



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 several of our facilities. 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

The 2 things that really attracted me to this opportunity were the people and the program. Every person I interacted with during the interview process was kind & helpful, which showed me that this company 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 as I've navigated the early years of my career has been invaluable, and I recommend anyone looking for a rotational program to consider FIRE.

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!

**HWI IS THE BRAND FOR THE
AMERICAS REGION OF CALDERYS GROUP.
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FIRE



FOCUSED INTENSE ROTATIONAL EDUCATION

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FOCUSED INTENSE ROTATIONAL EDUCATION

FIRE was created to strengthen our talent by providing opportunities to contribute across engineering and operations disciplines at HWI, A member of Caldersys. You will gain first-hand experience across a broad range of functions and departments within a manufacturing plant environment. 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 while rotating through multiple plant locations across the country.

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, participants will transition into a full-time position at one of our manufacturing facilities, with opportunities in plant leadership or plant engineering based on business needs, individual strengths, and career interests.

WHY FIRE?

ROTATIONAL EXPERIENCE

Opportunity to learn and grow

- 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
- Process Engineering
- Continuous Improvement
- Sales and Customer Service
- Supply Chain and Logistics
- Research & Development

IDEAL CANDIDATE

Qualifications

- BS Degree in Engineering (Manufacturing, Chemical, Industrial, Ceramic, Electrical, Mechanical, Materials Science) or Operations Management
- Minimum GPA of 3.0
- At least one work experience, internship, or co-op, in a manufacturing facility
- 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



ABOUT THE PROGRAM

FIRE is a full-time position that consists of multiple rotations over a 18 month period as well as a capstone project.

What will I be doing? During your rotation you will be immersed in different departments within one of our manufacturing facilities, 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 complete three 6-month rotations within either the Engineering or Operations discipline at one of our US manufacturing facilities, providing hands-on experience and exposure to different areas of the business. During your final rotation and based on business needs, you may have the opportunity to complete a 2-month international rotation at one of our global locations.

FIRE also offers participants personalized onboarding, training, and development opportunities to accelerate leadership and business acumen. The program also creates connections with accomplished mentors and senior leaders, helping participants **build a strong foundation for future career success.**

For more information on the HWI FIRE Program, thinkHWI.com/careers.

HWI - A MEMBER OF CALDERYS

With over **160 years** of expertise, HWI is one of the **largest suppliers of refractory products and services** in North America. HWI is also the largest entity within the global Caldersys Group, serving as the brand for the **Americas** region.

