd year of the programme. Once your 2 year programme is complete your salary will be increased in line with the role that you have secured.

ADDITIONAL BENEFITS:

HEALTH:	Dental plan Cycle to work Company sick pay
WEALTH:	Income protection Life assurance Pension scheme (workplace savings plan)

ENTRY REQUIREMENTS:

2:1 Engineering Bachelors Degree (min)

Masters Engineering Degree preferred

APPLICATION:

If you are interested please apply at:

www.parker.com/gb/en/careers

*Subject to satisfactory progress and performance on the programme

Dan Georges

Why did you choose to join the programme?

I chose to join the programme due to the exciting product that Parker design and manufacture. As a chemical engineering graduate, I was interested in the technology involved and wanted a role that better suited the skills I studied during my degree.

How did the programme support your development?

The programme supported my development through regular 1-1's with my line manager. This helped me to identify areas I needed to improve on and ask for any support I required. More experienced colleagues in the engineering team were always on hand to answer questions and provided helpful feedback when checking work.

How has your career developed since joining the programme?

Since joining Parker, I have been given responsibilities such as new graduate training sessions and more advanced design opportunities. The skillset I built during the training programme has ensured that I am much more valuable to the business now, than when I first started. I have much more job satisfaction at Parker than in my previous jobs.

Natalie Sarpong

Why did you choose to join the programme?

I chose the programme because I enjoyed heat transfer modules, when studying chemical engineering at university, and was eager to further develop my knowledge of it. Entering the industry by joining the programme has given me the opportunity to gain further exposure to heat transfer solution design and the manufacturing implications. It also gives you exposure to a range of different market applications, giving you an interesting window into global process activity.

How did the programme support your development?

A 4 month intensive thermal and mechanical training programme was crafted for my cohort when I joined the programme, to develop and build our knowledge from university. In addition, we were given time to fully acquaint ourselves with the manufacturing process and even given the opportunity to weld plates! Understanding the product and development of our engineering knowledge, was always at the forefront of the graduate experience.

How has your career developed since joining the programme?

I have been really lucky to be involved in interesting projects since joining the programme. For instance, I am in involved in the project CO_2OLHEAT, an exciting EU funded project involving valorising industrial waste heat by converting it to electricity via a supercritical sCO_2 cycle. Working at Parker has allowed me to take direct part in leading-edge projects in industry that push engineering boundaries.

Alan McLean

Why did you choose to join the programme?

Having previously worked in an area unrelated to my studies, I was looking for a positon more relevant to my degree. Parker offered a position where I could build experience and understanding, and opened up a range of potential career paths as part of the wider Parker group.

How did the programme support your development?

I was able to gain practical experience in both thermal and mechanical engineering, as well as soft skills such as how to effectively communicate with customers. I was also given the opportunity to manage my own project, which allowed me to develop understanding of the full project lifecycle beyond engineering, as well as providing valuable insight into developing technology and markets.

How has your career developed since joining the programme?

Since joining the programme I have gone on to achieve greater responsibilities as my experience grows, including reviewing potential bids, coordinating communications between engineering and other areas of the business, and training of new starters. I have also secured my first people management position and continue to work towards my engineering chartership.

www.parker.com/heatric

Heatric (Parker Hannifin)

46 Holton Road,
Holton Heath, Poole,
Dorset, BH16 6LT
United Kingdom

T: +44 (0) 1202 627000
F: +44 (0) 1202 632299
E: htrc-info@parker.com

Accredited to international standards