

Edition
No.2



Graduate Programme Overview

RSE's graduate programme provides the opportunity to accelerate our graduates' personal and professional development. The innovative ideas and energy graduates contribute to the business, ensures RSE continually evolves and supports the development of future generations.

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1. Our History

RSE was established in 1982 and has grown to be one of the leading MEICA contractors in the water industry, providing specialist Mechanical and Electrical engineering products and services. In addition, we are the largest provider of Chemical Dosing and MCC switch gear to the UK's Utility (Water/Wastewater) Industry and Energy sectors. Originating from Muir of Ord, we now operate from various locations throughout the UK.

RSE has enjoyed sustained and controlled growth and we now hold a prominent position as one of the leading MEICA providers in the UK water industry.

A focus on Research and Development investment has enabled RSE to offer modular build solutions for the construction of water treatment facilities across the UK. Our solutions have received national awards and accolades for their innovation and efficiency in cost and schedule, while achieving enhanced quality and Health & Safety benefits on our projects.

The Shareholders and Leadership of RSE have ambitious plans to continue to build on our historic performance through a combination of organic growth, and mergers and acquisitions (M&A).

RSE intends to use M&A to enhance the technical capabilities of the company as well as acquiring talent in strategic geographic locations. This will allow RSE to diversify our operations across multiple regions in the UK, whilst retaining focus on existing customers.

Recruitment and talent management remain a high priority for the company, with investment levels increasing year on year. We run modern apprenticeship schemes, graduate recruitment programmes and a series of leadership development initiatives to support our sustainable growth plans.

Following the de-merger from the Global Energy Group in February 2019, Envoy and Partners Limited (Envoy) became the ultimate controlling party of RSE. RSE's immediate parent company is Modutec Limited which in turn is a 100% subsidiary of Envoy.

Detailed below is RSE's holdings in our subsidiaries:

Prime Pumps Limited offer specialist pump maintenance and repair services and operate from shared premises at Muir of Ord.

Saftronics specialise in process control systems and LV switchboards for a wide variety of applications.

Murray Technical Services (M-TECH), provide Design, Build and Installation of Mechanical, Electrical, Instrumentation Installations & Control System Applications.

WES are specialists in the design and manufacture of chemical dosing solutions for the UK water industry.

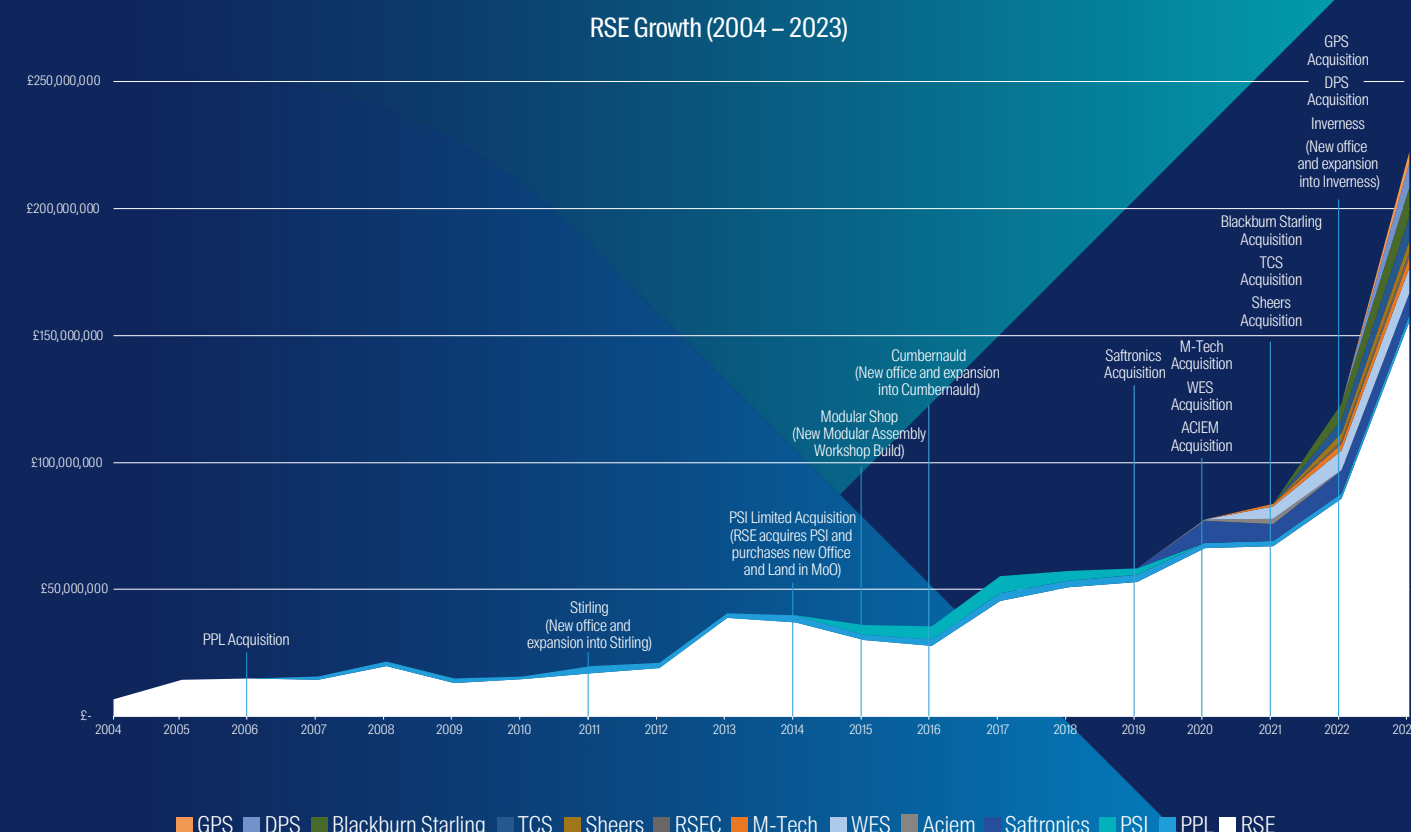
Sheers specialise in the design, manufacture and installation of standard and customised modular chemical dosing and control systems for water, chemical and energy applications throughout the UK.

TCS is a technology-driven company with leading edge capabilities in fields related to automation and control.

Blackburn Starling is one of the most renowned names in the UK for the design, fabrication, assembly & testing of LV motor control centres, switchboards, control panels, systems integration solutions & metal fabrication.

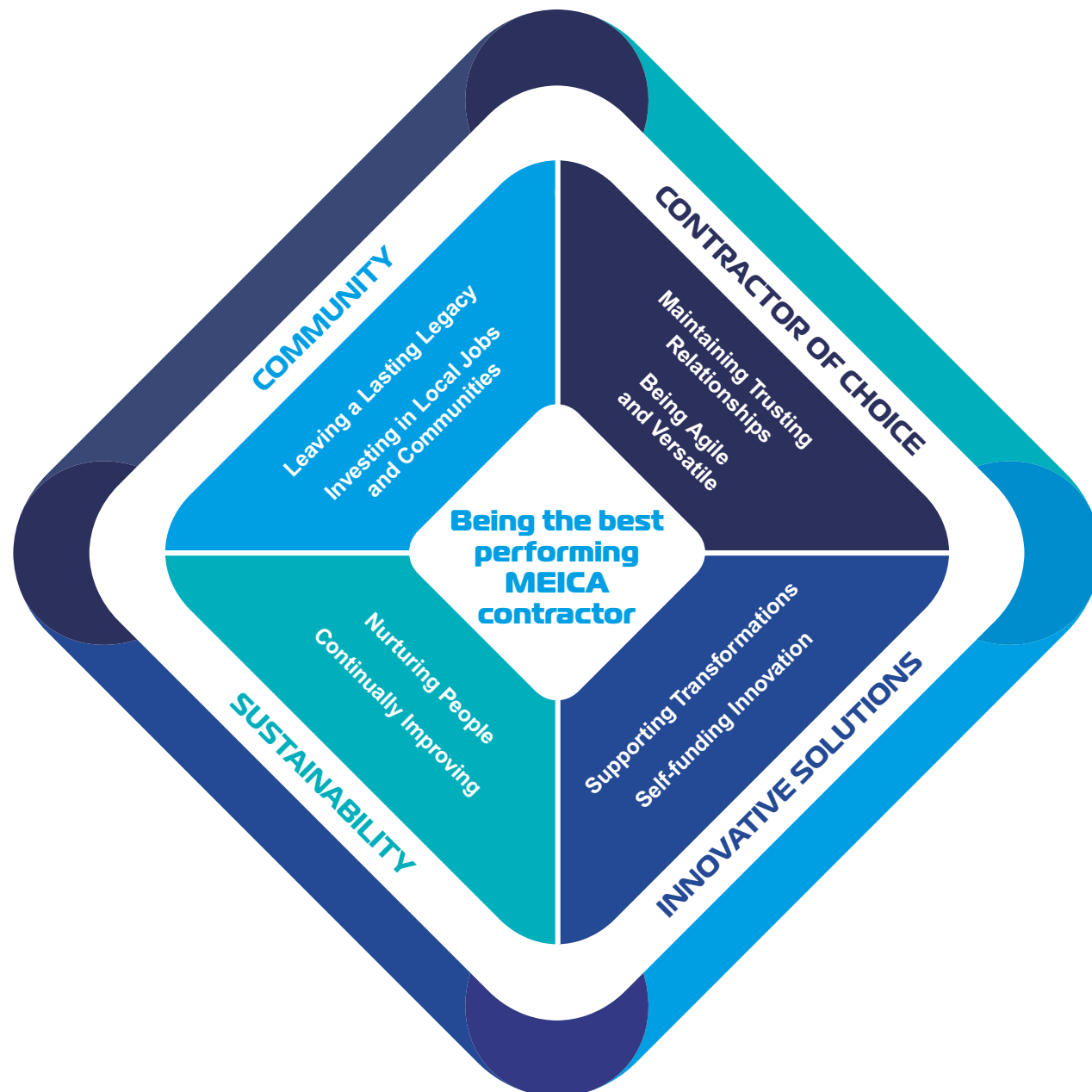
DPS Group is one of the UK's only integrated Electrical, Instrumentation & Control providers. We are trusted to deliver integrated solutions on often highly complicated projects, by some of the world's best known brands, across a range of sectors.

GPS Group are experts in High Performance Motor Control Centres (MCCs), MCC Manufacturing and Systems Integration, LV Power Distribution and Control Panels. GPS is an end-to-end control and automation business with full in-house facilities for design, manufacturing and systems integration.



2. Our Vision

Providing industry leading products and services with innovative solutions allows us to meet our customers' needs, whilst maintaining our reputation for high performance and delivered safely to the highest standards.



1. Investing in Our People

Invest to ensure the continual development of our people.

Provide structured talent development across our business, through our bespoke training programmes, including our commitment to graduate and apprentice training.

Through the diversity of our business we provide career development opportunities at all levels, ensuring the full potential of our people is realised.

2. Be the Contractor of Choice

Maintaining trusting relationships by delivering on our promises and continually improving our customer experience.

By being agile and versatile, delivering efficiency for our customers.

Ensure a flexible and high-quality customer service, through the provision of our end-to-end solutions and self-delivery.

3. Industry Leading Innovative Solutions

Self-funding innovation by continually investing in research and development and finding improved or smarter ways of working.

Leading transformation in the industry by developing the right products, services, and processes for our clients through digitalisation, new technologies and product development.

Develop standard solutions across our manufacturing and product range that reduce carbon, are more efficient, optimise quality, and are defect free.

4. Being a Sustainable Business

Through our zero-harm culture we will deliver to the highest standards of Health, Safety and Wellbeing, respecting the environments we work in.

Continue to build on our Direct Delivery model to offer a resilient and fully integrated, in-house, end-to-end delivery service, across all the sectors where we work.

Be an industry leader working to achieve a zero-carbon emissions future, our ambition is to be Net Zero by 2030.

5. Investing in Our Communities

Leave a positive legacy in our local communities through all that we do.

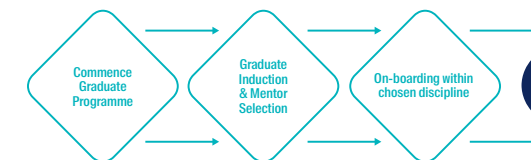
Continue to invest in our local communities creating high quality employment opportunities and sourcing from a local supply chain wherever possible.

Maintain a high performing and innovative culture that is respected across our communities.

3.

Programme Objectives

Programme Flowchart



2-Year Experience Programme



“I’m not afraid to ask for help as many highly experienced RSE engineers are always more than happy to lend a hand.”

Key Facts

1. RSE operate a multitude of business streams and specialist businesses. The diversity of which engage a range of engineering skill sets that must integrate seamlessly, such as, Electrical, Mechanical, Process, Chemical & Civil.
2. Training will be a blend of formal and informal training, tailored to our graduates' needs, in order for them to achieve their potential within the business.

Graduate Programme

The objectives of the RSE Graduate Programme are:

- Provide structured training, allowing graduates practical application of their knowledge within the workplace, aligned to RSE business objectives.
- For all graduates to have a strategic impact on business operations, with the potential to develop into future business leaders.
- Provide up-front orientation, developmental and workplace training, supported with relevant experience and a mentoring programme that accelerates as well as enhances the graduates' personal and professional development.
- Prepare graduates for the requirements of attaining professional status of their respective professional body.

4. Career Pathway

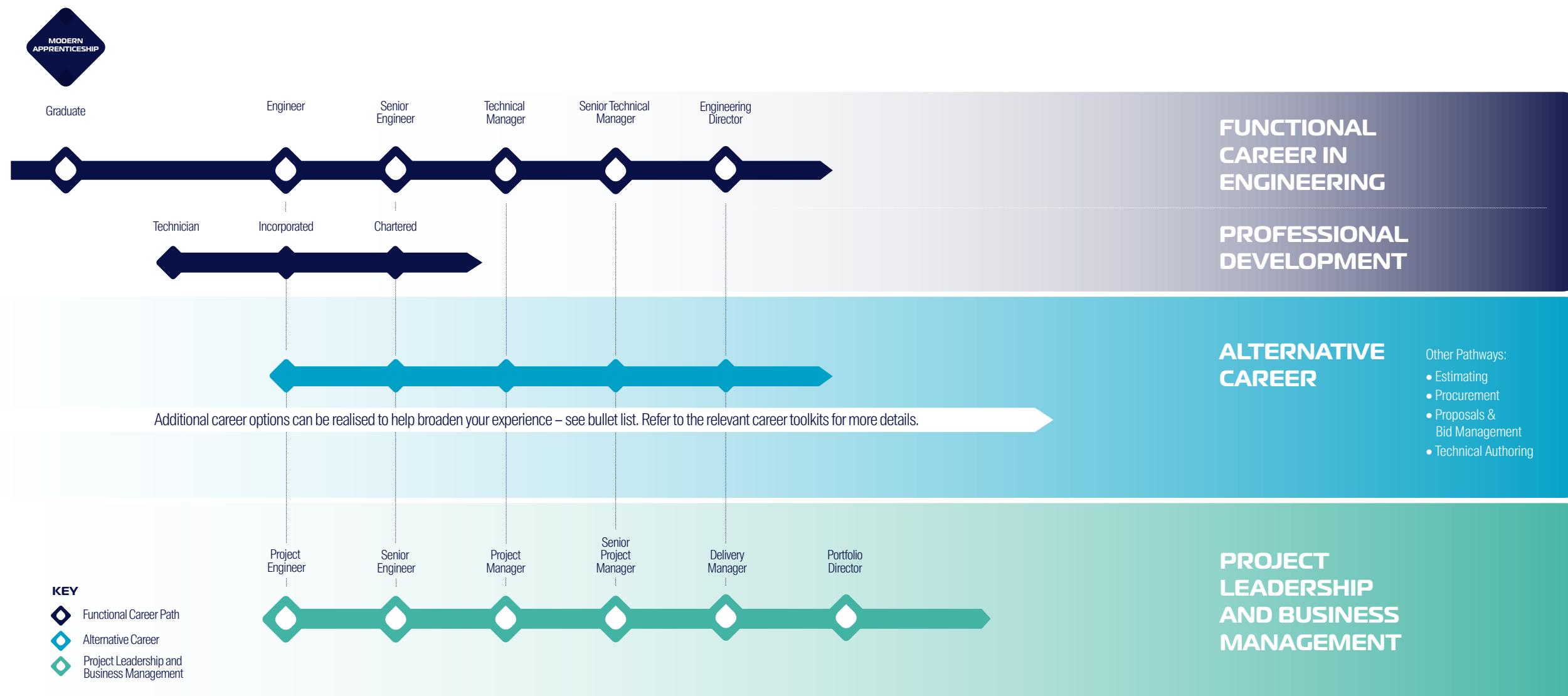
Building a successful career at RSE is about converting your potential into performance in delivering value for our clients. As a multi-disciplinary business we offer an inspiring range of career paths, including the engineering pathway shown below:

At RSE, we will support our graduates in the creation of a personal development plan, looking at where you want to be, where you are today and how you bridge the gap. With a sense of direction, you can network, take hold of opportunities and learn as much as you can from every opportunity and those around you.

Our Senior Leadership Team drive our leadership culture, and our approach is to promote from within and develop our people through the business, supported by our in-house structured training programmes.

We believe that empowering our people puts accountability, responsibility, problem solving and decision-making at the heart of our organisation. This philosophy has resulted in a highly motivated workforce, aligned across the business for long-term organisational success, linked to our vision, as detailed in section 2.

How far and fast our graduates progress their career at RSE will depend on individual potential, drive, ambition and application. We want our graduates to grab the opportunities that are available and be successful in their future.



5. Summary

RSE expects our Graduates to be enthusiastic, willing to learn and have the ambition to successfully progress during their careers.

RSE encourages graduates on the programme to form trusting relationships with their mentors, which will not only benefit the graduates and mentors, but also RSE. The mentors will help the graduates to develop a plan of set goals and expectations to achieve across their whole graduate programme experience.

Graduates are expected to engage in self learning and complete a series of RSE training courses that are either instructor-led in a classroom setting or self-guided online.

Overall, RSE anticipates its graduates to score between Level 1 and Level 2 in their assessments of Competence and Commitment in order to progress with their professional engineering qualifications.

Over the course of two years, RSE expect all engineering graduates to deliver two presentations to senior management. In addition, during and after completion of the programme, RSE will rely on graduates to volunteer in sharing their experiences and promoting the graduate programme with future talent at career and networking events.

RSE invest in continually developing our people so we can offer a fully integrated in-house, end-to-end delivery service. This includes talent development through our graduate programmes. The diversity of our business allows career development to be structured through the business, ensuring that our graduates attain appropriate experience in all the requisite skills.

By participating in RSE's Graduate Programme, graduates will develop a broad view and understanding of the organisation and the way in which it operates. This will involve gaining diverse working experience that will allow the graduates to become well-rounded employees.

Over two years, graduates will aim to become multi-disciplined professionals who can work seamlessly, with a good knowledge of our business operations, our specialist businesses and business streams, with the potential of progressing to become future senior leaders.

RSE Graduates will achieve enhanced personal and professional development facilitated through workplace experience, training, and individual mentoring.

By the end of the programme, engineering graduates will be expected to achieve consistent scoring in the Competence and Commitment assessments. This will ensure they are fully prepared for attaining the requirements of Chartered status with their respective engineering body, should they choose to pursue this.

Within RSE, graduates will:

- Adopt and promote the RSE company culture which focuses on the core value of Humility and Teamwork.
- Gain invaluable experience working on projects for RSE's trusted partners and high profile clients.
- Benefit from a varied support network who will be easily accessible and can be relied upon.



For more information and contact details visit

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