

Questions and Answers - Trainee programs

How are the programs organized?

Each of the **Programs** (MEP commercial/ technical) takes place over a period of 18 months, and is organized into 3 projects, at least one of which usually takes place in one of our subsidiaries based abroad. The projects are individually selected, jointly by Personnel Development and the trainee, and thereby implement the previously developed Career Plan step for step. Additionally, quarterly meetings take place in which the trainees are schooled in soft and hard skills. Also, after the active 18 month phase, as a junior, you will remain attached to the Group as a Senior Trainee.

How is the MEP organized?

The **MEP** is designed to train junior employees by means of project work. Those applying for this program have decided not to opt for one of the areas AG, SfS or SfN, nor for their later field of work and work site.

What do I get out of the Trainee Program?

- You can gain a lot of work experience from the projects
- The projects are based on real issues thrown up by the company which are required in daily practice
- After completion of your junior phase, you will have established an extensive network at home and abroad
- You will undertake a variety of soft and hard skills training to extend your capabilities
- You can soon apply and enlarge upon the off-the-job training elements in your projects
- You can, and are urged to, actively help design the Trainee Program
- Also, after the 18 month active phase you will remain attached to the Trainee group, as a senior, by regular meetings

What opportunities are open to me in the company after the Trainee Program?

Here are some examples of posts occupied by trainees after the program:

- Purchasing Manager (Munich)
- Project Manager (Munich)
- Key Account Manager (Munich)
- Product line Manager (Munich)
- Manager Human Resources (China / Italy)
- Manager Maintenance (Munich)
- Commodity Buyer (Australia)
- Technical Sales Manager (Munich)
- Manager Industrial Engineering (France)

How do I apply?

Apply exclusively via our Application Assistant around 3 months before your planned start with a covering letter, CV and your references (Abitur, course of studies, internships). In principle, recruitment takes place throughout the year. The selection process follows in several phases, involving meetings with those responsible for the programs and managers from the departments.