Driving the future - yours and ours
That’s Being 7

Graduates 2013/14
At Subsea 7, everything we do is informed by our people and inspired by our Values of Safety, Integrity, Innovation, Performance and Collaboration.

Our Values are more than just words, they are lived by our people every day and applied to everything we do, enabling us to achieve success together.

We truly believe you can make a difference to our long-term future, and we can make a real difference to yours.

We achieve this by maintaining a real commitment to your professional, personal and career development; provide you with global opportunities and a supportive working environment where you are encouraged to make an impact and recognised for your contribution.

We offer you world class graduate development but our promise does not stop there. We are committed to the development of all our people at all stages of their career assuring you of a long term, fulfilling future with us.

That’s Being 7
Jean Cahuzac
Chief Executive Officer
2013
Subsea 7 operates internationally as one group – we are locally sensitive and globally aware, sharing our expertise and experience to create innovative solutions with our clients.

We are more than solution providers, we are solution partners – ready to make long-term investments in our people, assets, know-how and relationships in support of our clients.

We work in partnership with our clients to develop and maintain long-term relationships that add value to their projects.

Our diverse, integrated and dedicated teams are experts in their fields and have a track record of safely and efficiently executing complex projects in harsh and challenging environments.

We have the flexibility to respond quickly and sensitively to local demands, leveraging the full strength of our global resources and know-how.

**Our Activities**
We are experts in the design, fabrication, installation and commissioning of seabed-to-surface projects.

**Our Spoolbases and Yards**
Onshore, our global operations include an extensive infrastructure of pipeline spoolbases, fabrication and operations support yards.

**Our Fleet**
Subsea 7 operates one of the world’s most versatile fleets comprising high-specification pipelay, construction, remote intervention and diving support vessels.

**Our Projects**
Successful project management is one of our core competencies.

**Our Territories**
Subsea 7 operates globally and delivers locally to ensure the highest levels of client focus and service excellence.

**Our territories:**
- Africa, Gulf of Mexico & Mediterranean
- Asia Pacific & Middle East
- Brazil
- North Sea & Canada
The ability to develop, apply and commercialise key enabling technologies is an increasingly important differentiator in the highly-challenging oil and gas market. The combination of our technology and engineering capabilities and our proven ability to deliver are key advantages when tendering for large, complex projects.

This has been a critical factor in securing recent contract awards. Subsea 7 has a long, well-proven track record of working closely with clients, suppliers and partners to develop a range of technologies that enable our clients to overcome technical challenges and gain production and cost efficiencies.

Our engineering, technology and asset development teams are aligned to ensure that new technologies are also developed to enhance the capabilities of our fleet of global enabling and specialist vessels.

**Pipelines**

Pipeline technology that addresses the challenges of deepwater, longer tie-backs, flow assurance and corrosive products is critical to developing new fields.

**Risers**

We have developed a unique suite of riser and related technologies to meet a wide range of specific field characteristics such as water depth, environmental conditions, host specification, hydrocarbon composition and client preferences. These systems include free-standing decoupled assemblies including Single and Hybrid Riser Towers, Grouped SLOR and conventional coupled Steel Catenary Risers.

**Welding**

The increased demands on pipeline and riser specifications call for compatible advances in welding and inspection technology. We have an extensive ongoing welding Research and Development programme to enhance fatigue life and improve the quality of performance across a range of pipeline materials including conventional carbon steel, corrosion-resistant alloys and high-strength steel applications.

**Remote intervention**

The increasing challenges posed by deepwater subsea system architecture and the need for Life-of-Field maintenance demand reliable, high-technology remote intervention solutions.
To achieve our vision to be acknowledged by our clients, our people and our shareholders as a leading strategic partner in our market we need to help our people perform at their best.

Our ability to execute challenging projects safely, effectively and efficiently is based on the expertise of our people. We therefore invest significantly in learning and development, allowing our people to plan and manage sustainable careers with us.

We achieve this by providing a secure and supportive working environment, encouraging our people to make an impact within the business and the communities in which we operate.

Above all that, we recognise the valuable contributions our people make to our global team.

That’s Being 7

Click here to view videos from our people
People are central to our success and we therefore place development and support at the forefront of Subsea 7’s philosophy on learning, our culture and our values.

Subsea 7’s commitment to making long-term investments in people lies at the heart of our Academy 7. This virtual academy delivers our talent development programmes across the organisation, creating a sustainable learning environment and supporting professional development.

Academy 7 offers a structured way for employees across the business to further their technical expertise or business leadership skills, along with a range of global development programmes for those interested in pursuing an international career.

Global training
Our Graduate Schemes are part of a varied suite of global programmes. These include a range of functional training courses and development programmes in Engineering, Project Management, Supply Chain, Human Resources to name but a few. Each programme has consistent content and message on who we are and how we operate.

We also offer more general training and development programmes such as Management Development, Global Explorer and the Developing Leadership Programme. A wide range of HSEQ, compliance and global systems/process training are also provided.

Local training
Meeting the specific needs of our local businesses is vitally important. This training may meet legal and regulatory or other local requirements and they contribute significantly in the mix of learning and development for all our people.

Examples might be a full development programme, short lunchtime learning seminars and specific technical modules.

Performance Management Review and Career Development
Subsea 7 is committed to helping our people build sustainable careers. The performance of our people is directly linked to that of our business. We therefore recognise the importance of providing the right support to enable our people to set personal and career objectives.

Through our annual review process we look to guide our people to take control of their own development supported by our career development programmes, tools and resources.
Graduate Engineer Development Scheme

GEDS is our industry-leading and award winning two-year graduate training scheme which has been developed and continually supported by experts from engineering and other core functions.

GEDS provides an environment which promotes and supports the development of your skills and technical knowledge. It also provides you with a range of broad business skills and knowledge to work really effectively within our organisation. You will go on a journey which will be challenging, rewarding, exciting and fun.

What is involved?
The scheme involves both on and off-the-job development and exposes graduates to a variety of engineering experiences and elements of project execution including opportunities to work offshore.

There are four main elements:

Formal training sessions
A series of training sessions on technical and non-technical subjects, delivered by Subsea 7 experts and take place in various offsite locations around Europe.

On-the-job development
Work placements where you will be allocated to a specific project or functional position.

Mentoring
All our graduates are supported, coached and mentored from within their home department, providing guidance and support which is so important in the early stages of your engineering career.

Personal development
A series of tools to support you in producing and implementing your personal learning and development plan.

Subsea 7's commitment to you
Subsea 7 will provide you with:
- Support from both our local and corporate offices throughout your time on the scheme.
- Opportunities to develop your technical and non-technical skills by attendance at courses, through field trips, and in your day-to-day job.
- The chance to network with experts and the global graduate engineering community.
- A long-term ongoing commitment to your professional, technical and personal development (CPD).

Who are we looking for?
Our standards are common across our locations, but each office has their own specific needs and ensures the programme is implemented to meet their local needs as well as the overall company requirements.

Apply now
Click here for all available vacancies. All applications must be made online via our careers website. Please note, application deadlines vary per location.

Attend an event
Click here for local events.
Commercial Graduate Development Scheme

This is a two-year programme, which enables graduates to gain experience within key commercial departments: Project Services, Sales & Marketing and Supply Chain Management.

What is involved?

After an initial period of induction you will commence a period of training and work experience within these three departments. The objective is to give you the opportunity to get a global vision of commercial and operational aspects within our Business.

There are four main elements:

On-the-job development

Through on-the-job training you will develop key capabilities related to Contracts, Project Control, Supply Chain Management, Tendering & Business Development through rotations ranging from six months to one year in the three functions.

Formal training courses

This is organised in various Subsea 7 locations in Europe and provides the opportunity to gain deeper insights of some key aspects related to Commercial and Project Support functions.

Mentoring

You will be assigned a mentor who will provide guidance and support your progression. The mentor will maintain regular contact with you providing direction to help you achieve targets and goals.

Personal development

A series of tools to support you in producing and implementing your personal learning and development plan.

All participants are expected to complete the scheme in approximately two years.

Subsea 7’s commitment to you

Subsea 7 will provide you with:

• Support from both our local and corporate offices throughout your time on the scheme.
• Opportunities to develop your technical and non-technical skills by attendance at courses, through project work, and in your day-to-day job.
• The chance to network with experts and the global commercial graduate community.
• On successful completion of the programme you will join one of the three functions in a role such as Project Cost Controller, Market Analyst or SCM Specialist.

Who are we looking for?

Our standards are common across our locations, but each office has their own specific needs and ensures the programme is implemented to meet their local needs as well as the overall company requirements. Typically we seek BA/MSc or MBA graduates in the areas of Finance/ Economics, SCM, Quantity Surveying, Business and Legal Studies, Logistics or Engineering with a related commercial subject.

Apply now

Click here for all available vacancies. All applications must be made online via our careers website. Please note, application deadlines vary per location.

Attend an event

Click here for local events.
GLOBAL GRADUATE OPPORTUNITIES

Angola
Australia
Brazil
Canada
France
Nigeria
Norway
Portugal
Singapore
UK
USA

BEING READY FOR THE CHALLENGE

Apply now
Attend an event
Find out more about Subsea 7