

Kingspan Graduate Programme – Graduate Engineer – Trier/Hermeskeil/Nordkirchen – Germany – 2026

Location: Trier/Hermeskeil/Nordkirchen – Germany

Stream: Engineering and Operations

Candidate requirements:

- You should be no more than 12 months post-graduation and available to take up a position no later than 30 September 2026
- You should have no more than 12 months' work experience (not including university placements, internships, summer jobs, etc.)
- You must be eligible to live and work permanently in Germany
- You will need to have a Degree and/or Masters in a relevant discipline i.e.:
 - **Engineering Degree/Masters (Electrical/Mechanical/Automation/Maintenance)**
- In addition to a good level of verbal and written English, you must also be fluent in German

About us:

Kingspan welcomes graduates from many disciplines, but whatever your area of study, we are looking for graduates that are ready to take responsibility, be challenged and work on their own initiative. In return we will support you in developing a career that really matters, give you the opportunity to work and live around the world and of course offer a competitive salary and benefits.

We have opportunities in our **Engineering and Operations Stream** in locations throughout UK, Ireland, North America and Mainland Europe and are keen to hear from graduates wishing to join the global leader in high-performance insulation and building envelope solutions.

As well as getting the opportunity to work on interesting projects that make a real difference to our planet you will join our highly regarded Graduate Development Programme “Yours to Shape”.

What you could be doing:

Some of the tasks involved in this role are:

- Assist in the design and development of engineering projects,
- Create technical drawings and specifications using software.
- Collaborate with senior engineers and cross functional project teams to develop innovative manufacturing improvement solutions.
- Support project management activities, including scheduling and resource allocation.
- Participate in project meetings and document discussions and decisions. Help in the preparation of project reports and presentations.

- Driver's License preferred, availability to travel to various locations within Europe and north America

The skills and competencies you will need:

- Ability to cope with ambiguity and challenging situations
- Commitment to deliver the job and go beyond what is expected
- Ability to interact effectively and communicate with all levels of the organisation
- Ability to be organised and execute tasks in a timely manner
- Problem solving, logical thinking and sound judgement

What we can offer you:

- You will be a Kingspan employee from Day 1
- The opportunity to live and work across the globe and in any of our 5 divisions:-
 - o Insulation
 - o Insulated Panels
 - o Light, Air and Water
 - o Data and Flooring
 - o Waterproofing and Roofing
- Competitive salary
- A graduate development programme aimed at supporting you as you transition from university to the world of work and accelerating your career development
- Access to business leaders
- A dynamic, fast-paced work environment

Our recruitment process:

- The first stage is to complete our online application form. This can be found on our application portal via the "Apply" buttons below.
- You can only submit one application so think about which role you are most interested in. You will be given the option of indicating your other role preferences on the application form.
- If shortlisted, you will be invited to complete an online Psychometric test, i.e., Arctic Shores' task-based assessments.
- If successful at that stage, you will be invited to submit a short video interview.

- Advice for GenAI usage: GenAI can be used to help practice and structure your responses, but should not be used create your responses. For example, you could use GenAI by showing it the job description and asking it to generate mock interview questions to practice with, but it should not be used to simply answer the questions for you. Remember, the goal of using GenAI in your job application is to augment your natural abilities and showcase your best self. It's not about creating a persona that isn't you. We value authenticity and want to understand who you are, your experiences, and what you bring to the table.
- If successful at that stage, you will be invited to attend a Virtual Assessment Centre comprising of a group exercise, individual presentation and final competency-based interview. Depending on the role, there may be a follow-up call/visit.

Applications close: 4th May 2026! Supplier

Apply here: https://kingspangraduate.groupgati.com/engineer-graduatetrierhermeskeilnordkirchengermany2026/187/viewdetails?utm_source=bnttrier&utm_medium=jobboard