

The image features three young people in the foreground, all wearing white work clothes with the 'VOITH' logo. On the left is a young man with a dark complexion, wearing a white button-down shirt. In the center is a young woman with long blonde hair and glasses, wearing a white jumpsuit. On the right is a young man with glasses, wearing a white t-shirt. The background is a stylized, artistic illustration in shades of blue, pink, and white, depicting various industrial and renewable energy scenes, including wind turbines, a city skyline, and a factory. The overall aesthetic is clean and modern.

VOITH

**START YOUR FUTURE.
WITH VOITH.
STUDENT GUIDE**

voith.com/careers



“As a student, it is important to explore new frontiers every day. This way, you can expand your knowledge and learn about new technologies to grow steadily.”

Leonhard Deuter, Apprentice DH Technical, Voith Group, Heidenheim



Start your future with us!

The Voith Group

With its broad portfolio of systems, products, services and digital applications, Voith has been setting standards in the markets of energy, oil & gas, paper, raw materials and transport & automotive for more than 150 years. With around 20,000 employees, locations in more than 60 countries worldwide and a revenue of 4.3 billion euros, Voith is one of the largest family-owned companies in Europe.

Sustainable technologies for future generations

The history of the company dates back to the 19th century. Company founder Johann Matthäus Voith took over a small locksmith's workshop in Heidenheim on the Swabian Alb from his father in 1825. In 1867, the official year of foundation, Johann Matthäus Voith handed over the business to his son Friedrich, who expanded the former locksmith's workshop into a modern industrial company. Friedrich Voith also laid the foundation for our state-of-the-art, in-house vocational training by setting up his own apprentice workshop in 1910. Since then, Voith has been training young people in a wide variety of professions. We attach great importance to first-class professional training that combines theory and practice, because we know that qualified employees are an important prerequisite for the economic success of our company.

for
more
than

150

years

locations
in more
than

60

countries

sales

4.3

bn €

around

20,000

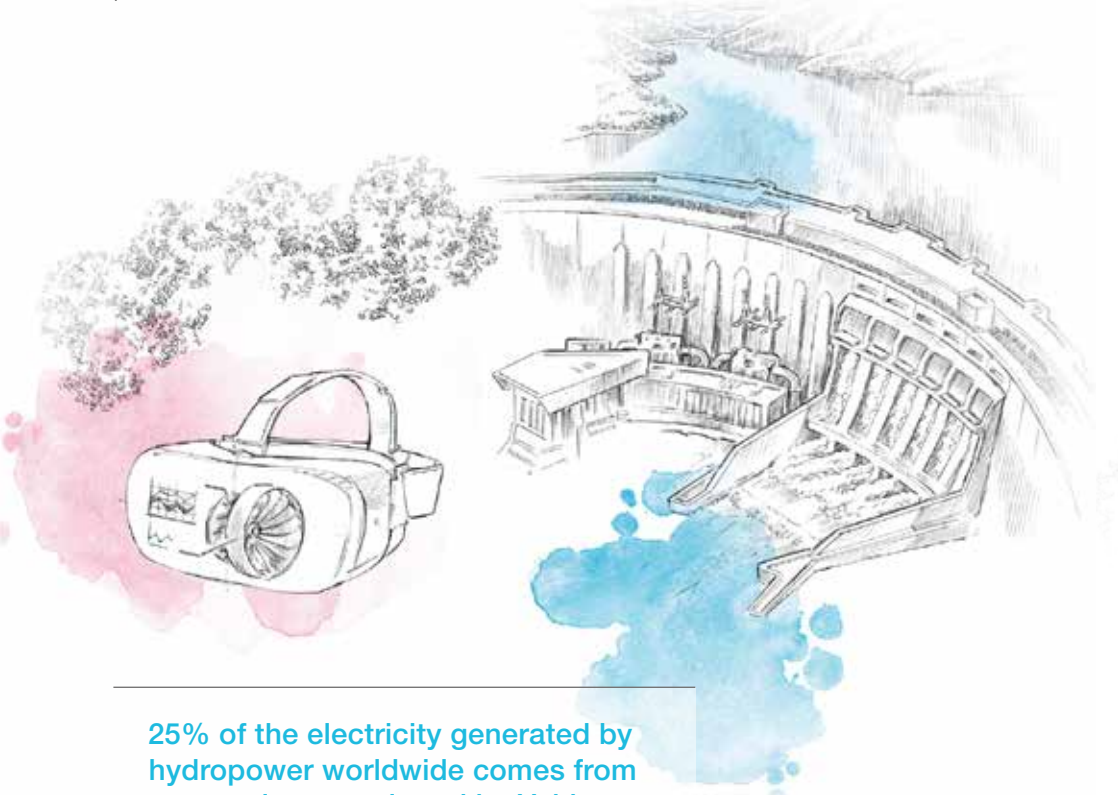
employees worldwide

Group Division

Voith Hydro

Full-line supplier for hydropower plant equipment

For more than 140 years, hydropower plants all over the world have been equipped with components from Voith Hydro. Voith is one of the world's leading suppliers of hydropower plant equipment. With its product and service portfolio, Voith covers the entire life cycle and all components of large and small hydropower plants – from generators, turbines, pumps, electrical and mechanical power plant equipment and automation systems such as measuring, control and command systems, to services including spare parts deliveries and maintenance work.



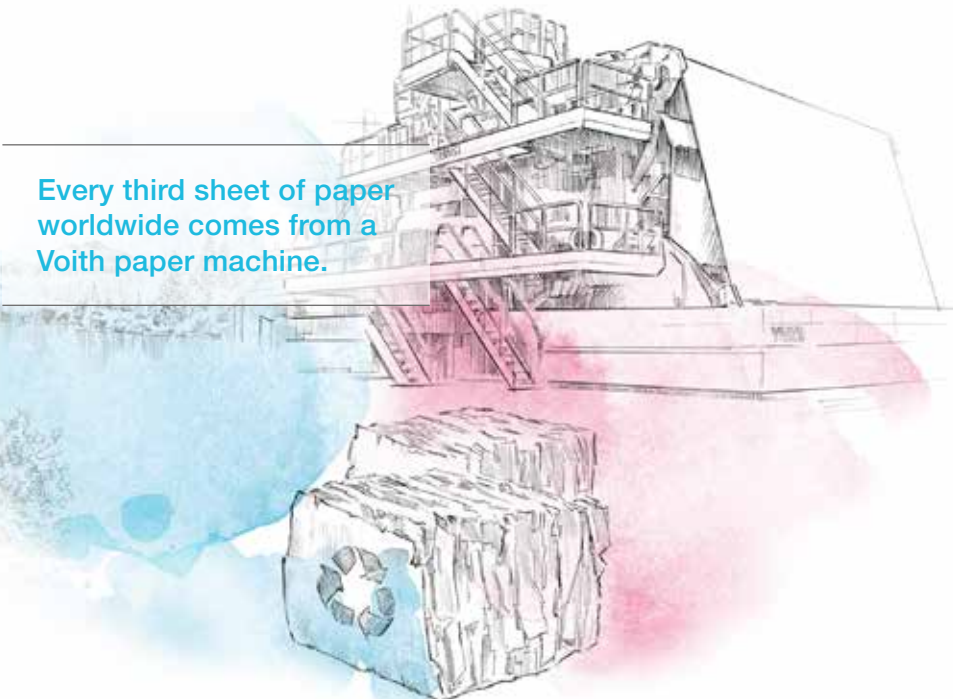
25% of the electricity generated by hydropower worldwide comes from power plants equipped by Voith.

Group Division

Voith Paper

Together for sustained success

As a full-line supplier in the paper industry, Voith Paper offers the broadest range of technologies, services and products on the market and gives paper manufacturers integrated solutions from a single source. The company's continuous innovative strength enables resource-saving production and supports customers in reducing their carbon footprint. With comprehensive automation and digitalization solutions as part of the papermaking 4.0 portfolio, Voith offers its customers state-of-the-art digital technologies to increase the availability and efficiency of their equipment in all areas of the production process.



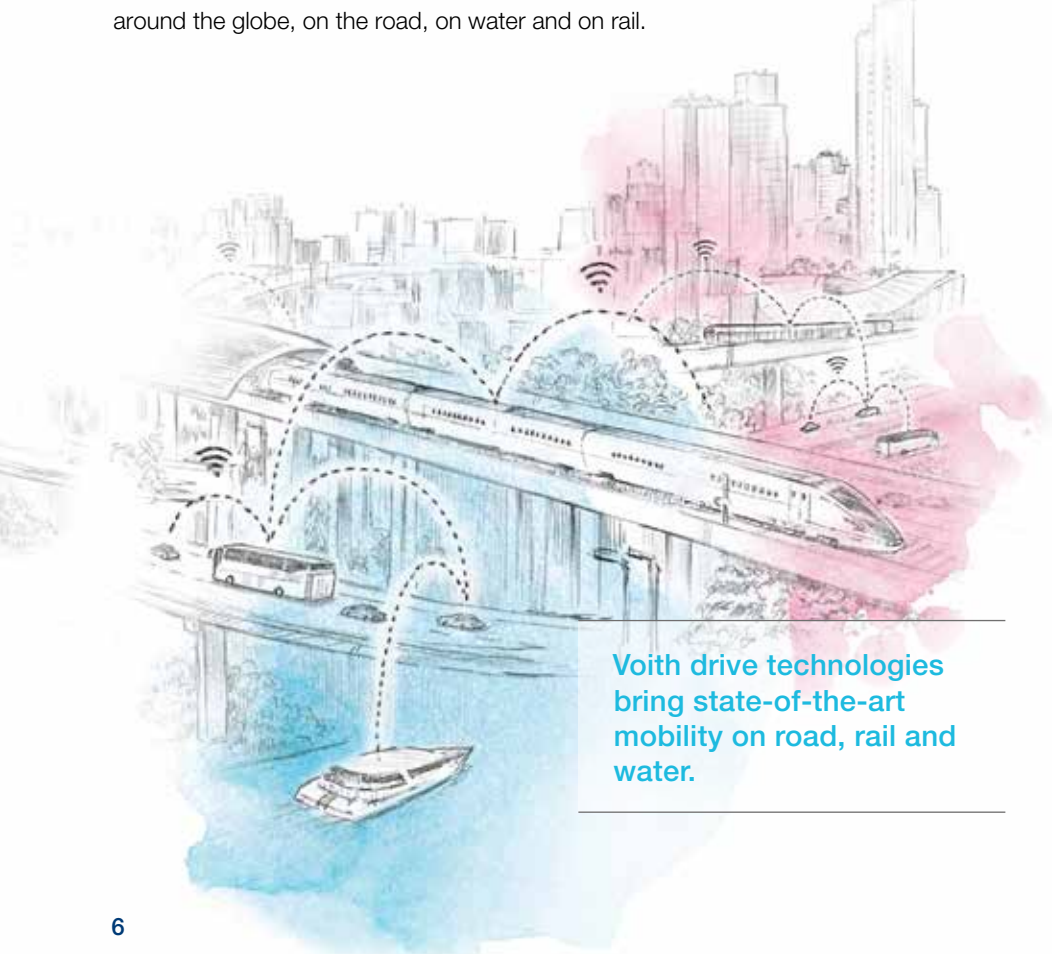
Every third sheet of paper worldwide comes from a Voith paper machine.

Group Division

Voith Turbo

Driving the future of technology

Voith Turbo serves a broad market range with an equally broad product and service portfolio. No matter the industry – be it construction, mining, chemicals & petrochemicals, power plants, commercial vehicles & automotive, oil & gas, testing technology, recycling, rail vehicles, steel or cement – Voith Turbo's products help to save energy, improve operational reliability and increase user comfort. Every day, products and services from Voith Turbo ensure the reliable movement of millions of people, goods and raw materials around the globe, on the road, on water and on rail.



**Voith drive technologies
bring state-of-the-art
mobility on road, rail and
water.**

Working at Voith

What you can expect when working with us

As an international corporation with around 20,000 employees, Voith offers career opportunities in three group divisions, five markets and over 60 countries.

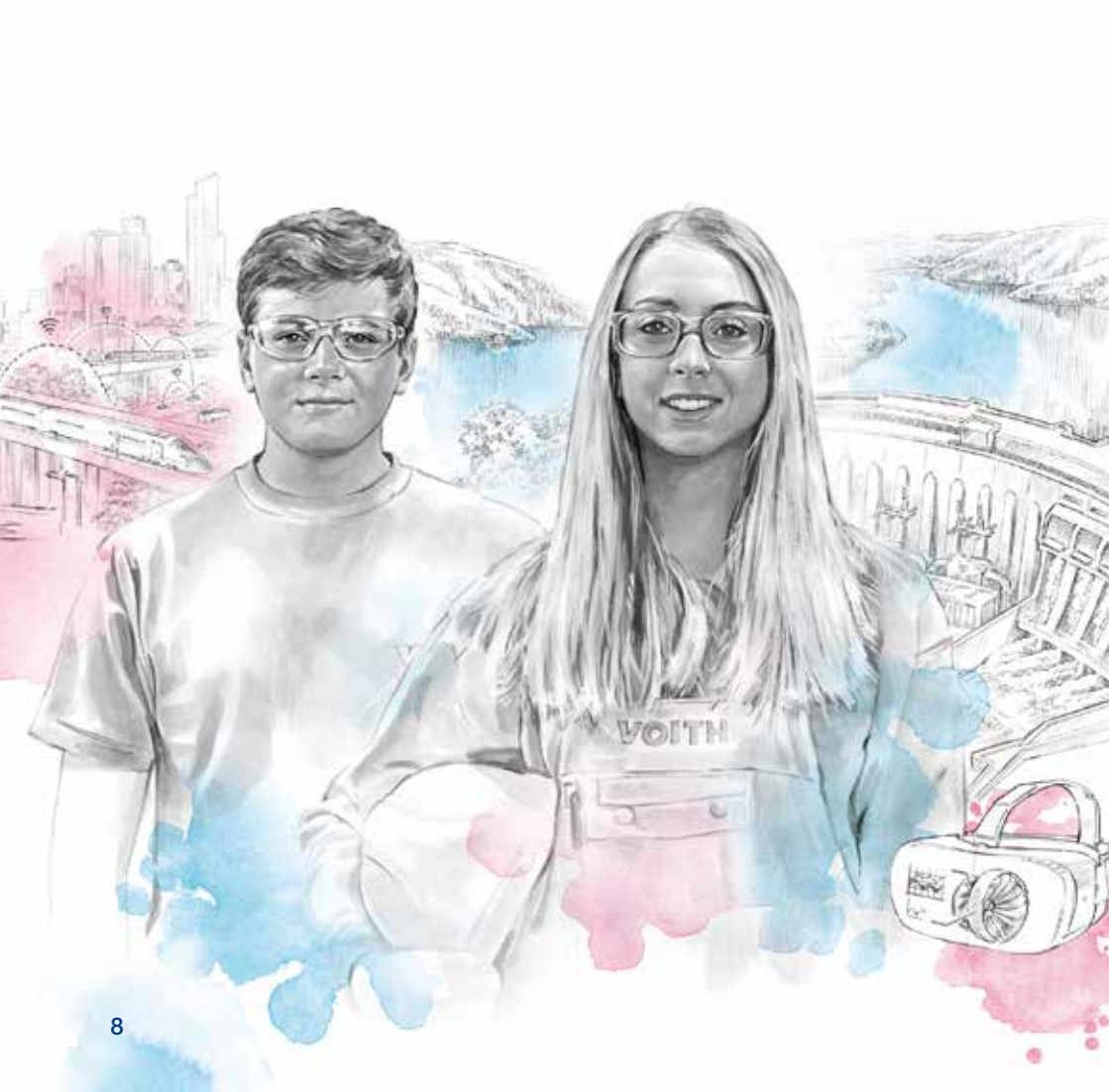
As a student, you can gain valuable work experience at Voith with which you can perfectly complement your studies. You have the opportunity to gain experience in an internationally oriented organization in the form of an internship, a working student position or when writing your final thesis. In addition, we offer a wide range of options for your entry as a young professional as well as development opportunities in the form of talent programs.



Working at Voith

Who we are seeking

Are you a team player, have solid English skills, are committed and motivated to learn new things and discover the unknown? Do you possess exceptional social skills and a desire for continuous growth? Become a Voithian and shape the future of our company with us!



Working at Voith

Application process

On our career page jobs.voith.com you will find all currently advertised positions. There, you can also conveniently upload the required application documents. After submitting your documents, you will receive a confirmation from us. The responsible department will then review your application, and if your profile is suitable for the position, we will invite you to meet us in person.

[Find out about all vacant positions on jobs.voith.com](https://jobs.voith.com)

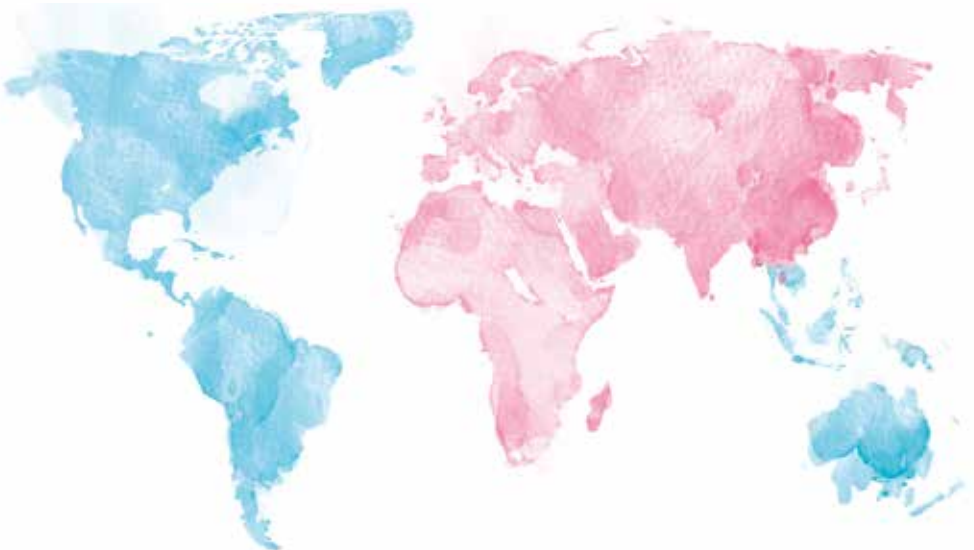


Entry opportunities

Internship

In addition to basic technical internships in production and vocational training in the training center in Heidenheim, we also offer practical semesters, university and voluntary internships, as well as the possibility of internships abroad. During the internship, you are part of a team working on exciting projects and receive (partial) project responsibility. You learn to apply the knowledge you gained during your studies to concrete tasks and acquire practical skills. You are supervised by experienced specialists and managers. We usually offer internships between three and six months. The internship can be voluntary (maximum of three months) or related to your studies and can be completed in either technical or commercial departments. Your tasks depend on the requirements of your study program and the current projects of the department.

With an internship abroad, you can gain experience in a working environment beyond national borders. This form of internship should be at least four months long. Bear in mind that not all global subsidiaries offer internships all the time. Browse through our career page and apply directly with our foreign subsidiaries in the local language or English.



Entry opportunities

Working student job

As a working student at Voith, you can combine theory and practice during your studies. For this purpose, we offer paid positions that give you valuable professional experience in your field of study and increase your career opportunities.

Students who take on additional tasks in the department in which they did their internship have a good chance of finding a working student position. Sometimes, we also need help with upcoming, time-sensitive projects. We therefore offer students the opportunity to gain valuable experience, for example, assisting those responsible in day-to-day business or ongoing projects.



Entry opportunities

Final thesis

Many students have written their final thesis at Voith, thereby making a valuable contribution to our company. The positions earmarked for this purpose often relate to areas such as research and development, controlling, purchasing and supply chain management.

When writing your thesis at Voith, you coordinate operational topics with us and your professor and then work on your paper in a scientific and practice-oriented manner.

We are happy to find a suitable topic for your thesis in a personal meeting or you can visit jobs.voith.com to look for positions that have already been advertised.



Entry opportunities

Talent Program

Start your career in one of our three talent programs and shape your individual development journey. All three programs offer you the opportunity to work in interdisciplinary teams and on projects concerned with strategically relevant and current topics.

The GROW program is made for career starters who have just completed their bachelor's degree, so they can gain first-hand experience and complete their master's program at the same time. For this purpose, we cooperate with various universities and business schools, including the HECTOR School (Technology Business School of the KIT), DHBW CAS and the Steinbeis School of International Business and Entrepreneurship (SIBE).

In the DISCOVER program, you work together with our top management and actively drive strategically relevant topics. Through your fast-growing network, you will also gain insights into the business world of tomorrow.

The INNOVATE program is for everyone who wants to dive deep into the technologies of tomorrow. In research and development, product management and many other technology-oriented areas, you will assume responsibility for future technologies.

Entry opportunities

Permanent employment

With your entry-level job at Voith, you can work on products that make energy more ecological, mobility more environmentally friendly, and technology more intelligent – together with exceptional people.

Entry-level jobs at Voith offer a wide range of opportunities. They are the launch pad for participating in international projects with intercultural teams. An entry-level job at Voith is ideal if you have completed your education at a university or college, have always been enthusiastic about technology and, ideally, already have experience in your desired field of work.

Even though we are a mechanical engineering company, we are always on the lookout for colleagues in the commercial and IT sectors.



**START YOUR
FUTURE.
WITH VOITH.**

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