



# Ocean Infinity Trainee program Presentation

# Overview of the program

The trainee program is focused on diversifying our workforce without compromising when it comes to finding excellent and suitable candidates. We are striving to ensure that we have a positive recruitment process within Ocean Infinity for both ourselves and our candidates.

The program initially started in Gothenburg (Sweden) for the Project Management team, it was soon followed by a subsea trainee program in the UK.

As our team is growing, we are working on implementing new program within Software development and ROV.



# Program overview

Recruitment and Schedule





# The recruitment of our trainees

For the trainee program, our aim is to **recruit new talents from a diverse background**. To do so, we have partnered with **local universities and colleges** where we advertised the roles. We also used our website and LinkedIn to reach a wider audience.

Once the position have been advertised, we conduct a screening of the applications, followed by 2 rounds of interviews with several candidates before proceeding with an offer.





# The schedule of the program

The trainee program has a minimum duration of 12 months. During these 12 months, several courses are offered to the trainees (both internal and external). The trainees will also experience working in different departments, sometimes even locations and for certain program, the opportunity to go offshore **for up to 4 weeks**.



Trainees from the subsea, project management and ROV program have the opportunity to go offshore for 4 weeks.

# Career progression plan

What's next?





# Career progression plan

The progression plan is carefully established by a team of SME.

Several topics are being explored:

- The training courses offered to the trainees
- The mentorship and support provided to the trainees
- The career advancement plan after 12 & 24 months



As part of our program, we are offering our trainees a clear career plan; following the 12 months program, the trainees become **permanent employees**.





The trainee program has been established to grow our workforce with **diverse talents**. The aim of this program is to attract people with less than 2 years of work experience in the field that we are recruiting them for.





# Our current program

## Brief overview of our current program

### Project management

Based out of Gothenburg, we partnered with **Chalmers university** to recruit our 3 trainees.

Trainees are experiencing work in several department (Tender & BD, operations, project) and will be spending 4 weeks offshore.

The trainees are attending several training courses, including BOSIET, Intro to PMI and negotiation.

### Subsea

Based out of Southampton, we partnered with the **University of Southampton** to recruit our trainee.

The trainee is experiencing work in the subsea, payload and software department, and will be joining the trainees project managers offshore for 4 weeks.

For this course, the trainee is attending a BOSIET course as well as Introduction to remote data processing and innovation

### Software developers

Based out of Porto, we partnered with 42 schools (Lisbon & Porto) to recruit our trainees.

**We are currently working on the schedule and career progression plan for this program.**

### ROV Trainees

Based out of Southampton, we have partnered with **Southampton university** to recruit our 6 trainees. This program will run over 2 years.

Trainees are experiencing work in several department (ROV & Payload) and will be spending 4 weeks offshore.

The trainees are attending several training courses, including BOSIET and ROV manufacturer technical training.





# Thank you



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