



Join the Amana Family

Are You...

An Engineering Graduate in the field of:

Civil Engineering

Mechanical Engineering

Electrical Engineering

Architecture and Design

A Business Administration Graduate in the field of:

Human Resource Management

Marketing and Communication

Finance and Accounting

General Business Administration

Do You Have...

A “can-do” attitude about challenges

Self-confidence and a “go-getter” approach

The ability to make things happen

Quick learning skills and willing to endure challenges to learn and improve yourself

Positive people and group management flairs

Strong communication skills

Team-player capabilities

Proven leadership abilities

Then Amana is the Company for You



Amana Group

The Amana Group services the commercial and industrial construction markets across the Middle East through the integrated operations of its subsidiary companies:

- Amana Contracting & Steel Buildings (www.amanabuildings.com)
- Amana Pipeline Construction (www.amanapipelines.com)
- Amana Industries (www.amanaindustries.com)

Vision, Mission and Values

Our **Vision** is to become the regional leader in designing, constructing, and commissioning commercial and industrial buildings in the Middle East, Africa, and South East Asia.

Our **Mission** is to provide our clients with the highest service quality, on-time, and budget delivery. We shall achieve this by creating a partnership between our employees, managers, and shareholders focused on executing our jobs on Time, under Budget, and within Quality requirements. We will perform this in the most efficient and productive manner such as to generate a reasonable return to our shareholders and ourselves

Our **Values**, basic and fundamental, shall remain the guiding light in our internal and external dealings. These will be the uncompromising foundations upon which we build our **Mission**.

Integrity: The courage to distinguish right from wrong without compromise

Reliability: The ability to deliver what we promise and without exception

Accountability: The strength to be responsible for our own actions and decisions

Growth and Success

The Amana Group has been providing solutions to the commercial and industrial sectors in the region for almost 20 years. Today, the synergy provided within the Group allows the company to service these important sectors in a seamless manner in more than one way. Amana's commitment to total client satisfaction begins with its vision of becoming the preeminent leader of fast-track construction in the Gulf industrial and commercial markets, delivering total solutions to its clients. The ability of the company to achieve its vision is dependent on satisfying and retaining its clients who understand and value the element of time saving.

The key success factors for Amana's growth are:

- **Empowering** local management and **decentralizing** decision making
- **Investing** heavily in identifying, recruiting, developing, and retaining the **best available talent**
- **Relying** heavily on the use of **information technology**
- **Focusing** intensely on **exceeding** our client's expectations

Amana has aggressive growth plans across the region and is looking to attract the best talent available to grow with it.

	2008	2009	2010	2011	2012
Revenues (US\$ mil.)	459	552	565	514	625
Employees	10,000	11,500	11,700	12,000	12,500
Office Locations	14	15	16	17	19
Public Sector Clients	43	45	48	50	60
Private Sector Clients	175	180	195	205	220

Our Clients



Amana Contracting & Steel Buildings

Amana is the regional leader in the design-build of industrial and commercial facilities, with over 1500 buildings constructed across the region.

Amana is paving the way in the region with the concept of design-build: engineers at each project-site ensure the delivery of custom-designed, cost effective solutions to every client. This has in effect, translated into a distinct competitive advantage over other contractors in the region.

Amana provides fast-track design-build solutions for the requirements of a variety of industries through fully undertaking civil, structural steel supply and erection, low-voltage electrical, HVAC, and plumbing works. Our expertise extends to the construction of facilities such as farms and stables, showrooms, distribution centers, food processing facilities, exhibition halls, manufacturing plants, staging facilities, district cooling plants, and shopping malls.

Today, Amana has twelve offices in eleven cities across the region including, the United Arab Emirates, Qatar, Kuwait, Saudi Arabia and Oman. Each office operates independently with capabilities to market, design, procure, and construct projects on a full design-build basis.

Amana is located across the region:

- Abu Dhabi, Dubai, Northern Emirates [United Arab Emirates]
- Doha [Qatar]
- Kuwait City [Kuwait]
- Jeddah, Khobar, Riyadh [Saudi Arabia]
- Sohar [Oman]
- Cairo [Egypt]
- Colombo [Sri Lanka]



Amana Pipeline Construction

Amana Pipeline Construction is focused on providing high value-added services to meet the civil-mechanical needs of the process construction industries including those for Aviation, District Cooling, and Oil & Gas processing facilities.

The company has a highly experienced and qualified professional team of engineers which includes technical staff, senior project managers, qualified engineers, quantity surveyors, and certified welders.

Due to the nature of the work undertaken the company has very high standards and guidelines of Safety Management and HSE Systems.

The company carries out regular monitoring of all its Systems and Operating Procedures to ensure that all works undertaken or materials supplied through its approved major suppliers are carried out in full compliance with the very latest legislation and Oil & Gas recommendations.

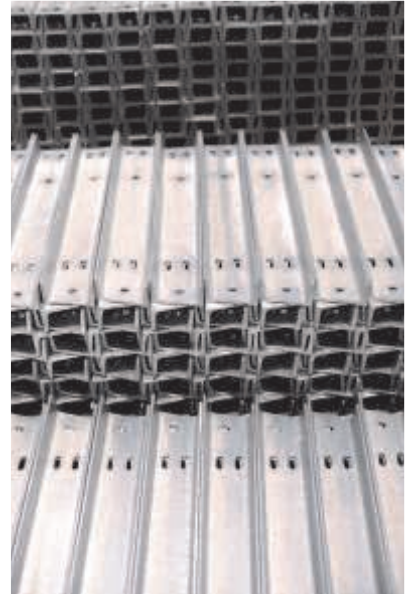
In line with this Total Quality Commitment the company has in-house Quality Assurance Systems to monitor and control all aspects of our work including materials, welding standards, pipe work assembly, testing and commissioning.




Amana Industries

Located in Hamriyah Free Zone (Sharjah), Amana Industries is the steel fabrication arm of the Amana Group. Its focus is on delivering engineered solutions for the fast growing steel buildings and structural steel sectors in the UAE and across the Middle East. The company has the capabilities to provide preliminary designs, cost and budgeting, detailed design and engineering, procurement, fabrication, and, erection and installation of complex steel solutions to its clients.

Amana Industries has a full-fledged structural engineering team capable of providing efficient and cost-effective solutions and designs for such products as steel buildings, pressure vessels (horizontal and vertical tanks), petrol and water tanks, handrails, piping works, bollards, platforms, mezzanines, erection of rotary and static equipment, and various steel works for petrochemical plants and refineries.





Our business model at Amana is based on organic growth. It is designed to have a continuous stream of new opportunities available to those who seek personal improvement and career development.

**Chebel Bsaibes
President & CEO
Amana Group**

The SEED Program

Looking for a company that will not only provide you with great work opportunities but also career development and training to ensure you remain at the top of your mark?

SEED: Structured Employee Enhancement and Development

SEED is Amana's continuous training and development program bringing together skills enhancement and professional development under one umbrella.

SEED consists of the following headline programs:

- Graduate Development Program (GDP)
- Professional Credentials
- Management Development Program
- Core Development Plans
- Skills Development Training through Athena (Amana's e-training portal)

Each program is developed and specifically suited to meet the job necessities and industry development; whether you are fresh out of university or have been with Amana for a number of years, SEED will ensure that you continuously develop yourself and enhance your career.



Interning at Amana

A year away from obtaining your Engineering degree and would like to put some work experience on your CV?

Designed with you in mind, Amana's Internship Program provides future graduates with opportunities to explore the facets of the construction world and gain credible work experience.

As a member of our Internship Program, you become an integral part of our construction team. The program provides you with objectives and targets as well as reflection and evaluation during your time with us. This will present you with the tools necessary to complete your final year at university and to map out the rest of your career.

Your first hands-on experience on a construction site can be daunting and, at times, overwhelming. That is why Amana provides you with a dedicated Mentor to provide guidance to make sure you obtain the most out of your experience here.

Armed with a successful internship, you can return to your academic life knowing where you are heading with a possible offer letter from Amana waiting for you once you pick up your degree.



Graduate Development Program (GDP)

Picked up your diploma and now you are ready to hit the construction site.

Our 12-month Graduate Development Program provides new graduates in Engineering with working knowledge, encouragement and skills and competencies development needed to get them on the right start in their career with Amana.

GDP TRAINING MATERIAL MATRIX							
TRAINING MODULES (CORE & TECHNICAL)	ENGINEERING DISCIPLINES					BUSINESS ADMINISTRATION DISCIPLINES	
	CE - Civil Engineering ME - Mechanical Engineering EE - Electrical Engineering AR - Architecture QS - Quantity Surveying					HR - Human Resources FIN - Finance	
	CE	ME	EE	AR	QS	HR	FIN
CORE MODULES (common for all disciplines)							
1	Amana Orientation	✓	✓	✓	✓	✓	✓
2	HR Policies & Procedures	✓	✓	✓	✓	✓	✓
3	Safety	✓	✓	✓	✓	✓	✓
4	7 Habits of Highly Effective people	✓	✓	✓	✓	✓	✓
TECHNICAL MODULES (specific to disciplines)							
1	Planning & Cost Control	✓				✓	
2	Method Statements	✓				✓	
3	Contracts Administration	✓				✓	
4	Sustainability Development	✓	✓	✓	✓	✓	
5	Technical materials	✓				✓	
6	OPM	✓	✓	✓	✓	✓	✓

Graduate Development Program (GDP)

On-the-Job Training is the major component of the Graduate Development Program. With your own Mentor to guide you, the program will expose you to various construction functions including, but not limited to, Project Management, Planning, Safety and QA/QC.

The Graduate Development program is a solid foundation to the start of your career at Amana.

Listed below are some of the universities where Amana has been actively recruiting fresh graduates,

- ◆ *American University of Beirut*
- ◆ *Lebanese American University*
- ◆ *Beirut Arab University*
- ◆ *Saint Joseph University (ESIB)*
- ◆ *University of Lebanon (Architecture & Engineering)*
- ◆ *Lebanese University*
- ◆ *Notre Dame University*
- ◆ *American University of Sharjah*
- ◆ *Jordan University of Science & Technology*
- ◆ *Indian Institute Of Technology*
- ◆ *Delhi College of Engineering*
- ◆ *University of Moratuwa*
- ◆ *Qatar University*
- ◆ *Carnegie Mellon University*
- ◆ *King Fahd University Of Petroleum & Minerals*

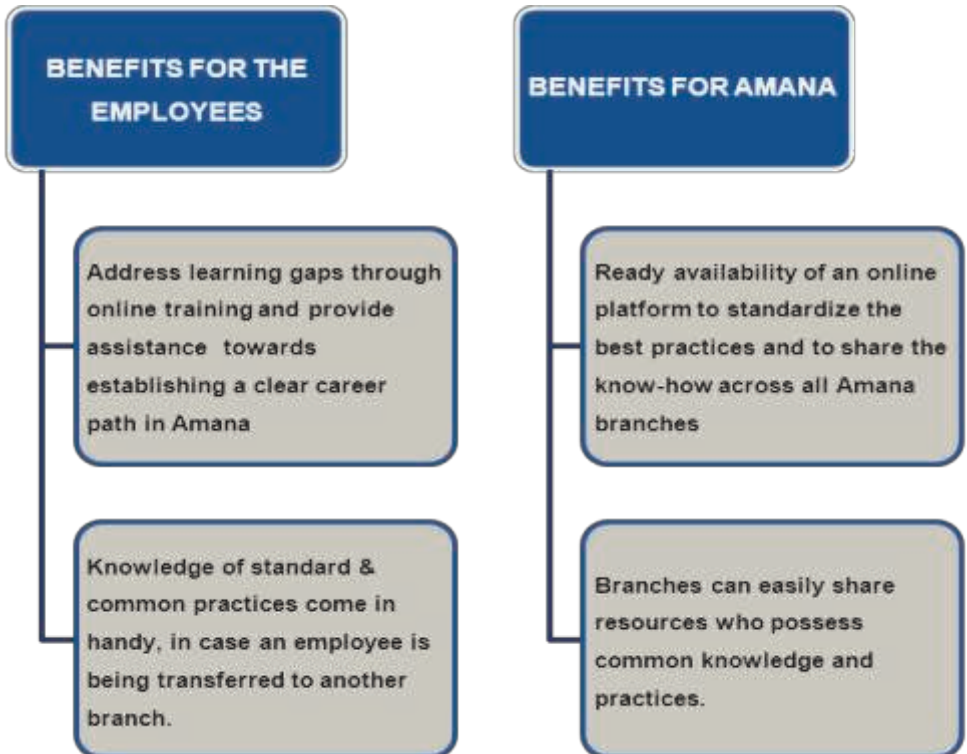


Athena - Amana's E-training portal

Athena has been created as a talent management tool to cater to the training needs of Amana staff Employees. The idea of creating an e-training portal allows the company to share the best practices, industrial knowledge, policies & procedures across a common platform that is accessible by all employees.

Athena is an online platform where all internal trainers, who are Amana employees, post their training presentation. Based on their occupations, employees will be requested to read the course material and take up the online quiz in order to be able to fulfill the minimum training units set annually. Athena enables HR to track all internal trainings and provide feedback/suggestions.

In addition to the regular Performance Evaluation, Athena will be another tool to address Employee's performance gaps and help them acquire job related competencies, thereby paving a path for their career development and growth.



Where Do I Apply?

Like what you see and want to be part of our family?

www.amanabuildings.com/careers

Or Submit your CV or Application Form in Person (available only at career fairs)





Amana Group

P.O. Box 115126 Dubai, United Arab Emirates

Tel: +971 4 885 4449 | Fax: +971 4 885 9010


Amana Offices are Located in:


United Arab Emirates | Qatar | Kuwait | Saudi Arabia | Oman | Egypt | Sri Lanka

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