

## THE OPPORTUNITY

Howden are delighted to announce that our Apprenticeship Programme is now open for 2021. We have an excellent opportunity for three individuals to complete an accredited 4-year Craft apprenticeship within our Compressor business. Our apprenticeship programmes are and excellent grounding for those wishing to pursue a career in engineering that allow you to develop in many different areas in the engineering field.

## THE COMPANY

Originally founded by James Howden in Scotland as a marine engineering firm in 1854, Howden has grown and evolved into a global leader in manufacturing air and gas handling solutions. With the power of our engineering expertise and technology, our equipment plays an integral role within our customers' processes, which provide safe and reliable solutions that are both sustainable and efficient.

Howden supports multiple sectors including infrastructure, power generation, oil & gas, wastewater, metals, mining and transportation.

We work in partnership with our customers, wherever they are, to deliver sustainable and customised solutions. For over a century we have built a strong global network of experts that is formed from responsive local service and delivery teams, in more than 100 countries, who are familiar with local requirements and challenges.

We are proud that our people and business are part of the communities in which we operate in.

Our mantra is 'revolving around you', something that has underpinned our business since it was established. Constantly improving our products and services according to our customers' needs, Howden has never stood still.

What makes us Howden? Our Vision drives us; Our Mission directs us; Our Values define us.

## OUR VISION & MISSION

We enable our customers' vital processes, which advance a more sustainable world  
We combine our technology and worldwide engineering expertise to design and deliver solutions and services that optimise our customers' air and gas handling processes.

## OUR VALUES

Our values are the principles by which we do business. We deliver our promise by living these values, which supports our culture. Our values define who we are, what we believe in and are fundamental to our success.

### We enable our customers success

When our customers succeed, we succeed. We build partnerships with our customers so that we understand their goals and aspirations, and use our expertise to deliver solutions that add real value.

### We do the right thing

Keeping each other safe is always our priority. We operate ethically, with honesty and transparency, and with respect for the communities where we live and work, to help build a more sustainable world.

### We adapt and innovate

As markets evolve, so do we – it is part of our Howden heritage, and our future. We see change as an opportunity and use our passion for solving complex problems to create innovative solutions.



### We recognise the value of people

Our diverse, talented and inspired people make Howden. We each play our part, aligned to a common purpose, working together so that we learn, we grow and we make a difference.

### We strive for excellence

With customers in mind, and as One Howden, we are committed to continuous improvement as a way of life. We challenge ourselves every day to be more efficient and more effective in everything we do.

## OUR PEOPLE

We have diverse workforces within our Factory Operations team many of whom have experience of completing their own Howden Apprenticeship. Some have also taken the opportunity to develop the learnings of the apprenticeship further into various leadership roles throughout our business.

## THE TRAINING

Throughout your 4-year apprenticeship programme, our qualified engineering team in conjunction with our accredited training centre will mentor you to enable you to develop successfully to build a career with Howden. In recognising the value of our people, you will have the opportunity to continue your education up to HND Level and potentially go on further to complete a university degree if you choose. To help you to continue on your journey throughout our business.

## THE CANDIDATES

In order to apply for an apprenticeship with Howden you will need to have achieved school grades that include the following at National 5C or above:

- Maths
- English
- Physics
- Chemistry
- A technical subject such as Craft & Design or Engineering Skills.

You should also be able to display good communication skills and have competency in Microsoft office packages.