

Below are some of our most frequently asked questions, for both the European Commercial Graduate Programme, and the Engineering Graduate Programme.

EUROPEAN COMMERCIAL GRADUATE PROGRAMME:

- **Q: I am based in Europe but don't see my country as a button to apply to? Can I apply and how?**
- **A:** If your current country of residence is not shown, you should apply via Germany and your application will be dealt with by our German recruitment team
- **Q: I am a French national based in the UK, should I apply via France or the UK?**
- **A:** Generally, we expect people to apply via their country of nationality since applications are initially assessed by the local HR team in that country. However, if you apply via another country because you are currently based there as an example, we can either direct it to the right place or our German team will deal with
- **Q: I need sponsorship to work in Europe or the UK, can I apply for the European commercial graduate programme?**
- **A:** This particular graduate programme requires you to be mobile around Europe and the UK, hence unfortunately graduates who require sponsorship to work in these regions will not be considered
- **Q: Does that mean I cannot apply for any graduate positions in INEOS?**
- **A:** The requirements for any direct graduate entry positions will be specified in the advert so you should

check there. INEOS does provide sponsorship in some cases depending on the requirements for the position.

- **Q: If I apply via Belgium does that mean my first role will be in Belgium?**
- **A:** No, location and actual role will be decided depending on a number of factors including availability, your experience and interests and the development opportunity
- **Q: How many roles will I have during the 5 year programme?**
- **A:** Typically, 3. Roles are normally 1 – 2 years duration. This ensures you get a good understanding of the function and business and you will have responsibilities and accountability for delivery against the objectives for that position
- **Q: How varied are the roles I could have?**
- **A:** Extremely varied! We have roles in business analysis, production planning, supply chain, procurement, marketing just to name a few
- **Q: Can I chose what role I want to do?**
- **A:** Roles are primarily assigned based on business need and your development needs. Your aspirations and views are taken into account as part of the process
- **Q: Will I receive language support if I am moved to a different country?**
- **A:** Yes, you will. In most of our offices, English is the working language, but knowing the local language will help you assimilate more easily at work and outside. Some of our employees have ended up fluent and conducting business meetings in the local language, but this is not a requirement

- **Q: Will relocation support be offered?**
- **A:** Yes, support is offered which will cover the costs of your move

- **Q: If I am a UK national based in the UK and I am moved to Germany, will I be on a UK or a German employment contract?**
- **A:** You will be on a German contract of employment. The basic principle is that you will be treated the same as other graduates in that location and country

- **Q: What happens at the end of the 5-year programme?**
- **A:** We will work with you to find you a suitable role within INEOS. Your preferences will be considered and from this time onwards, you will be in charge of your own career development. Your career will not be managed centrally, and you will be able to apply for roles via our open job posting system

- **Q: I understand I will be given a mentor. How is that decided?**
- **A:** We have a number of senior managers identified as potential mentors and we match them up with graduates using a variety of criteria. We aim to match you with someone who can help guide you throughout the programme and who you can build a strong relationship with

- **Q: Will I move countries during the 5 years, like the graduates on the commercial scheme?**
- **A:** Due to the more structured approach required to gain experience and develop as an engineer, it is unlikely that you will move countries within your first 5 years. However, if you aspire to be a future leader in engineering then being mobile is encouraged.

For any other questions, please see the relevant sections of the Graduate page on our site.

ENGINEERING GRADUATE PROGRAMME:

- **Q: I want to join the graduate engineering programme in the UK. Will the Company support me to achieve Chartership?**
- **A:** Yes, our aim is to ensure that you get the right experience and support during the programme such that you achieve Chartership