



“The International talent programme is a unique chance for learning and development”

Roberto Bento
(Former programme participant from Brazil)



“The international talent programme for me is like a window to rediscover my true self and potential as a professional and to realign my career objectives.”

Aaron Ng
(Former programme participant from Malaysia)

Why join us?

Here are a few good reasons for joining Aker Solutions:

- You will get almost 20 000 new friends and colleagues from day one
- We expect all our colleagues to deliver excellent results - but also to achieve them in a way that is aligned with our values
- We can demonstrate more than 150 years of industrial history and technology development
- Our customers choose us for the most challenging engineering and technology projects around the world
- The most challenging projects attract the best people - and hopefully also you
- Our HSE record demonstrates that we care about our people
- We are a rapidly growing company - both in size and in geographical presence
- Our Aker Academy will help you meet your career development goals



How to apply

Please visit www.akersolutions.com between 4 October and 13 November 2011



Aker Solutions
**International talent
programme 2012**

Join an industry leader

Our strategy is simple

Attract, recruit, retain and develop talent that will build on our ability to win and execute new business in future growth markets.

About the programme

For the fifth time, we have launched our search for participants for Aker Solutions international talent programme.

Designed for graduates with business education at master level, the programme lasts two years and offers three eight-month assignments in Aker Solutions' businesses worldwide.



“The Aker international talent programme has given me a wonderful platform to explore different career paths while being employed in the same company!”

Tejaswini Shivakumar (former programme participant from India)

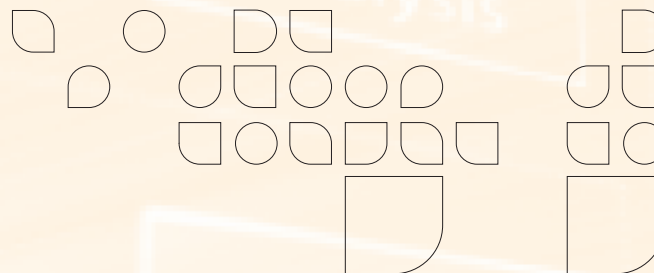
What will you do?

Through the assignments, you will acquire insight into key business drivers, profit, loss and commercial thinking. Assignments will be “real jobs” that will challenge you and allow you to make a real contribution to the business. You will be a member of a team working in fields such as:

- Business and project controls
- Business development and sales
- Financial management
- Supply chain management
- Business operations
- Contract management
- Project execution

Your three assignments will be in 2-3 different countries worldwide giving you cross-cultural exposure.

When you have successfully completed the programme, we will encourage you to further develop your skills and experience in a fulfilling, long term career with Aker Solutions.



Tools that support learning

A personal mentor with extensive experience and coaching abilities will provide continuity through the life of the programme and act as a resource for exploring current issues and areas for personal development.

Regular, intensive workshops will bring all the programme's talents together, building up your personal networks, sharing your experience and delivering relevant training from key Aker Solutions personnel and other carefully selected resources.

Personal development plans based on your previous experience and future career goals, will be monitored with follow-up dialogues and individual evaluations.

YOU have

- A business education at master level and preferably an engineering degree
- Recently graduated with maximum of 3 years of job experience after graduation
- International exposure and fluency in English
- Ability to build trusted relationships cross cultures
- Commercial drive and deliver results
- “Hands-on” attitude, proactive and analytical
- Capability to adapt to change