

EMERGING LEADERS PROGRAM

The Emerging Leaders Program (ELP) is an accelerated program designed to fast-track high-potential college graduates into long-term careers at Matrix. The program focuses energy and resources on the development of real world skills that will ensure that you, the future of our Company, are well situated to grow within our organization.

Over an 18-22-month period, you will engage in a challenging mix of training opportunities focused on gaining professional experience and industry knowledge, as well as building business and leadership competencies. ELP takes a blended approach to development and includes developmental activities, training sessions, experiential learning, hands-on project work, social events, self-directed learning and mentorship. At the program's conclusion, you will begin your career in a role aligning with your strengths and the needs of the Company.

"This program packs decades of roles, relationships and experiences into two years. It is a great kickstart into any career."

- 2016 ELP member

A HIGHER STANDARD IN SUCCESS

Get to know us.

Founded in 1984, Matrix Service Company is a top-tier engineering, construction and maintenance company that, through our subsidiaries—Matrix Service, Matrix NAC, Matrix PDM Engineering and Matrix Applied Technologies—designs, builds and maintains infrastructure critical to North America's energy, power and industrial markets.

Historically known as the leader in the design, construction, repair and maintenance of aboveground storage tanks and specialty vessels, the Company has expanded its services to provide engineering, procurement, fabrication and construction solutions on complex infrastructure projects—from API 650 storage tanks or specialty vessels with cryogenic applications to material handling systems.

Headquartered in Tulsa, Oklahoma, Matrix provides coast-to-coast solutions for its customers, operating from offices located through more than 30 offices across the U.S. and Canada, as well as in Sydney, Australia, and Seoul, South Korea. To learn more, visit matrixservicecompany.com.



"What really drew me to Matrix was the fact that we have so many opportunities for women in construction and engineering."

— 2017 ELP member



For more Information
please contact

866 367 6879

matrixservicecompany.com



Get to know the program.

As an Emerging Leader Program member, you will begin your journey at Matrix Service Company's headquarters in Tulsa, Oklahoma for a multi-week series of professional development and orientation sessions before setting out on rotations through our business units and project sites.

Rotations are flexible in nature, typically lasting from three months to a year, and encompass the full life cycle of a project—from the initial bidding phase through completion and closeout. Your interests and the Company's needs determine which of our business lines you will explore, but options include:

- Capital Construction
- Storage / Specialty Vessels
- Electrical Infrastructure
- Refinery Turnarounds and Maintenance
- Industrial Services

Your field rotations will be punctuated by supplemental training in management, security, safety, communication, negotiation, professionalism, as well as in project- and business-specific topics. You will have ample opportunity to network with leaders at Matrix—including our executive team—as well as industry veterans.

"You get to work very closely with very experienced people; superintendents, project managers, construction managers... and you have access to all of their wisdom. You can't help but learn something, take something away from those relationships. I love it."

— 2017 ELP member

"It's obvious Matrix is heavily invested in this program. I know I'll get more out of it than had I gone somewhere else."

— 2015 ELP member



Our Support. Your Drive.

The opportunities for growth are abundant, but the rotational nature of the program necessitates self-direction and initiative. Matrix is seeking self-motivated and disciplined candidates who will take full advantage of the resources available to them as program participants.

At the conclusion of your 18-22 month tenure in the program, you will begin your career at our Company. Options include:

- Field Supervision/Superintendent
- Project Management
- Field Engineering
- Supply Chain Management
- Estimating
- Safety
- Project Controls
- Project/Cost Accounting



"A typical day as an ELP member is exploratory. Yes, you may have certain tasks assigned to you such as estimate a job, write up a bid, do a job walk, forecast costs, etc., but the key to unlocking the best of each day as an ELP is going to different employees, meetings, and jobs and either seeing where you can help or just asking if you can sit in and absorb the content. This is where the true beauty of the ELP program comes to life. You can learn anything you want."

— 2017 ELP member

Program Requirements:

- Graduating senior or recent college graduate with a BS/BA in Construction Science/Management or another approved major
- Field construction experience through internships, co-ops or work experience
- Willingness to travel and relocate; flexibility to adapt with changing business needs
- Desire to work in a construction field environment
- High level of initiative with strong desire to learn and develop new skills
- Effective time and project management skills with ability to manage multiple priorities
- Ability to think critically, conceptually and understand broad picture perspectives
- Strong work ethic with ability to work productively without direct supervision at times
- Ability to work independently and as part of a team
- Proficient in using personal computers and technology, such as MS Office Suite
- Documentation of current, good collegiate standing and expected graduation date, i.e. transcript

The values that define us.

Safety. Integrity. Positive relationships. Stewardship. Delivering the best. For more than 30 years, it is these core values that have forged our reputation and that our future leaders will continue to exemplify.



Being an ELP pays off.

As a direct, full-time hire, you will receive benefits, including:

- Competitive base salary
- Three weeks paid time off (PTO)
- Generous Company benefits package
- Health
- Dental
- Vision
- Disability insurance
- 401K (US) with Company match
- Highly ethical employer
- Strong Core Values
- Employee development

How to apply.

For more information about the Emerging Leaders Program, call us at **918 359 8203**. Visit **matrixservicecompany.com/employment**, or email **hr@matrixservicecompany.com**.

