

Providing the
Vital Connection



Making your career connection

Careers at JDR

www.jdrcables.com

Brighter Future
in Energy

TFK.Group



JDR is a leading provider of technology connecting the global energy industry.

**Providing the
Vital Connection**



Making your career connection

Careers at JDR

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Imagine your future at JDR

At JDR we design, manufacture and manage products and services that enable vital control and power delivery in subsea oil, gas and renewable energy projects

Specialists in connecting subsea infrastructures

We work with many of the world's major energy companies and subsea service providers.

The subsea market is one of the fastest growing sectors of the international oil and gas industry, involving some of the most advanced technology ever

created that is deployed in increasingly challenging environments.

We have achieved an impressive level of growth over the last decade, driven by our deep knowledge of offshore technology and services and close customer partnerships.

Oil & Gas

JDR leads the field in custom engineered products for offshore oil and gas operators; from high performance subsea production umbilicals, to intervention workover control systems, subsea power cables and system accessories.

Renewables

JDR has led the development of inter-array cable design and manufacture, creating product systems for some of the world's largest offshore wind projects. We are committed to enabling cost-efficient wind power, wave and tidal energy generation.

Product and Installation Services

The JDR team provides global aftermarket, installation and maintenance services for oil, gas and renewable clients. Through a network of experienced and certified technicians and service support facilities JDR manages on and offshore customer projects.

Working at JDR

When you join JDR, you become part of a team that prides itself on working at the highest levels of excellence; this is your first stage to making the vital connection to a rewarding career.

We promote and encourage personal responsibility, development, leadership and equality, so working for JDR is an investment in your future.

JDR is an accredited Investor in People Employer

Investors in People is the standard for people management. They provide a framework which reflects the very latest workplace trends to help JDR achieve high performance through people.

Organisations meeting the Investors in People Standard are awarded accreditation and join the Investors in People community. To achieve accreditation JDR are subjected to a rigorous and objective assessment against the Investors in People Standard.

The Investors in People Standard; is based on the concept of high performance, with a strong focus on leadership at every level and puts JDR's ambition at the heart of the Standard to ensure alignment between people and objectives.



Our Vision

To be the trusted partner

Our Values

The beliefs that bind the JDR team



Our Vision

At JDR, we collaborate with our customers to engineer products and provide services for the success of their projects. In doing so, we want to add value for our stakeholders and make our employees proud to be a part of JDR. Our focus on quality, health and safety and the environment in which we operate contributes to our motivation to make JDR the partner of choice.

Our Values

Our values are important, they define our behaviour.

For long-term and sustainable success, they must drive our daily interactions with colleagues, customers and suppliers and become an integral part of the JDR environment.

Corporate Responsibility

At JDR we are committed to the sustainable development of our business.

We are focussed on our responsibilities to our people, customers, suppliers and the wider JDR community. We believe our reputation, together with the trust and confidence of those with whom we deal, is one of our most valuable assets.

Community Support

As part of our commitment to supporting our communities JDR organise events year on year, to raise money in support of our respective local charities and causes.

Since 2013, JDR have raised hundreds of thousands of pounds from our charity fundraising efforts.

Inspiring the next generation!

JDR is active with Science, Technology, Engineering and Maths (STEM) engagement, allowing students from local schools to learn more about the offshore energy sector. We arrange STEM events at both Littleport and Hartlepool factories, as well as participating in local STEM initiatives and events.

JDR organises educational events at our manufacturing facilities, allowing students the opportunity to learn more about our career paths and opportunities.

Throughout our UK facilities – Littleport, Newcastle and Hartlepool – JDR has numerous STEM ambassadors and mentors who attend internal and external STEM events such as student careers fairs, regional careers events, practice interviews, workshops and in-house factory tours and careers days.

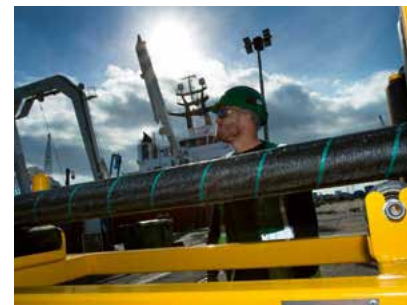
-  **Customer Focus**
We work in partnership with our customers to achieve world class results.
-  **Ethics & Integrity**
Ethics are of the highest standard. Honesty, fair play & respect are at the core of our business.
-  **People**
We care about our people and the communities in which we operate.
-  **Leadership**
We lead by example, at all levels.
-  **Health, Safety & Environment**
The wellbeing of our people and partners is our first priority, always.
-  **Quality & Innovation**
We target reliability in everything we do. We apply our expertise to find better ways of doing things, every day.
-  **Agility**
We are responsive to the needs of our customers and their global markets.

Projects

Excited about
what we do

Our products, technologies and services have been used in major oil, gas and renewable energy projects around the world.

We continue to invest
in the future; developing
new products for our customers.



Hywind Tampen

The Hywind Tampen project will consist of 11 wind turbines developed by Equinor. The 8 MW turbines will have a total capacity of 88 MW, capable of meeting about 35 per cent of the annual power demand of the five Snorre A and B, Gullfaks A, B and C oil and gas platforms. The floating wind project is in water depths of 300 metres, much deeper than any previous floating wind project and is the first ever to power oil and gas platforms.

Qatar Petroleum – Bul Hanine Redevelopment

The Bul Hanine field is located approximately 120km to the east of the Qatari coastline and currently produces 40,000bpd. The redevelopment is aimed at increasing the production to 90,000bpd by 2020 to counter its declining production. JDR was contracted by McDermott to develop 4 off subsea production umbilicals ranging in length from 873m to 4,125m, which were manufactured at JDR's state-of-the-art Hartlepool facility.



Gazprom – Kirinskoye Extension

For the Gazprom Kirinskoye extension project, JDR supplied 5 off static subsea umbilicals, 7 off hydraulic flying leads, and 13 off electrical flying leads complete with design engineering, project management, hardware and testing. The Kirinskoye Field lies 28km offshore to the east of Sakhalin Island, in the Sea of Okhotsk, off the east coast of the Russian federation with water depths ranging from 85-90m.

ExxonMobil – Liza Field

Liza, operated by an ExxonMobil affiliate, Esso Exploration is located in the Stabroek block approximately 193 km offshore Guyana in waters depths of 1,500 m to 1,900 m. This greenfield development has an estimated recovery in excess of 1 billion oil-equivalent barrels. JDR custom-engineered and manufactured all components, which included reelers, sheaves, air hoses, and other ancillary equipment. The JDR team delivered this project within 24 weeks from receipt of PO to completion of reeler and umbilical integration factory acceptance test (FAT).



Windfloat Atlantic

JDR was selected by WindPlus as the preferred cable supplier for the Windfloat Atlantic (WFA) 25MW floating wind farm. The project, located off the coast of Viana de Castelo, Northern Portugal, will see the industry's first application of dynamic cables operating at 66kV. Windfloat Atlantic brings together two pioneering developments in array cables: dynamic cable design for floating offshore wind and high-voltage power transmission, through 66kV cable technology.

East Anglia One

Contracted by Boskalis Subsea Cables & Flexibles, JDR designed and manufactured 155km of 66 kV inter-array cables for Scottish Power Renewables' East Anglia One (EA1) offshore wind farm. EA1 is the world's first commercial application of 66kV cable technology. The offshore wind farm will consist of up to 102 wind turbines and will be located 43km off the Suffolk Coast in the southern North Sea. The wind farm is expected to power 500,000 homes when fully operational.

Self-Supporting IWOC Umbilical

IWOCS umbilicals are used by oil and gas operators to monitor and control subsea trees during installation and for intervention activities. Through our latest advances in Self-Supporting IWOC materials technology and experience in reeler engineering, we have developed IWOC umbilicals that can operate at a higher load capacity. This significantly improves operational reliability and availability and reduces offshore operating costs.

High Voltage Inter-Array Cables

66 (72.5) kV cable technology is critical to support the offshore wind industry as it moves to increase power transmission between turbines at higher capacity offshore wind farms. At JDR, we have pioneered the design of inter-array cables in the offshore energy industry, contributing to cost reduction targets with innovations such as aluminium cores.

Be part of a global team

Our network has bases in many of the world's major energy centres.



The Americas

JDR's American base is Houston, Texas, home to JDR's corporate office and regional service support centre, where the team is an integral part of the local and global oil & gas community. From Houston we are spearheading our development into the rest of the world with the Service Rental market.



Europe, Middle East and Africa (EMEA)

The UK is the centre of JDR's global network, with the Global HQ and manufacturing centre for IWOCs and shorter length umbilicals in Littleport Cambridgeshire. A state-of-the-art manufacturing facility in Hartlepool which sits alongside a deep water dock and a European Service Centre based in Newcastle. We have made significant investment in our UK design and manufacturing operations and are now ideally positioned to grow our North Sea business, alongside our markets in Africa and the Middle East.



TFKable Group

JDR is part of the TFKable Group - a leading global producer of wires and cables, with major production facilities throughout Europe and sales offices globally.

Graduate and Apprentice opportunities

We are always seeking new talent to become part of the JDR team and maximise our potential.

As we expand into new global markets, we can offer exciting career opportunities through our apprentice and graduate positions.

Graduates

We look for forward-thinking, dynamic graduates with electrical and mechanical engineering degrees.

From day one in JDR our graduates become part of a project team, making an important contribution to the success of the business, having real responsibility.

Each graduate has a tailored personal development plan, with training on skills required for future assignments and long-term career opportunities in

offshore energy industries. We work closely with IMechE and encourage our graduates to work with them to understand their route to chartership.

Recent graduate recruits rotate through technical teams, pre-order processes, post order operations and support functions, this enables our Graduates to experience the full project life cycle. There are also opportunities for overseas assignments, which for our current graduates have included work in Houston and Asia.

Apprentices

Committed to inspiring the next generation of engineers by further developing our apprenticeship and graduate programmes – we offer cadetships, work experience, workshops and open Science, Technology, Engineering and Mathematics (STEM) events to promote the Oil and Gas and Renewable Energy Sectors to the workforce of tomorrow.

We work closely with our Apprentices, combining hands on experience with release for a professional qualification. Tracking ongoing development every step of the way, our Apprentices are encouraged to achieve their full potential; by attending regular coaching meetings and the alignment with our college partners to ensure a joined up approach to their training plan.

Next Steps

If you would like to join the JDR team as one of our next apprentices or graduates we welcome applications from the following:

- Graduates expecting a 2:1 degree or higher in engineering within either a mechanical, electrical or hydraulics discipline or have obtained a Maths or Physics degree
- Apprentices expecting 5 GCSE's Grade 4 or higher if you can demonstrate a drive and determination to learn, along with a genuine interest in the energy industry then we would love to hear from you. More details on how to apply can be found here: www.jdrcables.com/careers

What do our Apprentices value most?

- Combining college and work
- Carrying out jobs independently from start to finish
- Getting involved with big projects
- Learning new skills; from engineering to communications
- Seeing how different departments and processes are managed
- Working alongside skilled people

What some of JDR's graduates said

Siobhan: "The graduate scheme is a good opportunity for learning and developing skills by completing work that contributes to active engineering projects. Trusted early with this type of work was very rewarding. Rotating into different departments gave me exposure to different roles and inspired me to move into analysis after gaining experience of how different products are designed, developed, qualified and used in the field."

Angus: "JDR offers great opportunity to develop for those who are keen to learn and find solutions to problems. In just over 4 years at JDR I have been able to gain significant experience that has enabled progression through multiple roles and departments with ever growing responsibility."



Meet the team

Everyone who works at JDR is at the heart of everything we do.

We offer a wide range of career opportunities; from engineering, commercial, service support and manufacturing through to project management, installation and administration.

Here's what some of the team have to say about their JDR career.

Aaron Cost Estimating Lead

"I began working at JDR as an Engineering Apprentice. This apprenticeship exposed me to the majority of the main functions within JDR and was vital in giving me a well-rounded understanding of how the business operated. Following on from my apprenticeship, I continued to progress my education and completed an HNC and HND within Mechanical Engineering. *I am now in the final year of my BEng (Hons) Mechanical Engineering, all of which has been fully supported by JDR.*

What I enjoy most about JDR is the unique nature and variety within the day-to-day work. We are also lucky enough to enjoy the fantastic state of the art machinery and the opportunity to work within an ever-growing industry"

Jairo Project Manager

"Once I graduated from university with a Mechanical Engineering degree, I knew I wanted to pursue a career in the Oil and Gas industry. I decided Houston was best for me since it is the Energy Capital of the World and most exciting city in Texas. I applied to JDR and after multiple interviews, was hired as a Tendering Engineer. It was a position I was excited to take on as it enabled me to practice engineering and further my critical skills such as commercial knowledge and project budgeting.

I have spent 5 years at JDR in multiple positions as a Tendering Engineer, Sales Engineer, and currently as a Project Manager. I enjoy working at JDR since it allows me to enhance my career by taking on new challenges while growing the business."

Emily Production Engineer

"I have worked at JDR for over 7 years, starting as an Apprentice and progressing to my current role of Production Engineer. During this time I have been given every opportunity to develop both my personal and practical skills. One of the main reasons JDR is such a good company is through their continual encouragement to better yourself, to always ask, and to put yourself forward for any training that you think *will benefit both yourself and the company.*

I am currently in the process of *finishing the final year of my Mechanical Engineering Degree* which I have completed part time while working at JDR. This has allowed me to combine practical work experiences with my studies, helping to give context to the theories learnt in my Degree while also developing my knowledge and approach to everyday work."

Mark Principal Engineer

"Back in 2006, when I started my career at JDR, we were predominantly supplying umbilical systems for the Oil & Gas industry. Over the years, we have researched and developed new technologies, and have built new facilities to produce larger and higher-voltage subsea power cable systems for the newly developing offshore wind industry. Over this time my role has developed into a Senior Engineer, a Team Leader and now a Principal Engineer.

The jobs we all do are very challenging at times, and there is much at stake, however the pressure and passion drives us forwards, and the work we do at JDR is very interesting and truly rewarding."

Victoria Welding & Materials Engineer

"I joined JDR in May 2019 as Welding and Materials Engineer, primarily for steel tube umbilical projects; to support projects, design and operations with welding, fabrication and non-destructive examinations (NDE) of steel tubes and termination activities. Due to the diverse range of products that JDR offers, steel tubes are just the tip of *the iceberg, I now find myself involved with the welding of aluminium, induction brazing of copper, welding of carbon steel for termination boxes, to discussing NDE inspection criteria's and techniques.* There are many opportunities and challenges presented on a daily basis at JDR, making it an interesting environment to develop and learn."



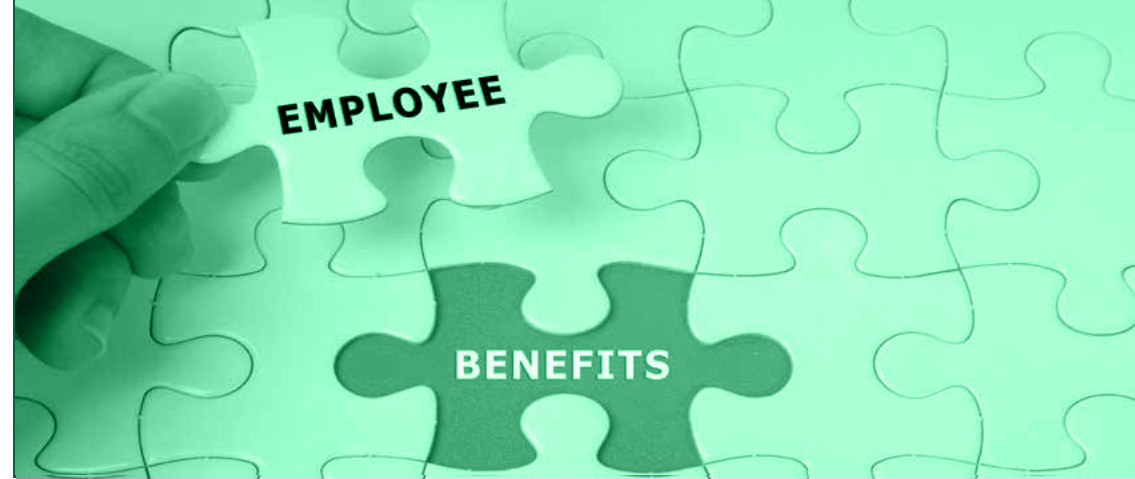
Personal development, rewards and benefits

Personal Development

Everyone who works at JDR is at the heart of everything we do. We are an 'Investors in People' organisation and take pride in ensuring the competency of our team members, providing opportunities to develop skills and a JDR career path.

All employees are provided with mandatory training to ensure they adhere to environmental and health and safety requirements, as well as technical competency standards. We have a performance development process that ensures each employee regularly meets with their manager to discuss their progress, career aspirations and to agree on their learning and development needs for the year ahead.

Employees are encouraged to adopt a proactive approach to their learning and recognise opportunities both in and outside the classroom. There are many opportunities available to develop new skills through on-the-job training, in-house and bespoke courses, and learning networks and peer groups.



Rewards & Benefits

At JDR in the UK our salaries are market competitive, supported by a benefits package that includes:

Annual Leave

Annual Leave is based on shift pattern. For employees on a standard Monday to Friday contract, it is 25 days plus 8 statutory bank holidays.

Cycle to Work Scheme

Save money on a new bike and spread the cost. The scheme is administered by Cyclescheme and allows you to purchase a bicycle up to the value of £1000.

Relocation Package

If you live over 50 miles from your JDR location you may be eligible to a relocation package. Claim back any relevant costs and expenses to ease your relocation worries.

Healthcare Cash Plan

Administered by Health Shield. Health cash plan with 100% refund on health bills up to an annual maximum. Employees covered at Level 1 and paid by JDR.

Additional Benefits

JDR currently offers:


- Pension Scheme
- Life Assurance
- Long Service Awards
- Reward and Recognition Scheme
- Discretionary Bonus Scheme

Other benefits are offered at appropriate levels.


Interested in taking the next step?

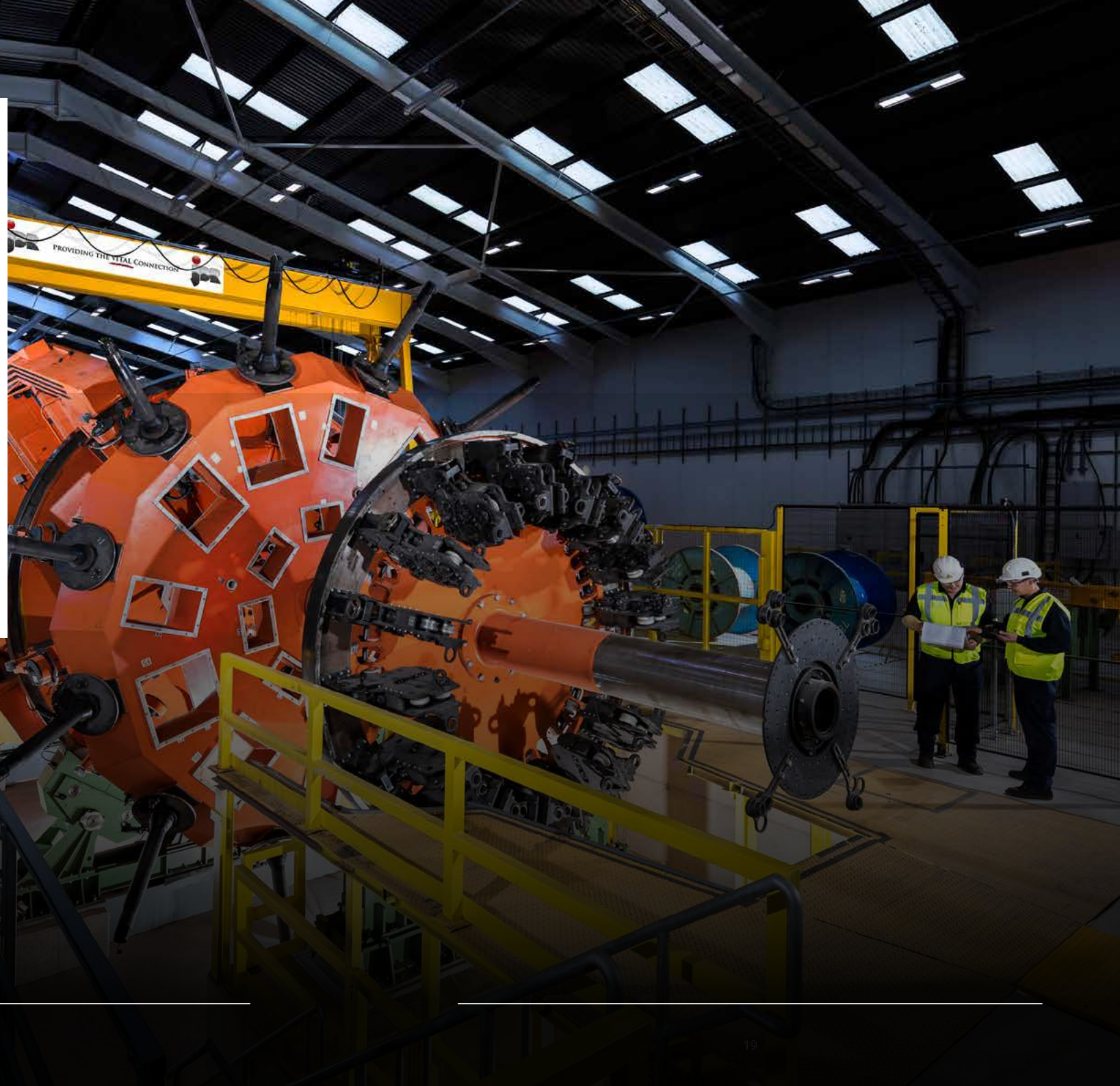
To find out more about JDR,
current opportunities and
how to apply or send in
your CV, go to our website
jdrcables.com/careers.

Keep in touch with all of our news
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