



**BE AN ACE
GRADUATE**

www.ace-winch.com



The total solution provider

ACE Winches is a global leader in the design, manufacture and hire of lifting, pulling and deploying solutions and the provision of associated hire personnel for the oil and gas, marine, decommissioning, civil engineering and renewable energy markets.

ACE Winches is the expert partner to manage the total project solution from concept design through to manufacture, testing, installation, commissioning, operation, training and ongoing client support.

ACE Winches have delivered products and services to over 50 countries across all continents and continue to lead industry standards for quality and reliability.

ACE Winches offers its clients bespoke tailor made solutions through six divisions

ACE ENGINEERING



ACE HIRE PERSONNEL



ACE MANUFACTURING



ACE SERVICES



ACE HIRE EQUIPMENT



ACE WINCH ACADEMY





Dedicated to maintaining a talented pipeline for the future

The ACE Winches Graduate Scheme consists of two years of initial professional development, followed by two years of increasing responsibility where our Graduates will move into a full time assignment within the Engineering Department.

Engineering Graduates embarking on the ACE Winches Graduate Scheme are an integral part of the dynamics of our company. We believe by investing in and developing young, educated talent we will have a stream of engineers who are capable of applying theoretical knowledge, and have a deep understanding of our technology, business needs and industry. They will be able to meet our customer needs and contribute to the overall success of our business.

THE PROGRAMME

Graduates start their programme within the Engineering Department, before starting rotations through key departments within the company. Graduates will be set objectives and appraised bi-annually on performance and meeting objectives.

ROTATIONS

Rotations include hands on experience in the workshops plus secondments to the sales, technical support and projects

departments in order to give graduates the knowledge and experience of a fast-paced environment and how these departments interlink with Engineering.

After two years, graduates move into a role of increased responsibility and complexity within Engineering.

MENTORING PROGRAMME

Graduates are mentored until the end of the four year programme by those who have been identified as role models and who can encourage,

educate and share career success. When a Graduate Engineer has completed the programme, they will be invited to become mentors and help with the development of new graduates embarking on the scheme.

YOUR TRAINING AND DEVELOPMENT

The Engineering Graduate scheme aims to provide Graduate Engineers with a broad knowledge of the organisation along with practical experience in departments.

Hear from our current Graduates



"I really enjoy working with people in different departments, and gaining a deep understanding of how each department integrates and works together. I have lots of support from my colleagues which really helps build my knowledge and confidence about the services that ACE Winches offer to their clients."

"The graduate programme has given me the opportunity to develop both my interpersonal and technical skills within a business environment. I look forward to further developing my technical and design knowledge, as I am seconded to the other divisions within the company, with the eventual goal of attaining chartered status."



"I have recently joined the Graduate Scheme and have enjoyed learning about all the products and services that ACE have to offer. I am currently with the Proposals team and they have supported me in expanding my technical knowledge of the products. I look forward to experiencing other departments and learning how they work together to deliver success to their clients."



Talking from experience

Fraser Anderson, Technical Proposals Lead

I joined ACE Winches in 2012 as a Graduate Applications Engineer. Over the course of my time at ACE, I have taken on more responsibilities and now manage a team which I have built up over the years, focusing on tendering for projects for the business which is a heavily technical activity. There is definitely the opportunity for career progression with the company.

Part of this team includes new Graduate Engineers, introducing them to the world of work and allowing them to develop their skills specific to our various divisions and product lines. ACE Winches provides a great platform for Graduates to find a role which best suits their strengths and to become a top class engineer.

CAREER PROGRESSION

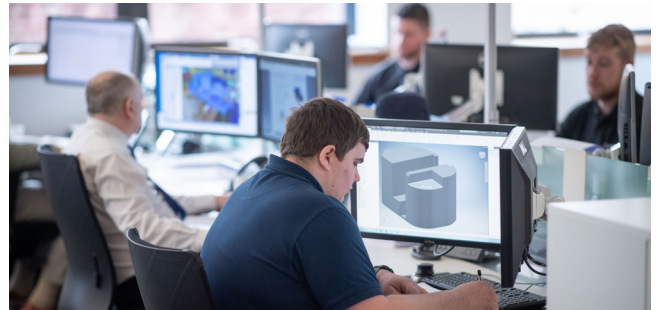
Fraser's career has progressed from a graduate to leading his own team



Why Choose ACE?

We recognise that our people are central to our success and are our greatest asset. We are one big family here at ACE, which is why we are committed to ensuring our people have the support they need to achieve their full potential.

If you are looking for a rewarding and stimulating career, and the chance to make a real contribution to the success of an expanding company, you will find it here.



How to Apply

If you think you have what it takes to join our Graduate Programme, send your CV to careers@ace-winches.com or visit our website: www.ace-winches.com/careers for more information.

If you are shortlisted, the selection process will be in two stages. The first round of interviews will be conducted by the HR Team followed by aptitude testing and second interviews will be with the Engineering Manager



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