

The Vestas logo is located in the top right corner of the image. It consists of the word "Vestas" in a bold, italicized, sans-serif font, followed by a registered trademark symbol (®). The background of the entire image is a photograph of a white wind turbine in a field of tall grass under a blue sky with wispy clouds.

Vestas®

Join Vestas **Graduate Programme**

Experience the forces of wind
and kick-start your career

Wind. It means the world to us.™

Global opportunities for a brighter tomorrow

Vestas is the world leader in wind power solutions, with over 40,000 wind turbines across the globe and over 20,000 employees in 65 countries.

To maintain our success and continue working towards a more sustainable future, we need the best people to take our business forward.

Our Graduate Programme is a critical part of our strategy to seek out future business leaders, engineers and project managers; gifted individuals who would like to embark upon an exciting, global career at Vestas.

We are looking for candidates who:

- Hold a relevant Master's degree (or are about to finish one)
- Are professionally and personally committed to an international career
- Enjoy working in a fast-paced, dynamic environment
- Possess the drive and versatility to consistently deliver high performance
- Are eager to develop their professional and personal skills and abilities

Are you ready to kick-start your career?





Cutting-edge technology

to power
our planet

Our future is reliant on finding clean and renewable energy sources to power our continuous development.

We believe that harnessing the power of the wind and using cutting-edge technology to turn it into electricity will play a significant role in meeting ever-increasing global demand for sustainable energy.

Vestas is the world's only major energy company dedicated solely to wind power. We have over 30 years' experience in the business, and today our turbines generate over 60 million MWh of electricity.

Challenging the worlds best talent to take us forward

Launched in 2006, the Vestas Graduate Programme welcomes up to 70 highly talented individuals each year, with teams starting up in March and September. Our mission is to challenge and develop the best graduates, turning them into dynamic professionals who will take up key positions with us in the near future.

2 years, 3 assignments, multiple countries

The two-year programme is divided into different graduate tracks, each comprising three eight-month assignments. Over the two years, you will work in three different locations, or business units, on different projects.

These are full-time, paid positions, progressing steadily in terms of challenge and responsibility. For each assignment, the emphasis is on giving you the tools, support and knowledge to learn on the job.

As a Vestas graduate, you'll benefit from:

Four graduate training camps over two years.

Ongoing meetings with one of our talent development specialists, to enhance your personal growth through self-assessment, coaching and feedback.

Teams of graduates from all backgrounds and with experience from a variety of business units.

Programme structure & your network



A mentor to provide business advice on how best to progress your career with us, and to help you grow your network of contacts within Vestas.

A global network of more than 100 graduates to share experiences and discuss ideas.

Three different managers and sets of colleagues to learn from.

Performance development dialogue (PDD) – you'll have an appraisal interview with your manager during each assignment, to evaluate your performance and help define your goals and expectations.

Competitive package:

A competitive package – Vestas salary scale is based on external and local benchmarks.

Global bonus programme – performance bonus based on the overall results of Vestas.

Paid-for accommodation as a mobility premium – where necessary, we'll pay for your accommodation during the programme.

We'll pay for you to visit your family once a year.

Global mobility support – advice and guidance from our specialist teams on how to apply for visas.



A person is shown in silhouette, looking towards a wind turbine in a field. The background is a clear blue sky with some bare tree branches in the foreground. The text is overlaid on a dark blue semi-transparent box on the right side of the image.

A world of interesting developments

**Hannes Max Hapke,
Engineering graduate,
2009 intake**

My first rotation was in the Global Research department in Århus, Denmark. I worked in the wind power plant research team, supporting projects to improve the integration of wind power with the electrical grid.

Vestas provides great opportunities to see the world from different angles. I experienced this first hand when I joined the Product Management team in May 2010. In contrast to my typical engineering work, I was instead focusing on business strategies for emerging markets.

In January 2011 I began my third rotation, in the operations department of Vestas Asia-Pacific. Splitting my time between Singapore and India, I've been helping to implement strategies for our key markets in the region.

That's the beauty of working at Vestas – it's a global organisation that offers endless development opportunities. You could be collaborating with colleagues in Singapore one day, and on your way to a project on the other side of the world the next.

International scope

Sophie Ribas,
Business graduate,
2010 intake

Building a career in an innovative, dynamic industry that matches my ethical convictions is important to me. Vestas not only enables me to contribute to the creation of better energy solutions for future generations, but also to develop myself in a stimulating, fast-paced international environment.

I'm currently in my third rotation working in Group Government Relations in Copenhagen, Denmark. My first rotation was in Group Marketing and Customer Insight in Århus, Denmark and my second rotation, was in Business Development in Portland, USA.

By integrating marketing, sales and government relations into my career path, my aim is to gain a broad understanding of the business and its different stakeholders.

For me, the Vestas Graduate Programme is ideal. It offers the opportunity to make a real contribution to one of the fastest growing industries in the world, in a global company characterised by ambition, innovation and a relentless commitment to wind.

Program Methodology

There is a strong emphasis on the methodology that is going to be applied in the program. This of course can be repeated over and over again and that is not in Line but will be extended further on for the sales Function.

Assessment, TO-BE Scenario definition & First Implementation

Program Management	Devel
<ul style="list-style-type: none">Definition of project, business oriented targetsWhat the HR Program must supportAssessment of the real needs of the departments and of the Business Unit (check by departments) and of the departments regarding a strategic unit of the departments (assessing) taking into consideration also the HR StrategyAnalysis of the knowledge sharing processes, needs the involved departmentsAnalysis of the communication and knowledge sharing processes among departments	<ul style="list-style-type: none">Assessment of the people approach to knowledge sharing (also by a survey)Analysis of the IT needs supporting the Knowledge Sharing processIdentify potential stakeholders, to build organization and IT teamDefinition of short, medium and long term improvementsImplementation of the first, easily achievable improvementsBusiness Case Definition for the Improvement Process
<ul style="list-style-type: none">Short, Medium and Long Term improvementsFeedback on first implementationAssessing BenefitsReview of Strategy	<ul style="list-style-type: none">Feedback on first implementationAssessing BenefitsReview of Strategy



Name: The

FOR APPROVAL

Step 1

Design and Execution

Detailed description of the... by the user (7 tasks)... of Analysis (1)

Review of the... up division... contribution of the... with low areas to... of the 'building the... or build better.

Detailed Analysis... of Analysis... structural model to... or build better.

Vestas





New challenges

Gabriele Rampinelli,
Engineering graduate,
2009 intake

I joined the Graduate Programme in 2009, moving to Denmark to work for the Blades Production Unit in the Production Engineering Department. I then moved to Spain to the Projects Department, where I worked until recently, splitting my time between Madrid and Chile where I managed the installation of a wind farm.

I am currently in Portland, USA, working in the Key Accounts Department, looking after Vestas' most important US customers.

I have a Master's degree in Aeronautical Engineering, so as you can imagine, I like working on the technical side of things. But I greatly enjoy the business side, too, being on the front line every day, working under pressure, dealing with new challenges and striving to do my very best. It's exactly what I want for my career.

The Graduate Programme is a great opportunity because it allows you to experience Vestas from different perspectives. You can work in different countries and functions, working on both technical and managerial tasks. It really is a fantastic personal and professional experience.

A Network of Opportunities

**Yusing Wu,
Business graduate
2010 intake**

I previously worked for a multinational company where my duties never took me beyond my business unit. At Vestas, not only am I able to operate in an environment that spans different business units, countries and continents, I'm also acquiring true international experience through learning how to live and work in different cultures.

I joined the Graduate Programme in March 2010, starting in Treasury in Malmö, Sweden. Currently I'm based in Government Relations in Copenhagen, Denmark. The different roles have given me the opportunity to improve my understanding of all facets of Vestas, across areas of the business which I had not even realised were connected.

As a 'career changer', the programme offers me an opportunity to rapidly gain exposure to multiple disciplines and grab a foothold in an exciting industry. Now I feel confident that I can make a difference in my work on both a professional and personal level, which is exactly why I chose to work at Vestas.





Exciting rewards

Anna Julia Andruszkiewicz
Former Vestas Graduate,
2007 intake
Project Manager,
Vestas Quality Management

By having rotations in Denmark, China and USA, both in the production and sales business units, I had a unique opportunity to experience the complexity of a global company from many different angles. Furthermore, I had the chance to work on several interesting and challenging business improvement projects within the areas of quality, finance, supply chain, or even technology with colleagues from all over the world.

Currently, I am working for Vestas Blades in Denmark as a project manager in Vestas Quality Management. I work on various cross organizational improvement projects in cooperation with all our factories located in China, USA, Spain, Italy Germany and Denmark. What I like best about my work is that every day brings a new challenge!

For a job like this, you have to enjoy learning new things, but you also need to be open and respect cultural differences and, most of all, be prepared for change.

New intake every six months - **are you ready?**

To support Vestas' growth, our Graduate Programme has two annual intakes, in March and September. The specific tracks and positions for each intake may change according to the expected future needs of our business units. The tracks for the next intake will be listed on vestas.com/jobs.

The deadline for applications is typically five to six months before the start date.

Check the timeline for the next intake and read more about our recruitment process on www.vestas.com under 'jobs' and 'graduate programme'.

We typically offer graduate tracks in the following areas:

Sales & Markets

- Key Account Management
- Government Relations
- Marketing & Customer Insight
- Sales
- Service

Finance, Supply Chain & Operations

- Business Performance Excellence
- Sustainability (CSR)
- Supply Chain Management
- Finance
- IT

Technology & Engineering

- Quality Management
- Production Engineering
- Systems Engineering
- Technology R&D

A woman with dark hair, wearing a black turtleneck and a long necklace, is speaking and gesturing with her hands. She is standing in a modern building with large windows and structural beams. A man in a dark suit is seated in the foreground, looking towards her. The background is bright and slightly out of focus.

Experience the forces of wind

As one of the world leaders in wind power and with wind turbine installations in over 65 countries, Vestas looks to accelerate innovation through the development of our employee's skills and talents. Our goal is to reduce CO₂ emissions dramatically and ensure a sustainable world for future generations. **Read more and apply at vestas.com/jobs**

Vestas Wind Systems A/S
Alsvej 21 . 8940 Randers SV . Denmark
Tel: +45 9730 0000 . Fax: +45 9730 0001
vestas@vestas.com . vestas.com

©Vestas 2011

This document was created by Vestas Wind Systems A/S and contains copyrighted material, trademarks and other proprietary information. All rights reserved. No part of the document may be reproduced or copied in any form or by any means such as graphic, electronic or mechanical, including photocopying, taping or information storage and retrieval systems, without the prior written permission of Vestas Wind Systems A/S. All specifications are for information only and are subject to change without notice. Vestas does not make any representations or extend any warranties, expressed or implied, as to the adequacy or accuracy of this information.