

careers in motion

Future Leaders graduate programme with Renold

inspire

careers to inspire

That's exactly what we provide at Renold.

As one of the world's leading names in chain and transmission technologies, we offer exciting opportunities for graduates with the drive and determination to become future leaders within our organisation.

This brief guide contains everything you need to know about us, and our two-year **Future Leaders** graduate programme.

To put the opportunity of a career with Renold in motion, make sure you complete the online application form at [www.renold.com/Company/Career Opportunities/Graduate Careers](http://www.renold.com/Company/Career%20Opportunities/Graduate%20Careers)

Careers to inspire:

- Around 2,500 employees across 23 locations
- Products sold in more than 100 countries
- £183 million in sales annually
- A heritage stretching back 130+ years

Our business is split into two main areas:

Renold Chain

A global leader in the design, manufacture and supply of heavy duty, high precision chain for countless industrial/highly specialised applications and environments.

Renold Torque Transmission

A global leader in the design, manufacture and supply of coupling and gearbox solutions – including worm gears, helical and bevel worm drives.





ambition

At Renold, we never rest on our laurels. We're constantly looking at ways of improving our technologies and seeking out new markets.

Our world-class products are already used around the globe and across an incredibly diverse range of market sectors. Do you have the ambition to help make us even stronger? If so, our Future Leaders programme could be for you.

our markets

You'll find our innovations in thousands of highly demanding operating environments globally.

Here are just some of the market sectors we serve:

- Food
- Leisure
- Construction
- Manufacturing
- Transport
- Infrastructure
- Basic Industry



A World of Expertise


We have manufacturing sites around the world, in countries including the UK, Germany, the USA, China, India, Australia, Malaysia, and South Africa.

This really is a career where there's the opportunity to gain International experience.



The background is a vibrant, abstract composition of light streaks and gradients. It features a central bright white and pink area that transitions into deep purple and blue tones towards the edges. The overall effect is dynamic and energetic, with a sense of movement and depth.

vision



Building on our pride in our unique history and heritage, we continually challenge ourselves to be progressive, and to modernise and improve everything we do – from our products to our processes.

re-engineering **our** future

To ensure we continue to lead the way in world-class chain and transmission technologies, we are building a rock-solid platform for growth.

Join our two-year **Future Leaders** graduate programme and you'll not only be at the heart of our transformation, you'll also have the opportunity to contribute to the future of **Renold** from day one.

That's because you'll be given a real role within our organisation. A role that carries genuine responsibilities and has been structured to further build on the knowledge and skills you gained at university.


If you are selected to join the programme, we will make a substantial investment in your training, one that will help you develop the skills necessary to drive change, inspire organisational success and become a future leader of **Renold**.

Training &
investment

Developing
skills

Creating
our future
leaders

drive



We are looking for highly motivated graduates with drive and determination to work in the following disciplines:

Engineering

Science

Mathematics

Commercial

Business

Economics

Manufacturing Engineering

Software Development

real determination


Our two-year **Future Leaders** graduate programme has been structured to equip you with strong foundations for a successful career at Renold. It has been geared to encourage you to play an active role in our organisation.

Join us to:

- Develop strong foundations for a successful career
- Make an active contribution to our ongoing success
- Learn from highly experienced trainers, from top business schools
- Benefit from highly focused small group training sessions
- Take part in training in the UK and Europe
- Gain plenty of opportunities to get to know your peers
- Develop in a highly supportive environment

The background features a dynamic, abstract pattern of light streaks. The colors transition from deep purple on the left to bright blue on the right, with a central area of white and light purple. The streaks are curved and radiate from the left side, creating a sense of motion and energy.

rewarding



If you are an ambitious graduate, working for Renold – a relatively small business, that is in the middle of a business transformation – will certainly have its advantages. You will gain:

- *Exposure to large parts of the business and the senior leadership team*
- *Responsibility and accountability*
- *Variety in the work you do*
- *Career flexibility and the opportunity for career progression*

see how the benefits **add up**

As a successful candidate, you will receive the following benefits:

Competitive salary

Your salary will depend on your role and qualifications and will be discussed with you at offer stage.

Regular salary reviews

As a member of our Future Leaders programme, you can expect your performance and salary to be reviewed regularly.

Specialist Training

Over the 2 year programme you will embark on a structured training schedule to complement the learning and development you receive through your individual role. The specific training covers all areas of business, providing you with the knowledge and understanding a future leader requires.



you

You've read all about our **Future Leaders** graduate programme. Now it's time to decide if a future with Renold is for you.

If you meet the criteria below and would like to apply, please complete the online application form at;
[www.renold.com/Company/Career Opportunities/Graduate Careers](http://www.renold.com/Company/Career%20Opportunities/Graduate%20Careers)

are you our **ideal** candidate?

If you can tick all the boxes, we'd like to hear from you:

- Anticipated or confirmed undergraduate degree in Engineering, Science, Mathematics, Commercial, Business, Economics, Manufacturing Engineering, Software Development or other technical discipline.
- Highly motivated
- Strong interpersonal skills
- Excellent numerical reasoning ability
- Keen to take on responsibility
- Fluent in written and spoken English
- Ambitious and hard working

Stage one:

Apply online

We will be in touch with you shortly if you are selected for stage two.

Stage two:

Online testing

You'll be given ten days to complete our online tests. If you're successful, we'll contact you to explain the next stage which may include telephone/video interviews.

Stage three:

Assessment centre

This will include individual and group exercises, which are designed to test your skills and competencies. You'll also meet with Senior Managers.

Stage four:

Selection and offer

If your application to join us has been successful, we'll be in touch shortly.

the graduate's view

We hope this short guide has persuaded you to apply for a place on our **Future Leaders** graduate programme.

With investments and acquisitions taking place right across our group, as part of our 2020 Strategic Plan, there really has never been a better time to join us and prepare for an exciting future.

Before you make up your mind, however, please take a few moments to see what just a few of our current and previous graduates say about working with Renold.

Considerable opportunities for career progression

“Since joining Renold Couplings as a graduate, I have worked on a multitude of projects and in a variety of roles.

I started the programme as a Mechanical Engineer based in our Cardiff factory. My day-to-day consisted of designing and testing products, managing the factory's R&D area, producing technical drawings, and having a key role on a multi-million pound project.

Since then I have joined the commercial team as a Sales Manager responsible for leading the external sales team, managing key accounts, driving sales, and improving relations with external and internal customers.

The training on the **Future Leaders** programme has been extensive and has more than lived up to my expectations.”

Jean-Pierre Hagen
Interim Hi-Tec Sales Manager – Couplings

*MEng Mechanical Engineering,
University of Warwick
2015 intake on the Renold Future
Leaders Graduate Programme*



Already working in sites across the globe

“The **Future Leaders** Programme offers five weeks of specific graduate level training over the course of two years to complement and build upon our on-the-job training, skills development, and application. Being a small company, the graduate in-take is also small which ensures appropriate responsibility is given to each of the graduates from the start of the programme. The training covers a wide range of leadership topics and allows the graduates the opportunity to bond through team building exercises, learn from each other’s experience in the company, and network with senior members of the company.

Through the **Future Leaders** Programme I was given a job on the ERP Implementation Team which gave me the opportunity to work at many of the different Renold sites across the globe to include China, Germany, India, Switzerland and the USA. I was given the opportunity to take on a variety of projects associated with implementing a new business system across all the Renold manufacturing sites. Gaining exposure to different business processes and interacting with overseas staff has been an incredibly rewarding experience in building inter-personal leadership skills.

Each of our graduate experiences within the **Future Leaders** Programme varies based on job placement, so be sure to select a job that interests you and then be ready to be exposed to experiences that will prepare you for increased responsibilities in the company.”

Ellie Welton

ERP Implementation Support Specialist

*MAHons Economics and Management
University of St Andrews
2016 intake on the Renold Future Leaders
Graduate Programme*



An exciting platform from which to excel

“My near approaching 3 years at Renold have been incredible. To look at the **Future Leaders** programme itself, which was completed in December 2017, was more than I ever thought it would be. The level of training, introduction to new business processes/functions, and general support from Renold was second to none. On top of that, we were fortunate enough to have the training weeks at Renold’s various manufacturing sites including Manchester, Cardiff, Tennessee (US) and Einbeck (Germany).

Looking at the role(s) at Renold, you are tested from day one with opportunities forthcoming if you are willing to work for them. My first six months at Renold were spent in the UK internal sales team (Business Development), consisting of learning essential commercial processes, interacting with our customers, and spending some time with the Area Sales Managers in the field. I was also working on some internal projects with frequent travel to Einbeck.

Following these six months I was promoted to an external sales role, managing and growing the sales for the UK distribution partners, spending 18 months in this role. I have now been promoted to Area Sales Manager, with full responsibility for a large sales territory. The opportunities have been amazing for me.

In addition, I have project managed our graduate project which really has been rewarding. This is still on-going and is in conjunction with British Cycling.”

Scott Gallagher
Area Sales Manager

*BEng (Hons) Chemical Engineering
2015 intake on the Renold Future Leaders
Graduate Programme*



You're never doing the same thing for long!

“Since joining Renold as a project engineer on the **Future Leaders** scheme I've had the opportunity to work on an array of projects stretching across a multitude of departments over 2 of the business units. I started at the Milnrow site working with the production team to develop my manufacturing and finance knowledge and worked on several projects aimed at improving efficiency and reducing cost, I'm now working in a similar role at our Cardiff site working towards achieving some major project goals for the site.

The **Future Leaders** programme has been invaluable to my development, the training is fantastic and covers a broad range of topics allowing me to learn more about areas of the business I wouldn't otherwise be exposed to. The scheme has also given me several opportunities to gain exposure with senior members of the business, all of which have been extremely valuable experiences.”

Jared Walsh
Project Engineer – Renold plc

*BEng (Hons) Aerospace engineering,
Sheffield Hallam University
2016 intake on the Renold Future Leaders
Graduate Programme*



Working in the USA... what an incredible opportunity!

“I have been with Renold for a relatively short amount of time and have been lucky enough to work in the UK, US and Germany so far. During my time abroad I have seen my design decisions take shape on the factory floor – and that has been hugely satisfying.

I originally joined Renold as an Application Engineer and had the opportunity to transition into a commercial role by moving into Product Management. Since moving into this area I have had frequent opportunities to present (along with the graduate opportunities) to many MD's within Renold. This includes MD's within Chain, Gears and Couplings due to the inter-company projects and exposure I have had.

Renold has enabled me to develop both my technical ability through to my commercial awareness in a very short space of time. I am currently preparing to move to Morristown, in the US for a secondment in order to further my Manufacturing knowledge of the products that are made by Renold Jeffrey and to support the development of a new chain by sharing the specialist knowledge I have come to gain in the UK at Renold's HQ and taking that to the US, whilst drawing on and utilising the knowledge of experts from the global network that I have had the privilege to build excellent working relationships with during my time here to date.

It is extremely rewarding to visit different Renold sites. Observing and having the opportunity to talk to and learn from overseas manufacturing staff about the processes they use is incredible. It's something you simply can't gain from a book.”

Bradley Greenwood
Product Management Engineering –
Renold Chain

BEng (Hons) Mechanical Engineering
Manchester Metropolitan University
2015 intake on the Renold Future Leaders Graduate Programme



a word from our **Directors**

“Our **Future Leaders** programme offers new graduates the opportunity to work in real jobs right from the day they join Renold. The work they do contributes to the success of the company, and our current graduates have all made a difference from the start of their careers. Future Leaders are working in many areas of the business, from Engineering to Finance and Sales to Business Systems amongst others.

I have very much enjoyed working with the current **Future Leaders** across the business, including within my Business Systems team, where we have graduates working on implementation projects for both operational and engineering systems. These projects are taking place around the world, including China, India and Australia.

I know that all of our **Future Leaders** have brought a fresh perspective, energy and enthusiasm to their roles. In return Renold provides a structured training plan, mentoring and the opportunity to work on cross functional projects and teams, to broaden their knowledge of business outside their immediate areas of expertise. There is much to be done to keep Renold developing as a successful company and our graduates will continue to be an important part of that progress.”

Sarah Cobb
Group Business Systems Director

“I feel incredibly proud that Renold is able to offer such an exciting and varied graduate scheme. I understand and have seen the huge impact recruiting positive, energetic and focused employees can have on the success of our business.

Our scheme allows us to offer individuals a range of different experiences and potential trajectories. We want the very best people and will offer them excellent training, development and experience in return.

As Managing Director of the Torque Transmission division I very much enjoy working with our current future leaders and helping to ensure they get a rounded experience of the business as a whole. I am committed to supporting our **Future Leaders** to develop the specialist skills our business requires.

As Renold is making huge strides forwards as a global business, there are great opportunities for dynamic and driven people to have a fantastic start to their careers.”

Adam Worsley
Managing Director - Torque Transmission

“The opportunity for the successful candidates who join the **Future Leaders** graduate programme is fantastic. They get to experience and learn from a specifically designed training programme, building-on and enhancing their skill set.

They gain an understanding of how the business works from a number of viewpoints, while actually contributing in a specific role.

They are not just numbers. They are valued as individuals with quite individual talents. They have mentors as well as opportunities to discuss their development and future with people higher up in the organisation.”

Mark Fish
Commercial Director – Chain Europe



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