



EUROPE'S LEADER
IN RIGID PLASTIC PACKAGING

Career opportunities





RPC is Europe's leading manufacturer of rigid plastics packaging, with factories throughout the UK and mainland Europe and a manufacturing and sales operation in the United States, supplying customers on a local or multinational basis.

With our wide range of manufacturing and finishing technologies, we deliver packaging solutions to industrial and consumer markets and have developed long-term supply relationships with several blue-chip companies. Our design and manufacturing skills have contributed to the success and development of many of Europe's best-known brands.

The businesses that make up the RPC Group have been established for many years but in its present form, RPC is a relatively young company, formed in 1991.

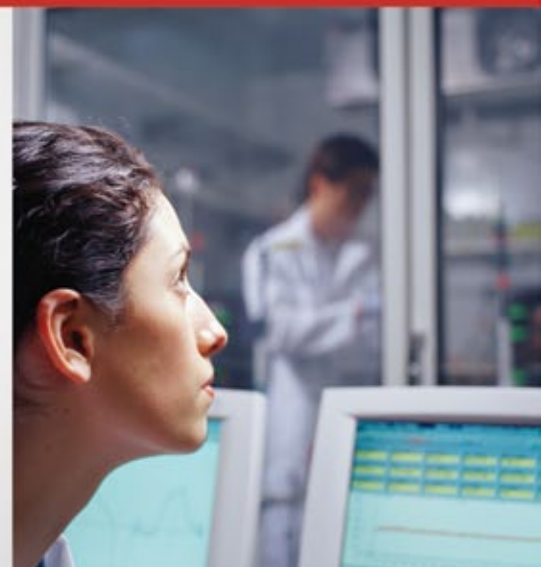
We've not let the grass grow under our feet, however. In 1991, there were five factories in the Group; today nearly 50. We became a publicly listed company in 1993 and have remained one of the most consistently successful performers in our sector of the stock market since then.

And we continue to look for growth opportunities - which is where you come in.

We need talented, ambitious graduates to help maintain and build our business. Of course, you'll have a proven academic record - but more than that, you'll have the confidence and ability to really make a difference, the desire to stretch yourself and to contribute, but equally to listen and to learn.

Typically you'll come from an engineering, materials science or business studies background, but we don't want to pigeon hole people. Show us drive and determination and we'll be interested.

So if you want to be part of shaping, developing and growing a successful business, read on.





A career in packaging

Packaging helps to sell products. Think of a brand and in many cases you'll think of the packaging as well. Packaging helps to protect and preserve - but, equally important, it also projects and enhances brand image and values, it creates interest and impact for products on shelf, it helps to encourage purchase.

The packaging industry is dynamic and fast moving. It both reflects and shapes the world in which we live. It's big business too, with the UK industry alone worth in excess of £10bn.

The industry has a long-established and well-deserved reputation for innovation in new product development. Packaging technology has been key

to the opening up of new market sectors. Whatever changes, developments and innovations lie ahead in the retail or industrial sectors – including the current focus on sustainability and environmental impact - packaging will continue to have a vital and influential role.



A career with RPC

As Europe's leading manufacturer of rigid plastics packaging, RPC can offer a wealth of graduate career opportunities.

Our devolved management structure means that after training you will move swiftly to a position of responsibility, with a real say in the day to day management of the business.

We encourage you to think for yourself and make your own decisions. We are looking for people with leadership skills who can help us to continue to grow and develop our company.

You will of course receive all the help and guidance you need, learning in a truly hands-on environment.

We offer a wealth of opportunities depending on your own skills and educational background.

These include Technical, Manufacturing, Finance, Design, Sales & Marketing.

While your training will concentrate on one of these disciplines, there will be ample opportunities to widen your experience and develop skills in other business functions once your training is completed.



The graduate development plan

Although we specialise in plastics packaging, RPC is nevertheless still a very diverse business, involved in a number of different manufacturing technologies and supplying a huge variety of end markets.

Equally important, our autonomous structure, where individual businesses are responsible for all their day-to-day operations, thrives on our commitment to giving employees maximum freedom in the decision-making processes of running these businesses.

We treat our graduate trainees in the same way. There is no “one size fits all” training programme. Each is tailored to suit the educational background, relevant experience and career goals of the individual.

The aim of the training programme is to provide ample challenge for the trainees while enabling progressive development with support from their manager, mentor and other colleagues.

Every programme is structured to ensure that the training is combined with meaningful project work and regular supervision, discussion and feedback to ensure the programme is meeting the expectations of all parties.



Name: Katherine Fleet

Position: Group Sustainability Adviser



Katherine Fleet joined RPC in 2009 following a first class honours degree in Biology and Geography from Keele University and the completion of an MSc in Environmental Science and Management at the University of York.

With environmental matters taking on increasing significance throughout industry, Katherine was recruited to help develop RPC's policies and enable the business to take a more pro-active role with its customers.

Today she is the Group's Sustainability Adviser, working across all the RPC sites. Her key areas of responsibility include analysing and reporting group environmental data, calculating site and product carbon footprints, keeping sites up-to-date with environmental resources and news, presenting sustainability updates and training material within the group, and replying to enquiries from customers, members of the public and the sites. Katherine is also involved in sustainability communications and marketing activities, the development and implementation of energy efficiency measures and legislation for the group, and CSR (Corporate Social Responsibility) reporting.

The breadth of the job description and the success and reputation of RPC were what initially attracted Katherine to the role. In particular, the fact that this was a new position and that the company did not at the time have a designated 'environment department' were challenges that she relished.

Katherine has been able to develop and shape her position, but this has had to be done at a breakneck speed since the focus on sustainability, particularly among customers, has grown at an extremely rapid pace.

Katherine acknowledges that joining RPC, especially in a group role, can be a daunting process in the early days, as there are numerous sites and technologies to get to grips with, as well as people to meet. However, her early months were spent visiting sites both in the UK and on mainland Europe to get an in depth understanding of the business, and the contacts she made and the knowledge she gained from these visits have been invaluable in helping her in key tasks such as analysing group data or answering a query specific to a particular site.

RPC has also supported her development through external polymer courses to help develop her knowledge of plastics and an LCA (Life Cycle Assessment) software course as one of the key skills she will need as her role continues to develop.

"If you are a newcomer to the plastics industry like me, it will probably take a few months for you to become completely familiar with RPC and all its processes and activities, but I now feel fully integrated into the company and settled into my role," says Katherine.

"What I particularly like about the job is its variety – certainly no two days are the same. I may have started with a new role and a clean sheet but it did not take long for my To Do list to fill up – and now there are always new enquiries, projects or requests for information that pop up just when I think it's quiet enough to get back to it!"

The Graduate Development Plan incorporates the following elements:

- Placement at a UK site or sites
- Familiarisation programme with the entire RPC Group through visits to other sites
- Up to three months of placements at other RPC sites – including mainland Europe
- Additional external training – to be identified and agreed with line management
- Management development where deemed appropriate by line management

All graduates have an immediate manager who will act as their day to day contact and with whom they can discuss any specific issues or queries in the first instance. There will also be regular quarterly reviews with HR to review progress and give feedback.

Graduates who wish to be considered should either forward their CV outlining their career aspirations or contact us for further information.

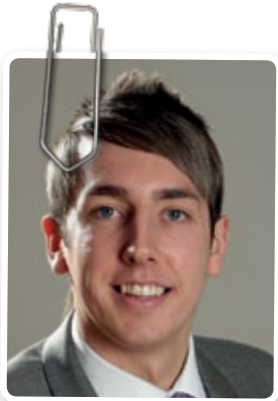
Contact:

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Graduate Applications
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Name: Will Youney
Position: Commercial Administrator



Living close to RPC's head office and Rushden factory, Will Youney, who joined RPC in 2010, felt that he knew the company well.

Delving in a little more deeply prior to his interview, Will quickly realised that the RPC he was acquainted with was just the tip of the iceberg and that the Group was very much the leading force in rigid plastics packaging throughout Europe.

And for Will, who graduated in Business Studies from Swansea University, that made working for the company all the more attractive.

"I wanted a position where I could make use of my degree," he explains. "But more important than that, I wanted to work for a company where there was plenty of opportunity for personal development and to further my career. It was clear that RPC would be able to offer me this."

As a result of his degree, Will was particularly interested in a career in sales. However, he is pleased that his first post at RPC's Rushden factory covers both sales and purchasing. As he points out, "I feel that getting as wide experience as possible in the various commercial functions will stand me in good stead whichever way my career develops in the coming years."

Will's role is split equally between sales and purchasing. Initially his training has focused on the sales side and he will then move onto the purchasing operation. His sales role is currently office based, with key tasks including the preparation of various reports and analyses to help the sales teams and providing support for the implementation of price rises.

The RPC approach is very much focused on 'on the job' training but there is plenty of support to ensure that graduates are not simply thrown in at the deep end. Although individual groups of sites within RPC function as autonomous operations in terms of production and sales, creating and maintaining synergy across the group is vital so an important part of Will's early training has been a familiarisation with other sites within the group.

Equally important are the regular quarterly meetings with the HR Manager to enable Will to give feedback on his experiences to date and ensure his training is kept on track and tailored as much as possible to meet his expectations.

"Working for RPC has certainly been an eye-opener in terms of the extent of the company's operations and the many customers and markets we serve," concludes Will. "It may not be the local company I first imagined but that means that it offers a huge potential for career development."

Name: Alistair Herd

Position: Finance Manager –
Blow Moulding Cluster



The continued growth and development of RPC over the years has been mirrored in the career opportunities this has afforded Alistair Herd.

Having joined the general Graduate Training Scheme in 1987 following his degree in Economics and Geography from Portsmouth Polytechnic, Alistair chose to specialise in finance. His graduate scheme incorporated three one-year placements at different sites, occupying various roles to gain an overall understanding of the company's financial organisation.

During this time, he studied for his CIMA qualifications and also attended various courses including presentation skills, time management and PC skills. Since then RPC has continued to aid his career development with relevant courses – for example, costing and performance measurement, employment law, health & safety and, given the Group's pre-eminent position on the continent, European languages such as German.

Alistair's first post was as Head Office Accountant. After a year he moved to RPC Oakham as the site's Accountant. From Oakham, his career path has taken him via Corby (as Finance Manager), back to Head Office (as Group Finance Manager), and then Finance Manager of three RPC injection moulding sites, Oakham, Old Dalby and Halstead. This role expanded further in 2001 when Alistair became Finance Manager for the six factories in the UK Injection Moulding cluster. After three years in this post, he was asked to help in the major acquisition and subsequent integration of six new sites into the Blow Moulding cluster. This led to him taking up the post of Blow Moulding Finance Manager. Today, working alongside the Cluster Manager, Alistair provides financial, commercial and operational support and co-ordination for the 12 sites across Europe that make up this cluster.

Alistair believes RPC offers good scope for career development. "Because the company is committed to driving the business forward, the potential for progression is always there," he comments. "Just as I am ready for a new challenge, another opportunity arises."

As Finance Manager, Alistair is a member of the senior management team. His specific responsibilities include all statutory financial requirements, such as those relating to annual accounts and tax, the implementation and smooth running of IT systems and the management and supervision of the accounts department.

For him, the most important and interesting part of the job is the interaction across the disciplines. "Generally, when anybody needs to understand the impact of decisions on the business it's the finance manager they come to ask first," he explains. "This means it is important to have a wide-ranging understanding of all areas of the business, which will be invaluable whichever direction my career takes in the future."

Alistair considers his training to have been "excellent, could not have been better" and that both the training and his original degree remain useful to this day: "The relevance relates to understanding yourself, time management and self discipline."

Alistair has enjoyed his time at RPC. "The company is a large organisation but with a personal feel," he concludes. "Naturally the business has changed as it has grown but that has been a good thing, because I have been able to do the same and keep my career development and progression on track."

Several senior managers at RPC began their careers on our Graduate Training Programme. This is a fitting endorsement both of our training programmes and of the career development opportunities that exist within RPC.

Name: Darin Evans
Position: Group Strategic Purchasing Manager



Darin Evans is living proof that – at RPC at least – there is life after accountancy.

Having graduated with a degree in Accountancy and Law from Bristol University in 1994 – and satisfied his wanderlust with three years of travelling – Darin joined RPC in December 1996 as Head Office Accountant, with the intention of following a career in finance. To that end he gained his CIMA qualification and took the Finance Manager role at a number of sites, both in the UK and mainland Europe, as well as undertaking a variety of temporary projects across the group. He then became Head Office Management Accountant with an expanded brief that also incorporated support with acquisitions and responsibility for group buying.

RPC does not pigeonhole people, however, and in 2004 following the acquisition of the sites from Nampak, Darin moved to RPC's blow moulding cluster, again taking a wider role as Finance and Commercial Manager for UK Stock Containers. He followed this by becoming General Manager for the Rushden site before moving back to head office in 2008 to become Group Strategic Purchasing Manager.

It is the buying function that particularly captured Darin's imagination and he has developed and expanded this role; today he has responsibility for coordinating the purchase of polymer, additives, energy, transport and cardboard across the group, as well as anything else costing in excess of £1million that involves two or more sites.

Darin believes that it is his experience in a number of functions – operations, production, commercial as well as finance – together with the knowledge he has gained of all parts of the group that have given

him the capabilities to undertake the role. "The group buying function is very much a collaborative process," he explains. "As we have grown it has made sense to use our size and buying power to get the best deals available. At the same time, the autonomous structure that has made RPC what it is today remains fundamental to our business and I therefore work closely with each site or cluster in the buying process, as their needs and input are critical.

"Because I have been at the sharp end working at site level, I can appreciate each site's particular requirements and focus, and we can work together to ensure we achieve the best for all parties."

And while Darin has already gained a wealth of knowledge throughout his time at RPC, the company continues to support his development, most recently with a course in Polymer Science at Sheffield University.

Darin believes the growth of RPC and the company's continuing ambitions offer a wealth of opportunities to today's graduates. "There are openings at both site and group level. The most important thing is to keep an open mind and look for opportunities and run with them. I have been able to create and develop this role, and it is encouraging that the company remains flexible with a willingness to re-examine how we do things and make changes and adjustments as necessary."

And for those like Darin who enjoy travelling, with sites throughout Europe and beyond, the opportunities are certainly there, although as Darin is the first to acknowledge, "the red-eye flight to Germany at 6am on a Monday morning is not quite the same as back packing through Asia!"

As a large public company, we are fairly unique. Not for us a huge head office staff and centralised control. Day-to-day responsibility for our many factories lies with the people who run them on a day-to-day basis.

This enables us to offer true expertise in the products we manufacture and the markets we serve. It allows us to become closer to individual customers and quicker to respond to their needs.

It means that all employees have an important contribution to make to the success of the business and that they can more easily see the results of their hard work.

For our graduate trainees, it allows them very quickly to make an impact and take a key role in helping to drive the business forward.

Like any other company committed to continuing growth and expansion, new talent is essential to help us achieve these goals. I welcome your interest in RPC and we look forward to receiving your application.

Ron Marsh
Chief Executive



