

Join the

BUILD *the FUTURE*



Mack, R&D

Manuel, Sales

Monica, Finance

Are you willing to make your mark in the **Energy Transition and Digitalization of our Communities?**

JOIN OUR GLOBAL TEAM!

Prysmian Group is the world leader in the energy and telecom cable systems industry.

Our Group

- 50+ countries
- 26 R&D centers
- 108 plants
- 29.000 employees

Our Values

- Drive
- Trust
- Simplicity

Our Graduate Program

- **Global Induction** 2 weeks
- **1 year job rotation** in your home country
- **3 years** international assignment
- **From the 5th year, a new responsibility in a technical or business area** in your home country

Your Learning opportunities

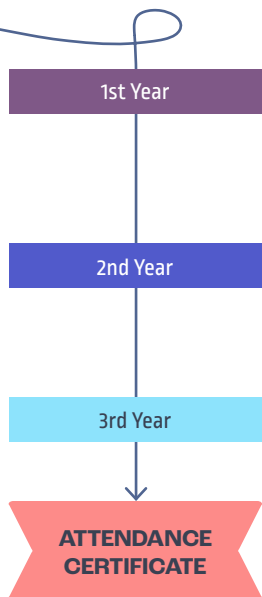
- **Buddy** during your first year
- **Training** of Prysmian Group Academy
- **Collaboration** with Top Business Schools

Further info and application at prysmiangroup.com/graduates

Follow us:     



A customized training path for **YOU!**



2 WEEKS — GLOBAL INDUCTION

The program starts with trainings and activities led by the Prysmian Group Academy in **collaboration with a Top-Ranking Business School**. During the induction, you will have the **opportunity to meet some of our business leaders, former graduates** as well as learn more about **Strategy, Corporate Entrepreneurship, Teamwork and Collaboration**.

1 WEEK — 2ND TRAINING SESSION

It will take place at the **beginning of your 2nd year** at Prysmian Group. Here you will learn about **Supply Chain, Performance Management, Marketing & Sales, Cross-Cultural Collaboration**.

4 DAYS — 3RD TRAINING SESSION

It will take place at the **beginning of your 3rd year** at our company. Here you will have the opportunity to **challenge yourself in a business case, specifically tailored for you**.

Upon completion of your training path, you will receive an **attendance certificate** issued by the Top-Ranking Business School we are partnering with (SDA Bocconi).

The international assignment process How does it work?

6-7 months into your rotation	Offering & Start of Assignment	
The Group Talent Acquisition Team will check-in with you about your rotations and your career interests for the international assignment. Your interests will be shared with the Region/BU HR colleagues .	When there's a suitable fit between business needs and your interests, you will be offered a position .	Once accepted, you will be presented the assignment economic package (including the relevant expat benefits). We will start the immigration process (if needed, based on the destination) and your international assignment will be underway!



"Take full advantage of the first year and keep an open mind. While some rotations may seem far off from your interest, there is always something to learn, whether that be a change in career plan, or advice from the various managers and colleagues you will work with".

Alexandra, Build the Future, 2019 edition

Typical available positions during the international assignment



OPPORTUNITIES IN RESEARCH & DEVELOPMENT

● CABLE DESIGN ENGINEER

The cable design specialist is responsible to manage the **product design** and **costing** for existent as well as enhanced products. You have accountability for the **final materials choice** (through BOM), **dimensions** and **machine choice** (routing) validating all data with materials engineers, materials laboratory, purchasing, supply chain and process engineers. You also evaluate and propose **innovative ideas** for customers, application driven products and product enhancements.

● MATERIALS ENGINEER

The materials engineer is responsible to develop **new raw materials** or **compounds** or **reengineer existent ones**, following cable design or product development engineers' inputs. You collaborate with the Operations team to ensure that materials run with right quality and processability throughout our internal value chain. You lead **materials testing, qualifications, raw material specifications, recipe management**. You technically support the Purchasing team in developing new suppliers, you contribute to generate savings (Design-to-Cost) and ensure quality in the plants as well as efficiency (low scrap, high speed, etc.).

● PRODUCT DEVELOPMENT ENGINEER

The product development engineer is responsible to develop **new products** or **reengineer existent ones**, in accordance with international standards, customer specifications and local business strategy. You **act as project leader** coordinating all engineering-related activities with cross-functional teams to ensure that the project is executed according to the agreed **timeline** and **deliverables**. You also provide technical support to Sales, Marketing and Operations departments during the whole product lifecycle.

● TESTING LABORATORY ENGINEER

The testing engineer is responsible to conceptualize, plan, execute, gather data, analyze and produce a sound output for the current testing on **cable systems**, aiming to assess their capability to withstand several phenomena (mainly electrical, mechanical & thermal). You set up **optimized test circuit**, using adequate measure instruments which shall comply with the existent test and qualification procedures fulfilling all the required group and local safety protocols. You liaise with internal customers/engineering teams and often with external customers and certification bodies. You take a hands-on approach in running **testing activities on-site** and analyzing **test results** with a scientific mindset.



OPPORTUNITIES IN FINANCE

● PLANNING & REPORTING SPECIALIST

The planning & reporting specialist assists in the preparation of **monthly and annual forecasts** and **budget** for internal and external stakeholders. You analyze monthly revenues, costs, KPI's and work with the business to provide insightful analysis towards budgets and prior year variances, providing recommendations. You also work closely with other functions (Operations, HR, Supply Chain) to understand and evaluate **key business trends/ratios** and to ensure the accuracy of financial reported results budgets.

● JUNIOR INDUSTRIAL CONTROLLER

The junior industrial controller ensures **timely and relevant business analysis**, providing insightful recommendations in order to **lead the business to better performance**. You cooperate with the Operations and Logistics teams to improve visibility on KPI's like **product costing, overhead, labor efficiency/utilization**. You lead **budgeting** and improve current **Inventory** control processes (Cycle Count Program, Monthly Physical count, Scrapping, Excess & Obsolete).

Typical available positions during the international assignment



OPPORTUNITIES IN OPERATIONS

● PROCESS & CONTINUOUS IMPROVEMENT ENGINEER

The process & continuous improvement engineer is responsible for initiating, coordinating and implementing **manufacturing improvement initiatives** on a wide range of topics, processes and flows. You integrate **Lean Sigma improvement methodologies** within the value stream and serve as a generator of ideas for process improvement techniques. In addition, you will provide daily support for **process troubleshooting** and **product quality**, along with the coordination of the resources required to implement process improvements.

● QUALITY ENGINEER

The quality engineer develops and maintains **effective systems** to achieve **quality objectives** and meet **compliance**. You lead plant efforts to maintain quality requirements and certification. You evaluate trends using statistical analysis and collaborate with other departments in the **development of corrective actions**. You investigate, evaluate, and report returned product from customers. Interact with suppliers as needed for audits, certifications and purchased material concerns.

● BUYER

The buyer is responsible for managing **sourcing and procurement activities** for the assigned projects, services, commodities, with a strict monitor of all major targets: price, quality, risk, time etc. You work closely with all departments to ensure plant running without interruptions and purchases are done by technical specifications, supporting project delivery. In addition, you **manage and optimize the supplier base** in order to improve value for money and reduce risks.

● PLANNER

The demand planner ensures our **company's operations are timely, efficient, and cost-effective**. You will assist in all demand planning duties, including estimating future product demand, analyzing inventory flow, and developing forecast models. In close coordination with the Sales team, you understand the business logistics requirements and production characteristics in order to create value for customers.

● JUNIOR PROJECT MANAGER

The junior project manager **supports the project's planning, preparation, execution and finalization** in accordance with the customers' contractual terms and specifications, within the agreed timescales and budget. This includes helping the project team to reach targets and defined goals, dealing with **third-party contractors** and external consultants. You also support the achievement of clear project objectives, contributing to build the project requirements and identify the constraints cost, time, scope, and quality.

● SYSTEM DESIGN ENGINEER

The system design engineer offers **technical solutions** related to the AC/DC Land and Submarine Cables Systems (Cables and Accessories). You design a competitive technical solution for the specific application and provide design reports including Electrical, Thermal and Mechanical verifications of cables. You identify **testing and qualification requirements**. In addition, you contribute to the identification of **Root Cause Analysis** in case of Non-Conformities or faults.



Typical available positions during the international assignment



OPPORTUNITIES IN SALES & MARKET ANALYSIS

● TECHNICAL SALES SUPPORT SPECIALIST

The technical sales support specialist provides a **technical support link between the Sales and R&D teams**. You provide technical support for **tenders** and to the internal sales team on product selection. You lead practical **product demonstrations** and deliver **trainings to customers** as required. You calculate cost for product variant, maintain product datasheets and identify product portfolio gaps.

● MARKET INTELLIGENCE DEVELOPMENT SPECIALIST

The Market Intelligence Development Specialist gathers and evaluates relevant **market and competitor information** to review market position and determine threats and opportunities. You review and summarize **industry reports**, maintaining an advanced knowledge of trends affecting the industry. You identify and recommend **strategic solutions** to support **future growth**, keeping contact with customers and industry stakeholders.

● JUNIOR PRODUCT MANAGER

The junior product specialist develops and implements the **product category management approach**. You support local commercial organizations providing **market intelligence information** (market trends and competitive scenario monitoring) for the assigned product lines. You provide guidance to R&D for the definition of product development roadmaps. You also provide technical sales support to customers and to sales force.

● JUNIOR SALES MANAGER

The junior sales manager has hands-on responsibility for **developing and driving sales**. You implement **sales strategies** through effective, targeted channel management. You build lasting and influential **relationships** with customers and with the Operations Team.



Be inspired by some of our graduates' career paths.



Martina Amborozova
Hired in Slovakia

Build the Future,
2014 edition

Job Rotation
2014 – 2015

Logistics Planner – International assignment
2015 – 2017
Schuylkill Haven, PA, United States

Planning Specialist
2017 – 2018
Bratislava, Slovakia

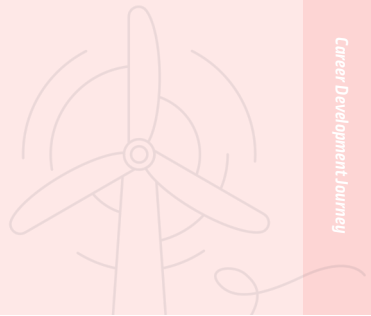
Logistics Manager
2018 – 2019
Prešov, Slovakia

Plant Manager
2019 – 2021
Prešov, Slovakia

Plant Manager
2021 – Present
Slatina, Romania

Graduate Program
Journey

Career Development Journey



Benjamin Bowles
Hired in the US

Build the Future,
2014 edition

Job Rotation
2015 – 2016
Charlotte, NC, United States

Sales Specialist – International assignment
2016 – 2017
Berlin, Germany

Market Manager
2017 – 2022
Columbia, SC, United States

Regional Sales Manager
2022 – Present
Cincinnati, OH, United States

Graduate Program
Journey

Career Development
Journey



Annisa Eska
Hired in Indonesia

Build the Future,
2015 edition

Job Rotation
2015 – 2016
Jakarta, Indonesia

Global Commodity Lead – International assignment
2016 – 2018
Milan, Italy

Purchasing Manager
2018 – 2021
Cikampek, Indonesia

Regional Purchasing Manager
2021 – Present
Jakarta, Indonesia

Graduate Program
Journey

Career Development
Journey



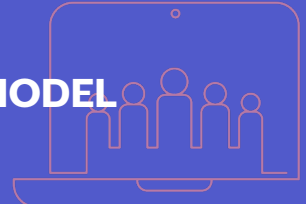
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ENJOY OUR HYBRID WORKING MODEL

Prysmian Group promotes an **hybrid working model**.

Each country will deploy the Policy locally in accordance with **local legislation and work councils' consultation**.



Further info and application at prysmiangroup.com/graduates

Monica,
Finance



Yaroslav,
Supply Chain



Mack, R&D



Manuel, Sales



Oyku, Sales

