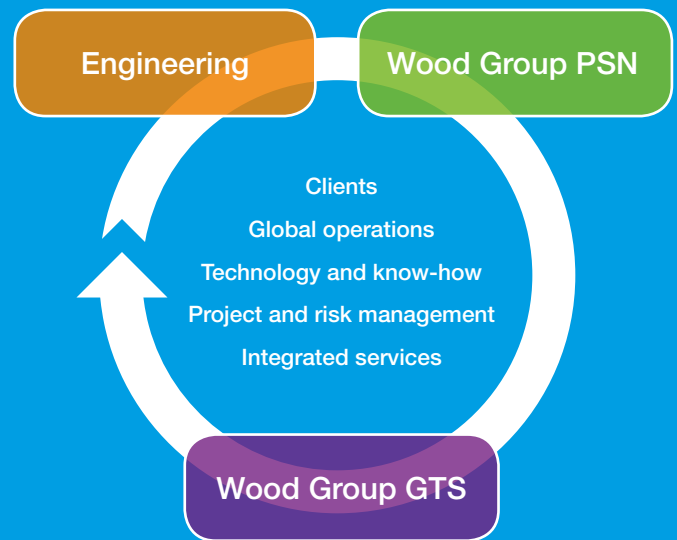




Engineer your future...

Each division comprises a dynamic and diverse collection of businesses and each offers an exciting place for graduates to excel, learn and grow.



The Group

Wood Group is an international energy services company with \$5.5bn revenues, employing around 36,000 people and operating in 50 countries.

The Group has three businesses - Engineering, Wood Group PSN and Wood Group GTS - providing a range of engineering, production support, maintenance management and industrial gas turbine overhaul and repair services to the oil & gas, and power generation industries worldwide.

Engineering ■

A world leading engineering business with strong market positions in upstream, subsea and pipelines, led globally by Wood Group Mustang and Wood Group Kenny. We deliver a wide range of market leading engineering services to the upstream, subsea, pipelines & integrity, downstream & industrial and renewable energy sectors.

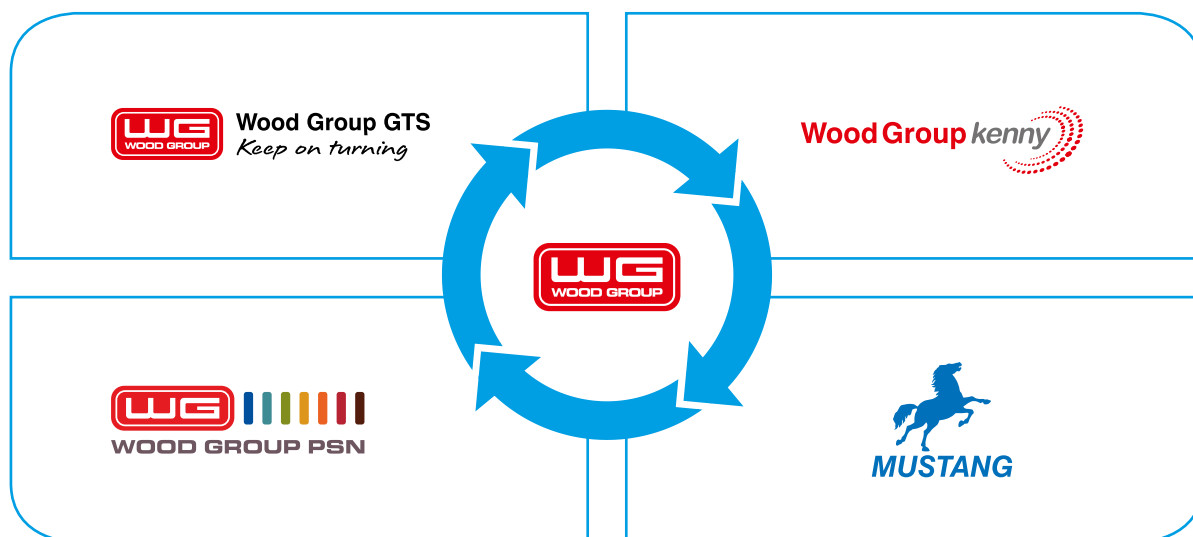
Wood Group PSN ■

The world leading production facilities support provider. We are a global provider of pre-operations, hook up & commissioning, operations & maintenance, engineering, construction, project management, training and decommissioning services to the energy industry.

Wood Group GTS ■

Wood Group Gas Turbine Services (GTS) is a leading independent provider of services and solutions for clients in the power, oil & gas and renewable energy markets. Worldwide, these services include power plant engineering, procurement & construction, operations & maintenance and repair & overhaul of gas turbines and other high-speed rotating equipment.

Where do you fit best within Wood Group?



Foreword from our Chief Executive

Wood Group offers a number of dynamic graduate training programmes across our diverse collection of businesses. Named as one of the UK's top employers four years in a row (2008 – 2011), we pride ourselves as being one of the leading service providers to the oil & gas and power industries worldwide.

Our success is demonstrated by the long term relationships we have with major international operators, national

oil companies and power companies throughout the world. Such a diverse client base provides opportunities for our employees to work on a variety of challenging projects and with operations in 50 countries, opportunities for advancement exist far and wide.

Our structure and approach allows each of our businesses a high degree of autonomy and independence. The result is many different cultures, destinations and career paths under a single corporate umbrella. It makes for exciting opportunities for our graduates.

As we continue to invest in broadening our services and extending our geographic reach, the future at Wood Group promises to be exciting. We are looking to develop our leaders of tomorrow and if you want to have a fast-paced, challenging and rewarding career, you could be one of them.

Allister Langlands
Chief Executive

Whether your interest is in greenfield or brownfield engineering, subsea & pipelines, process & facilities or gas turbines, each of our businesses can offer graduates something different.

Creating a safe and ethical culture in which our people can thrive, maintaining a healthy workplace and minimising adverse environmental impacts underpin our Group Core Values.



Our people and social responsibility

We believe in putting our people first and encourage our employees to strive to maintain a healthy work-life balance. Promoting and enhancing health and wellbeing is an integral part of our Core Values and Vision for HSE Excellence. Education and raising awareness of key health issues plays an important part in our initiatives, which include employee health fairs and exercise challenges.

Being socially responsible is integral to the way we operate. We aim to make a positive difference to the communities where we operate and we encourage all our people to engage in community projects at a local level. We support an extensive range of local and international charities spanning health, education and the arts. We also have a well established Employee Community Fund supporting charities and fund raising efforts involving our employees.

Some of our initiatives

K'NEX challenge - a national programme designed to introduce engineering to primary school children. A number of our graduates volunteer as judges and ambassadors.

Heart of Mustang - a charitable initiative supporting a range of community projects. The 'Yellow Velos' cycling team took part in a 280 mile cycle ride from London to Paris.

TeamWG - we participate in a number of inter company health and sport challenges including an annual corporate decathlon in Aberdeen.



What we offer

Our success as a company depends upon the success of our people. It's no surprise then that we are dedicated to developing our employees. Whatever discipline and division you join, we will ensure that you receive the right experience, exposure and training to develop your competencies. This is achieved through on-the-job learning, mentoring and technical & business skills training.

We will help you to build a portfolio of experience and a rewarding career with Wood Group. You will have the opportunity to work with our clients, highly innovative companies representing a broad range of project types. Wood Group is also committed to promoting from within, to looking for our future leaders from among our workforce.

Benefits of joining

- Competitive salary
- Excellent rewards including private medical & dental care and pension plan
- Discounted gym membership
- Early responsibility
- Structured training and mentoring
- Professional development towards Chartership
- Varied projects
- Regular performance reviews
- Career choices and long term progression
- International opportunities
- Comprehensive induction
- Relocation support

Our exceptional portfolio of services and diverse range of training programmes mean there are many different career choices for graduates at Wood Group.

A global network
of over 22,000
people in over
35 countries.
UK offices
in Aberdeen,
Glasgow, Hull
and Runcorn.

Project examples

- **Centrica - Hummingbird FPSO, North Sea:** duty holder responsibility on Sevan Marine's innovative Hummingbird FPSO, the first cylindrical mono-hull design to be introduced into the North Sea.
- **TOTAL E&P UK - North Sea:** providing engineering design, procurement, construction and ancillary services to TOTAL's four offshore assets, Alwyn, Dunbar, Elgin, Franklin, plus St Fergus, TOTAL's onshore site.
- **AREVA T&D - Sheringham:** awarded the design and project management of two offshore substations on the Sheringham Shoal Offshore Wind Farm, the company's first move into the renewable energy sector.





“I’ve had significant responsibility, working on high-profile projects, onshore and offshore, while pursuing Chartership with IET.”

**Kirsty
Instrument**



“I’ve gained diverse project experience working with different clients and completed a ten month placement in Brunei.”

**Alex
Electrical**



“The work is technically challenging and the structured training has helped me to achieve Chartered Status with IChemE.”

**Ellen
Process**

Wood Group PSN

At a glance

Wood Group PSN is the largest provider of brownfield services to the oil & gas industry. We are a global provider of pre-operations, hook up & commissioning, operations & maintenance, engineering, construction, project management, training and decommissioning services. Our high integrity services optimise the performance of facilities, maintain production, reduce operating costs, ensure asset integrity and extend the operating life of fields.

What you can expect

Graduates joining Wood Group PSN will gain on-the-job experience, have a dedicated mentor and follow a highly structured training scheme. From day one you will be working on one of our busy project or corporate groups. A range of technical and business skills training will be provided to compliment the practical experience you will gain.

Our engineering training schemes are accredited with several professional bodies including IChemE, IET, IMechE and IStructE. Commercial graduates are also supported in their aim to

complete recognised professional qualifications in their chosen field.

International secondment opportunities are available including a one year exchange programme with Wood Group Mustang in Houston. Learning and social opportunities also exist through our ‘Young Talent Forum’ which is run by our graduates and trainees. Furthermore, on completion of your graduate programme we provide continuous development opportunities including career workshops and advanced training for emerging leaders.

**Mechanical • Piping • Process • Technical Safety • Structural • Electrical • Instrumentation
Environmental • Project Controls • HSE • Accounting & Finance**

Approximately
5,000 personnel
worldwide with
graduate rotations
in locations such
as America,
Dubai, Scotland,
Switzerland
and Thailand.

Project examples

- **Mass Global - Iraq:** operations and maintenance of the Solymaniah power facility, a 500MW electric generation facility consisting of four GE combustion gas turbines in simple cycle configuration.
- **Talisman - North Sea:** controls and fuel system retrofit on a TB5400 gas turbine compressor package for Talisman's Buchan Alpha asset. Part of a long term contract to provide maintenance services for 45 gas turbines on seven Talisman assets in the North Sea.
- **ETEC - Texas:** turnkey engineering project for the construction and commissioning of two power generating facilities followed by full care, custody and control of four General Electric Frame 7EA gas turbine generators.





“Working in Dubai has been a highlight. With each rotation you gain a vast amount of technical and commercial experience plus hands-on work.”

**Mark
Mechanical**



“So far I’ve completed rotations in Aberdeen, Dundee and Thailand, working alongside mechanical and materials experts.”

**Jack
Materials**



“I get to experience many parts of the GTS business worldwide while working towards Chartership with IMechE.”

**Shobia
Aeronautical**

Wood Group GTS

At a glance

Wood Group Gas Turbine Services (GTS) is a leading independent provider of services for turbo-machinery for clients in the power, oil & gas and renewable energy industries. We deliver value-added solutions to improve the performance and reliability of gas, wind & steam turbines, pumps, compressors and other high-speed rotating equipment. Worldwide these services include power plant construction, operations & maintenance, field service, repair, overhaul, parts supply and control retrofits.

What you can expect

GTS graduates follow a two year structured rotational programme and will gain in-depth exposure to gas turbines and their components and experience different parts of the GTS business. Six month assignments are completed at various domestic and international business locations, such as Aberdeen, Dundee, Cumbernauld, Texas, Colorado, Connecticut, Dubai, Switzerland and Thailand. Geographic flexibility is required.

Throughout your development our mentors will ensure that your technical

skills are honed through varied project opportunities and hands-on experience. You will also be supported towards Chartered Status (IMechE or CIPS).

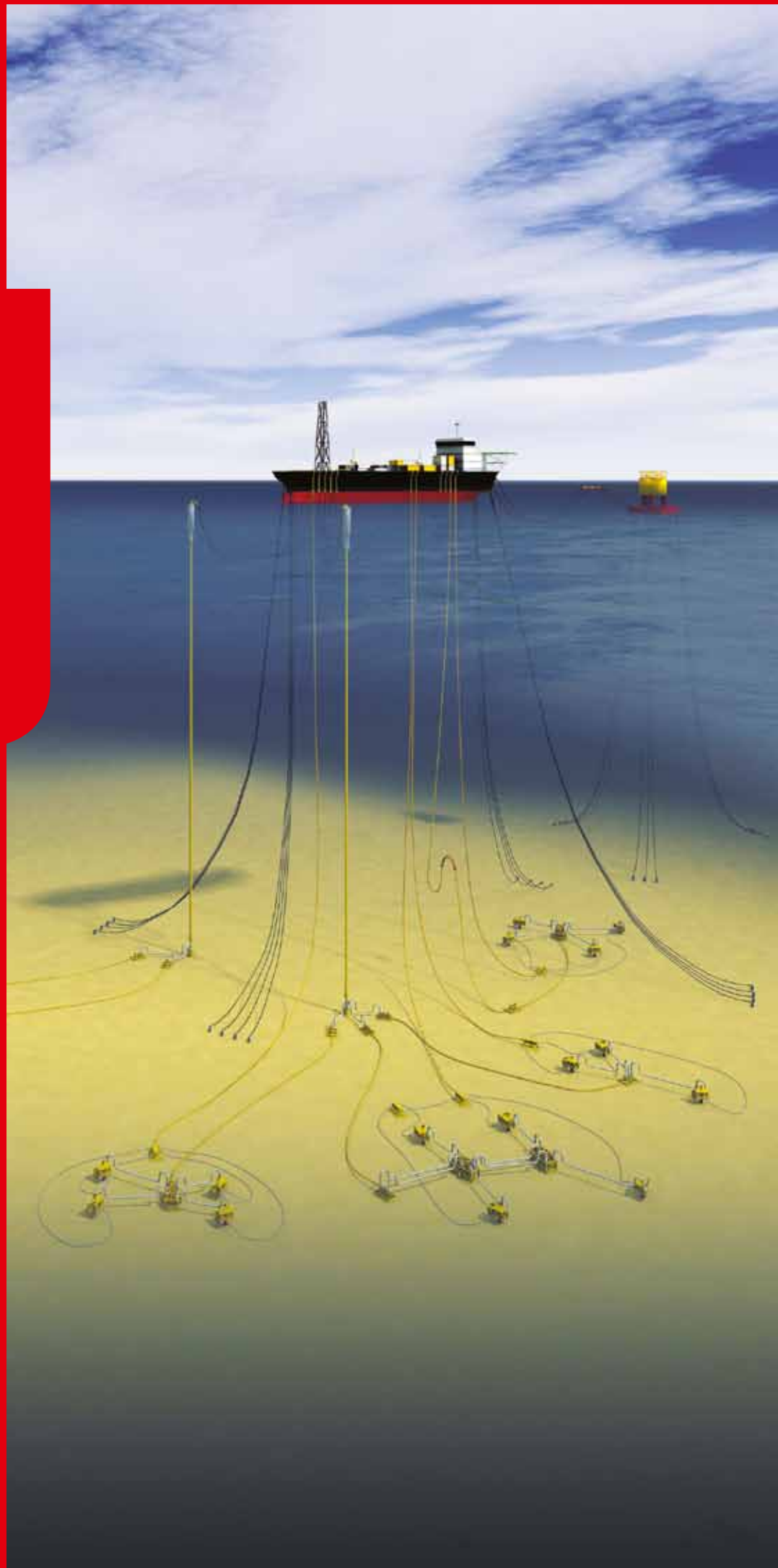
What’s more, the programme offers exposure to other functional areas such as quality and business improvement, operations management and supply chain.

The final two years of the programme will be completed in a location that matches up the talent and interest of the graduate to the needs of the business.

Approximately
2,100 personnel
in 20 offices
worldwide.
UK offices
in Aberdeen
and Staines.

Project examples

- **BP - Rhum Subsea Development, North Sea:** J P Kenny engineered all subsea facilities and was part of the joint management team responsible for the whole development.
- **Wave Hub - Cornwall:** the UK's first offshore facility for demonstrating a commercial-scale wave power plant. J P Kenny was responsible for the overall design of the system, procurement, fabrication management and project management.
- **Shell - Bonga, West Africa:** MCS Kenny provided flexible pipe cross-section design verification, global riser extreme response and fatigue response analysis for Bonga - Shell's first deepwater development offshore West Africa.





“I’ve worked both onshore and offshore and enjoy the mix of on-the job learning and training courses.”

**Scott
Subsea**



“From design projects to failure investigations, I’ve enjoyed the wide variety of work.”

**Graeme
Materials**



“Working on the design of an Umbilical for a FPSO has been a really interesting project.”

**Donald
Mechanical**

Wood Group Kenny

At a glance

Wood Group Kenny comprises five sister companies: J P Kenny, MCS Kenny, MSi Kenny, Wood Group Integrity Management (WGIM) and SgurrEnergy, specialising in:

- Subsea engineering design, pipelines & project management
- Riser design, software and advanced subsea technology
- Flow assurance & process optimisation
- Integrity management & materials engineering
- Offshore & onshore renewables

What you can expect

As a developing engineer with Wood Group Kenny, you will be put onto live projects from the outset. We offer graduates an opportunity to develop using a variety of learning techniques such as: access to the Wood Group Kenny online training academy, outsourced and in-house training courses, site visits and in-house lunch and learns led by current graduates, experienced engineers and service providers.

Wood Group Kenny promotes an in-house professional development programme (PDP) for all developing engineers, providing you with an opportunity to enhance qualifications and experience through networking, exchanging ideas and experience with fellow graduates and industry experts. We also encourage our engineers to work towards Chartered Status, providing mentoring and support throughout.

Approximately 5,000 employees across US, UK, Kuala Lumpur, India and Middle East. UK office in Woking.

Project examples

- **BP - Valhall, North Sea Norwegian sector:** provided structural & facilities selection, preliminary & detailed design and procurement strategy development for the redevelopment project. The project incorporated both greenfield and brownfield aspects and included a new four leg platform to replace two existing platforms.
- **ATP Oil & Gas - Cheviot, North Sea:** detailed design of the Cheviot topsides that will then be supported by a first of its kind deep-draft semi-submersible called an Octabuoy.
- **Dragados Offshore - Spain:** the project for Wood Group Mustang Woking included a gas storage facility, FEED and detailed design.





“I chose Wood Group Mustang for its reputation and the opportunity to work on high profile projects in oil & gas.”

**Tobi
Instrument**



“I really enjoy the social aspect of Young Guns, the learning environment and the varied projects.”

**Stuart
Mechanical**



“There’s a real sense of community here and Young Guns has helped me get to know different people and disciplines.”

**Richard
Mechanical**

Wood Group Mustang

At a glance

Wood Group Mustang is an independent services provider to the global oil, gas, chemical and manufacturing industries. The company specialises in design, engineering, procurement, project and construction management, and offers these services through its four business units: upstream oil & gas, pipeline, automation & control, process plants & industrial. Wood Group Mustang’s ECO Solutions™ group also provides environmentally oriented engineering and construction services.

What you can expect

Wood Group Mustang’s approach is simple: “People Orientated...Project Driven.” From chilli cook-offs and summer picnics to company anniversary parties, project and people success is celebrated, making Wood Group Mustang much more than just a place to work.

Graduates joining Wood Group Mustang are developed and connected through the ‘Young Guns’ programme which consists of lunch-time learning sessions, field trips, team building and socialising opportunities. This helps new graduates

gain a broad view of the oil & gas industry and encourages the development of professional and social relationships.

You will also be exposed to senior staff and mentors and professional development is encouraged. What’s more, you will have the opportunity to work on world-class global projects and will gain exposure to a broad spectrum of engineering work, from conceptual stages to detailed design. Given Wood Group Mustang’s global presence, opportunities also exist for secondments in several of our office locations.

Wood Group is powered by our people. We seek out the best and brightest individuals to join our organisation.



Entry requirements

When selecting our graduates, we look for a number of different attributes. First we consider your qualifications, but equally important to us are the transferable skills, qualities and experience you can offer.

For our engineering roles, you will need an engineering specific degree, preferably at Masters level and from an accredited University.

For our commercial roles, we look for a good first or second class degree in a relevant business or management discipline.

What we look for:

- A strong academic background in the area applied to, complemented by practical experience
- Ambitious individuals who are motivated and enthusiastic about their discipline
- Self starters who have the potential to handle early responsibility, with a drive to achieve
- Good communicators with strong interpersonal skills
- Enthusiastic team players with a proven aptitude for problem solving

We assess all applications against the above criteria and pride ourselves on our commitment to equal opportunities.

How to apply

Our selection process comprises three key steps: application, interview and assessment centre, as detailed below.

1. Application

To apply, please complete our online application form at www.woodgroup.com/graduates

We are looking for focused candidates who have researched our opportunities and have decided which position/s and business unit/s best suit their skills and aspirations.

2. Interview

If your application successfully demonstrates that you meet our requirements, you will be invited to attend a first-round interview. The interviews are specific to each of our businesses so depending on your choice of position/s you may be invited to more than one interview.

3. Assessment centre

For many of our graduate opportunities the final stage of selection involves an assessment centre, which is business unit specific. Our typical assessment activities include: interview, group work, presentation and technical exercise.

If successful, most of our graduates start by September.

Internships

To register for a student placement with us please visit: www.woodgroup.com/internships

Degree disciplines sought

Engineering:

Mechanical / Aeronautic
 Chemical / Process
 Electrical / Instrumentation / Control
 Structural / Civil
 Safety / Loss Prevention
 Materials / Metallurgy
 Subsea / Naval Architecture
 Environmental

Commercial:

Business / Management
 Quantity Surveying
 HSE
 Accounting & Finance
 Supply Chain

	Wood Group PSN	Wood Group Kenny	Wood Group Mustang	Wood Group GTS
Mechanical / Aeronautic	●	●	●	●
Chemical / Process	●	●	●	
Electrical / Instrumentation / Control	●	●	●	
Structural / Civil	●	●	●	
Safety / Loss Prevention	●	●	●	
Materials / Metallurgy		●		●
Subsea / Naval Architecture	●++	●		
Environmental	●			
Business / Management	●+			●
Quantity Surveying	●+			
HSE	●			
Accounting & Finance	●			
Supply Chain				●

Roles are subject to availability

+ For Project Controls scheme ++ For Advanced Integrity Group



www.woodgroup.com/graduates

for more information and to apply

Any questions?

Contact our Graduate Adviser:

Wood Group
15 Justice Mill Lane
Aberdeen AB11 6EQ
Scotland, UK

Tel: + 44 1224 532518

E-mail: graduate.adviser@woodgroup.com