

Career Guide 2011

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The Aluminium

In our changing world, demand for sustainable materials is rising dramatically. Aluminium with its unique properties is reusable. It is non-corrosive, malleable, light, strong, and 100% recyclable without any loss of its natural qualities. It has use in the complex to the most basic and common objects of our everyday life.

Qatalum aims at setting new standard in environmental excellence through waste management and reduction to a minimum of emissions and carbon into the atmosphere, and thereby attain the role of 'the most environmentally efficient' industry of its kind.

With aluminium seen as the metal of the future, Qatalum is destined to become a leading producer in the aluminium industry.

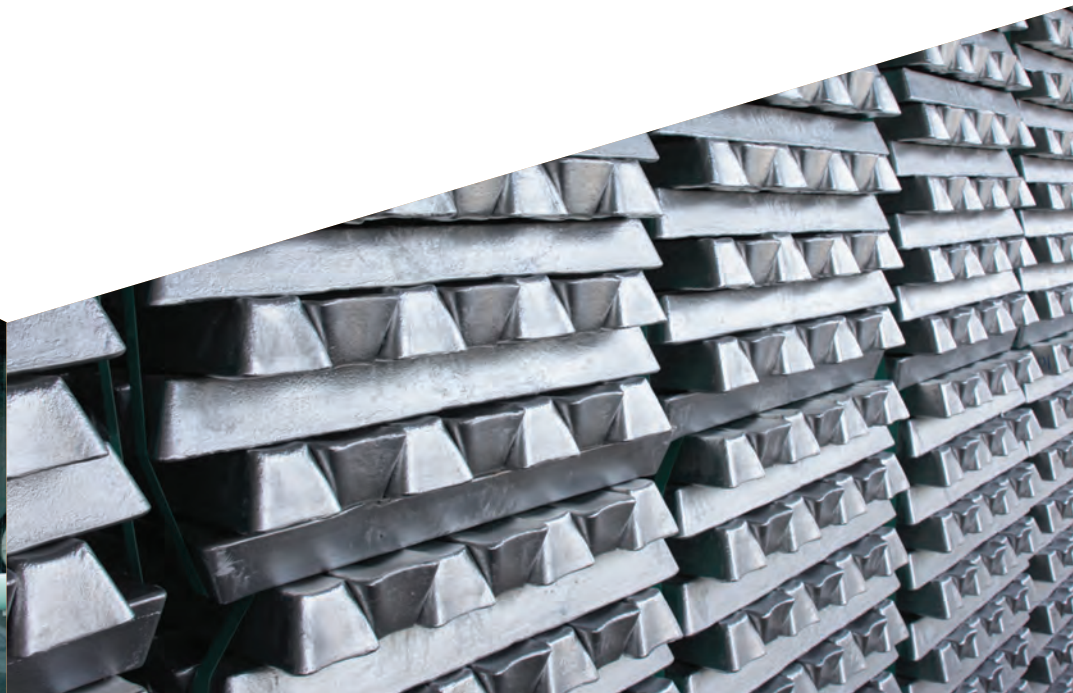
Qatalum

Qatalum is one of the largest, most competitive primary aluminium plants in the world, as well as one of the largest greenfield smelters ever built in a single phase. With an initial production capacity of 585,000 tonnes of primary aluminium per year it is driving the establishment of a totally new industrial sector for the State.

But our aim goes beyond building and operating a world-class aluminium smelter and becoming the leader in Gulf aluminium production. We also want to make a lasting contribution to the future growth and prosperity of Qatar, adding value through people development, economic diversification and sustainable processes and results.

This is our vision for Qatalum, and we are looking to recruit Qatari nationals who share our passion for this goal.

«We are looking to recruit Qatari nationals who share our vision to make a lasting contribution for the future and growth of Qatar.»





Qatarisation Programme

Right from the beginning, Qatalum has been committed to upholding the Qatari government's ideals as expressed in the Qatar National Vision 2030, which aims to create an advanced society capable of sustaining its development and providing a high standard of living for all people.

In line with this commitment, we have an active Qatarisation programme which forms one of the cornerstones of Qatalum, and we will be offering Qatari nationals great employment opportunities for years to come.

Qatarisation is officially defined as "The identification and development of quality, competent Qatari males and females to assume permanent positions in the industry".

At Qatalum we believe that investing in the future of Qatar means investing in young Qatari nationals who are motivated and determined to succeed. Quality is exactly what we are looking for, in the form of Qatari nationals with the skills and abilities required to perform any kind of job, and we use our decades of management experience to train and develop the technical and managerial skills of Qatari citizens.

With our development plans, Qatari nationals will be able to build up the expertise that will enable them to continue with their desired career path.

"The identification and development of quality, competent Qatari males and females to assume permanent positions in the industry"

Career and Training Opportunity

Qatarisation is more than simply meeting the target numbers; it is a managed approach designed to ensure quality from the point of entry all the way through to retirement.

At Qatalum we are committed to offer our employees a positive working environment that promotes teamwork and productivity, and to provide career development programmes that will enable them to improve and expand their professional skills and careers.

Qatalum aims to be the Employer of Choice for young Qatari nationals who are motivated, proactive, and willing to learn from the wide experiences we have on board.

In order to prepare our Qatari graduates and employees for their new work environment, we offer on-the-job training, as well as programmes designed to help them make the best use of their education, knowledge and experience.



«Your development means everything to us, because you are the future»



We do that through the following programmes:

The Graduate Development Programme

The Graduate Development Programme has been designed to guide graduates and help them reach their ultimate objectives, and is structured to provide graduates with the maximum breadth and depth of experience during their first years at Qatalum.

The objectives of the Graduate Development Programme are:

- to support graduate development process and to ensure their success at Qatalum,
- to ensure that graduate training is focused and driven by the requirements of their present job descriptions,
- to guide the development of graduate skills and abilities
- to ensure that performance reviews are used to prioritise training needs and assess competency, and to define an agreed training programme, based on the key performance areas listed in approved job descriptions, (position competencies) for each category of graduate at Qatalum.

The Graduate Development Programme will support you in everything you need to clearly define all your goals and achieve them.

Personal Development Programme

Qatalum's Personal Development Programme enables staff to experience and take advantage of ongoing opportunities and increased capabilities to ensure they remain at the very forefront of their chosen profession.

The objectives of the Personal Development Programme are:

- to help staff not only to attain their initially defined goals, but to surpass them,
- to help prepare staff for anything and everything a great career can offer, and
- to support staff in identifying suitable training that will enable them to move ahead and progress along their chosen career path.

Summer Training Programme

The Summer Training Programme, which lasts a minimum of six weeks, offers students the chance to spend time in one of Qatalum's departments – technical or non-technical – where they are introduced to the basics of workplace ethics and familiarised with the working environment.

This programme builds students' skills and knowledge about the different tasks in the Qatalum workplace, and will help them to identify their preferred role.

National Scholarship Programme

Qatalum's Scholarship Programme will identify Qatari students who fulfil certain criteria and who have the enthusiasm and motivation to further their studies, and offer them the chance to further their education in aluminium-related studies.

International Assignment Programme

The International Assignment Programme is designed to further the industry-related experience and knowledge of Qatalum staff by giving them the chance to gain exposure to plants in other parts of the world, and to the work processes and procedures used in various plants in different countries

Succession Planning

'Leaders are made and not born', and Qatalum's succession planning will ensure that we are working to assist our talented Qatari employees to become leaders in their own domain.

Qatalum aims to develop active and professional succession planning framework to ensure that opportunities are given to qualified Qataris, and that the right tools and guidance are in place to identify strengths and build upon them in order to create Qatalum's future leaders. Qatalum will offer particular support to its Qatari employees, including mentoring, coaching and on-the-job-training, as well as leadership training to help them develop their managerial skills.

«Leaders are made, not born.»



Engagement and Recognition

At Qatalum, we believe in the importance of employee engagement, and we work to increase their understanding and commitment, and to create and nurture company loyalty.

Qatalum's performance management system is intended to encourage employees to achieve for reasons that go beyond material benefits. The training and performance of our employees are closely monitored so as to ensure that all have a clear understanding of what is expected. Progress is measured based on competency and initiative, among other skills.

Our Invitation to You

Qatalum aims to not only introduce a brand new industry to the State of Qatar, but also to better the lives of all of its people. This is a great chance for dedicated, motivated Qatari nationals who share the vision of building a sustainable future for Qatar to become a part of this important industry, which will have a profound impact on the country for years to come.



«Progress is measured based on competency and initiative, among other skills.»