

# Commercial Pathway (9 month programme)



ALFRED H KNIGHT

Qualifications required: Minimum 2:1 Degree in a Science, Technology, Engineering, Finance or Mathematics based subject.

## Phase one - Setting you up for success

Phase one is when we set you up for success. You will complete the Company Induction programme which is a mixture of classroom and practical based activities during which time you will learn about Alfred H Knight (AHK): what our values are, what we do, who we are, and where in the world we are. You will learn about the essence of AHK, and why we continue to be successful after 139 years in this Industry.

This will be followed by an introduction to our support function, where you will have exposure to our Finance, HR, IT, Learning and Development, Legal, Marketing and Communications and Risk and Compliance teams. It is important that you understand the value of these functions as they will always be there in the background as your career progresses with AHK.

At this stage you will be allocated a mentor; likely a former graduate trainee, to ensure you are getting the most out of the programme.

## Phase two - You and the AHK Group

During this phase you will have exposure to the analysis carried out in our state of the art laboratory, be part of the Client experience in our Operations Team, get up close to live testing and Field inspections and you will travel to some of our sites internationally\* to understand fully what it's like to work in a truly global business.

(\*subject to COVID-19 restrictions).

## Phase three - You and your placement

In this consolidation phase you will be placed within the Commercial Department and receive on the job training within the team environment. You will be given your own work and projects to complete. You will learn what it takes to be part of the team who are responsible for finding new business opportunities and making them a reality.

## Phase four - You and your future

The company is entrepreneurial and dynamic and we will expect you to want to drive your own career. Towards the end of the programme we will discuss what opportunities we have available that fit with your strengths. Recent Commercial graduates have found themselves in our Business Plans and Analysis Team.



See what Theo has to say about his experience as a AHK Commercial Graduate.