

## Graduate Engineer

Department: Engineering

Company: **AESSEAL plc**

Job Ref. No:

Reporting to: Engineering Manager

Location: **Rotherham - Mill Close**

## Job Purpose

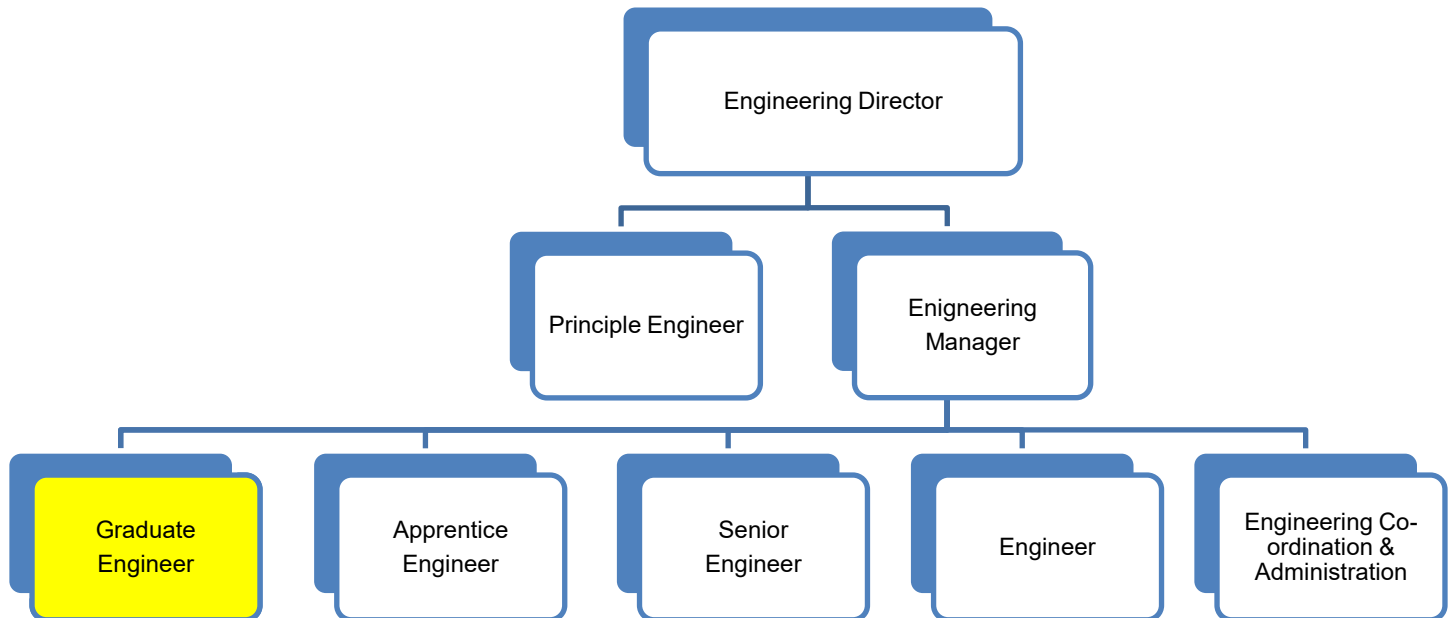
AESSEAL is one of the world's leading specialists in the design and manufacture of mechanical seals and seal support systems. Our products improve the reliability, efficiency and sustainability of rotating equipment across a wide range of industries worldwide.

The Graduate Engineer role forms part of the AESSEAL Engineering Development Programme and is designed to develop future engineering specialists and leaders through structured rotations across Engineering, Manufacturing, Assembly, Testing, Commercial, Procurement and Quality functions. The role provides practical experience of the complete product lifecycle, enabling graduates to develop technical competence, commercial awareness, problem-solving capability and continuous improvement skills while contributing to real business projects and supporting the delivery of customer value.

## Job Dimensions

During the Engineering Development Programme, the Graduate Engineer will gain structured experience across Engineering, Manufacturing, Assembly, Testing, Quality, Commercial and Procurement functions to develop an understanding of the complete product lifecycle. The role will involve supporting engineering activities, understanding customer requirements, developing knowledge of AESSEAL products and technologies, participating in design and problem-solving activities, and collaborating with departments across the business to deliver customer value and business improvement initiatives.

## Organisation Chart



## Principal Accountabilities

The Graduate Engineer will be expected to:

- Participate in departmental rotations and complete defined learning objectives and practical assignments.
- Develop an understanding of AESSEAL products, applications, manufacturing processes and customer requirements.
- Support engineering activities including product selection, design modifications, drawing creation, technical calculations and documentation.
- Assist with the investigation and resolution of engineering, manufacturing and quality-related issues.
- Contribute to continuous improvement projects aimed at improving quality, productivity, lead time, cost or customer value.
- Work collaboratively with Engineering, Manufacturing, Assembly, Testing, Commercial, Procurement, Quality and Customer Support functions.
- Build an understanding of project management, root cause analysis, problem-solving methodologies and business processes.

- Maintain accurate records of learning, project work and development activities throughout the programme.
- Present rotation outcomes, project findings and improvement recommendations to departmental managers and stakeholders.
- Demonstrate AESSEAL values of Teamwork, Respect and Integrity whilst developing towards independent engineering responsibility.

**N.B this list is not exhaustive, the job holder is required to carry out reasonable tasks within the level of skill and ability.**

## Skills, Knowledge and Experience

| Criteria                      | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Desirable                                                                                                                                                                                                                                                                                                  |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Qualifications</b>         | <ul style="list-style-type: none"> <li>• Degree or Master's degree in Mechanical Engineering or a related engineering discipline.</li> </ul>                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• MEng qualification.</li> <li>• Year in Industry, industrial placement or internship experience.</li> <li>• Minimum predicted or achieved 2:1 classification.</li> <li>• Working towards professional registration.</li> </ul>                                     |
| <b>Skills &amp; Knowledge</b> | <ul style="list-style-type: none"> <li>• Strong analytical and problem-solving skills.</li> <li>• Effective written and verbal communication skills.</li> <li>• Ability to work independently and as part of a multidisciplinary team.</li> <li>• Good IT literacy.</li> <li>• Ability to learn and apply engineering principles.</li> <li>• Willingness to work across multiple business functions as part of a structured development programme.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of 3D CAD software.</li> <li>• Understanding of engineering analysis, manufacturing or product development principles.</li> <li>• Knowledge of continuous improvement methodologies.</li> <li>• Awareness of project management principles.</li> </ul> |
| <b>Experience</b>             | <ul style="list-style-type: none"> <li>• Evidence of engineering projects, university coursework, design activities or practical engineering experience.</li> <li>• Demonstrable interest in engineering and technology.</li> </ul>                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Industrial placement, internship or Year in Industry experience.</li> </ul>                                                                                                                                                                                       |

|                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                               |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Character</b> | <ul style="list-style-type: none"><li>• Curious and motivated to learn.</li><li>• Strong sense of ownership and accountability.</li><li>• Positive attitude and willingness to embrace change.</li><li>• Commitment to continuous improvement.</li><li>• Effective collaborator with strong interpersonal skills.</li><li>• Excellent attention to detail.</li><li>• Demonstrates AESSEAL values of Teamwork, Respect and Integrity.</li></ul> | <ul style="list-style-type: none"><li>• Leadership potential demonstrated through academic, sporting, voluntary or extracurricular activities.</li><li>• Desire to develop towards technical specialist or future engineering leadership roles.</li><li>• Interest in pursuing professional development through MPDS and professional registration.</li></ul> |
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## **AESSEAL® overview**

AESSEAL® is part of the AES Engineering Ltd Group, a global engineering and reliability leader with sales exceeding £283 million. We design and manufacture mechanical seals and seal support systems that keep industry moving, and our innovations are engineered to minimise environmental impact, helping customers cut waste, save energy and combat climate change.

We're proud of an exceptional reputation and an equally strong commitment to social responsibility.

Careers at AESSEAL® are built on opportunity. We develop talent from apprenticeships upwards, give people room to grow, take on responsibility and progress into management roles.

Explore our day-in-the-life videos to meet the teams and see what your next role could look like. Employees are encouraged to make a difference beyond the day job, working with schools to inspire future engineers and entrepreneurs, sponsoring GUTS events, and driving our mission to achieve global Net Zero.

Our culture of excellence is recognised with 16 King or Queen's Awards and numerous ISO certifications across quality, health and safety, environment, cybersecurity and more. With year-on-year sales and profit growth, and over £61 million invested in facilities and machinery, AESSEAL® offers the resources, stability and ambition that make it a uniquely rewarding place to work.



## Our core values

Our Purpose is to give our customers such exceptional service that they need never consider alternative sources of supply.

- We pursue excellence in order to continuously improve.
- We promote, embrace and manage change.
- We champion honesty and fairness.
- We are committed to protecting the environment.
- We create an environment where we are happy at work.

Our vision is to become the leading global reliability business, delivering solutions to help industries save water, energy, cut pollution, and create a better world.

Our focus - to us, the customer really is king. It is our focus on customer service and quality that has seen us grow year on year since we were established in 1979. Today we have 69 businesses from 108 locations, serving over 100 countries, and employ a global network of sales engineers and technical support specialists.



## The benefits

At AESSEAL®, we recruit and develop the most talented individuals, whether that's in engineering, sales, service, or support roles.

Working collaboratively across our global operation, we are one 'family' community, where teamwork is encouraged and clarity, mutual respect, and understanding are key. If you would like to find out more about our current vacancies and apprenticeship schemes, please navigate using the careers menu.

## What are the benefits to working for AESSEAL®?

- Pension Scheme including Salary Sacrifice
- Aspire to Retire Scheme
- Life Assurance
- Length of Service Scheme (5 years, 10 years, 15 years, 20 years, 25 years, 30 years and 35 years)
- Mindful Employer – Supporting Mental Health
- Cycle2Work Scheme
- EV Car Scheme – partnered with Octopus Energy
- BenefitHub – exclusive discounts, rewards and cashback
- STAR Awards - £250 Amazon Voucher
- Sporting Tickets
- Westfield Health cover at discounted rates
- Help@Hand – Employee Wellbeing and Mental Health
- AES Tree Walk
- Free On-Site Parking and EV Charging Facilities

