

VOITH

Global Graduate Program





Voith Group

Voith is a fair employer with high performance expectations. Qualified, motivated and loyal employees are the basis for our innovative and competitive capacity.

Voith sets standards in the markets energy, oil & gas, paper, raw materials and transportation & automotive. Founded in 1867, Voith employs almost 39,000 people, generates € 5.3 billion in sales, operates in about 50 countries around the world and is today one of the biggest family-owned companies in Europe. The holding company is Voith GmbH based in Heidenheim/Brenz (Germany). Voith is a globally active engineering company. The operative business is pooled in four Group Divisions: Voith Hydro, Voith Industrial Services, Voith Paper and Voith Turbo.

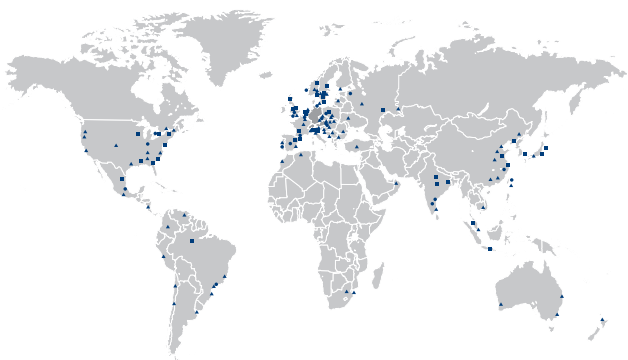
As a complete supplier of hydro power plants, Voith Hydro is one of the leading industrial partners of power station operators. This applies not only to traditional hydro power, but also to harnessing energy from the oceans. Voith Industrial Services is a leading provider of services for key industries and serves four market segments: the automotive and tier 1 industry, the petrochemical and energy industry, the manufacturing industry and engineering services. As a partner and systems supplier for the paper industry, Voith Paper develops and produces technologies and products for the entire papermaking process. Voith Turbo is a leading supplier of drive, coupling and braking systems for industrial, rail, road and marine applications.



Global Presence

We are there for our customers. Worldwide. Voith innovations, products and services are developed all over the globe.

From Hydro power stations to engineering services, from paper machines to turbo transmission: our employees are wherever our customers are.



Program

Explore Voith and actively shape your individual future career. Identify opportunities and realize your potential.

With our Global Graduate Program, we offer young talents with diverse technical and commercial qualifications the opportunity to get to know Voith in its entirety, while testing and expanding their professional and personal skills on- and off-the-job. In order to help you understand how our customers think and feel, giving you practical experience and your integration in day-to-day business activities from day one is a top priority.

Do you strive for

- Global challenges?
- Exciting assignments?
- Individual development?
- International career opportunities?
- Intercultural networking?

Discover our Global Graduate Program and choose one of the following focal points:

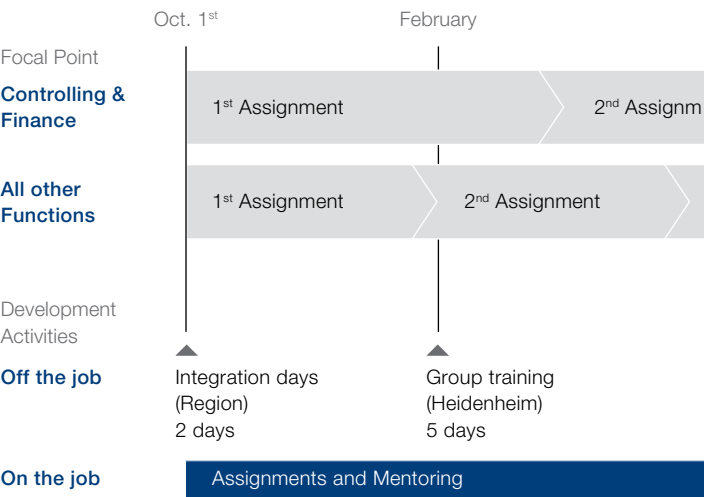
- Production & Logistics
- Research & Development
- Engineering
- Product Management & Sales
- Controlling & Finance
- Human Resources
- Marketing & Communication
- Purchasing & Procurement



Program Structure

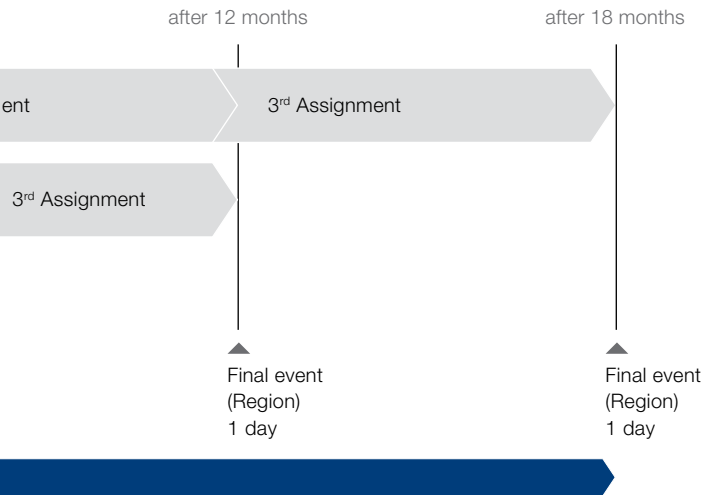
The Global Graduate Program establishes a working environment in which you co-decide on your assignments and influence your personal development.

The structure of the Global Graduate Program consists of three assignments according to the focal point. All assignments are systematically interlinked to each other. Choosing the focal point “Controlling & Finance”, there will be three assignments of six months each, each of them in a different Group Division. One assignment is in a different country/region. All other focal points will have their assignments, each of 4 months, in the same Group Division with the possibility to have one assignment abroad (optional). During the assignments the participants get to know one respectively three Group Divisions in detail and develop an understanding of how the business fits within the entire Voith Group.



Practical experience is of top priority: you will be fully integrated into day-to-day business from day one. The first assignment is compulsory, but all other assignments can be discussed and agreed with your mentor and your regional Global Graduate Program coordinator.

All components on-the-job are accompanied by various development activities off-the-job including a Group training program. Here you will meet Global Graduate Program participants from all over the world. You will also receive individually agreed personal development trainings to help you develop your professional expertise and your personal skills.



Your Development

Creating an ideal environment for you to realize your potential and optimally preparing you for your future career is our prime purpose.

The Global Graduate Program supports you in developing your talent and your personal and professional skills both on- and off-the-job. By seizing the opportunity to work across different Group Divisions at different locations within your focal point you gain a comprehensive overview of the entire Voith Group. Your interpersonal and professional skills will additionally be trained during a common training together with your Global Graduate Program colleagues from all over the world. Your personal development needs will be supported individually.

The analysis of your development needs is based on our Voith Competency Model. All development activities are accompanied by an experienced mentor and a professional from our Human Resources department who will work closely with you to ensure that your individual development plan is on target to meet the demands of your future role.



Mentoring

The success of an organization depends on know-how transfer, exchange of experiences and the growth and development of each individual.

Before the Global Graduate Program starts you are assigned to a mentor from the business unit. Your mentor acts as a partner and tutor for you and takes care of your contribution, your personal development and supports you in your professional career within Voith. Together with your regional Global Graduate Program coordinator you and your mentor decide on your assignments and your development activities on- and off-the-job. Your mentor will guide you from the very beginning until the end of your Global Graduate Program.



Prospects

If you have established successfully by showing initiative and performing excellently during your Global Graduate Program, your prospect of a challenging career and further development is promising.

After you have successfully completed your Global Graduate Program, you will be a top-candidate for an (international) position that matches your aptitudes and skills. We will take care of your further development and provide the support you need to adopt greater responsibility.

Also, on a long-term perspective Voith offers a variety of career opportunities including job rotation, international assignments, management or specialist assignments. We guarantee that your personal and professional development is important to us.



Requirements

It is important to us that you bring along the personality and necessary qualifications to make the best of the Global Graduate Program – the best for both you and Voith.

Therefore we are searching for candidates who

- can identify themselves with our company values
- are ambitious, globally mobile, and bring along the entrepreneurial drive and thinking to lead a business successfully
- have an excellent degree in engineering or business administration, preferably with a specialization in one of our Global Graduate Program focal points (Production & Logistics, R&D, Engineering, Product Management & Sales, Controlling & Finance, Marketing & Communication, HR, Purchasing & Procurement)
- have already gained professional experience through internships during your studies and/or an employment of up to 18 months after graduation
- have already gained international experience of at least 4 months
- are fluent in English (mandatory) and a second foreign language (preferable)

and whose personal strengths are

- enthusiasm, openness to new and challenging tasks and experiences, self-motivation and motivation of others, curiosity
- team-work, cross-cultural communication and intercultural awareness
- problem-solving, analytical and conceptual thinking

Is this you?

If so, we are looking forward to receiving your application!

The starting date for our Global Graduate Program is every year in October.



Application & Contact

Are you interested in becoming part of our team?

Present yourself, your personality and your qualification with an application that makes us curious to get to know you. For further information about the Global Graduate Program and our regional application process please visit our career homepage **www.voith.com/career**.



Social Media Activities

Enter into a dialog with Voith.

You have questions on career issues or would like to know more about Voith as an employer? Then link up to Voith and you will always be up to date. On the social networks Twitter, LinkedIn and Xing, the career team at Voith offers lots of information about career and job opportunities at Voith.

Seize the opportunity and enter into a dialog with Voith.



Voith GmbH
St. Pöltener Str. 43
89522 Heidenheim

www.voith.com

VOITH
Engineered Reliability