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## Vale is planning to create 62 thousand direct jobs

In order to support its growth in the next five years, a period for which the company has announced investments of US\$ 59 billion, Vale intends to hire 62 thousand new employees, of which 33 thousand will be direct company employees and 29 thousand will be outsourced. Of total of vacancies, more than 70% will be created in Brazil. This is Vale reassuring its continuous commitment with the economic and social development of the regions where it works, promoting upbringing for jobs, citizenship and social inclusion.

In order to achieve such a goal, the Human Resources department is launching a campaign aiming at attracting talented people in Brazil and all over the world. Eight recruiting and development programs have been created for that, with the aim of selecting and/or forming qualified manpower for the company's business areas. Such programs are entrance doors for new talents in the company and they will be in action along the year in Brazil and abroad.

For this purpose, Vale has launched a media campaign at the main newspapers and magazines in Brazil with the theme: "Talent: essential to Vale's daily life". On the following week, this campaign will be launched on several media outlets of Peru, Unites States, England, Canada, Australia and China. This is the first time that a Brazilian company plans a global recruitment campaign. Today, Vale has 152 thousand employees, among direct company's employees and contractors, and is present in more than 30 countries.

### **Development Programs in Brazil for 2008**

#### **Professional Specialization: 300 vacancies**

With the aim of developing specialized manpower so that it may overcome the lack of professionals in the market, that program offers engineers and geologists a graduate program in the areas of Mining, Railways or Ports. Selected candidates will study full time for three months at a Vale partner university. Eight groups are programmed throughout the year.

#### **Internship Program: 2,000 vacancies**

Vale's Internship Program aims at contributing to young people upbringing at technical and college levels through the development, periodical follow up and challenging activities that are compatible with their courses and it may be one of the sources for attracting and holding young talents. Recruiting for the program will take place in two periods during the year: entrance exams in February so that they start the course in August, 2008 (400 vacancies) and entrance exams in July to start the course in January, 2009 (1,600 vacancies). Technical courses students should be taking their last year before graduating and college courses students may be taking their second last year before graduating. Candidates are expected to have knowledge in English and Informatics. Accepted courses list contemplates more than 50 different professions.

#### **Professional Education: 3,500 vacancies**

This program aims at promoting the stimulation of operational professionals and high school level technicians, with quality formation, in regional markets where Vale operates. The target public consists of young students who have graduated in high schools or in technical courses. They will attend a 3-month theoretical course and right after that they will have a 6-month to 1-year period of practical training, being apprentices in the company's respective areas.

### **Vacation Internship Program: 80 vacancies**

In order to promote the access of Engineering and Geology courses students from colleges all over the country in the company's operational areas and to enable future professionals to acquire practical experience, Vale will offer an internship program in the Northeast region, which will take place only during school breaks.

Recruiting Programs worldwide:

### **Eastern Europe and Philippines: 30 vacancies**

In order to overcome the lack of engineers and geologists around the world, Vale has developed this program that will recruit professionals in Eastern Europe and the Philippines to work in the company's exploration and development projects in European and Asian regions. The target public consists of foreign engineers up to three years after having graduated, with solid theoretical knowledge and fluency in English who are available to move. Launching: March, 2008

### **International Specialization: 20 vacancies**

Like the Professional Specialization in Brazil, this program aims at recruiting recently graduated young engineers and geologists around the world who have the potential to work in technical positions at Vale. They will be offered a two-month theoretical training course in which they will learn about mining, Brazilian culture and Portuguese language. After that period they will take a practical training course that will last six to twelve months in several business areas of Vale and then they will return to their original countries for new projects. The target public consists of young foreigners, from 22 to 30 years old, who graduated within the last two years, are fluent in English and available to live in Brazil during the training period. Launching: July, 2008

### **Summer Job: 5 vacancies**

This program aims to promote the access of talents from the best universities in the world and to reinforce the company visibility in the international academic environment. The target public consists of MBA students from the main business schools in the United States, Canada and Europe. The students will undergo a three-month practical training at Vale, where they will develop a project centered at one of the company's areas. Launching: March, 2008

### **Global Trainee: 150 vacancies**

This program intends to attract and form a new generation of talents from all nationalities (Brazilians and foreigners) who have graduated recently and with potential to become Vale's future leaders all over the world. The target public consists of recently graduated students in several graduation fields, fluent in English, business oriented and with global mobility. The ideal candidate should be between 22 and 30 years old and he/she must have leadership, communicational, entrepreneurial and projects management abilities. Launching: July, 2008

[More information](#)



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