



XPS and Xstrata Canada EIT Program

"PEO (Professional Engineers of Ontario, Canada) believes participation in a structured internship program is a key step in preparing the next generation of engineers." M. Mastromatteo, Engineering Dimensions, Sept. / Oct. 2009.

"A key objective of all internship programs is to provide graduates with relevant, practical work experience – to link theory with practice."

The objective of the Xstrata Canada EIT (Engineer in Training) program is to recruit, develop, and retain engineering talent as a viable means of supporting longer term succession planning across the metallurgical operations. The program is intended to give new hires broad exposure, mentorship and training at various Xstrata (or other) metallurgical sites. In a two-to-three year time frame, the engineer is exposed to a diverse range of assignments in order to provide a foundation for career development and value to the organization. Each EIT's program is unique. Success of the program is dependent upon Xstrata operations (and technical, technology development centres) providing supervised rotations and projects at operating concentrators, smelters, refineries and piloting or laboratory facilities.

Assignments in 2010 included XT (Brisbane), X Ni (Perth), X Zn (New Brunswick), Crowflight (Manitoba), St. Andrews Goldfields (Ontario) and X Ni (Sudbury, Ontario). In 2010 XPS accepted three new EITs to the program and graduated four engineers who then transferred to X Ni (Raglan, Sudbury Smelter and Sudbury Business Improvement Group) and X Zn (Brunswick Smelter). Overall program completion and final placement is very high averaging 93% over the last several years.

If you have a recent Canadian degree and have an interest in our EIT program, then please contact us - vrorison@xstrataps.ca and review the XTS careers sites: <http://www.xstrataprocesssupport.com/EN/HumanResources/Pages/Careers.aspx> and <http://xstratajobs.nga.net.au/cp/index.cfm?event=jobs.home>

XPS is a licensed metallurgical engineering, technology services and test work business based in Falconbridge, Ontario, Canada that serves the global mining industry. Four key disciplines are integrated to make up our business:

- Process Mineralogy
- Extractive Metallurgy
- Process Control
- Materials Technology

