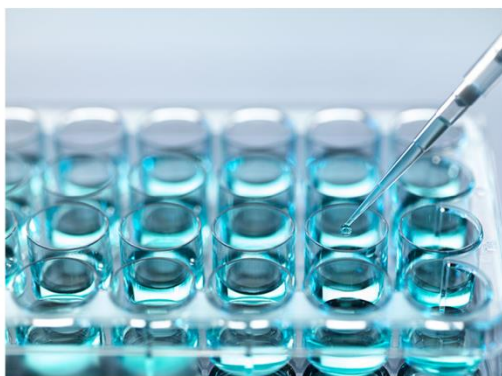


Graduate Development Program

Who are we?

Innovation

We are a global speciality chemical company inspired by nature. We understand that our focus should not be on today, but what is needed tomorrow and we concentrate on developing and delivering innovative ingredients with sustainable properties. These can be the active ingredients with unique performance claims, or they can be the element that gives the product the right feel or function. Often, the percentage our ingredient within a finished product is small, but it will be that percentage that makes the difference.



Technology

You probably don't know it, but many people already benefit from our work, as our pioneering products are vital to many leading brands. All our business segments are supported by our Technology Investment Group (TIG), which exists to identify and integrate exciting new technologies that will enable us to deliver customer and market needs. A culmination of ideas from TIG, our in-house Research & Development teams and our operations teams leads to fast discovery and commercially successful solutions to create and deliver our future products.

Sustainability

Sustainability is integral to everything we do. From the raw materials we source and the way we use them, to the ingredients we create and the people who produce them, we believe in a balanced approach that considers environmental, social and economic impacts. We have established a long term sustainability strategy with reaching performance targets to ensure that we adapt and challenge ourselves to meet business needs today and in the future.



Interested applicants, please send your resume to hr.singapore@croda.com

Innovation you can build on™

CRODA

Graduate Development Program

Why Join Croda?

A Global Organisation

Since its formation in 1925 Croda has grown significantly; we are now a global organisation with over 3500 employees, who work across our 18 manufacturing sites and in offices in over 30 countries. Originally established to refine wool grease into lanolin, we have become a global speciality chemical company who create ingredients and technologies that deliver performance benefits to everyday products, which are used by industry and consumers.

People Development is a Key Part of our Strategy

The development of our people is an important aspect of our global strategy. By joining Croda, you will be a part of an organisation that has a strong focus on its people, providing a career path focussed on individual as well as organisational growth. Engagement in wide areas like Innovation, Technology and Sustainability provides employees at all levels the opportunities to gain the skills, competencies and experience necessary to attain individual, team and organisational goals and expectations.



Mentoring & Continuing Professional Development (CPD)

Each graduate is assigned a mentor to seek guidance and advice from, throughout the two year programme. This is usually a senior manager within the business who will have plenty of experience to draw upon.

The mentor's role is to advise and help a graduate develop long-term potential and act as a go-to-person outside of line management to give an experienced ear.



Placements & Projects

Graduates complete a number of placements over the two year duration of the scheme. Placements are identified according to business needs and allocated to allow graduates to develop a rounded view of the company.

Project based assignments are provided by the graduate's reporting line manager based on business needs and the development of the graduate.



Residential Training

Graduates undertake 14 days of formal training at different stages throughout the two year scheme focusing on personal skills development.

This includes working in teams, communication skills, project management and commercial awareness, along with a number of other competency based development areas.

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Innovation you can build on™

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