



JM Graduate Programme - US

Join the team behind the science and technology that's creating a cleaner, healthier world



Inspiring science, enhancing life

As a global leader in sustainable technologies, we apply our cutting-edge science to create solutions with our customers that make a real difference to the world around us.

We've been leaders in our field for more than 200 years, applying unrivalled scientific expertise to enable cleaner air, improved health and the more efficient use of our planet's natural resources. And our story doesn't end there. Through continued investment in sound research and development, we're tackling the world's big challenges into our third century and beyond.

We have ambitious plans for growth and need talented individuals to help shape and lead us into our next century. Our values will resonate with your passion for sustainability and innovation, and our development programme will help you fulfil your ambition for professional growth and future leadership roles.

Our strength lies in diversity – of our people, our business and the opportunities we offer. No two career paths are the same – you'll forge a journey with JM that reflects your strengths, interests and passion. And we'll support you as you drive your career forward...



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Over 90% of our sales come from technologies that benefit the environment and our health, enhancing people's lives on a global scale. Be part of it.

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Start your journey

How it works

Our Graduate Programme is currently recruiting in three main areas:

➤ Commercial

➤ Operations

➤ Science



The core programme lasts for two years during which you will experience three 8-month placements within your chosen career path each in a different business and JM location in the US. This gives you an

exciting opportunity to advance your career as well as quickly experience and develop a breadth of understanding of one of the world's leading companies in sustainable technologies. As JM moves into its third century,

working more collaboratively is key, and being part of our Graduate Programme will put you at the heart of this as you move around our different businesses with each placement.

Step up to the challenge

Whichever career path you choose, the structure of the Graduate Programme is designed to challenge you. It will help you develop a broad understanding of JM, build your technical expertise and equip you with the skills and knowledge needed by our future leaders. In addition to providing a robust and challenging programme, we also believe strongly in mentoring and coaching, so you will be assigned a mentor who will provide support and career advice throughout your journey.

Develop you

Alongside other JM colleagues from across the world, you'll have access to leading training delivered by both internal and external experts designed to help you maximise your personal effectiveness and prepare you for your first leadership role.

Review

We know that you value feedback – so in addition to the support and feedback you'll get from JM colleagues during your placement, you'll also have a comprehensive review at the end of each 8 month placement. This review will give you the opportunity to reflect on your performance and successes and plan for the next stage of your development.

Next steps

After two years and at the end of the core programme you may have found your niche and landed your perfect role. We'll make sure your transition from the Graduate Programme is smooth, and you'll still have access to your mentor to help you keep focused on achieving your long term ambitions in JM.

Alternatively, you may want to take advantage of an optional third year. This would involve a highly challenging placement, perhaps an international assignment or a secondment into a completely different function or career path. This additional year will help you hone your skills and ambition further, either deepening your level of expertise or giving you an alternative perspective.

Locations

Your JM Graduate Programme journey could take you across the US – locations include West Deptford (NJ), Wayne (PA), Devens (MA), San Diego (CA), San Jose (CA), Savannah (GA), and Sevierville (TN).

Minimum entry requirements

The specific requirements for each career path are detailed on the following pages. However, the minimum requirements to participate in the Graduate Programme are:

- A Bachelor's degree (an advanced degree would be a plus).
- A minimum Overall GPA of 3.2.
- An ability to demonstrate clear ambition, an aptitude for leadership, and a range of academic and personal attributes that will enable you to add value and make an early impact at JM.

Commercial

You know that the world we operate in is changing – global competitors, increasingly complex buying processes, and multiple internal and external stakeholders are just a few of the challenges we face.

You'll recognise that we must keep innovating to meet customer needs while continuing to sustain our competitive advantage. As a graduate on our Commercial career path you'll experience an early career that's customer focused and challenging. You'll have the opportunity to learn what we do across different commercial areas and industry sectors, helping to drive innovation and growth. Developing highly transferable skills as you go, you could find yourself involved in:

Business development

A fundamental driver for our commercial teams and critical to our ambitious growth strategy; working with prestigious clients to maintain relationships and secure significant new contracts. Or you could be part of a team launching new products and services.

Market research

Gaining valuable insights into potential new markets and advising on sales and marketing strategy.

Driving commercial excellence

Becoming a commercial expert, making sure we share knowledge and best practice across JM and develop world class processes and business models.

Your learning will be underpinned by training and expertise from our experienced team of professionals and you'll be mentored by a Senior Commercial Manager or Director. Combined with your leadership training, you can expect to be incredibly well placed for an exciting and successful career at JM.



Entry requirements for Commercial

Technical

Our business operates in highly technical fields, so ideally you'll have earned a technical degree at Bachelor's level or above in Chemical Engineering, Mechanical Engineering, Materials Science or a related field, backed by a strong academic track record with a minimum 3.2 overall GPA. We recognise that while earning your technical degree, your exposure to the commercial applications of those skills may have been limited. This programme is the perfect opportunity to explore that interest. It's important that you're able to demonstrate your interest in moving into a commercial role, in addition to the broader capabilities you can bring to help you succeed.

Business

Alternatively, you may have earned a Bachelor's degree in a business related field such as Business Administration, Management, Economics or Finance based discipline combined with an academic profile that reflects a minimum overall GPA of 3.2. An advanced degree is a plus. You'll need to demonstrate a strong aptitude for science, as well as a passion for applying these skills in a science and technology based product and services environment.

Operations

Operational excellence is at the heart of everything we do. Boosting efficiency, creating high performing teams and continuously improving our processes – while maintaining the highest standards of safety – all require great technical knowledge combined with outstanding leadership. As a graduate on the Operations career path, you'll develop the skills needed to make this happen.

You'll experience a variety of our facilities and manufacturing/process technologies, gaining fascinating insights and learning about the core of our businesses. Each rotation builds upon the other, increasing the level of responsibility you take on. Whether working with teams, processes or driving continuous improvement, your placements could involve working in:

Auto-catalyst manufacturing

As the supplier of one third of the world's auto-catalysts, our high-tech production facilities are continually evolving.

Industrial catalysts and absorbents

Serving a number of industries, from pharmaceuticals to refineries, always ensuring the highest production standards.

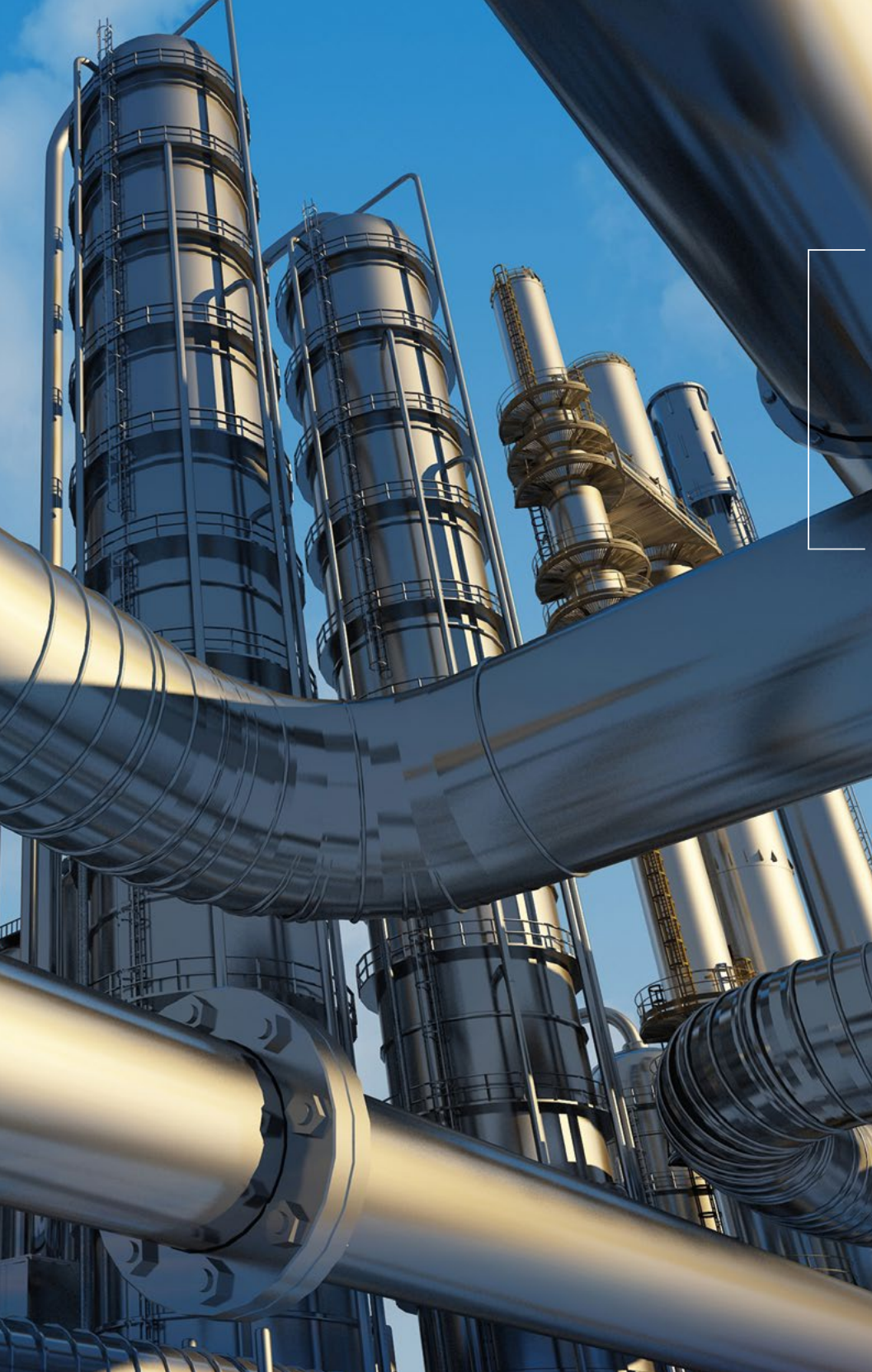
Precious metal products and services

Manages, distributes, refines and recycles precious metals and fabricates products using precious metals and related materials.

Battery systems

Design and manufacture of advanced lithium-ion battery systems tailored to the specific needs of our customers – from prototype to volume production.

The above provides just a flavour of the breadth of our organisation. You'll learn about our businesses and share best practices across the group. You'll have the opportunity to benefit from our Manufacturing Excellence programmes, with access to support from leading experts from across the globe.



Entry requirements for Operations

Our Operations roles currently require a Bachelors' degree in Engineering (Chemical, Mechanical or related) or a Material Science degree. This will be supported by a strong academic track record that includes a minimum 3.2 Overall GPA.

Science

Research and Development is at the core of everything JM. Over 12% of our global workforce are dedicated to R&D activities and we spend around £200 million a year on R&D projects. Our science sets us apart from the competition, drives sustainability and sets the pace for innovation across JM. Learning from the best, you'll hone your technical skills and apply your knowledge across a diverse range of disciplines, while developing into a future leader who can successfully lead projects and teams, and help us tackle our strategic R&D challenges.

Through your placements you will have the opportunity to work in different technology centres within our various businesses, where similarities and differences between labs, production and customers will broaden your skill set as you help our products reach their market.



Entry requirements for Science

Roles on our Science career path currently require a Bachelor's degree or higher in Chemistry, Biology or related science field. This will be supported by a strong academic track record with a minimum 3.2 Overall GPA.

Rewarding you

JM is committed to the wellbeing of its employees. This includes physical, financial, social and emotional wellbeing. Consequently, we offer a flexible and comprehensive reward and benefits package that recognises the needs of its employees. JM is also committed to recognising good performance, so your successful performance at JM will also enhance your compensation.

On joining the JM Graduate Programme, we'll provide you with a highly competitive starting salary, a welcome bonus, plus you'll be eligible to join the JM annual bonus plan each year as well as receive other market leading benefits, some of which are summarised opposite.



Your health is important to us

We provide comprehensive healthcare benefits that are both affordable and flexible so that they meet the needs of you and your family. This includes medical, prescription, dental and vision insurance with additional income protection coverage such as life and disability.

Helping you save for the future

Although your retirement is some way off, JM wants to help you prepare, so we provide you with an 8% defined contribution pension plan. You don't need to pay anything into the pension plan to receive this contribution from JM. In addition, we provide a 401(k) plan where JM will match any voluntary contributions you make up to 4%.

Work-life balance

We know that work-life balance is important, so we provide Paid Time Off (PTO) to help you maintain that balance plus you'll have the option to buy or sell up to 5 PTO days each year. We also provide a tuition reimbursement programme for higher education should you wish to advance your education further; and give you access to a range of retailer discounts.

What our graduates say

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I expected the role to be challenging and it certainly has been, but already I can look back at this short time and see how much I have developed as a leader.

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“

JM's Graduate Programme aims to develop graduates by exposing them to a variety of roles across different sites.

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I have a large support network, so you never feel alone. It was clear from the day I submitted my application that graduates are valued.

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“ JM's commitment to sustainability was a key driver for me to apply for the scheme - from the products it makes to the practices it encourages. I wanted to be confident that the company I worked for was genuinely making the world a better place for the future. ”



Join us

Are you ready to begin a stimulating and challenging career journey with us?

Does the idea of collaborating with new people, living and working in new places and building your leadership and technical skills feel like the perfect next step for you?

Join the JM Graduate Programme in three steps and start your career with us.

1. Apply online

Provided you meet the minimum entry requirements, we encourage you to apply to JM's Graduate Programme online at www.matthey.com/careers. Please submit both a resume and cover letter. Your cover letter should address the career path you are interested in applying to.

2. Telephone interview

Selected candidates will be contacted to participate in the first phase of our screening process, which will consist of a telephone interview.

3. Assessment

Following a successful telephone interview, you will be invited to participate in an assessment at one of JM's assessment centres. This will include a full day programme that will give you the opportunity to display your leadership skills and talents. You will also meet experienced leaders and technical experts from within JM, and learn more about the JM Graduate Programme and the career opportunities that exist at JM.

You can find our more details about JM, our policies on Equal Opportunities and Data Protection, as well as apply for the Graduate Programme, at matthey.com.

If you have any questions please email us at graduates@matthey.com.