

CAREER DEVELOPMENT POLICY

Career Development Policy

Scope

Career development is initiated from the induction stage of recruitments, for all employee at each grade level. It is an ongoing process that defines career, abilities, and interests of the employees.

Policy statement

At Julius Berger Nigeria PLC and its Subsidiaries, we recognize the pivotal role that career development plays in fostering a motivated, skilled, and engaged workforce. Our commitment to the professional growth and advancement of our employees is encapsulated in our Career Development Policy.

Priorities

Our key priorities include:

1. Skill Enhancement: We strive to provide opportunities for continuous learning and skill development, enabling our employees to stay abreast of industry trends and emerging technologies;
2. Promotion of Internal Talent: Our policy encourages the identification and nurturing of internal talent. We believe in recognizing and promoting individuals who demonstrate exceptional skills, dedication, and a commitment to our organizational values;
3. Mentorship and Guidance: We provide mentorship and guidance to employees at various stages of their careers. Our mentorship programs aim to facilitate knowledge transfer and foster a culture of continuous learning;
4. Career Path Planning: We understand the importance of clear career paths. Human Resources has developed career paths which is embedded in the Talent Management Compendium, which aid employees in following a mapped-out personalized career development plan, outlining achievable goals and milestones;
5. Innovative Opportunities: We provide platforms that requires high level mental performance, innovative opportunities for career development to all employees, irrespective of their background, ensuring our intrinsic value of innovation.