

# Smart Science to Improve Lives™

A global leader in speciality chemicals, Croda is the name behind some of the world's biggest brands providing practical, environmentally minded solutions to the problems of everyday life. In 36 countries, our 4,500 employees work to improve a diverse range of markets - from personal and health care, to home care and plastics.

## Commercial Development Programme

<b>Location:</b>	Europe & UK	<b>Closing Date:</b>	31 <sup>st</sup> May 2021
------------------	-------------	----------------------	---------------------------

### Be part of our journey

Croda is a global speciality chemical company inspired by nature. We produce the most innovative range of renewable, naturally derived ingredients in the world. You probably don't know it, but you are already benefiting from our work as our pioneering products are vital to many leading brands. We are committed to minimising our impact on the environment, developing our people and supporting local communities. We are passionate and excited about how we can develop and utilise new technologies to shape and inspire changes within the dynamic market sectors we work in.

We have an excellent opportunity for you to join our 2021 European Graduate Intake. Our **Commercial Development Programme**, aimed at candidates looking to move into a commercially focussed role at the end of the scheme, is a rotational scheme made up of three, nine - twelve month placements. These may be based at one of our European site locations including the UK. This programme is designed to give you exposure to our commercial business by working in a number of departments which may include Sales, Marketing and business functions such as Purchasing and Supply Chain.

During the programme, you will receive on-the-job training and attend a five module residential training programme which focuses on developing your personal and business skills. This, together with a supportive mentoring scheme, buddy system and regular progress reviews with your manager, will ensure you have the opportunity to develop your knowledge, skills and experience which will help you on your way to achieving your career aspirations.

### Our ideal person

As a business, it's really important to us that we find the best people to join our graduate scheme and that you have the best opportunity to succeed on the programme. To help, we have outlined our expectations for the programme and what core skills and experiences we require as well as what would make you an ideal fit. In turn, we hope this helps you evaluate if this is the right graduate scheme for you.

#### Essentials:

- You will be an effective communicator and team player, capable of building effective working relationships
- Good planning and organisation skills, you must be capable of prioritising your own workload and adapting to the changing needs of the business and placement requirements
- You will be a proactive problem solver and an innovative thinker; able to address issues, contribute new ideas,

#### Desirables:

- European language skills; in particular French, Spanish, Italian, Dutch and German
- Previous work experience, chemical industry experience is advantageous

<p>solutions and ways of working to the team</p> <ul style="list-style-type: none"> <li>• You must demonstrate a good level of self-awareness; capable of identifying your strengths and areas for further development, as well as seeing the value in giving and receiving feedback for yourself and others</li> <li>• <b>You will have, or are expected to achieve a 2:1 degree (Upper Second Class or equivalent level outside of the UK) or above in a relevant science discipline (Chemistry, Biochemistry, Natural Sciences etc). If already achieved, this must be within the last 5 years.</b></li> <li>• You must have good English language skills; both written and verbal</li> <li>• As this is a rotational scheme, you must be willing to relocate for your placements both in the UK or Europe</li> </ul>	
--	--

<b>Key Competencies</b>
Teamwork, Spoken and Written Communication, Effective Workload Planning, Self Awareness, Problem Analysis, Adaptability and Flexibility, Effective Decision Making, Innovation, Technical Expertise

<b>Benefits Package:</b>	Croda offer a competitive graduate benefits package. This incorporates a starting salary of approximately £25,000, a defined benefit pension scheme, 25 days paid holiday plus bank holidays, access to share incentive plans plus a £3,000 relocation package to support relocating for placements.
<b>Application Information:</b>	Send the curriculum to <a href="https://croda.csod.com/ats/careersite/jobdetails.aspx?site=5&amp;c=croda&amp;id=891">https://croda.csod.com/ats/careersite/jobdetails.aspx?site=5&amp;c=croda&amp;id=891</a> Shortlisted candidates will be invited to complete an additional application form plus online aptitude testing in the first instance and then if successful, they will be invited to an assessment event.