



Vulcan

Materials Company



The Vulcan IT Bootcamp Experience isn't just training, it's a launchpad. At Vulcan, we don't just hire talent; we deeply invest in it. We have a proud legacy of professionals spending their entire careers here, constantly evolving and elevating their trajectories.

This exclusive program accepts only a select few. If you're chosen, you'll have an entire company backing you with the cutting-edge training, resources, and mentorship you need.

Don't just look for a job. Build a career you love.

"Building for Our Future and Yours"



vulcanmaterials.com/careers/early-careers



Building for Our Future and Yours:

The Vulcan IT Bootcamp Experience



The Vulcan IT Bootcamp Experience (VIBE) is a two-year early career development program for recent graduates designed to build their technology and innovation skillsets, enhance their understanding of business partnership and mentorship, all while being a part of meaningful projects and strategic initiatives. Similar to the successful trainee programs found in our Operations, Sales, and Management teams, VIBE is an immersion in the career areas of Technology Services and Business Application Delivery. This program offers new employees the chance to become part of an engaging, transformative and supportive community within IT.

Choose Your VIBE

Participants will be selected for one of two development tracks – Technology Services or Business Technology, and will rotate through 3 different areas, spending 6 months in each. Prior to the development tracks, participants will start their journey with a three month immersive orientation experience that focuses on Vulcan's strategic business initiatives.

Technology Services Track	Business Technology Track
InfoSec - Cyber Security	Data & Analytics
Internal Audit - IT Audit	Enterprise Solutions
Tech Ops / Tech Support Services	Commercial & Logistics Solutions
IT GRC & Identity Automation	Operations & Engineering

As a participant in VIBE you can look forward to:

- Being immersed in the business, allowing you to expand your internal community and professional network.
- Having a dedicated IT mentor throughout the duration of each rotation, who offers personalized coaching and project exposure.
- Accelerating your IT skills development and setting the foundation for continued career growth.
- Being part of an organization that is investing in technology and innovative solutions to impact every aspect of the organization.
- Working on relevant projects within a supportive community of IT professionals that strive to excel together.
- Being integral to the next generation of Vulcan IT professionals that will lead the industry forward.
- A unique and broad experience across multiple IT and business domains, resulting in a "big picture" perspective that can be leveraged throughout your career.

Program Benefits



SKILL DIVERSITY:

Cross-Functional Collaboration: Partner with a wide network of Vulcan tech experts to master the teamwork and workflows needed to coordinate across different IT departments.

Adaptability & Agility: Rotate through various IT focus areas to build the flexible skill set required to adapt quickly to changing technologies and business demands.



INNOVATION AND PROBLEM SOLVING:

Innovative Problem Solving: Rethink what's possible. Learn to make forward-thinking decisions and optimize business processes, serving as the spark that ignites a culture of high-level innovation within IT.

Fresh Perspectives: Master the art of tackling challenges through a new lens, giving you the leadership tools to drive change and champion an environment of continuous improvement.



NETWORKING AND COMMUNITY:

Cross-Departmental Networking: Connect across boundaries through program rotations and mentorship, gaining the broad network needed to drive collaboration company-wide.

Built-In Community: Join a supportive, collaborative IT ecosystem where strong peer relationships create a powerful network to accelerate your career.



LEADERSHIP DEVELOPMENT

Best-in-Class Training: Master Vulcan's operations from the ground up by tackling high-impact, real-world assignments and gaining hands-on supervisory experience.

Career Progression: Chart your path to leadership by building the foundational skills needed to confidently advance from role to role with increasing responsibility and influence.