

**TATA STEEL**



CHALLENGING  
YOU



# LET US INTRODUCE OURSELVES




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Steel is a material that shapes lives across the world. From constructing new schools, hospitals and bridges, to building new cars, boats and planes. From the tallest skyscraper to drinks cans and paperclips, it's a multi-billion dollar industry. As one of the largest steel producers, we know how far a career in steel can take you. It's already taken us around the world, with a combined presence in nearly 50 countries and operating facilities in Europe and Asia.

Our aim is to be the benchmark for the global steel industry. So we collaborate with all our clients to deliver mutual benefits for some of the most complex projects in the world, supplying to many of the most demanding markets around the world:

- Aerospace
- Automotive
- Construction
- Consumer Products
- Defence and Security
- Energy and Power
- Lifting and Excavating
- Packaging
- Rail

The size and breadth of our operation can offer you an unparalleled opportunity to build a long-term, rewarding future. Wherever your skills and interests lie, we can tailor a development programme that builds on your existing talents and challenges you to develop new ones. Are you ready?

#### **Our Vision**

We aspire to be the global steel industry benchmark for Value Creation and Corporate Citizenship.

# WHY CHOOSE TATA STEEL?

When you see steel being produced for the first time, when you see its potential, when you meet the talented and passionate people who've forged successful global careers in the industry, there's no turning back.

As a graduate, your unique career path will reflect and build on the talents and abilities you already have. Working for a truly global organisation, you'll have early responsibility – learning from experts as you put academic theory into practice on live project work. You'll also have the opportunity to represent Tata Steel at university events and participate in local community schemes with our CSR activities. Above all, being a graduate at Tata Steel allows you to be part of something exceptional – structuring solutions that shape everyday lives.

## Graduate Training Opportunities

Joining Tata Steel, we'll encourage you to manage your own career, with training and guidance offered at regular intervals. We even have our own training centre at Ashorne Hill Management College in Warwickshire.

The Tata Steel training and development plan is designed to ensure that you're given every opportunity to learn and grow in your chosen profession. Once you have completed your initial training you'll move to a substantive position. Your training will continue but, at this point, you'll have a formal role with the company. In some cases the substantive position is a continuation of your graduate role, in other cases it is a new role entirely.

We want you to achieve chartership with a professional body (e.g. IMechE, IET, ICE, IoM3, CIPD, CIMA etc), so we'll not only provide study leave, we'll also give you a professional mentor.

## Placement Opportunities

We offer 3 to 12 month placements to undergraduates across all business areas.

In addition to a competitive salary during your placement in the UK, you're eligible to apply for sponsorship from Tata Steel. This is a cash reward for performing to a high level during your placement and returning to the company in a graduate role.

The Worshipful Company of Armourers & Brasiers, in conjunction with Tata Steel, offers two awards of £3,000 in recognition of excellence in engineering, metallurgy or technical work. If you undertake a placement with us, you'll be encouraged, as part of your development, to submit an application for the awards.

# THE PACKAGE

A competitive salary isn't the only incentive we offer at Tata Steel. As part of a generous rewards package, we offer many other benefits.

## Financial

When you join as a graduate, as well as a competitive salary, you'll be eligible for a generous pension contribution and an interest-free loan. You could also benefit from an academic excellence premium, bonuses and, depending on your role, a shift allowance.

## Lifestyle

We're committed to the health and positive work-life balance of all our people, so when you're part of our organisation, you can benefit from a full range of perks and schemes designed to improve your wellbeing, including 25 days' holiday (plus bank holidays), childcare vouchers and flexible working for parents/carers, legal and financial assistance, occupational health facilities, and the opportunity to join our private medical insurance scheme (role dependant).

## Training and Learning

We want your time at Tata Steel to be as challenging and productive as possible – pushing you to reach personal and professional goals. So we'll pay for your membership of a relevant professional body and your fees for university or college, if you're studying for a professional qualification. What's more, we'll give you time off to study, as well as access to a professional mentor.

"I thrive in a dynamic, engaging and motivating environment; this sums up the ethos of Tata Steel and what employees can expect."

Kunal Dhulia

**Kunal Dhulia**  
Project Co-ordinator – Global Projects  
Degree:  
MSc in Entrepreneurship,  
Nottingham University  
Current Location:  
Head Office, London

# MANUFACTURING

The Manufacturing function ensures our plants run smoothly and production targets are achieved. Working in this function, you'll strive to ensure our customers get a quality product on time, every time.

Manufacturing covers engineering maintenance and production efficiency, as well as key health and safety issues. In this role, you'll ensure equipment is up to the safety standards and demands of our customers and plant availability is as high as possible. In order to achieve this, our programme will ensure you're fully trained, focused and aware of business issues, as well as honing the skills you need to effectively communicate with people across the business.

As you'll be managing multi-disciplinary project teams, you'll need strong interpersonal and leadership skills. The ability to work under pressure whilst still maintaining high standards will also be key.



**Bhushan Patil**  
**Development Engineer**  
Degree:  
MSc in Electrical Power Engineering,  
University of Greenwich  
Current Location:  
Rotherham

"I find it inspiring to work  
with such a committed  
and passionate set  
of people".

Bhushan Patil

# MECHANICAL ENGINEERING

Engineering is at the heart of our industry. The efficiency and capability of our production facilities are the building blocks of a successful business.

With the size and range of engineering challenges we have in this function, you may find yourself on a variety of projects, from working with cranes that unload ocean-going iron ore to intricate hydraulic systems in our rolling mills, from equipment procurement to major maintenance operations. The role of mechanical engineers can vary hugely depending on the environment and location of your department. So, transferable skills and flexibility are key to a successful career.

Usually, you'll be part of a works engineering department within a mixed team that will include engineers, supervisors and technicians. Wherever you join, you'll use the latest technology to play your part in the full cycle of projects – ensuring our exacting standards of quality, safety, cost and efficiency are met, as well as making sure we're environmentally responsible.

Along with your ability to practically apply engineering theory, you'll have a solution-focused approach, coupled with excellent planning and time management skills.



# ELECTRICAL ENGINEERING

"I am part of a company that strongly believes people development is a key tool for improving productivity."

Abimbola Ihidero

**Abimbola Ihidero**  
**Electrical Engineer**  
Degree:  
BEng in Electrical  
Engineering Technology,  
University of Greenwich  
Current Location:  
Port Talbot

Without engineers, our business would not exist. Our industry relies on engineering experts to ensure our production facilities achieve optimum availability.

As an electrical engineer, you'll be central to our business needs. The size and range of our operations can offer a wide variety of challenging work. Whether you're dealing with power distribution, electrical drives, process control systems, general electrical systems or electrical maintenance, your skills will be essential to our organisation.

You'll need to be highly motivated, flexible and have the ability to implement your technical knowledge. Those around you will look to you for support and thoughtful solutions to ensure the plant continues to run at 100%.




# TECHNICAL

Metal is our business. Our technologists look to develop ways to make it better and stronger – meeting new customer requirements for all applications.

As part of our technical division, you'll develop and improve all our grades of steel. Whether it contains titanium or vanadium alloys, high silicon for electrical use or high carbon steels for aerospace use, you'll work to ensure it exceeds the demands of the market. A varied role, your remit may include plant operation and development, plant process chemistry and metallurgy and quality assurance.



You'll need to have excellent technical skills, coupled with an innovative and analytical mind. The ability to explain complex concepts in simple terms will also be key.



“Right from the start I was given responsibility and worked on projects that added real value to the business.”

Muhammad Waqar Manzoor

**Muhammad Waqar Manzoor**  
**Operations Manager**

Degree:

MSc in Materials Research,  
Queen Mary, University of London

Current Location:

Scunthorpe



“Joining the Tata Steel Research Centre gave me a solid foundation for my career in research.”

**Dr Lifen Deng**

**Dr Lifen Deng**

**Researcher**

Degree:

PhD in Materials Science,

The University of Manchester

Current Location:

Rotherham

# RESEARCH, DEVELOPMENT & TECHNOLOGY

At Tata Steel RD&T, we combine top-class innovation with cutting-edge technology to deliver metal solutions in a constantly changing world. Working closely with our customers, we ensure that they get all the support they need to enable them to design new products and applications.

Nothing is too big a challenge. From assessing products on an industrial scale to undertaking modelling/simulation studies for prototyping and application development – not to mention process analysis and design – we use state-of-the-art technology to improve the quality and performance of our materials.

In this function, you'll join over 800 researchers in Britain, the Netherlands and India that supply metal solutions to Tata Steel sites around the world. You'll also work in collaboration with universities and research institutes all over the world, as well as key customers in the automotive, transport, packaging and construction areas.

You'll need highly developed technical research skills, coupled with the ability to talk to people at all levels.



"I've grown up knowing the Tata brand, so I always had it in my mind while I was studying."

Sheetal Bhosale

Sheetal Bhosale  
Process Control Trainee  
Degree:  
MSc in Communications,  
Control & Digital Signal  
Processing, University of  
Strathclyde  
Current Location:  
Llanwern

# PROCESS CONTROL & AUTOMATION

**Tata Steel production is controlled and monitored through highly automated, computer-based systems. Process Control & Automation (PC&A) engineers use their knowledge of software, application computers, and control and instrumentation technology to maintain our plants' optimum performance.**

You may develop as a specialist engineer managing an automated rolling mill, or as a software engineer setting up the models to optimise a blast furnace. These roles are ever changing and advancing, but no matter what role you undertake, you'll be passionate about the potential of modern electronics in industry.

You'll need a combination of solid technical knowledge and excellent communication skills. These will be key in developing your understanding of manufacturing requirements and liaising with other departments to effectively implement our systems.



# TECHNICAL CONSULTANCY

**Technical Consultancy is a multi-disciplinary solutions business that provides a full range of services, from consultancy, design and engineering through to manufacture, installation and onsite project management.**

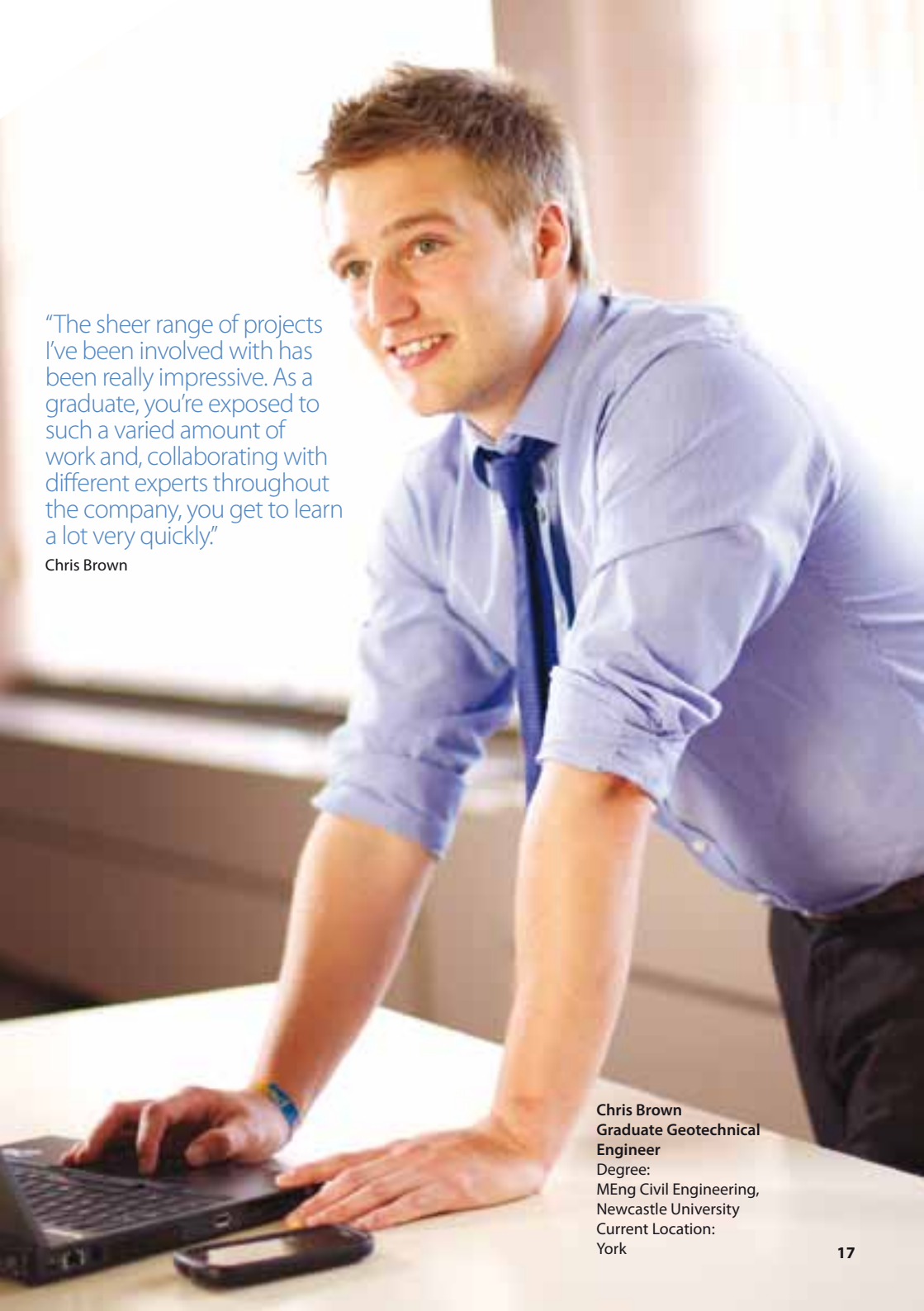
We work in partnership with our customers to deliver high-quality, innovative and responsive solutions to meet their individual requirements across a wide range of market sectors. These include Rail and Transportation, Defence and Security, Energy and Power, Steelmaking, Construction and Industrial.

You'll be part of a team involved in producing designs and engineering drawings for all aspects of planning, manufacturing, civil, structural, electrical or mechanical engineering projects. Your involvement will take these from conception to completion. Covering preparation of feasibility studies, development of outline designs, detailed design and site support, you'll be challenged to deliver against agreed timescales and budgets.

Our expertise is drawn from the specialist skills of our people – the engineers, architects, planners, project managers and project engineers operating out of our UK sites, which include Birmingham, Manchester, York and Workington.

You'll have a customer-focused approach with an adaptable communications style and strong influencing skills. An innovative and solution-focused mindset, coupled with excellent time management skills will be key to your success.



A young man with short brown hair, wearing a light blue button-down shirt and a dark blue tie, is leaning over a white desk. He is smiling and looking towards the camera. His right hand is on a black laptop mouse, and his left hand is resting on the desk. A black smartphone is lying on the desk in front of him. The background is a bright, out-of-focus office environment with large windows.

"The sheer range of projects I've been involved with has been really impressive. As a graduate, you're exposed to such a varied amount of work and, collaborating with different experts throughout the company, you get to learn a lot very quickly."

Chris Brown

**Chris Brown**  
**Graduate Geotechnical  
Engineer**  
Degree:  
MEng Civil Engineering,  
Newcastle University  
Current Location:  
York

# MARKETING & SALES

**Many of our customers have very specialised requirements, all of which require a dedicated team to balance their needs with the demands of the business.**

Encompassing account management and customer liaison, the key focus of this function is to sell and market a diverse range of products, services and supply chain solutions to a broad range of clients and industry sectors.

Working here, you'll develop a wide knowledge of products, processes, our competitors and, most importantly, customer needs. Collaborating with departments across the business, including Supply Chain & Logistics, Technical, Manufacturing and Finance, you'll also gain a broad understanding of economic factors and trends affecting our industry.

Most opportunities are in Account Administration and Management, but we also take a small number of graduates in Marketing. We're looking for people with a real desire to sell. Commercially aware and a confident communicator, you'll be an excellent problem solver with the ability to juggle priorities, learn quickly and thrive under pressure.



A young woman with long brown hair, wearing a blue shirt and a grey blazer, is looking down at a document. Next to her, a young man with short brown hair, wearing a dark grey suit, a light blue shirt, and a dark blue tie, is also looking at the document. The background is a blurred office setting with white structural beams.

"I wanted to join a graduate scheme with an international company that would help develop my career and offer lots of opportunity."

Anna Roberts

**Anna Roberts**  
**Marketing Co-ordinator**  
Degree:  
BA French and Business Studies,  
Newcastle University  
Current Location:  
Head Office, London

“You get a lot of encouragement to reach the goals you set for yourself. I’m currently studying for chartership and the company is paying my fees, as well as giving me a mentor.”

Sarah Jones

**Sarah Jones**  
**Associate Engineer**  
Degree:  
BSc in Physics,  
Aberystwyth University  
Current Location:  
Port Talbot



# SUPPLY CHAIN & LOGISTICS

Supply Chain & Logistics is the strategic management of all activities needed to achieve outstanding on-time delivery performance. Through this we aim to strengthen our business by maintaining complete customer satisfaction.

Supply Chain & Logistics is responsible for the cost-effective movement of goods. Working here you'll touch on, and be involved in, a wealth of projects. From production planning and warehouse management, to transport operations and contractor management, your input will ensure our materials arrive in the best possible condition.

The roles incorporate a high level of inter-departmental communication and liaison, in particular with Manufacturing and Marketing & Sales. So you'll need excellent interpersonal skills and the ability to communicate and influence at all levels. We also look for strong organisational and planning skills together with a flair for problem solving.



# FINANCE

**Finance is a function at the centre of all company decisions. It involves pricing our products and services, devising budgets, regulating cash flow, invoicing, costing, capital project evaluation, as well as guiding and supporting management decisions.**

Working in the Finance function, you'll cover a full range of financial tasks including management, financial and commercial accounting, group office work, as well as internal audits.

As your career progresses, you'll have the opportunity to be involved in multi-disciplinary teams that analyse the accounting and costing of production – even looking at the feasibility of a potential joint venture, acquisition or merger.

Commercially aware, you'll need to be able to respond to changing business needs and communicate effectively at all levels of the business. You'll also be highly motivated with a methodical and analytical approach.

“My role has a UK and pan-European remit, which provides an opportunity to work with colleagues across all sectors of the business.”

Charlotte Watts





**Charlotte Watts**  
Sourcing Assistant  
Degree:  
BA Business and Marketing,  
Sheffield Hallam  
Current Location:  
Scunthorpe

# HUMAN RESOURCES

**Human Resources is key to our future business success. A wide-ranging function covering recruitment, employee relations, compensation and benefits, as well as learning and development, it is vital to our goal of becoming a benchmark for the global steel industry.**

In order to succeed in a demanding environment, we need to ensure we have the right people with the right skills in the right positions. As a member of the HR function, it is up to you to make sure this happens. So you'll manage the schemes and initiatives that support our people, and ensure that we comply with all UK and EU legislation regarding employee relations, health and safety and social obligations.

We're looking for people with excellent communication skills, who can combine determination and objectivity with the ability to work well under pressure.





"You really do get a lot of opportunity at Tata Steel - and not just for professional development. I am part of the Magnet group which is a graduate run programme that gets us all involved with CSR activities in the local community, as well as business initiatives."

Sarah Machin

Sarah Machin  
Human Resources Graduate  
Degree: BA Business Studies,  
University of Lincoln  
Current Location: Scunthorpe

# APPLICATION PROCESS

All applications should be made via our website – [www.tatasteelcareers.com](http://www.tatasteelcareers.com)

## Degrees required for each Function area

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Function area	Degrees Required
Manufacturing	Engineering, Science, Manufacturing or Operations-based management
Mechanical Engineering	Mechanical-related Engineering
Electrical Engineering	Electrical-related Engineering (High Voltage modules are an advantage)
Technical	Metallurgy, Materials Science, Physics, Chemical Engineering, Chemistry, other Physical Sciences
Research, Development & Technology	Metallurgy, Materials Science, Physics, Chemistry, Engineering, Environmental Science
Process Control & Automation	Electrical & Electronic Engineering, Software Engineering, Automation Engineering, Computing
Technical Consultancy	Masters in Civil, Structural, Mechanical or Electrical-related Engineering or Manufacturing
Marketing & Sales	Any discipline (additional languages would be an advantage)
Supply Chain & Logistics	Any discipline (a numerate degree would be an advantage)
Finance	Any discipline (a numerate degree would be an advantage)
Human Resources	Any discipline (must show an interest in HR through work experience or module choices)

## How to apply

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### Stage 1

Research us

Read our brochure, visit us at campus events, view our website, follow us on Twitter for up-to-date information about our graduate programmes



### Stage 2

Tell us why you want to work for us

Complete an online application. If you have a disability that prevents you from applying online, please contact us at [graduate.recruitment@tatasteel.com](mailto:graduate.recruitment@tatasteel.com)



### Stage 3

Find out if you have what it takes to drive our company forward

Telephone interview, followed by verbal and numerical tests



### Stage 4

Meet us in person and demonstrate your skills and competencies

Attend an assessment centre consisting of multiple exercises designed to test your skills and competencies. Meet employees from Tata Steel and go on a site tour



Join the Tata Steel Graduates Facebook Page or follow us on Twitter.

**facebook**

'Tata Steel Careers'



@TataSteelCareer

# TATA STEEL AND CORPORATE RESPONSIBILITY



Eyebrook Reservoir  
Nature reserve and trout fishery owned by Tata Steel

Corporate Responsibility is integral to the way Tata Steel does business.

## Health and Safety

We believe that all our activities can be undertaken safely:

- We aim to conduct our business in a way that ensures the health and well-being of our employees, contractors and any person affected by our activities
- We recognise that continuous improvement of our health and safety performance is essential for a successful company
- We encourage a positive health and safety culture, which does not tolerate unsafe behaviour
- All members of the Executive Committee personally conduct health and safety tours on a regular basis.

## Environment

We believe that respect for the environment is critical to the success of our business:

- We're committed to minimising the environmental impact of our operations and products through the adoption of sustainable practices and continuous improvement in environmental performance
- All our manufacturing operations are certified to ISO 14001

- We continue to reduce greenhouse gas emissions by improving energy efficiency, participating in the EU Emissions Trading Scheme and through the ULCOS (ultra-low CO<sub>2</sub> steelmaking) research project.

## Sustainable development

We make a positive contribution to society:

- Through the employment we provide
- Through the inherent social and environmental advantages of our products
- In our positive interaction with the communities around our sites
- Through ensuring our products are durable, adaptable, reusable and recyclable.

## Community involvement

We recognise that our operations can affect the communities and societies within which we operate and we aim to play a positive role:

- We promote and encourage economic, environmental, social and educational development where possible and we support our employees' involvement in local initiatives
- We're actively involved in a broad range of community initiatives through financial support, the provision of materials or the time, skills and enthusiasm of our employees. We're also active in stimulating regional employment.

# LOCATIONS



[www.tatasteelcareers.com](http://www.tatasteelcareers.com)

While care has been taken to ensure that the information contained in this brochure is accurate, neither Tata Steel Europe Ltd, nor its subsidiaries, accept responsibility or liability for errors or information which is found to be misleading.

You can contact the UK Graduate Recruitment team by emailing [graduate.recruitment@tatasteel.com](mailto:graduate.recruitment@tatasteel.com)

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