



# FIRE PROGRAM

FOCUSED INTENSE  
ROTATIONAL  
EDUCATION PROGRAM



# FOCUSED INTENSE ROTATIONAL EDUCATION (FIRE)

FIRE was created to strengthen our talent by providing opportunities to contribute across business and operations disciplines at HWI, A member of Caldersys. You will gain first-hand experience across a broad range of functions and departments. Our program provides promising new technically-oriented graduates with challenging developmental assignments designed to quickly build new skills and contribute to the organization. You will take part in complex projects, receive on-the-job training, learn our business, and build your network throughout our organization.

Through this robust rotational program, you will be a crucial member of the organization with the opportunity to make a lasting impact on the business by sharing your innovative ideas with team members and leadership. Developmental assignments will be determined by interest and business need, and you will receive additional learning and personal development opportunities to supplement your technical growth. Upon successful completion of the Program, you will be assigned to an HWI location/role.



## WHY FIRE?

### ROTATIONAL EXPERIENCE

#### Opportunity to learn and grow

- Individual and Capstone Projects
- Leadership Training and Development
- Hands-On Experience
- Mentorship and Coaching
- Business Impact
- Culture of Innovation

### DEVELOPMENT COMPONENTS

#### Learn about the business

- Manufacturing Operations
- Sales and Customer Service
- Supply Chain and Logistics
- Research & Development
- Technical Marketing
- Procurement

### IDEAL CANDIDATE

#### Qualifications

- BS Degree in Engineering (Electrical, Mechanical, Chemical, Ceramic, Industrial); Materials Science
- 3.0 Cumulative GPA or higher
- At least one work experience, internship, or co-op, team-related experience during school or college
- Manufacturing experience is a plus
- Able and excited to travel (and potentially relocate) to a variety of locations across the company
- Highly driven to lead others, learn new skills, adapt to new environments, and help drive our culture of innovation





# START YOUR CAREER WITH **FIRE**



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## ABOUT THE PROGRAM

**FIRE** is a full-time position that consists of multiple rotations over a 15 month period as well as a capstone project.

**What will I be doing?** In your rotation you will be immersed in different departments, doing real work in a specific area of the business. You will have training, project work, and mentoring as part of the development component of the program.

### **What happens in this rotational program?**

You will have three 4.5-month rotations. Before each rotation, the business compiles a variety of different rotation options. Leadership selects the top opportunities, and these are pitched to our FIRE team. You will get to bid on what option you would like. Assignment decisions are made (taking both business need and your preferences into account). You will rotate through Operations/Supply Chain and Commercial at least once, in no particular order.

FIRE also offers participants personalized onboarding, training, development opportunities, first-hand experience, and business exposure to accelerate cross-functional knowledge via interactions with various groups within the organization. It also creates connections with accomplished mentors and senior leadership – **blazing a trail for career success!**

**For more information on the HWI FIRE Program, [thinkHWI.com/careers](https://thinkHWI.com/careers).**

## ABOUT HWI

HWI is the **largest supplier** of refractory products and services in the United States, with a history that spans more than **150 years**. It is part of Caldeyrs and is the brand for the Americas region of the Group.



# GRADUATE TESTIMONIALS

## **FIRE Program Graduate: Research Engineer**

I love that the program gave me experience to try different departments, sit in on different training programs, and go on plant tours at most of our HWI plants. The program allowed me to meet more people in the company than if I stayed in one department, everyone was welcoming and open to meet with all the FIRE participants.

## **FIRE Program Graduate: Research Engineer**

Why HWI – The 2 things that really attracted me to HWI were the people and the program. Every person I interacted with during the interview process was kind & helpful, which showed me that HWI has a great culture and values their employees.

## **FIRE Program Graduate: Product Manager**

After completing the FIRE program, I spent the last year working in manufacturing as a process engineer and have recently been promoted to a product manager of monolithics. The flexibility HWI has provided as I've navigated the early years of my career has been invaluable, and I recommend anyone looking for a rotational program to consider HWI.

## **FIRE Program Graduate: Process Engineer**

One of the most rewarding things about this program is it allowed for me to create a large network of people across our company including those within the program, my different rotation teams, specific mentors assigned to me throughout the program, and many others from various projects I assisted in.

## **FIRE Program Graduate: Continuous Improvement Engineer**

The support I received before, during, and after the program has been exceptional as I am now in a company Six Sigma Greenbelt program. The program allowed me to learn new skills, collaborate with different groups, and have fun with others in the program. I am grateful for my experience in the FIRE Program and overall at HWI!

## **AMERICA'S REGION**

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