



# GRADUATE PROGRAM INTERNATIONAL 24

ELECTRICITY IS OUR POWER, NEW HORIZONS OUR DESTINATION

**NHQA**  
ENERGY



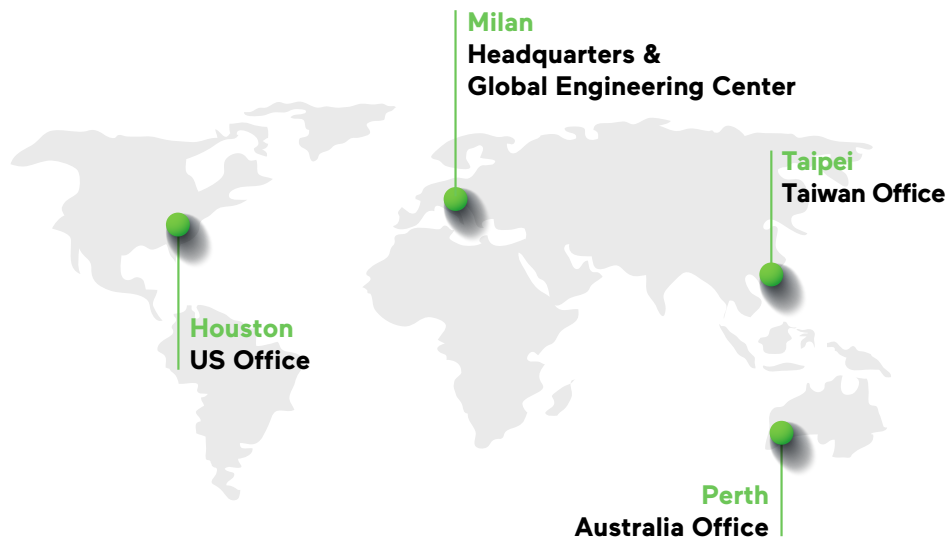
**NHQA**  
ENERGY



# NHOA

We are NHOA Group, a global leader in energy storage, e-mobility and EV fastcharging network. We develop technologies enabling the global transition towards clean energy and sustainable mobility, shaping the future of a next generation living in harmony with our planet.

- **500+** people
- **41** nationalities
- **130** patents and **1,200** industrial secrets
- **3** Business Units: energy storage, e-mobility and EV fastcharging network



# NHOA

---

## E N E R G Y

By storing energy when it is abundant, inexpensive and green, you can scale the energy transition. That's what we do at NHOA Energy.

- Among top global players in Energy Storage
- **535MWh** online capacity
- **1.1GWh** under construction worldwide
- **500,000+** people powered every day

**NHOA Energy** is NHOA Group's Business Unit dedicated to stationary energy storage. It **designs, industrializes, and markets utility-scale energy storage systems to transform solar or wind farms into a 24/7 sustainable energy source.** Pioneer of microgrids with renewables and green storage systems, NHOA Energy is among the **top storage system integrators** worldwide, with **almost 20 years of experience.**

## A JOURNEY THROUGH ENGINEERING, PROJECT MANAGEMENT AND BUSINESS DEVELOPMENT

### Go Beyond your limits:

### learn, grow, develop, and make an impact every day.

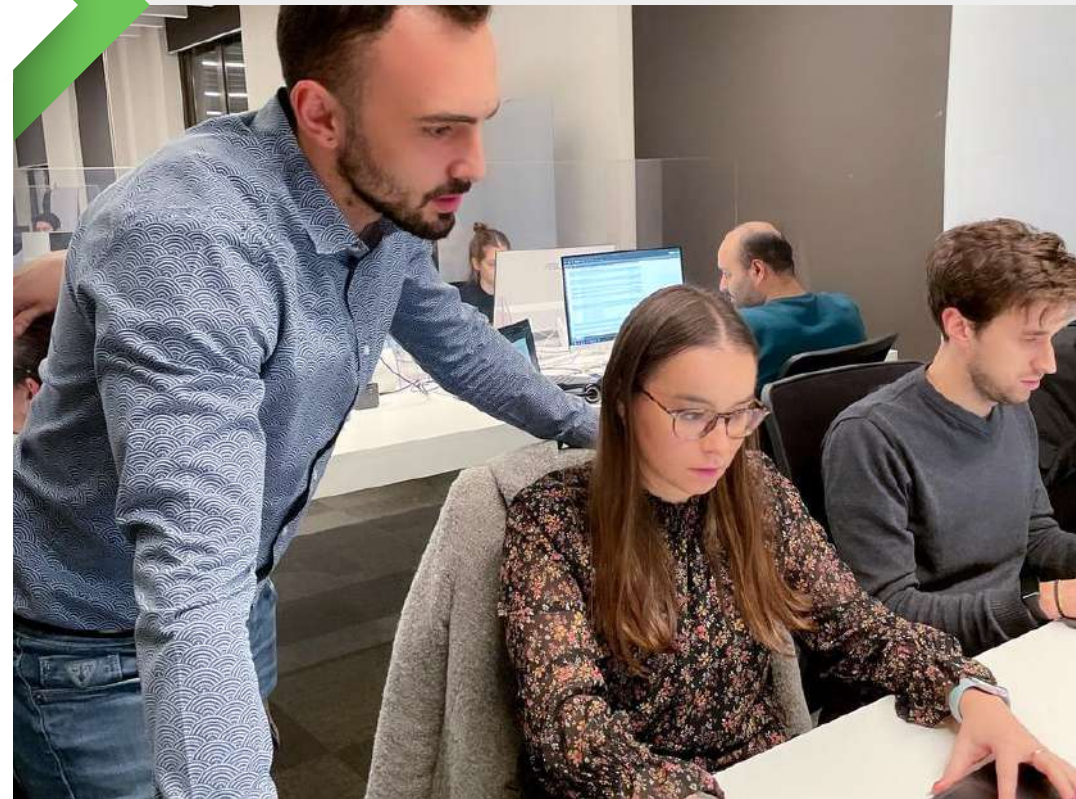
Following the first two Italian editions in 2022 and 2023, we are pleased to announce the launch of the NHOA Energy International Graduate Program for 2024. This program offers a comprehensive training experience in a rapidly expanding industry and presents an opportunity to work on significant projects driving the global transition towards clean energy.

The NHOA Energy International Graduate Program is designed as an accelerated program focused on developing the company's future talent pool. You will undergo cross-functional rotations within Engineering, Business Development, and Project Management teams. Each rotation provides valuable experience, exposure to senior leadership, a personalized training and development plan, and formal mentoring.

Active involvement in challenging projects will enable you and NHOA Energy to identify the function that aligns best with your background, interests, and career expectations, with a view toward the final allocation.

### Cross-function rotation experiences:

- Ω Analyzing key markets drivers to foster NHOA Energy development
- Ω Coordinating the technical and commercial activities, and supervising the team
- Ω Defining, elaborating and drafting technical and commercial deliverables and offers
- Ω Sizing, designing, planning and pricing energy storage system to propose the best offer to our clients
- Ω Supporting clients and contractors' relationship management
- Ω Supporting contractual negotiation with clients and contractors
- Ω Developing tools to improve efficiency of our offer process







## PROGRAM AT A GLANCE



### **24-month** program:

1 month training in Milan offices  
5 months on-the-job learning  
18 months field experience



Opportunities to work at our offices  
**worldwide**



**Competitive compensation package**, coupled  
with a comprehensive range of benefits  
designed to enhance your overall well-being  
and support your professional growth

## WHAT WE ARE LOOKING FOR



Energy, electrical or mechanical engineers  
(Exceptional profiles with management, industrial engineering,  
business administration or economic degree might be considered)



An outstanding final mark



Extra-curricular experiences are a plus



Less than 2 years work experience



Full professional proficiency in English  
(any additional language is a plus)



Milan, Perth, Taipei, Houston based  
(potentially available to move abroad)

**MONTH 1**



**NHOA ENERGY  
ACADEMY**

### **Everything about energy storage systems from A to Z**

During the initial month, you will learn all about energy storage systems – from designing and sizing to pricing, planning and selling in our headquarters based in Milan. You will receive comprehensive training tailored to the industry's demands.

**MONTHS 2-6**



**ON-BOARDING**

### **Learning by doing**

Following your training, you will immediately apply your knowledge in real-world projects. Through a rotational system, you will collaborate with seasoned engineers, business development managers, and project managers. This hands-on experience will solidify your understanding and refine your skills in a practical setting.

**MONTHS 7-24**



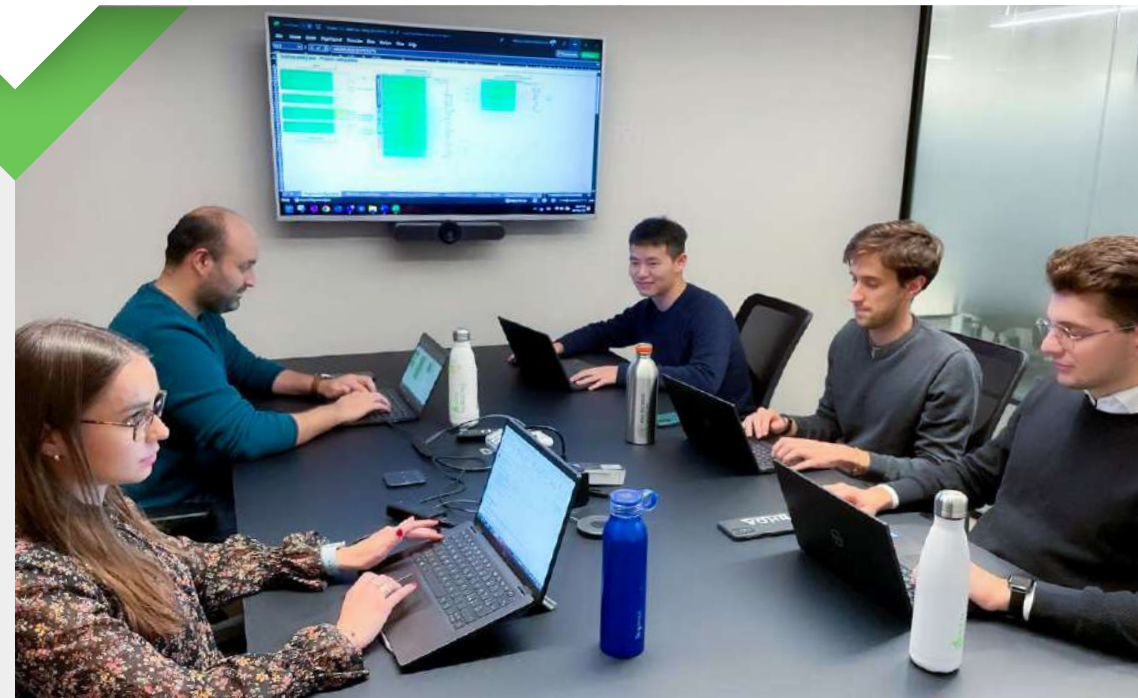
**FULL SPEED**

### **A glimpse into your future**

As you complete your training, you will gradually assume greater responsibilities. With our guidance and support, you will take the lead on your projects, and start building your career path. Whether you aspire to become a TechSales Engineer, Business Development Manager, or Project Manager, you will have the opportunity to specialize and grow within our international offices, including Milan, Perth, Houston, and Taipei. These months will allow you to discover your preferred career path.

## **Future prospects**

After two years, you will have acquired all the technical and business foundations necessary to join our Engineering, Business Development, or Project Management Teams. It will then be your turn to mentor new young graduates.





# APPLICATION PROCESS

Join NHOA Energy and keep us – and your career – growing!



The application window will start from **1st April 2024** and will close on **15th June at 23:59 CEST**.

**APPLY HERE**



## ONLINE APPLICATION

1st April – 15th June

Upload your CV, cover letter and optional references. This is your first chance to showcase your studies, any previous work experience, extra-curricular activities or anything else that you deem relevant and could tell us more about yourself.



## PHONECALL INTERVIEW

17th – 21th June

If you pass the initial selection process, you will receive an email from our Talent Recruitment Manager for a brief call. This call will serve to better acquaint ourselves with you and provide you with useful insights about the next steps.



## ONLINE ASSESSMENT

24th–28th June

You will receive a Business Case via email, and you will have 3 days to demonstrate your skills and return it. The Business Case will require you to analyze and conduct various simulations to determine the optimal technical and economic configuration of a power plant featuring a mix of technologies including photovoltaic, battery, and generators.



## ASSESSMENT DAYS

1st – 12th July

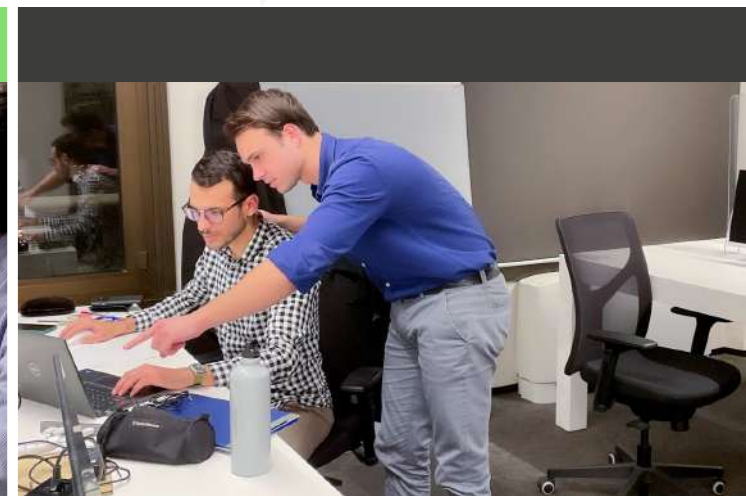
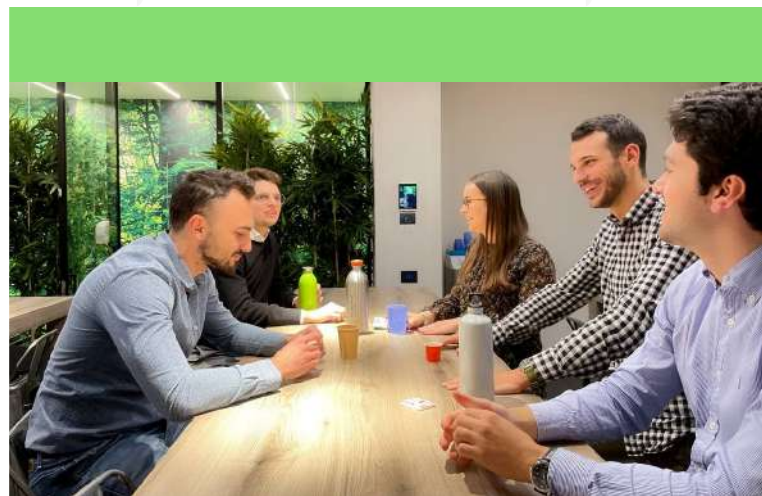
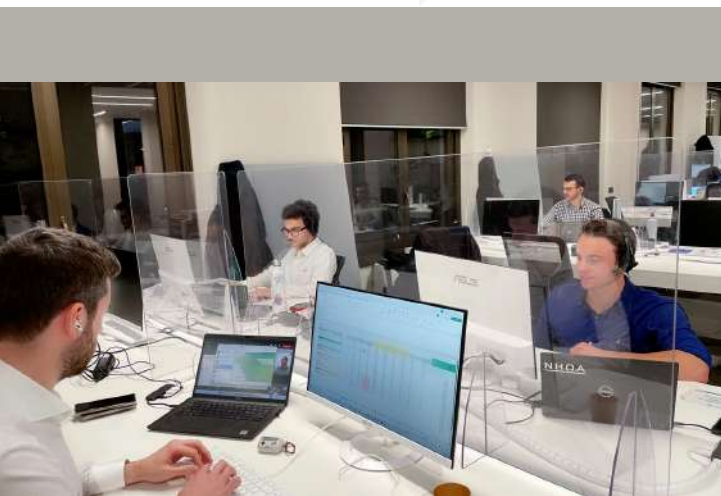
You will undergo interviews first with the Talent Recruiter and the Head of Development Operations, followed by interviews with the 3 primary functions of the company: TechSales Manager, Business Development Manager, and Project Manager. Throughout the interviews, you will engage with each function to discuss your business case and your aspirations regarding joining NHOA Energy.



## FINAL SELECTION


15th – 25th July

You will be contacted by the Talent Recruiter Manager to inform you about our final decision. Your onboarding is expected by Mid-September 2024.



# ABOUT US

 [www.nhoa.energy/graduate-program](http://www.nhoa.energy/graduate-program)

 [nhoaenergy](https://www.linkedin.com/company/nhoaenergy)

## DISCLAIMER – IMPORTANT INFORMATION ABOUT COPYRIGHT AND CONFIDENTIALITY

NHOA S.A. reserves the right to make changes or modify the contents of this document without prior notice. NHOA S.A. does not accept any responsibility whatsoever for potential errors or possible lack of information in this document. We reserve all rights in this document and in the subject matter and illustrations contained therein. Any reproduction, disclosure to third parties or utilization of its contents – in whole or in parts – is forbidden without prior written consent of NHOA S.A..

All rights reserved [nhoa.energy](http://nhoa.energy)