

KMG Systems Ltd Multidisciplinary Graduate Scheme

Overview

The KMG Multi-Disciplinary Graduate Scheme is designed to give graduate engineers exposure and experience across different engineering departments. This gives graduates a richer training and leads to more experienced engineers who can work across departments. Graduates will work on live projects, which are designed and manufactured on our site in Gamlingay. This provides the opportunity for experience in design and manufacture of our products, with opportunities to be involved in the full life cycle of the product. Our graduates are fully embedded into each team they work with and involved in the day-to-day activities of each department, learning transferable skills on-the-job.



The Structure

Graduates will generally take the following route through the business, with exact dates discussed to suit the workload at the time. Skills developed in each placement are highlighted below. Typically the overall scheme lasts 2 years and 10 months.

- Design Office (9 months)
 - Typically includes CAD (Solidworks), design, creating manufacturing drawings, communication with shop floor
 - Includes a few days in the factory with laser cutting/pressing/welding
 - Allows for developing general business awareness
- Electrical Department (6 months)
 - Producing electrical datapacks, including electrical schematic, P&ID, I/O lists, panel layouts, network diagrams and panel specifications.
 - Producing drawings for manufacture of small control enclosures, external controls
 - Electrical assembly and control panel testing
- Automation Department (6 months)
 - Automation Control System development and testing
 - Use of Allen Bradley and Siemens software and SCADA
 - Panel Testing and internal commissioning
- Factory Experience (3 weeks)
 - Cutting, flat bed laser/tube laser, machining, pressing
 - MIG, TIG and laser welding
 - Assembling and fitting

- Projects Department (6 months)
 - Management of your own live customer projects
 - Communication with customers, suppliers and across departments
 - Potential site visits for survey, installation and commissioning
- Sales (6 months)
 - Quotation preparation, including cost estimation and proposal writing
 - Technical support for customer enquiries
 - Customer visits and site surveys

Support and Training

All graduates will be assigned a mentor and a training plan throughout to support your development, with all actions and targets tracked in our in-house Graduate Manager App. Regular reviews ensure that you will continue to progress well and as you complete each part of the program you'll collate a portfolio of evidence to indicate your achievements. This evidence may be suitable for future use in obtaining Chartered Engineer status. At the end of the programme, you'll be ready to be launched into a career at KMG.

Scheme Completion

Following these placements, you would have a formal review with your line manager and another



member of senior management to discuss your progress and mutually agree your best fit in the business. We will then be able to successfully launch you into your KMG career in your chosen department.

At this stage you have completed the scheme and there may be opportunities to be involved as a mentor for future graduates. KMG takes ongoing staff development seriously as part of its vision to have the best engineers in the business and you will have regular ongoing reviews and appraisals to facilitate this.

Social Activities

As a graduate at KMG there are plenty of activities to join in with outside of work, including regular company funded work socials, weekly badminton, and graduate organised socials. Some previously organised events have included golf, laser tag, pottery painting, bowling and weekly gaming night. As part of the KMG 50th anniversary celebrations there have been monthly competitions including paper aeroplane throwing, bake off and welly wanging to name a few. The active social life at KMG means you will quickly become embedded as part of the team here. One of our 2022 graduates commented:

“The socials here at KMG have been a fun and relaxed way to network and meet new people, which has been especially welcome having recently moved to the area.”

Candidate Profile

We are looking for candidates who:

- Have a broad understanding and interest in engineering and solving problems
- Want to work across our 5 key teams of design, electrical, automation, projects and sales before finding their preferred specialty
- Want to make a meaningful contribution to a growing business
- Can show initiative and take responsibility for tasks given
- Work well independently and in a team
- Are good communicators with excellent spoken and written English

Knowledge and Experience

- Minimum 2:1 in an IMechE accredited engineering degree (preference to Mechanical/Mechatronics degrees).
- Experience of CAD (Solidworks and Autocad preferred) and programming is highly desirable
- Relevant work experience/extra-curricular engineering activities.
- Need to be able to drive

Benefits

- Pay rises upon completion of each placement
- Possibility of overtime payment during Design placement
- Contributory company pension scheme with contributions matched up to 5%
- 22 days of annual leave (plus bank holidays), rising to 25 in your 3rd year of employment
- Free parking on site
- Regular company funded work socials, with other graduates and current department
- New mentor for each department for support and development throughout

How to Apply

To apply fill out our online form here:

<https://www.kmgsystems.com/graduate-application-form/>

