

Graduate engineer trainee (fresher)

Company: [Company name]

Location: [Location] | Work mode: [Work mode]

Employment type: Full-time | CTC: [CTC for the full-time role]

Joining: [Joining date] | Apply by: [Apply by]

About [Company name]

[About your company]

About the role

[Company name] is hiring graduate engineer trainees for the [Team] team. This is a structured training programme, not a desk job. You start with induction and safety, rotate through the departments listed in this post, and learn from a senior engineer who acts as your mentor. You will work on the shop floor or at site, take on one improvement project and present it at the end. A review at the end of the programme decides your confirmation as an engineer.

What you will do

- Complete the induction on plant or site safety, quality systems and company processes, and sign off each module in your training logbook.
- Work in each department on the rotation plan, such as production, maintenance, quality, planning and stores, shadowing the senior engineer in charge.
- Read engineering drawings, process sheets and work instructions, and compare them with what is actually made or built.
- Record daily data for your section: output, downtime and rejections in production, readings and faults in electrical work, or quantities and progress at a civil site.
- Follow the safety rules at all times, wear the required protective gear, report unsafe conditions and near-misses, and join toolbox talks and drills.
- Assist with measurements, tests and inspections in your branch, such as part dimensions, motor and panel checks or concrete and level checks, and record the results.
- Note the symptom, time, action taken and cause for each breakdown or defect you see, and discuss it with the engineer on duty.
- Take up one improvement project assigned by your mentor, such as reducing downtime, rejection or material waste, collect the data, suggest a fix and present it at the end of the programme.
- Coordinate with operators, supervisors, stores and vendors for the tools and materials your tasks need, and follow up on pending items.
- Keep your training logbook up to date and review it with your mentor at each change of department.

What we are looking for

- Sound fundamentals in the core subjects of the branch, such as manufacturing processes for mechanical, electrical machines for electrical, surveying and structures for civil, or production planning for production.
- Ability to read a basic engineering drawing, circuit diagram or site plan.
- Willingness to work on the shop floor or at site, in shifts, in heat, dust or noise, wearing safety gear.
- Working knowledge of Excel for logs and simple charts.
- Ability to explain a point to an operator in Hindi or the local language, and to put it in a short report in English.

- A habit of asking why something failed, and writing down the answer.
- Respect for safety rules, even when the line is in a hurry.

Good to have

- A final-year project or industrial training in a plant, workshop or site related to the branch.
- AutoCAD or another drawing or design tool.
- Basic awareness of 5S, Kaizen or lean methods.
- Membership of a student technical team such as a Baja, robotics or solar vehicle team.
- PLC or CNC basics, where they apply to the branch.

Who can apply

B.E. or B.Tech in mechanical, electrical, civil or production and industrial engineering, in the branch named in this post.

How to apply

Apply through this job post by [\[Apply by\]](#). Shortlisted candidates will hear from us about the next steps.

Graduate engineer trainee intern

Company: [Company name]

Location: [Location] | Work mode: [Work mode]

Employment type: Internship | Duration: [Internship duration] | Stipend: [Stipend for the internship]

Joining: [Joining date] | Apply by: [Apply by]

About [Company name]

[About your company]

About the role

[Company name] offers an engineering internship to B.E., B.Tech and diploma students, for the period in this post. You will shadow engineers on the shop floor or at site, take measurements, collect data and report on a process or problem, with a mentor's guidance. Moving to the graduate trainee programme depends on completing the B.E. or B.Tech and meeting the company's selection criteria.

What you will do

- Shadow a senior engineer through a full shift and write a short note on what each person in the section does.
- Take readings or measurements as shown and record them in the log sheet.
- Compare one part drawing or circuit diagram with the actual item and list any differences you notice.
- Collect a week of data on one problem, such as downtime or rejection, and chart it in Excel.
- Attend the safety induction, toolbox talks and drills.
- Prepare a short report and a five-minute presentation on what you found, for your mentor.

What we are looking for

- Pursuing or recently completed B.E., B.Tech or diploma in mechanical, electrical, civil or production.
- Workshop or lab practice from college.
- Willingness to spend the day on the shop floor or at site in safety gear.
- Basic Excel.
- A letter from the college for industrial training, where the course requires it.

Who can apply

B.E. or B.Tech in mechanical, electrical, civil or production and industrial engineering, in the branch named in this post.

How to apply

Apply through this job post by [Apply by]. Shortlisted candidates will hear from us about the next steps.

Screening questions to add to your job post

1. **Which subject, project or training in your branch was closest to hands-on work?** Looks for contact with real equipment or sites. An answer that names a machine, panel or structure is stronger than a list of subjects.
2. **Describe one machine, panel or site structure you have seen working. What did you notice about how it is run or maintained?** Tests observation. Applicants who have really visited a plant or site notice noise, checks, logs and safety signs. Others recite textbook definitions.
3. **Are you willing to work shifts on the shop floor or at site?** Plant and site work can involve shifts, so describe the pattern in the post. An honest answer now avoids dropouts in the first month.
4. **Name two safety rules you follow in a workshop or lab.** Shows habit, not definition. Protective gear, isolating a machine before touching it and not working alone are good answers.
5. **What was your own part in your final-year project or industrial training?** Separates individual contribution from team credit. Listen for what they built, measured or fixed with their own hands.
6. **You notice an unexpected fault during a supervised task in your branch. What would you report, and what would you avoid doing without authorisation?** Look for stopping their own task safely, alerting the supervising engineer and reporting what they saw clearly. The applicant should avoid touching, opening or restarting equipment without training and authorisation.
7. **Which drawing, design or analysis software have you used, and for what?** Real use is easy to verify with one follow-up question about a feature or a file they made.