



Graduate Development Program





Program Mission

“To promote the development of a diverse set of skills for graduates by challenging them with a range of opportunities so that they may become capable future leaders within IOC and throughout Rio Tinto.”



Program Objectives

- Provide a Source of Qualified Professionals for Entry Level Positions at the Labrador City and Sept-Iles Locations in the Areas of Engineering, Operations, Maintenance, Information Technology, Business, and Geology.
- Graduates to be Hired into “Real Roles”.
- Enhance Career Planning.
- Encourage and Support Professional and Personal Development.
- Retain and Develop Important Human Resources for our Future Within IOC and Other Rio Tinto Business Units.





Program Structure

- Three Year Program
- Real Job with Real Responsibilities
- Assigned a Mentor to Assist Your Development
- Provided a Written Development Plan
- Leadership Training & Experience





Rotations

- Graduates Will Gain Exposure of Other Departments or Areas of the Organization Through Possible Rotations.
- Rotations are Based on Business Unit Needs.
- Rotations Determined Interactively Between Graduate, Management, & Human Resources.
- Supervisory Roles are Encouraged and May Be Mandatory.
- Possibility of a Rotation to Other Rio Tinto Business Units.



Staff Performance Evaluation

- Objectives are Given by the Supervisor When Hired
- Formal Evaluations Occur Every 6 Months (Salary progression based on employee meeting performance expectations)
- Evaluations are Based on Objectives and Behavioral Competencies
- When Completed Graduate Program, Employee Follows Regular Performance Evaluation System



Employee Benefits

- Competitive Salary
- Staff Performance Evaluation
- Comprehensive Pension, Disability & Insurance Coverage
- Vacation Entitlement in Year of Hire
- Air Travel Benefit (Labrador City only)
- Tuition Reimbursement Program
- Housing Assistance (New Home Buyer- Labrador City only)
- Bonus Plan- “SUCCESS”



Training Opportunities

Employees are encouraged and supported to participate in training that will enhance their professional and personal development such as:

- Registration with Professional Associations (i.e., P. ENG.)
- Leadership Training
- Project Management
- Business Management
- Safety Related Training
- Professional Association Conferences





General Opportunities

Based on Performance:

- Senior Leadership Roles in Operations or Technical
- Work in Other Rio Tinto Business Units
- Exposure to Other Areas of the Business in a Variety of Challenging Roles:
 - Mining to Processing (& vice versa)
 - Continuous Improvement
 - Business Evaluation or Analyst



To Apply:

- You Must be a Recent Graduate (within 2 years) from a Recognized University.
- Check out our Website for Advertised Positions and Apply On-line.
- If You are Interested in Other Rio Tinto Graduate Development Programs Check:

www.graduates.riotinto.com



Overview

- Graduates Will Fill Real Roles Within the Business
- There Will be Supervisory Experience
- Designed to Build Leadership & Technical **S**kills
- Strong Performance Will Result in Career Advancement Within IOC or Rio Tinto

Graduate Testimonials

Troy Butler

Engineer-in-Training, Electrical

“My name is Troy Butler and I am in the Graduate Development Program as an Electrical Engineer-in-Training at IOC in Labrador City. This program consists of three role rotations. Here at IOC, there are rotations in Plant Engineering, Capital Projects and Electrical Maintenance. These various roles allow graduates to obtain experience in a wide range of areas such as troubleshooting, project management and leadership. As well, there are many opportunities here for both professional and technical training such as project management or control systems courses.

Outside of work, there are many opportunities to get involved in the community and participate in various sporting and social groups. For example, I recently joined the local curling club just to name one. I personally believe Labrador City is an ideal community for outdoor activities, especially in winter for activities such as snowmobiling. As well, there are several recreation facilities around town that provide year-round access to sports and physical fitness. In addition, any place in Labrador City is only minutes away, which makes it a very convenient place to live.”



Graduate Testimonials

Emile Gagnon

Engineer-in-Training, Mechanical

“I have been working at IOC for approximately 11 months, both as a co-op student and now as a permanent employee in the Graduate Development program. Through this program I have been to Salt Lake City for the North American Graduate Development Forum, and my department has sent me to Edmonton for a week of ASME/API codes and standards training. The Engineering department is also putting me through the Project Management Master’s Certificate Program offered by Memorial University of Newfoundland this winter. Overall, IOC has shown a strong commitment to my career development. Besides this, Labrador City is a great place to live. I have spent my time hiking, skidooing, curling, playing pick-up hockey, skiing, and doing some outdoor photography. I would recommend IOC and Labrador City to anyone.”

