

BE PART OF
SOMETHING BIGGER

GRADUATE PROGRAM

PLEXUS®

GLOBAL EXCELLENCE



Since 1979, Plexus has been partnering with Companies to create the products that build a better world. Focusing on the most complex and highly regulated products in the Healthcare and Life Sciences, Industrial, and Aerospace and Defense sectors our Global team of over 19,000 individuals are dedicated to providing end-to-end solutions to our Customers; from Product Design, Development and Testing, Supply Chain, Manufacturing and Aftermarket Services.

In Europe and the United Kingdom (UK), our team of over 2,300 employees provide a seamless product realization experience to our Customer's from our sites located in Kelso and Livingston in the UK, Darmstadt in Germany and Oradea in Romania.

OUR GRADUATE PROGRAM

We know that choosing a Company at the very start of your career is a big decision. That's why we have created a Graduate Program that will engage, challenge and inspire you to reach your full potential.

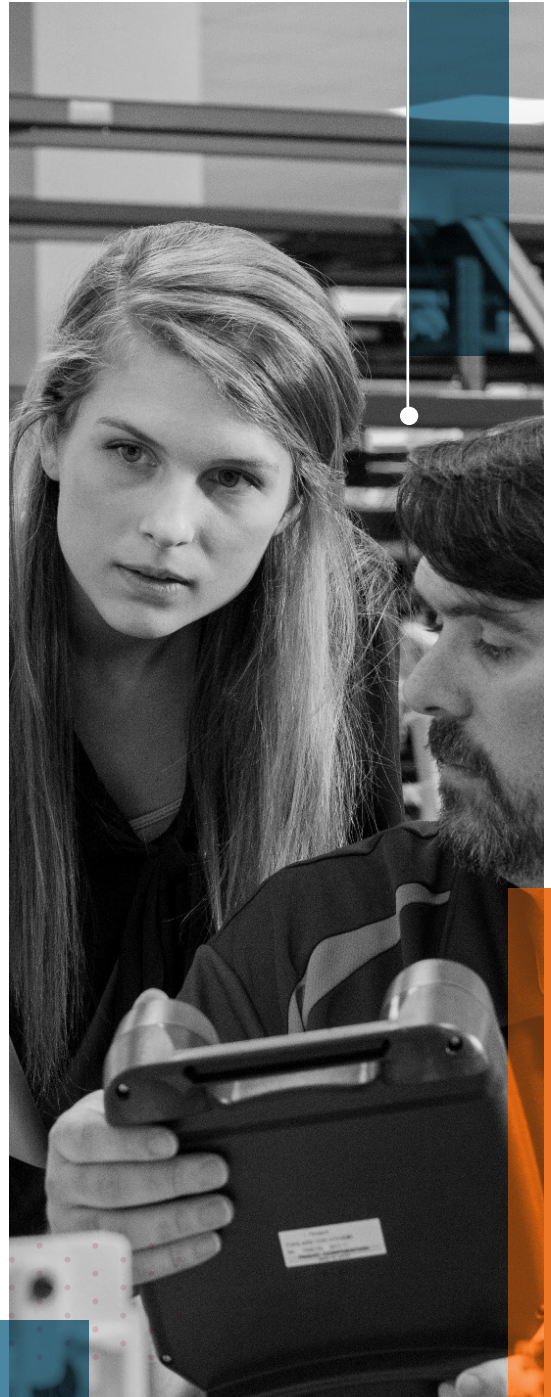
Our two year Graduate Program will give you essential experiences in a number of key business areas and will stretch you out of your comfort zone and immerse you in a world of creativity and innovation. Throughout the program you will be mentored and supported by some of the most talented people in their fields, individuals who are deeply passionate about rolling up their sleeves and working on technologies and innovations that are changing our world.

Our rotational program means that you will have the opportunity to experience working in any of our functions (outlined below). Rotations are a wonderful way of helping you identify what you are good at, and what you enjoy.

SUPPLY CHAIN | **OPERATIONS** | **FINANCE** | **INFORMATION TECHNOLOGY**

HUMAN RESOURCES | **ENGINEERING** | **PROGRAM MANAGEMENT**

Your talent and fresh perspectives are essential to the continued growth and success of Plexus.



MAKE THE SMART CHOICE



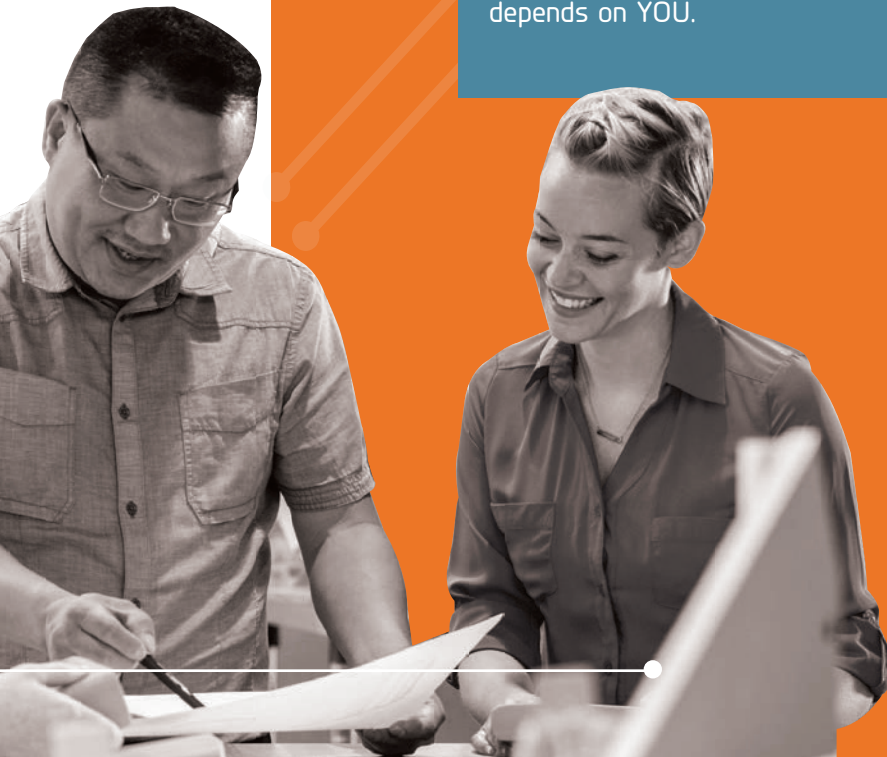
WHAT WE OFFER

Your development is our priority. A bespoke development plan will allow you to work on the technical skills, competencies and experiences that are most important to you. Online learning, formal leadership programs, assessments, assignments and technical and/or leadership paths are examples of what offer.

You will be joining an organisation committed to local community involvement and to encouraging our employees to participate in outreach activities at local Schools, Universities and Colleges to promote careers in the STEM fields. Plexus' commitment to making an impact in it's local communities is highlighted by our pledge to allow each and every employee 8 hours of paid volunteering time off each year.

You will be offered a full time, permanent and competitive employment contract as well as benefits which include; flexible working arrangements, employer pension contributions, excellent holiday entitlement, paid family leave and an Employee Assistance Program (EAP). There are also other benefits available that are Country specific.

Above all, you will be joining an organisation that understands that it's success depends on YOU.



SEIZE THE OPPORTUNITY.
LEARN FROM THE BEST.
TAKE ON THE CHALLENGE.

WHAT WE ARE LOOKING FOR

We are looking for our next generation of leaders and because of this, you will be assessed against leadership competencies shown to be common amongst successful leaders.

We are looking for individuals who;

- Seize opportunities and exude high energy and enthusiasm [Action Oriented](#)
- Partner with others to get work done and meet shared objectives [Collaborates](#)
- Maintain relationships and exchange ideas and resources [Builds Networks](#)
- Learn quickly, experiment and take on challenges and unfamiliar tasks [Nimble Learning](#)
- Reflect and gain insight into personal strengths and development areas [Demonstrates Self-Awareness](#)
- Seek out new ways to grow and make the most of available development resources [Self-Development](#)
- Deal comfortably with the uncertainty of change [Manages Ambiguity](#)
- Understand that different situations may call for different approaches [Situational Adaptability](#)





OUR PEOPLE CREATE OUR BEST PLEXUS

Be you. Ingrained in our culture of inclusion is the philosophy that each individual offers diverse perspectives, backgrounds and experiences that create great outcomes when we are united as a team.

We **respect** our people and embrace our differences

We **welcome** everyone and value the ideas generated by our collective uniqueness

We **aspire** that all of our people reach their full potential

Our **Plexus Values and Leadership Behaviours** define how we realize our strategy, providing detailed expectations for how Plexus People interact with one another and our Customers.

BE YOU!

RECRUITMENT PROCESS

Our Graduate opportunities go live at the beginning of the year so if you see an opportunity you want to pursue, don't delay in applying.

Throughout the recruitment process, be prepared. Research Plexus, investigate our sought after competencies, prepare your unique selling point and think about the questions you can ask during the interview stages that will help inform your decision about whether Plexus is the right company for you.

1

Step One: Online Application

Before applying, make sure you are eligible to work in the Country where the program is based

2

Step Two: First Stage Interview

A diverse panel will meet with you for a competency based interview

3

Step Three: Second Stage Interview

Another opportunity to meet a variety of people ranging from senior leaders to new joiners and former Graduates. It is at this stage of the process where you may be asked to participate in assessment based activities.

4

Step Four: The Offer

Human Resources will talk you through all aspects of our offer

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Step Five: On-Boarding

We ask you to supply information that will support our on-boarding process



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