



**Don't keep your ideas on paper.
Make them happen at DS Smith!**

Paper Graduate Programme



The Power of Less®

About DS Smith



DS Smith is a leading provider of corrugated and plastic packaging in Europe, supported by Recycling and Paper operations:

- 26,000 employees in 36 countries worldwide
- £3.8 billion revenue for the fiscal year 2014/15
- 2.8 million tonnes of paper produced every year
- 6 billion corrugated boxes sold in 2014/15

DS Smith across 4 businesses



Packaging

DS Smith designs and manufactures corrugated packaging for customers across Europe. In a fragmented industry, we are able to offer our customers a pan-European solutions for their packaging needs using our network of over 170 manufacturing sites across Europe.



Recycling

DS Smith's recycling business sources used paper and OCC direct from retailers and also from traders. The fibre is principally used by our own paper mills to make recycled paper, with the remainder sold to other paper manufacturers in both Europe and globally.



Paper

DS Smith manufactures recycled paper, primarily CCM "Corrugated Case Materials", which is the paper grade used to make corrugated board. We also manufacture over 300k tonnes of other paper grades that we call "Speciality Papers".



Plastics

We design and manufacture plastic bags and taps/fitments for use in bag-in-box packaging for liquids. Our products are used for the transportation of beverages, concentrates, chemicals and pharmaceuticals; we also create a range of rigid plastic packaging.

About Paper Graduate Programme

DS Smith is committed to sourcing and developing talent across all levels of the organisation. To help us continue to run the successful business DS Smith is today, we invest a significant amount of time, effort and attention in our graduates – who we see as our leaders of the future.



2016 Programme

"I couldn't be happier about working in DS Smith and the prospects for the future are very bright"
Daniela Acabado, started a Graduate Training in 2015

The 2016 DS Smith Paper Graduate Programme is a 2-year programme that will commence in September 2016. You will be involved in a dynamic working environment, with plenty of chances to grow and develop in the Paper division. DS Smith will help you apply your knowledge and experience to make a real and valued contribution to the organisation, while exposing yourself to all facets and attributes of the DS Smith world. More at www.dssmith.com/paper-graduate-programme



Benefits and Rewards

We understand that making the right career choice is important to any graduate, and joining a programme like ours shows you are committed and dedicated to your career. Therefore, our benefits & rewards packages for our programmes reflect the market conditions of the country where you will be working for the duration of the programme, together with recognising the contribution and value that our graduates bring to our business.

International Opportunities

The programme will be split in at least two paper mills across Europe; Italy, France, Germany and The Netherlands are among the countries of choice. By joining the Paper Graduate Programme, you will be given the opportunity to gain a solid professional experience by working on strategic projects and develop your management skills in an international environment.

You will gain in-depth knowledge of DS Smith and its exceptionally dynamic working environment. Being provided with full access to the manufacturing and commercial facilities, you will quickly gain a wide and holistic perspective of the paper business.

Throughout your entire professional experience in DS Smith, you will be assigned a mentor to give you support and regular feedback on your performance and development. You will be involved in all the main Management Training Initiatives, such as our Engaging Managers Programme, to prepare yourself for a management position. You will also have access to the full set of Learning & Development resources that DS Smith offers to its employees.



Requirements

DS Smith is looking for outstanding and dynamic individuals who have leadership potential and a strong interest in pursuing an international career in the paper industry.

- We are looking for top-class graduates with a background in electrical, mechanical, chemical or process engineering
- Fluent in English and at least one other European language
- Have just graduated or have a maximum of up to two years working experience since the graduation
- A real passion and interest in paper making
- Fully mobile and have an ability and desire to re-locate across Europe





**Let's achieve success together.
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