



## FREQUENTLY ASKED QUESTIONS

### 1 What is the difference between The President's Crew program and an internship?

The President's Crew program is a one year full time, paid opportunity that will transition into a traditional position with Dillon upon completion of the program. An internship is a short-term program with a decisive end date that is often unpaid and does not roll-over into a permanent position.

The President's Crew program is an enriched and challenging one-year training program created for the next generation of Dillon. Upon graduation of the program, members are expected to continue with Dillon and select one of our thirteen (13) Practice Areas. Visit [www.dillon.ca](http://www.dillon.ca) for more information about our various Practice Areas.

### 2 What is the difference between The President's Crew program and a technical hire with Dillon?

Members of The President's Crew program receive additional challenges, enriched training, and travel opportunities between Dillon's 17 offices throughout Canada. Members receive accelerated training and unique opportunities during the one year program, but are also expected to meet greater demands and to take on more responsibilities than an entry level technical position. Entry level technical hires are immediately assigned a practice area based on their skill set. These staff also have enriched training and technical opportunities, but not in the condensed time frame as The President's Crew.

Upon graduation of the program, members will continue to work with Dillon and will transition out of The President's Crew program and select one of Dillon's thirteen (13) Practice Areas. Visit [www.dillon.ca](http://www.dillon.ca) for more information about our various Practice Areas.

### 3 What does it mean to "Break New Ground"?

To "Break New Ground" is to take initiative and make a difference at Dillon. It is to be creative, push the envelope, rethink current methods, and to grow yourself and the company in new directions. Members of The President's Crew are not expected to create a new practice area or coin a new expertise, but they are expected to make an impact.

### 4 What is a Trusted Advisor and what is the difference between a Coach and a Trusted Advisor?

A Trusted Advisor is a senior member of Dillon that is assigned to a President's Crew member for the duration of program. The Trusted Advisor program is a high-level mentoring program that is driven by the mentee. Members meet with their Trusted Advisor (over the phone or in person) every 4-6 weeks to confidentially talk about personal goals, curiosities about Dillon's business/corporate strategies, career growth opportunities, etc.

A Coach is a member of the NextGen team that is assigned to a President's Crew member to help them succeed. Coaching sessions are held on a bi-weekly basis to provide support and guidance with the various program components and with questions regarding Dillon. A Coach does not assign project or program related work, but rather is available to help with any issues or questions about Dillon.

### 5 What if my educational background does not match the various science, engineering and/or technical areas of Dillon?

Members of the President's Crew are selected based in part on five qualities: strategic thinking, ability to inspire others, vision, passion, and resilience; not specific technical expertise. The President's Crew has been created for promising new graduates who have the ability to become multidimensional leaders.



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### 6 I am interested in working for Dillon, but The President's Crew is not right for me. How can I apply for regular employment opportunities with Dillon?

There are many opportunities within Dillon throughout our various offices and disciplines. Please visit our company career page at [www.dillon.ca/html/emp\\_opp.html](http://www.dillon.ca/html/emp_opp.html) to view these employment opportunities or contact [careers@dillon.ca](mailto:careers@dillon.ca).

### 7 Do members of The President's Crew receive benefits?

Yes - they receive the same benefits, vacation, and access to other company programs as other entry level full time, technical staff.

### 8 How does The President's Crew define the term "New Graduate"?

Someone who has graduated from post-secondary education within two years of The President's Crew program start date. This education could include undergraduate or graduate programs, college diploma programs, etc. Preference will be given to those with less than 1 year of post-graduate professional/technical work experience.

### 9 When can I apply for The President's Crew Program?

The hiring timeline for The President's Crew program is announced on this website. However, it generally starts in late summer for openings in the upcoming May program. The annual program starts in early May of each year.

If you are interested in taking part in The President's Crew program but are not yet eligible or able to apply for the upcoming program, please complete the form on the ["Not Applying This Year"](#) page to receive program updates, important dates, and to stay in contact with The President's Crew recruitment team. You can also stay in contact through our Facebook fan site under "The President's Crew".

### 10 Do you have to start The President's Crew in May?

The start of the program was selected for May as that coincides with the graduation period for many post-secondary programs. It allows for a group orientation period with all participants in the Crew. The exact start date is flexible within a few days, depending on an applicant's personal schedule.