

Global Graduate Leadership Development Programme (GGLDP) FAQs

How many places are available on the programme?

We recruit in UK, US, Germany, Argentina and China and in total, will be recruiting 20 graduates with a variation in numbers across the countries.

Is the GGLDP paid?

Yes, we offer a competitive salary and benefits package to each successful graduate. Performance related bonuses are allocated and the 6 month international placement is fully funded (including accommodation, travel and visa costs).

Where will I be based?

Building an extensive support network is an important part of the GGLDP and being surrounded by other graduates is a key part of this. To ensure this sense of community, we would like all of our graduates to be based within the surrounding area of our country hubs. For example, we want all of our UK graduates to undertake their first placement in Cheltenham, Gloucestershire within our largest UK Manufacturing site or our UK Sales Hub. Cheltenham is also home to our brand new, sustainably built Group Headquarters and is an all-round highly desirable place to live!

Can I still apply if I'm not a 'fresh' graduate?

Absolutely! As long as you have graduated or are due to graduate from either an undergraduate or postgraduate degree within the last 5 years, we would love for you to apply! We have several graduates and alumni who have changed careers paths or had roles before joining the scheme.

Do you offer visa sponsorship to international graduates?

Unfortunately, we are unable to offer visas and sponsorships to our graduates, and therefore you must have the right to work, permanently, in the country that you have applied for. If you are in the process of applying for residency yourself, then you are welcome to apply!

Our vacancies for the different countries will go live at different times, so if you are an international student with eligibility to live and work in the UK, US, Argentina, China or Germany, then please keep an eye out as the different vacancies go live.

Will training be provided?

You will receive ongoing training that is specific to each placement, as well as extensive development and skills training that will enable personal growth in preparation for your role as a future leader within the business. You will also have permanent access to our brand new learning platform Spark, which contains a huge library of articles, videos and podcasts as well as mandatory courses which will be allocated to you.

What will my support network look like on the programme?

Each graduate will be supported on a daily basis by their line manager. This support will be supplemented by a Development Manager who will meet with you regularly to discuss your development opportunities, manage your mid and end of year reviews and provide advice

to ensure you are getting the most from the programme. You will also be allocated a senior mentor who will be able to offer career and development advice, and a graduate buddy who you can chat to informally about your shared experiences on the programme. Last but not least, you will have the ongoing support of the dedicated Early Careers team who will assist with anything from day-to-day queries to international placements and securing that all important permanent role!

I'm interested in applying – what is the process going to look like?

1. Once you have applied for the programme using the link: [Early careers : Spirax Life](#), completing an application form, submitting your CV and optional Cover Letter, your application will undergo initial screening.
2. We will then ask you to complete a Kornferry psychometric assessment through a link that will be sent to you.
3. Upon review of your assessment, we will invite you to complete a 5 question video interview – you will watch recorded questions from one of our graduates, and you will need to record yourself answering the questions, in English, on any device with a camera and microphone.
4. Once submitted, your video interview will be screened and successful candidates will then be invited to the final stage, the Assessment Centre, where you will undertake a series of group and individual tasks.
5. If you are successful, you will be informed within a couple of weeks, and we will begin the onboarding process ahead of your start date with us in late September 2024.

I've submitted an application but I haven't heard anything, what should I do?

It does take some time to screen each application and we will be in touch with you as soon as possible, however feel free to drop us an email at global.graduates@uk.spiraxsarco.com if you haven't heard anything after a week following your submission.

I haven't received a link to Kornferry, the video interview platform or I have a technical issue, what should I do?

If you receive an email from us inviting you to take part in the Kornferry assessment or the video interview, and you don't receive an additional email containing the link to complete either task within 24 hours, please email us at global.graduates@uk.spiraxsarco.com. Before contacting us, please ensure you have checked your Junk/Spam folder. This is the same advice for any technical issues that may arise.

The Early Careers team are on hand to answer any additional questions you may have about the Global Graduate Leadership Development Programme and can be contacted via global.graduates@uk.spiraxsarco.com.