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LIFE MATTERS

— DO SOMETHING THAT MATTERS

Marine graduate programme



LIFE MATTERS

Life Matters is the guiding principle that Lloyd's Register is founded upon – both as an organisation and as the individuals who work here. And it's at the heart of our purpose. As a non-profit distributing organisation, we are driven by safety, not money. Life Matters is how we express to the world what we stand for. It tells our clients, those at sea and the community at large that we're here with one unambiguous aim: to protect lives and the environment.

LIFE MATTERS

"Thank you for your interest in joining our team. This brochure will give you all the information you need to decide whether a career here is right for you. But there's one question I'd like to answer right away – why are our people so passionate about what they do?"

"In Lloyd's Register, we do something that matters. Our mission is to protect lives and the environment at sea. Furthermore, the world economy relies on the reliable sea trade we provide."

"Everyone in the business is a part of that vision. If you're inspired by the opportunity to do something that really matters, you'll find building a career here just as professionally and personally rewarding as I do."

"So, if you have the ambition, talent and have always wanted to do something that matters, become part of the team by joining our Marine Graduate Training Scheme and help Lloyd's Register become even more influential around the world."

"We look forward to hearing from you."



Alan Gavin
Marine Director





DO SOMETHING THAT MATTERS

Life Matters is our guiding principle. Do Something That Matters is what drives us to perform to our best and work in a way that actively and consciously supports our mission. Everyone at Lloyd's Register Marine has a part to play, whatever their role – whether they are the person who takes the call from the client, the surveyor who does the work, the administrator who types up the certificate, or the person who performs research and development. We all do something that matters. Those who join our team will too.

Our Group

The Lloyd's Register Group is an organisation that works to enhance safety at sea, on land and in the air so people and communities around the world can enjoy everyday life with confidence. We do it by securing the highest technical standards of assets and systems from design and manufacture through to maintenance and operation. Our influence stretches across a range of areas including management systems, oil and gas, rail, industry and, of course, marine.

Our organisation

Lloyd's Register is a non-profit distributing organisation and one of the world's leading classification societies. We help ensure that internationally recognised quality standards are maintained throughout the entire life of a vessel; from construction right through to the end of the vessel's operating life. We help shipping clients of all shapes and sizes improve performance while maximising safety and minimising their impact on the environment.

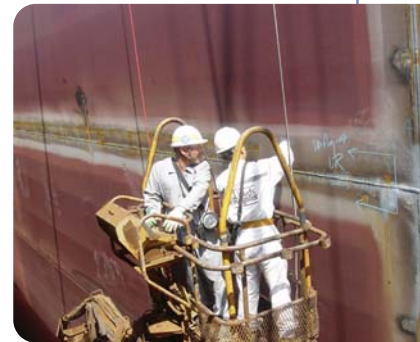
Our heritage

In 1760, the Register Society was formed by the various marine professionals who frequented Edward Lloyd's London coffee shop. It printed the first Register of Ships in 1764 to give underwriters and merchants an idea of the condition of the vessels they insured and chartered.

In 1834, the organisation became Lloyd's Register of British and Foreign Shipping and the first classification Rules were published. Since then we've opened offices around the world and applied our expertise to a wide range of other industrial sectors. But Marine is where it all began – and we're just as excited about its future.

Our future

Like any technology-driven sector, the marine industry constantly changes, so one of our challenges is to ensure our classification and consultancy services remain at the leading edge. It's also an industry that's growing fast. There's predicted to be nearly a 50% increase in gross tonnage over the next decade. That's a lot of new ships. So our goal is to continue to extend our positive influence to ensure the shipping of the future is safer and more sustainable than ever before. And we need talented, committed people to help us do it.





We're currently looking for talented, ambitious graduates to join our Marine Graduate Training Scheme to be technical specialists and future leaders of our business. It's a two-year training scheme, so you'll have plenty of time to acquire a considerable base of knowledge whilst honing your practical skills.

During this time, we'll provide you with all the technical skills and experience you need to become a world-class marine specialist, including in-depth training from a range of industry-leading experts within our organisation. After the first two years, you'll put your skills into practice on placement which could be anywhere in the world.

OUR MARINE GRADUATE TRAINING SCHEME

The first two years as a trainee surveyor may include:

Shipyard experience

We'll provide valuable practical shipyard experience in a commercial environment. Offering an opportunity to put into practice the theory learnt at University and develop a host of new skills, you'll have a hand in both ship repair and construction.

Technical training

You'll receive in-depth training from the experts that set the standards within Lloyd's Register and, indeed, the industry. Courses provided include materials (non-destructive and fire and safety), institute conferences and soft skills training.

Outport office placements

You'll gain an insight into the life of a surveyor by going out on an existing ship survey or be involved in the construction of new ships. This placement will ensure that you gain a varied experience of surveying.

International assignment

Lloyd's Register operates in over 78 countries worldwide. During your career at Lloyd's Register we hope that you will take the opportunity to undertake one of our international assignments. This will enable you not only to learn from some of our world class industry experts, but also to gain the experience

of working within a different country and a different culture.

Design Support placements

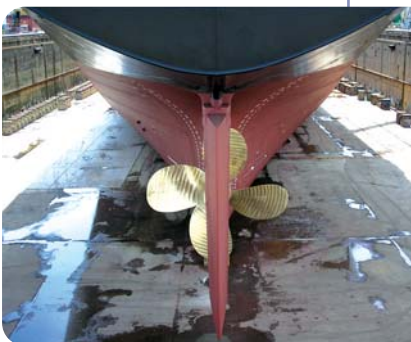
Working in our Yokohama Design Support office you will learn the rules and international regulations that help ensure new and existing ships are constructed and maintained safely. Experience in areas such as structure, engineering, electrical systems and statutory requirements will build your knowledge of fundamental ship design. This will provide you with an opportunity to understand our consultancy services as well as being a great way to build your networks within the organisation.

Mentoring sessions

Throughout the programme, your mentor will support your technical training, assess your performance and give you advice on areas you may like to work in. These sessions will help you to form a clear vision of where you're heading and how you can get there.

Time at sea

Gaining first-hand experience of the operation and maintenance of a working ship is crucial to every graduate's development. We'll ensure you spend time on one of our client's vessels to broaden your technical know-how.



- A DAY IN THE LIFE

Libby Surveyor on Development Based: Nagasaki, Japan

09:00: Plan Inspections for the day: The Machinery Surveyor and I schedule the hull inspections for the day.

10:00: Board ship: The Survey team and I meet in the gangway to collect safety equipment. The vessel I am working on is due in a month's time so this morning we'll be testing all the systems installed on board.

12:00: Lunch

13:00: Afternoon reporting/paperwork: We prepare the documentation/testing guidance required for the afternoon inspections.

14:00: Afternoon inspections begin: We complete the outstanding testing on the cargo temperature system. We also perform the confirmation of the operation Bilge system in the steering gear room and the installation of cargo pumps.

17:00-18:00 Reporting: I work on the completion of the certificates for the hull side of the vessel we worked on this morning before heading home.

General activities in between inspections: During the day the shipyard or the ship owner will have various queries. After inspections have been completed, I take the time to find answers to these queries and discuss them with colleagues in the Yokohama or London office. The inspectors can also come to our office and ask for advice or help with clarifying construction requirements. This is the part I enjoy most as it's where you really get to be part of the construction process and help solve some of the real problems that the shipyard faces.



*"No day is the same
at Lloyd's Register."*

- BENEFITS

We know our people are our biggest asset which is why we offer a range of rewards that reflect their contribution and commitment. Here are some of the benefits you can look forward to:

- full support from a dedicated international graduate team and on site HR Business Partner
- full support towards achieving a professional qualification and paid annual membership to a professional institute of your choice
- opportunities to work and receive training internationally
- 10 days annual leave in addition to national holidays (this will increase with service).
- competitive employee benefits package including: health insurance; commuting allowance; lunch allowance; employee accident compensation; generous non-contributory funded pension scheme and death in service benefit; and market bench-marked salaries with annual review



We are a truly global organisation with offices in over 78 countries. During the initial two-year training period, you could find yourself on a placement in any of our locations across Europe and the Middle East. Have a look at what some of our graduates said about their experiences.

A GLOBAL CAREER

Simon Italy

"During my three month placement in Monfalcone I undertook steel inspections (as plate entered the yard), fabrication and block assembly inspections in the construction sheds and in the dry dock, inspections of life saving and fire fighting/fire suppression systems and a broad range of mechanical inspections from engine chocking, right up to full load power trials."

Apostolos Greece

"I've been privileged to work under the guidance of a real team of experts during my participation in hull and machinery CAP surveys. Outside of work, the picturesque sights, hospitable people and delicious cuisine make working in Greece an unforgettable experience."

Tristan Southampton

"My time in the Southampton outport office was really enjoyable – it was a great place to get an overview of the different stages of classification from the small boat new construction projects, dry-dock surveys in Falmouth and annual surveys in the one of the country's busiest ports."

Pierre Korea

"Korea is a hive of marine activity – I was heavily involved in all the construction stages from block stage to delivery, working together with the shipyard and the owner. It hardly has any international tourism so it was really unspoilt."

Rob Dubai

"The adage 'no day is the same' is more true of working for Lloyd's Register in Dubai than anywhere else I have yet experienced - be it double bottom tank surveys for a VLCC in one of the world's largest dry docks, or travelling 15 nautical miles offshore by launch to a 28 year old bulk carrier at one of the world's busiest anchorages. In addition I've had the chance to get involved with some more unusual projects, such as the new construction of a ship-lift for a ship repair yard and the survey of a deep sea diving system."

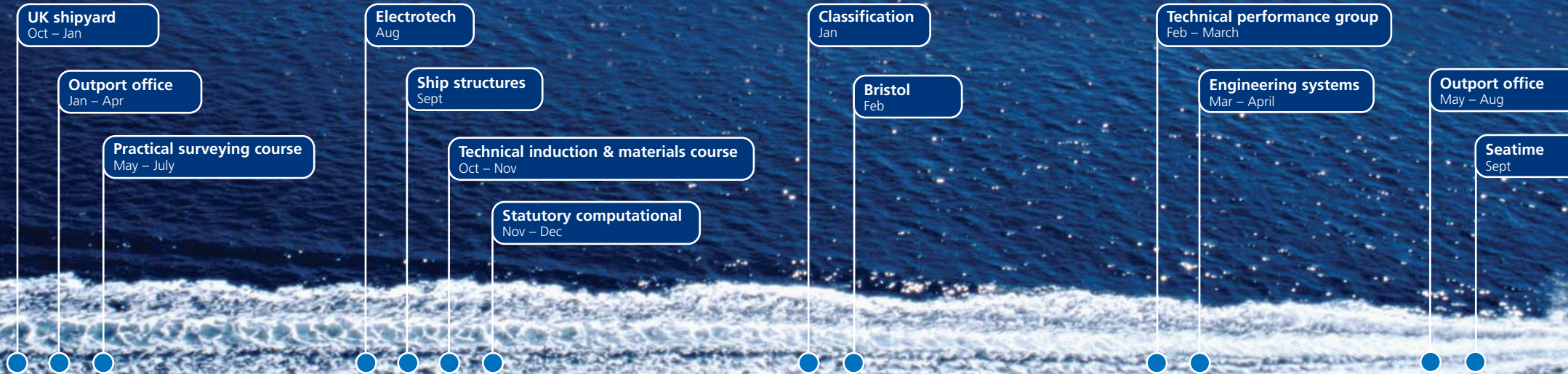
Dimitrios Seatime, Gulf of Thailand

"I lived and worked on a combined oil/chemical carrier where I performed surveys of ballast tanks, safety systems and life saving equipment. It really gave me an in-depth insight into what practical issues face the captain and chief engineer on board these types of vessels."

Kazushige Singapore

"I spent some time in Singapore as a surveyor of existing ships. The best thing about my placement was the fact that I was able to experience working with a whole variety of different kinds of ships, ship owners and shipyard teams. This not only helped me to learn new technical skills but also to experience cultural differences, in particular the ways in which people communicate with one another on a shipyard."

– YOUR FIRST TWO YEARS



Apostolos Giannoulis Graduate Trainee

"The knowledge and experience gained was really valuable. On top of all the technical training, I've undertaken a range of managerial training to improve my wider commercial acumen."



Here's what our current graduates got up to during the first two years of the training scheme.

UK shipyard – During my first few months at Lloyd's Register I was surveying new constructions in a shipyard. This gave me a valuable insight into every part of the process, from block assembly to the commissioning of engineering items.

Outport office – I then spent time carrying out a range of periodical surveys based out of our Glasgow office.

Practical surveying course – This was an intensive 12 week marine engineering course down on the south coast. All the trainee surveyors lived together during this course, which helped to create a fantastic team spirit.

London was my next assignment. Here I spent about six months getting to grips with a wide range of design service processes as I

moved around the various plan approval departments. During my time in London I spent time in:

- Electrotech learning about the marine safety systems, in particular new construction electrical surveys.
- Ship structures was my next port of call, where I explored the basics of structural planning.
- Statutory computational where I got to grips with statutory requirements and learning how to carry out the calculations and measurements I'll need to perform as a Surveyor.
- Classification is where I kicked off year two, learning the basic principles of classing a ship.
- Technical performance group, where I went to find out the specifics of Port State Control and its commercial and environmental implications for the industry.

- Engineering systems came next, where I particularly learnt about the construction and installation of main propulsion and auxiliary machinery systems.

At the **Bristol** office I gained a solid understanding of naval ship classification.

Ouport office (2nd placement) – Finally, it was time for me to put all my learning into practice during my 2nd outport office placement. I was based in the marine operations department of Hellenic Lloyd's in Greece. Whilst here, I also had time to receive further surveying training and deepen my knowledge of the Lloyd's Register Rules and Regulations and Flag Requirements.

Seetime – During my sea-going experience on a client's vessel, I have witnessed the daily operations on the deck and engine side of an oil tanker. It was amazing to see the key issues relating to safety of the crew, the vessel and the environment whilst the ship is trading.

As well as all the technical training, I've also managed to get plenty of managerial training under my belt, so my overall commercial awareness has come on in leaps and bounds too.

– YOUR FIRST TWO YEARS

London Induction Training
Oct

Mitsubishi Heavy Industries, Ltd
Oct – Dec

Kobe Shipyard
Jan – Aug

Components
Aug – Sept

Shanghai – Surveyor of Existing ships
Oct – Dec

Yokohama – Plan Approval
Jan

Saeki Ayaha Graduate Trainee

"For me personally, the best thing about working at Lloyd's Register is the fact that our primary goal is not to make financial profit but to protect lives, livelihoods and the environment at sea. We always put safety and the environment first in everything that we do, and this fits with my own personal values. It feels good to know that I am contributing to saving lives and doing something that matters."



Here's what another of our graduates got up to during the first two years of the training scheme.

My training began by learning about the history of Lloyd's Register, the different areas and departments, and how it operates as a global organisation. My week long **induction in London** was a great opportunity to get a feel for the company.

After that I spent two months at Kobe Shipyard as a **shipyard employee** with **Mitsubishi Heavy Industries**. Because I graduated in naval architecture, this assignment was designed specifically to give me an understanding of how ships are constructed from a builder's point of view. Not only did I get first hand experience of a ship being built, I also:

- learnt how a shipyard is organised and managed operationally
- experienced the problems a ship builder can encounter with

certification and classification, manufacturers and delivery deadlines

- the impact of my decisions as a surveyor on key stakeholders – and this experience in particular has helped me to cultivate happier, stronger and more constructive working relationships with my current clients.

The next 8 months were spent working alongside an experienced port surveyor. Here I learnt:

- how to survey a new ship under construction
- how to assess and solve structural problems such as design issues, material quality, and the instillation of a ship's systems onboard.
- the communication skills necessary when working at a shipyard
- key health, safety and environmental issues.

Still in **Kobe**, I worked in the office for a month **surveying the construction of a ship's components**. This involved:

- assessing components like cylinder liners, crankshafts and turbochargers to make sure they were made to the highest standards
- meeting regularly with steel, casting and forging manufacturers.

After overseeing the manufacture of flawless components, my next 2 months in **Shanghai taught me a great deal about ship defects** and the wear and tear of the sea – everything from mechanical problems to structural damage and fatigue. As one of the busiest ports in the world, Shanghai was the ideal location to assess a wide range of defects and learn how to repair them. But I wasn't confined to the port HQ. Surveying often took us to remote islands – excellent preparation for the reality of a career in shipping.

My training ended with a placement as a **Plan Approval Surveyor for the Hull Structure Group**. This placement gave me the chance to work with owners and operators from around the world. I got to survey and approve designs for a wide range of ships, including an Aframax oil tanker, a container ship, a bulk carrier, a nuclear fuel carrier, and a liquidified natural gas (LNG) carrier.

The training scheme has given me the know-how and experience to **feel really confident about my future at Lloyd's Register**. I want to learn as much as possible from the experienced, world-class experts in our team and in doing so become top of my specialism as a Plan Approval Surveyor. I also hope to take up a foreign assignment at some point – I don't mind where I go, but hopefully it will be somewhere I've never been before so I get a fresh new challenge!

- WHO WE'RE LOOKING FOR

Everyone at Lloyd's Register is passionate about what they do, so to join our graduate programme you will need:

- a bachelor or masters degree in one of the following: Naval Architecture, Marine or Mechanical Engineering, Metallurgy
- a genuine interest in ships and the marine industry
- a love of travel and desire to work abroad, experiencing different cultures
- the ambition and confidence to become a technical specialist and a future leader at Lloyd's Register
- the desire to use your expertise to make a real difference to peoples' lives and the environment
- proficiency in English.



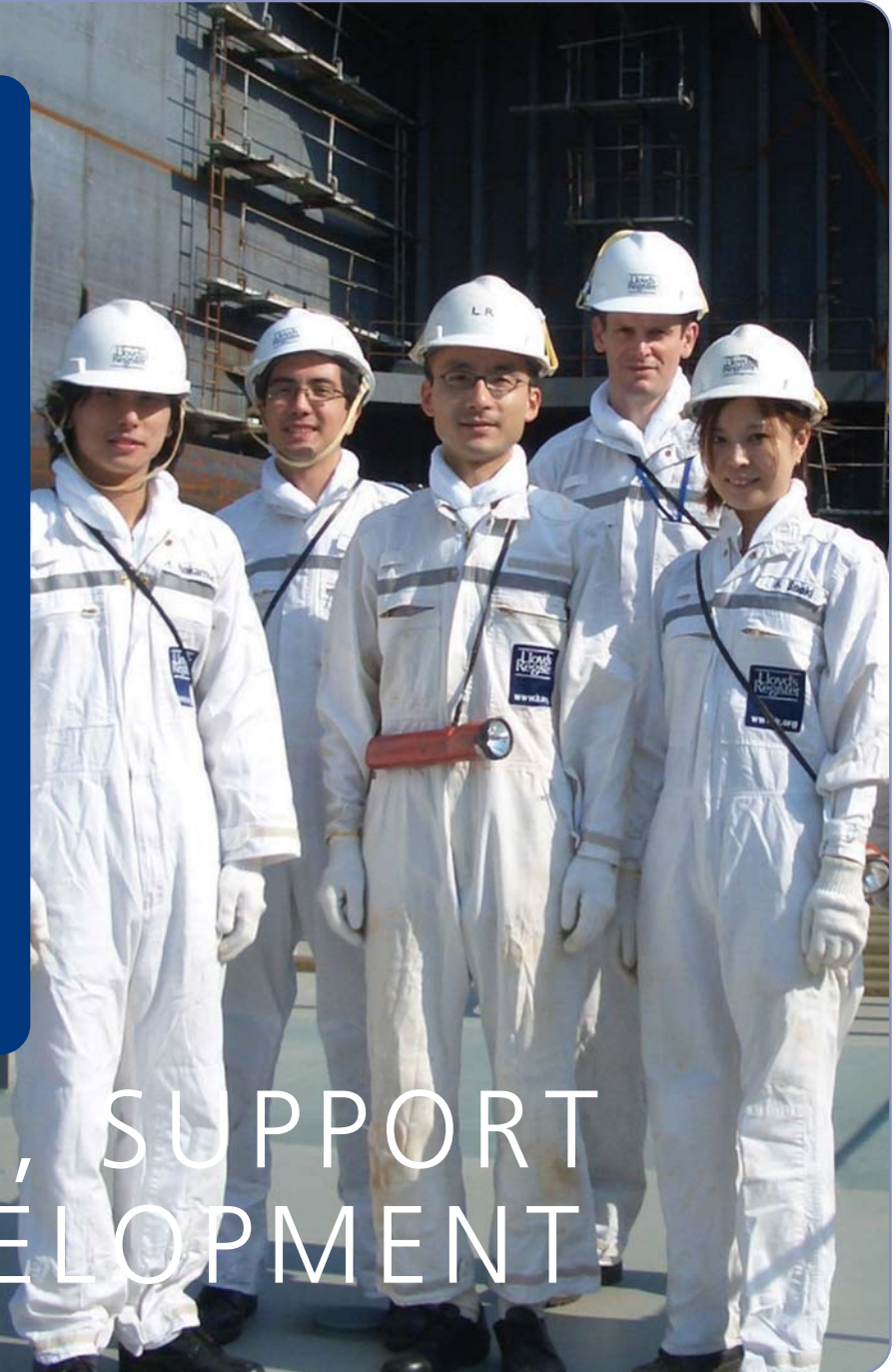
To find out more about what our graduate and undergraduates think about the schemes on offer, visit the Profiles page at www.lrs.or.jp/careers

We are dedicated to providing our graduates with the support they need to meet the highest standards in the shipping industry. From the start, you'll be allocated a mentor who will help guide you through your development as a surveyor and prepare you for a future with Lloyd's Register. Our dedicated Graduate team and local HR Business Partner will also be on hand to make sure you get the guidance and support you need.

Throughout your career with Lloyd's Register, you'll take part in regular assessments and reviews. As well as helping us to find out how your technical skills are coming along, it'll give you a chance to tell us how you think you're doing. We'll also agree a personal development plan to make sure you've got a clear structure to your learning.

During this time, we'll provide you with all the training you need, including presentation, time management, negotiation and communications skills courses. All of our training and development is designed to give you the support you'll need to master your role and, as your knowledge base grows, to provide you with more and more responsibility and less direct supervision. That's how you'll become a vital part of Lloyd's Register and really do something that matters.

- TRAINING, SUPPORT AND DEVELOPMENT



THE RECRUITMENT PROCESS

Graduate Training Scheme

The recruitment process for our Graduate Training Scheme includes an initial application before the start/end of your final year of studies, followed by an interview.

Please apply for our Graduate Training Scheme by sending a copy of your CV to Japan-Recruitment@lr.org

We recommend you apply as soon as possible.

For more information on the marine sector please visit the Japan Institute of Marine Engineering website www.mesj.or.jp

Application form



Interview



Offer

We hope this brochure has given you an insight as to what to expect from the programmes on offer.

If you are interested in working in one of our other offices around the world outside of these programmes, please visit www.lr.org for the office's contact details.

For your chance to shape the future of the marine industry in a career where you can really do something that matters, take a closer look at Lloyd's Register.

Lloyd's Register is proud to be an Equal Opportunity Employer. Applicants for employment will be considered without regard to race, religion, colour, age, sex, national origin, sexual orientation, disability or any other legally impermissible basis. Information is provided on a voluntary basis and is used solely for the purposes of equal opportunities monitoring.

Information provided by you may be stored in either paper or computerised form for use by Lloyd's Register in accordance with the requirements of the Data Protection Act, unless otherwise requested.



www.lrs.or.jp/careers