



You'll build a  
foundation for  
your career.  
Together we'll  
look to the future.

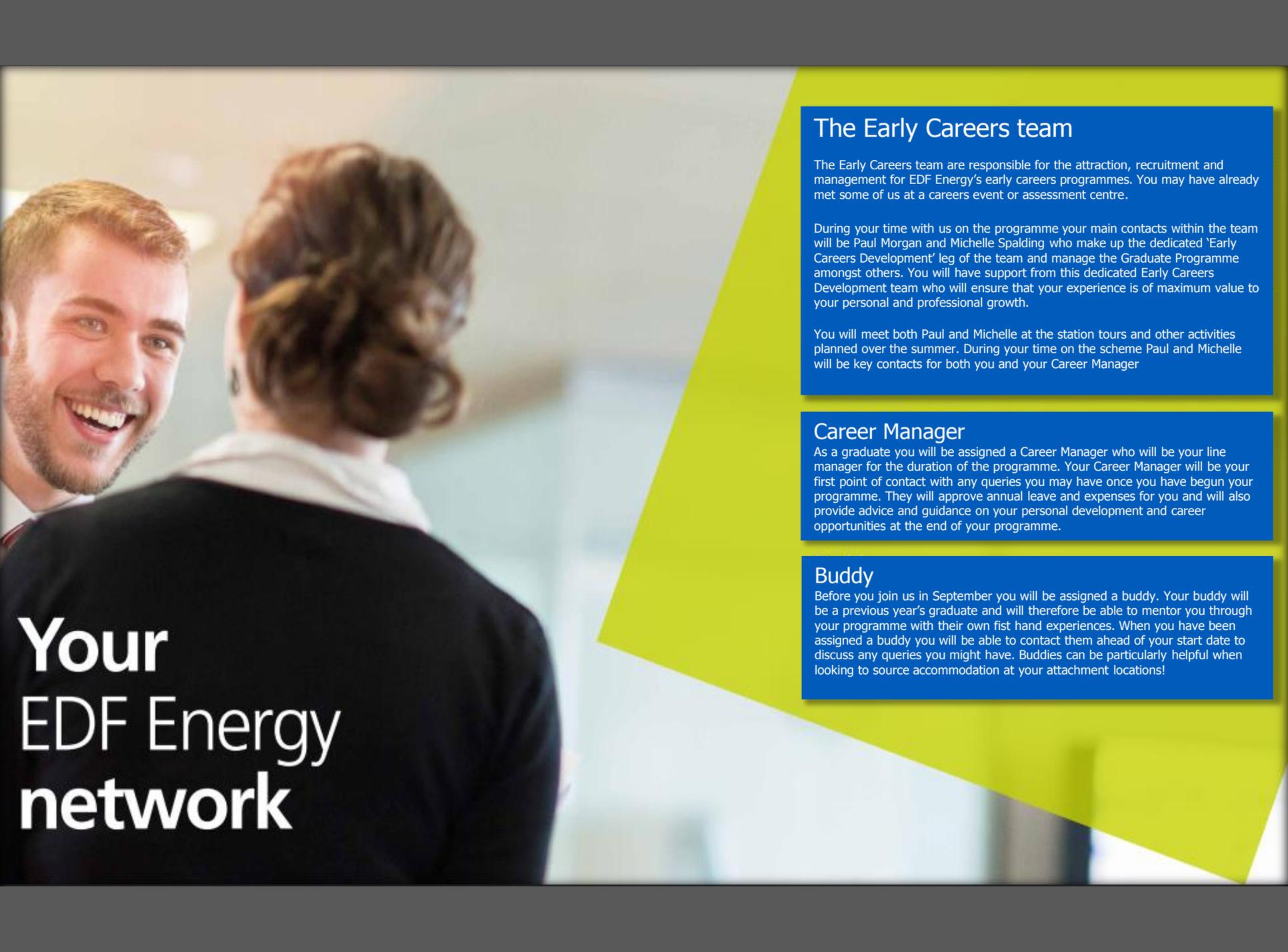
[www.edfenergy.com/graduates](http://www.edfenergy.com/graduates)



# What **you** mean to us

It is critical for EDF Energy that we have a productive, skilled workforce, both now and in the future. A range of research has highlighted that a 'skills gap' is set to hit the energy sector as early as 2016 and will continue until 2025. These forecasts clearly indicate that as a company, we are entering a crucial period as we aim to mitigate the potential impact of such a shortage. In order to ensure that we have the capacity to meet the future challenges, EDF Energy continues to recruit young people into our pipeline programmes such as the graduate scheme. The training and development that you can look forward to receiving on this scheme is world class and will prepare you for a long and prosperous career with us. During your time on this scheme you will develop both personally and professionally through a combination of experiential, structured learning and training activities.





# Your EDF Energy network

## The Early Careers team

The Early Careers team are responsible for the attraction, recruitment and management for EDF Energy's early careers programmes. You may have already met some of us at a careers event or assessment centre.

During your time with us on the programme your main contacts within the team will be Paul Morgan and Michelle Spalding who make up the dedicated 'Early Careers Development' leg of the team and manage the Graduate Programme amongst others. You will have support from this dedicated Early Careers Development team who will ensure that your experience is of maximum value to your personal and professional growth.

You will meet both Paul and Michelle at the station tours and other activities planned over the summer. During your time on the scheme Paul and Michelle will be key contacts for both you and your Career Manager

## Career Manager

As a graduate you will be assigned a Career Manager who will be your line manager for the duration of the programme. Your Career Manager will be your first point of contact with any queries you may have once you have begun your programme. They will approve annual leave and expenses for you and will also provide advice and guidance on your personal development and career opportunities at the end of your programme.

## Buddy

Before you join us in September you will be assigned a buddy. Your buddy will be a previous year's graduate and will therefore be able to mentor you through your programme with their own first hand experiences. When you have been assigned a buddy you will be able to contact them ahead of your start date to discuss any queries you might have. Buddies can be particularly helpful when looking to source accommodation at your attachment locations!

# Our Values:

"At EDF Energy we hold safety at the forefront of our minds; it is our enduring priority."

## Integrity

Role modelling the way.  
Emotional resilience.  
Leading our values.

## Impact

Achieving results.  
Judgement and decision making.  
Communicating with influence.

## Inclusion

Interpersonal effectiveness.  
Developing organisational talent.  
Managing relationships.

## Inspiration

Engaging with company vision.  
Leading high performing people.  
Championing change and improvement.



# What kind of experiences can you look forward to?

**Toby Collinson** Joined EDF Energy's Generation Graduate Scheme in 2012

"During my time at Tottenham Court Road, London with NNE I was attached to the Emergency Preparedness pre-ops department. During my attachment I completed a number of projects which (hopefully!) will provide measurable value in the development of emergency arrangements for the future operating stations, as well as one project in support of the emergency arrangements for the Hinkley Point C construction site.

As an example, I kicked off the HPC Emergency Control Centre functional specification document after consulting with a wide range of departments and liaising with key stakeholders involved in the project. I was even able to undertake further training, i.e. Completing an EPR systems course. I feel the attachment has left me with a solid grounding in EPR and I enjoyed the opportunity to work with many French colleagues."

**Abisayo Aladeloba** Joined EDF Energy's Generation Graduate Scheme in 2012 as an Electrical Graduate

"My operations attachment at Hartlepool station has been both interesting and challenging – I've worked with engineers who are well informed and experienced, meaning the opportunity has hugely furthered my understanding of station protocol. My Ops attachment fell during the early part of statutory outage meaning I could observe activities such as bleed hole creation of control rod guide tube 2L22 and plug insertion and welding!"

**Eleanor Laney** Joined EDF Energy's Generation Graduate Scheme in 2012 as a Chemist

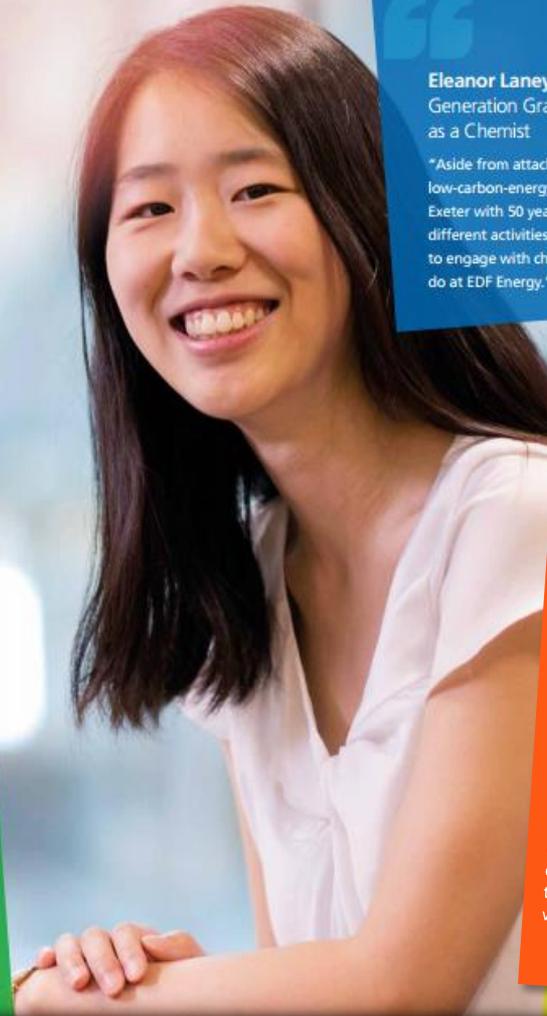
"Aside from attachments I volunteered on a four-day low-carbon-energy residential at the University of Exeter with 50 year nine students we ran a number of different activities which provided a great opportunity to engage with children around energy and what we do at EDF Energy."

**Jack Abbott** joined EDF Energy on the Energy Analyst graduate scheme in 2011

"Throughout the graduate scheme I always strived to experience new things and gain new skills from the different placements, working all over the country. The graduate scheme gives you the freedom to find the areas of work that interest you, whilst always feeling challenged and developing yourself.

My final placement and subsequent analyst role were within the generation area of the business, focussing on investment decisions for EDF Energy's thermal and renewables assets. This continuing progression has resulted in a new role as a Senior Policy Analyst in Generation Policy within which I interact with the Government on future energy policy, something which I am really passionate about!

The graduate scheme at EDF Energy is what you make of it; there are many opportunities to experience very different areas of the business, meet many contacts throughout the business and show off your own skills within the workplace - go make it happen!"



# Looking Forward

EDF Energy is one of the UK's largest energy companies and its largest producer of low-carbon electricity. A wholly-owned subsidiary of the EDF Group, one of Europe's largest energy groups, we generate around one fifth of the UK's electricity and employ around 15,000 people. We supply electricity and gas to around 5.5 million residential and business customers, making us the biggest supplier of electricity by volume.

As one of our 2015 Graduates you join us at a very exciting time. In the past three years EDF Energy has invested around £3.5bn in the UK. These investments include:

- Extending the lives of 15 existing nuclear reactors so they can safely continue to produce low carbon electricity for longer.
- Preparing for the first new nuclear power station in a generation at Hinkley Point C.
- Building new gas storage facilities at Hilltop Farm, Cheshire.
- Keeping two coal power stations in operation to help keep the lights on until new forms of low carbon energy are ready to take their place.

Construction

Hinkley C  
Construction



# Employee Networks

EDF Energy has five employee networks. These are:

- The Lesbian, Gay, Bisexual and Transgender Network.
- The Black, Asian and Minority Ethnic Network.
- The Women's Network.
- The Disability & Carers Network.
- The Working Parents Network.

Employee networks are open to all staff members, and are a great way for groups of employees to come together, share common interests and work towards common goals. As well as the obvious benefits that networks offer to their members, they have a valuable role to play within the business. Networks help us find the best ways to attract, recruit, develop and retain diverse talent. They act as a communication channel with management and help raise awareness of any employee concerns. They also provide a forum for developing creativity and innovation and support us in building stronger relationships with community groups. As a graduate with EDF Energy you will be able to join these networks from your first day – they're an excellent way to develop your contacts and support network within the business.

We hope you're looking forward to your first day. If you have any questions before you join, just email [earlycareers@edfenergy.com](mailto:earlycareers@edfenergy.com). We'd like to wish you all the very best with your future career at EDF Energy.