



People are our core strength. We are building a world-class workforce that is future-ready, and equipped with both breadth and depth in technology, defence and engineering capabilities.

We continuously invest in the growth of our people, because innovation is not just about technology – it comes from the hearts and minds that drive it.

Find out more about the ST Engineering Scholarship today as you engineer your future.



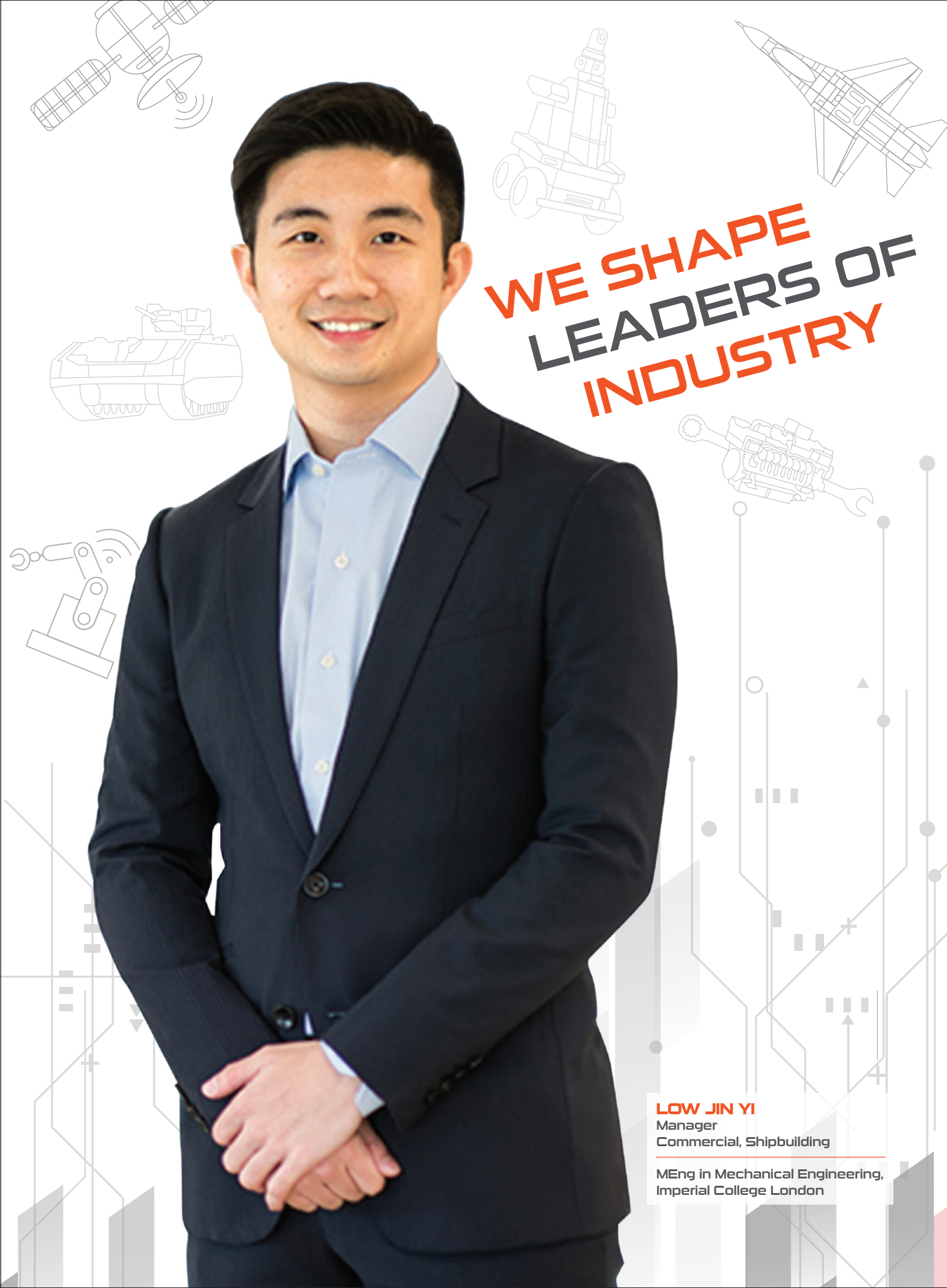
To be a global technology, defence and engineering powerhouse

From our early beginnings over 50 years ago as a group of pioneer companies that was set up to support Singapore’s national defence needs, ST Engineering has since evolved into a global technology, defence and engineering group specialising. Today, we are one of the largest companies listed on the Singapore Exchange, and one of Asia’s leading engineering groups with an extensive network of subsidiaries and associated companies spanning Asia, the Americas, Europe and the Middle East.

A leader in each of our core businesses, we bring innovation and technology together to create leading-edge, smart engineering solutions for our customers. Undergirded by capabilities in data analytics, artificial intelligence, data connectivity and robotics, we are also helping to transform cities, making them smarter and more sustainable, and improving quality of life for our communities.

With innovation at the heart of what we do, our 23,000-strong workforce is empowered to dream and push the frontiers of technology and engineering, to create impactful and innovative solutions that solve tomorrow’s challenges. From the depths of the ocean, to the vastness of space, to creating tomorrow’s smart cities, we are leaving our marks in the form of game-changing solutions solving real world problem.

And we invite you to join us on this exciting and fulfilling journey.



WE SHAPE
LEADERS OF
INDUSTRY

Cover: **Nerissa Tay** Senior Engineer
Environmental Engineering Services
MSc in Environmental Engineering, New York University
BEng in Mechanical Engineering, University College London

Joash Tan Senior Executive
Investment
BEng in Mechanical Engineering, National University of Singapore

LOW JIN YI
Manager
Commercial, Shipbuilding
MEng in Mechanical Engineering,
Imperial College London

COMMERCIAL AEROSPACE

Backed by over 45 years' of experience and track record in the global aviation industry, we provide integrated nose-to-tail services and solutions through a global network of facilities and affiliates in the U.S., Asia Pacific and Europe.

With proven solutions for practically every stage of an aircraft life cycle, our solutions range from design and engineering, original equipment manufacturing, aftermarket and maintenance services, assets management and leasing, to giving ageing aircraft a new lease of life through passenger-to-freighter conversion or refurbishment. We are the only freighter conversion house using original OEM engineering data on both Boeing and Airbus platforms.

URBAN SOLUTIONS

A leading provider of smart city solutions, we offer a comprehensive and integrated suite of mobility, utilities, infrastructure, and environment solutions that's powered by deep capabilities in digital connectivity, analytics, artificial intelligence and robotics. Our smart solutions span rail and road, autonomous and electric vehicles, mobility payment systems, building access and security systems, as well as IoT solutions for lighting, water and energy management.

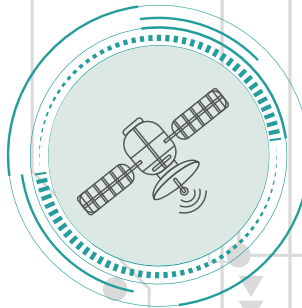
With a growing track record of 700 projects across 130 global cities, we help cities transform into connected, resilient and sustainable spaces, enhancing quality of life for communities all over the world.

SATCOM

Encompassing satellite communications ground infrastructure and satellite manufacturing to earth observation and geospatial analytics, our comprehensive range of satellite solutions helps to advance and grow economies, enables tomorrow's smart cities and shapes the future of how the world connects.

A leading satellite communications manufacturer and solutions provider, we power many of the world's satellite networks that keep people and businesses connected any place, any time. Our universal, multi-access, multi-orbit platform enables customers to offer unified services across any telecommunications network, speeding their time to market and driving profitability. Our breakthrough technologies and solutions enable satellite operators, service providers and network operators around the world to deliver a much wider range of services that will empower end users anywhere in the world with consistent, reliable, high quality experiences across diverse and challenging environments.

Together with our suite of satellite imagery and geospatial analytics services, satellite design, manufacturing and integration, satellite launch and ground operations services, we enable new possibilities and transform how businesses operate.



A career with ST Engineering allows you to engineer a better future in many ways.

At ST Engineering, we are driven by our purpose of using technology and innovation to solve real-world problems and improve lives. Coupled with our dedication to excellence, backed by an established track record, we have built a distinctive reputation for quality and trust.

A global technology, defence and engineering group, our diverse portfolio of solutions across aerospace, urban solutions, satellite communications, defence and public security keeps the world's aircraft flying safely, transforms cities for a smarter and more sustainable future, powers connectivity across the world, and equips fighting forces to win on the battlefield.

Driven by technology and innovation and supported by a 23,000-strong global workforce that is inspired by a common vision and purpose, we continue to push the boundaries of technology to create game-changing innovations that serve the needs of our customers and address the real-world issues of today and tomorrow.

As an enabler of a sustainable world, our products and solutions empower our customers in engineering a more sustainable tomorrow.

DIGITAL SYSTEMS AND CYBER

As a leader in defence electronics solutions, we leverage our deep technological expertise to advance defence and public security products, solutions and systems to meet the mission-critical needs.

From data analytics and AI to cloud computing, from advanced sensors to communications systems, from cybersecurity to our state-of-the-art training and simulation systems, and a portfolio of mission-critical software and services with a robust C5ISR, we help our customers to fortify their network resilience and enhance operational and performance capabilities for heightened situational awareness, faster combat response and stronger force multiplier impact.

We specialise in the design and build of security operations centre, provide cybersecurity professional and managed security services to customers in national, government, critical information infrastructures and commercial enterprises.

LAND SYSTEMS

With over four decades of expertise in the development of military technology and innovative engineering solutions, we deliver land systems, security solutions and related through-life support for defence and homeland security applications for our customers around the world.

Our mobility platforms have proven capabilities in battlefield mobility, personnel protection and firepower in real-life combat deployment. Our comprehensive range of weapons and ammunition across large, medium and small calibre categories are designed to meet the diverse operational needs of modern-day combatants.

MARINE

We provide innovative solutions in turnkey building, repair and conversion services for naval and commercial vessels and are one of the few shipyards in the world capable of supporting the entire lifecycle of a ship. Our shipyards in Singapore and the U.S. have established a strong track record in designing and building highly customised and technically sophisticated commercial and military vessels for customers worldwide.

Expanding on our core competencies in large scale engineering, we provide a comprehensive suite of environmental engineering solutions in water, wastewater, solid waste and renewable energy. A trusted partner to naval and commercial sector customers worldwide, our track record includes successfully delivered projects in Brunei, China, India, Thailand, Singapore, the Middle East and the U.S.

DEFENCE AEROSPACE

With over four decades of military heritage, we offer a broad spectrum of engineering and maintenance capabilities.

We deliver customised integrated aerospace services and solutions to meet our customers' operational needs. We are capable of engineering major aircraft and avionics upgrades and systems integration, including design and development and flight testing. We also have complete Maintenance, Repair & Overhaul (MRO) capabilities for airframes, engines and components for a wide range of manned and unmanned military aircraft.

We are committed to providing timely, cost-effective, reliable and dependable Total Aviation Support. We keep our customers' aircraft flying safely, enabling them to execute their mission effectively and efficiently.

WE KNOW WHAT IT TAKES

to solve real-world problems

At ST Engineering we use our deep engineering expertise and technological capabilities to solve real-world problems and improve lives. In more than 20 countries around the world, our solutions keep the world's aircraft flying safely, equip fighting forces to win on the digital battlefield and prepare cities for a smarter, more sustainable future. If you're looking for innovative solutions that create a positive impact and deliver a competitive edge, talk to us. We know what it takes.

 **ST Engineering**



www.stengg.com

AN INTERNATIONAL COMPANY,
WITH GLOBAL OPPORTUNITIES



As a global organisation in diverse markets, ST Engineering offers great opportunities for international movement.

With offices in over 20 countries and 40 cities, you will enjoy job exposures in new locations and different cultures while serving customers in over 100 countries across five continents.

Today, ST Engineering is home to about 23,000 employees from different cultures, backgrounds and nationalities. Be part of a growing network that makes a difference.



ST ENGINEERING'S
MAIN FACILITIES AND OFFICES



SIA HAN WEI
Senior Engineer
Technology Office

ANG LIANG SHENG
Senior Engineer
Component Services

SCHOLARSHIP OBJECTIVES

ST Engineering Scholarship aims to help nurture young talents by providing an avenue for individuals with excellent academic results and outstanding achievements in co-curricular activities, to pursue their university studies and to develop their full potential.

OPPORTUNITIES AVAILABLE TO OUR SCHOLARS UPON GRADUATION

You can look forward to a career in our diverse businesses, each offering its own unique challenges and rewards.

There are opportunities for rotation across different business unit as well as to the corporate functions. Some of the roles you can look forward to include Engineering, Technical, Operations, Business, Strategic Planning, Procurement, Finance and Human Resources.

You will enjoy a unique ST Engineering experience in both defence & public security, and commercial work. With our global business presence, you are assured of challenging roles, both locally and overseas to expand your horizon. You will also benefit from varied career options and leadership development.

**BE AN
ST ENGINEERING
SCHOLAR**

BENEFITS

- Internship at the business units for first-hand learning experience
- Dedicated mentors who can offer advice and guidance on studies and career matters
- Networking sessions with the senior management
- Visits to the various companies under ST Engineering to gain better understanding of business operations
- Tuition and other compulsory fees
- Hostel allowance
- Return economy airfare (where applicable)
- Maintenance allowance
- Attachment opportunities in ST Engineering Group of Companies
- Sponsorship of approved overseas exchange programme
- Sponsorship of approved Masters Programme (within the stipulated sponsorship period)

FIELDS OF STUDY

- Engineering (EEE, Environmental, Mechanical, Naval Architecture and related studies)
- Technology (Computer Science, Data Analytics, Information Systems and related studies)
- Corporate (Finance, Human Resources and related functions)

ELIGIBILITY

- Singapore Citizens
- Excellent GCE "A" level, International Baccalaureate, NUS High School or Polytechnic results
- Outstanding CCA record with achievements demonstrating strong leadership qualities
- Passion for Engineering and Technology

For more information, or to submit your application, please visit www.stengg.com

SELENE SOH

Manager
Production Control

MSc in Mechanical Engineering, Stanford University
BSc in Mechanical Engineering, University of Michigan, Ann Arbor

1. Have you always wanted to be an engineer?

Engineering has always been the field where my aptitude and passions lie, and where I see myself making a tangible difference to communities.

2. Complete this sentence. The best engineers are people with...

Great humility and willingness to learn and persevere! Engineering technologies are constantly evolving, while obstacles are part and parcel of the work. So, accept that there's always more to learn, and rise to the occasion through innovative and stronger solutions.

3. What makes engineering so exciting?

There's never a dull moment - things move very quickly and the landscape is always dynamic. Engineering projects are often large in scale and complex, with many tough requirements and challenges to overcome. But there is also a great sense of accomplishment when our hard work comes to fruition, and we can clearly see the critical role we play in Singapore's defence infrastructure and the global commercial aviation industry.

4. What have you gained from your work at ST Engineering?

ST Engineering has encouraged my professional and individual

growth through local and overseas training programmes, and exposure to the various facets of our global business. With opportunities to take on varying roles, ranging from hands-on engineering and testing of our very own products, to management of multi-disciplinary projects involving global partners and customers, I get to truly appreciate how far reaching the businesses really are, as well as the extent of hard work put in to ensure we remain at the forefront of the industry.

5. Tell us, what makes the ST Engineering Scholarship so special?

With such a large global footprint, ST Engineering scholars get to work with companies and colleagues worldwide. There are unique opportunities for job rotation, networking, and exposure to both defence and commercial businesses.

6. Would you encourage your juniors to become ST Engineering scholars?

ST Engineering has given me a truly exciting career. I've come to appreciate how such a large, global business thrives, grows and stays competitive. If you like hands-on work with plenty of business exposure, this is the place for you.



NICHOLAS YAP

Manager
Mobility Road

MSc in Electrical Engineering, Stanford University
BSc in Electrical Engineering, University of Illinois at Urbana-Champaign

1. What prompted an engineering career?

Engineering was a combination of my interest in science, and its application to solving problems. When I was younger, I used to take apart toys and old items just to see how they worked. In varsity, I discovered a flair for applied research. I guess an engineering profession was quite a natural progression.

2. In your opinion, what are the attributes of a good engineer?

I believe a good engineer should be a strong team player. One should view problems from a micro and macro perspective in order to present well-formulated solutions. Of course, a "never-say-die" attitude goes a long way as well!

3. Tell us about a typical day at work.

I was working on new R&D initiatives, so there have been lots of discussion, brainstorming and hard work among colleagues to develop the System Designs & Solutions.

I am involved in devising



the Strategic Roadmap as well as managing change & technology to drive outcome.

4. What do you like best about your job at?

This place is abuzz with exciting projects and I'm truly impressed by generous colleagues who willingly share their learning experiences. The greatest satisfaction comes from knowing that my work has contributed to efficient transportation solutions. It is empowering to know that my work contributes to the long-term growth of the company.

5. What compelled you to take up an ST Engineering Scholarship?

I've always been attracted to the exciting work that ST Engineering does. For one, we're talking about large-scale projects with unique opportunities for development. Secondly, ST Engineering is in the forefront of its field. In terms of achieving potential, there's great latitude to keep one constantly challenged and engaged.

6. Any parting shots for aspiring ST Engineering scholars?

Willingness to learn is important. At the same time, perseverance is key to success!

FOO MING QING

Principal Engineer
Info Security

MSc, Computation for Design and Optimization, MIT, Cambridge, Massachusetts,
BA, Electrical and Information Sciences, University of Cambridge, Cambridge,

1. What prompted an engineering career?

Before college, I was inclined towards mathematics and sciences. I knew that I wanted to pursue an engineering education after participating in a research programme at Nanyang Technological University, as well as an engineering competition. As I was still unsure of which field of engineering to specialise in, I started off with Mechanical Engineering, but decided that Electrical and Information Sciences was a better fit. After graduation, I decided to join ST Engineering as a software engineer.

In the span of a few years, I have gone through three engineering "transitions" -- from mechanical to electrical to software. The best part of this is that I apply knowledge from all fields of engineering in my career!

2. How can you tell if you're cut out for engineering?

You should have a persistent thirst for knowledge.

It requires constant effort to keep up with developments in technology and the company has been supportive of our efforts. The company invests heavily in career development and skills upgrading. I have benefited from external training courses as well as internal knowledge sharing sessions.

3. So, what motivates you to come to work each day?

I am encouraged to know that what I do at work makes a difference to our society and environment. My current project aims to

develop a system to control "smart" street lights so as to reduce electricity consumption and make our streets safer.

4. What's it like working at ST Engineering?

The environment is informal and creative. Colleagues work together, regardless of seniority or rank. Our conversations would reveal our interests outside of our job and lead to new ideas, which our superiors are supportive of and provide us resources to experiment with.

5. Why did you take up an ST Engineering Scholarship?

The ST Engineering Scholarship helped me fulfil my dreams of studying at top engineering institutions and an exciting career. Also, I was looking forward to join ST Engineering's mentorship programme where experienced mentors are assigned to us.

6. Was it the right decision?

Yes, I enjoy my career and I cannot imagine myself doing anything else.

CHONG LIANG MING

Senior Manager
Strategic Planning

Master of Business Administration, Singapore Management University
BEng in Mechanical Engineering, National University of Singapore

1. How does engineering inspire you?

I'm awed by the power of engineering and how it shapes our lives. I want to be in a profession that improves lives.

2. Name three essential qualities of a good engineer.

You'll need a methodical and systematic approach to breaking down issues into manageable steps. An analytical and inquisitive mind is essential for new breakthroughs. Lastly, a good engineer should always be humble enough to learn from others and to work collaboratively as a team.

3. What excites you about being an engineer at ST Engineering?

In my area of work, it was the launch of a vessel and its final delivery to the customer that excites me most. The fulfillment of seeing the product you built gets enjoyably used melts your tiredness away and gets you ready to do it all over again. My current role as Manager (Strategic Planning) in ST Engineering had opened new doors to new experiences for me, where I am learning to take a longer term strategic view on business decisions.

4. Has working at ST Engineering lived up to your expectations?

My stint made me a true-blue engineer as I live and breathe engineering every day. I've enjoyed the multitude of challenges as I got rotated through different job functions. Every problem is unique and it's always gratifying looking back. In Strategic Planning, I look forward to developing new skill sets in strategising new growth initiatives for the Group. I am excited to advance my career in a new dimension in the years ahead.

5. In your view, what sets the ST Engineering Scholarship apart?

If you want to be a practising engineer, an ST Engineering Scholarship offers a broad scope of opportunities.

6. What's your advice for aspiring candidates?

I think an ST Engineering scholar should be someone who can remain daring and undeterred in the face of failure. It takes sheer determination to overcome challenges posed by each and every engineering problem, but that's how you become a better engineer for a brighter tomorrow.



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