

Nomination: 9330

"Spark" Young Talent Attraction Program

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Machine and Chemical Industry (MKE)
Mobile Phone Number +90 549 694 82 65
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title "Spark" Young Talent Attraction Program
Category B01 - B67 Achievement > B66 - Most Innovative Talent Acquisition Program
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required <p>"Tophane-i Amire" ("Royal Arsenal") built in the latter part of the 15th Century to supply the Ottoman Empire's artillery corps with cannon, powder, and shot. After World War I and the following Turkish War of Independence</p> <p>Today, the MKE is made up of 12 facilities that employ 4,432 personnel.</p> <p>The company's legal status has changed from state-owned enterprise to a corporation, with the Law Nr. 7330 dated July 3, 2021</p> <p>The corporation mainly produces equipment for the Turkish Armed Forces, such as the ammunition for small arms and heavy weapons, artillery systems, aerial bombs, mines, explosives, and rockets. Its large range of defense industry products are not only demanded in Türkiye, but are exported to more than 40 countries worldwide</p> <p>MKE has achieved a great success by entering the Defense News 100 list, which ranks the world's 100 largest defense industry companies, at 84th place.</p> <p>In 2025, it has moved 72 places upwards in the list of Turkey's 500 largest companies, ranking 109th.</p> <p>The company ranked first among defense industry companies and third among all sectors with an investment of \$818 million in the investment list of the project-based incentive system announced by the Ministry of Industry and Technology.</p>
b. Outline the team's or organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required <p>"Spark" Young Talent Attraction Program, was organized to give a competence based experience and determine the best engineering candidates by implementing case studies, teamwork practices and mentorship to students.</p> <p>The event spanning from April 21 to April 23, 2025, is a dynamic three-day initiative, focused on offering insights to young engineers regarding the organization and unleashing their potentials with competency-based activities.</p> <p>The first day kicks off with an informational hackathon session and an opening ceremony introducing MKE Inc.'s vision, history, goals and the future of the defense industry. It features a keynote on the future of defense by General Manager and expert discussions on cutting-edge technologies like AI and robotic systems, culminating in the hackathon launch.</p> <p>Day two emphasizes collaboration, with teams meeting their mentors to refine their ideas, followed by continued project development and interactive sessions with MKE industry leaders sharing their career stories. The day concludes with project presentations and feedback.</p> <p>The final day involves teams presenting their solutions for evaluation, ending with a closing ceremony where participants receive certificates and awards.</p> <p>Overall, the event encourages innovation, skill development, and industry insights, fostering a collaborative environment for shaping the future of defense technology.</p>

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words).
Required

"Spark" Young Talent Attraction Program is a substantial achievement for both the organization and the future talents of the sector for a number of reasons.

1-Attract better young candidates

Focuses on early talent identification by engaging young engineering students at their universities through innovative, competency-based activities. This proactive approach allows organizations to nurture potential future employees from an early stage, fostering loyalty and aligning them with the company's vision.

2- in-house recruitment teams for specialized roles and Create university partnerships

the program emphasizes personalized and modern learning experiences by incorporating tailored topics and expert speakers, which enhances participants' skills and knowledge in a relevant and engaging manner. The inclusion of team-based activities over a two-day period with industry mentors encourages collaboration, practical learning, and mentorship, which are crucial for professional development.

3- Prioritize the candidate experience and Stay organized

Furthermore, the program's structured yet flexible design enables it to reach a broad audience—initially involving all engineering students and then narrowing down to selected candidates—maximizing outreach and impact. Its objective to identify top talent early on and create a pipeline of capable, motivated engineers makes it an innovative and forward-thinking HR strategy. This combination of early engagement, competency focus, mentorship, and personalized learning makes the "Spark" program a distinctive and highly valuable human resources initiative.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

- A personalized announcement was made to all engineering students of Istanbul Technical University (ITU), which ranked 326th in Times Higher Education Rankings in 2024.
- A special announcement was made to all student clubs within the university
- 94 engineering students were accepted for the study group.
- One-on-one meetings were held with the students and MKE was introduced by its technical specialists.
- 6 Cases, 7 Teams, a total of 23 Students have progressed to the next stage and made a final presentation.
- 23 candidates were found successful in technical skills and competencies as a result of a 3-day heckathon.
- 10 engineering students were accepted for recruitment upon their graduation in 2025.
- 13 candidates were found eligible for internship and candidate engineering programs, due to the continuation of their studies.

KPI's:

- 1- Recruitment percentage: 100%
- 2- Candidate technical qualification maturity: 100%
(All candidates who have progressed to the final stage have been considered as technically suitable to be hired.)
- 3- Personalized access for candidates: 100%
(Candidates have been personally reached through ITU Career Center)
- 4- A protocol has been signed between ITU and MKE to enable such activities to be carried out.

[REDACTED]

[REDACTED]

[REDACTED FOR PUBLICATION]

[illegible]

Would you like to add an additional supporting document?

Yes

[REDACTED FOR PUBLICATION]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Would you like to add an additional supporting document?

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