

# Personalities wanted.

Engineering the Future – since 1758.

**MAN Group**





## Our success is based on real enthusiasm.

Jörg Schwitalla,  
Chief Human Resources Officer, MAN SE

Dear students, young professionals and people starting out in their careers,

To get ahead, you need talent, motivation and enthusiasm.

With our high-tech products, we are at the apex of the global engineering industry. We are one of the leading manufacturers of trucks and buses, number one on the global market for marine diesel engines, and among the leading providers of power plant solutions – from individual components such as gas or steam turbines to complete machine series and turnkey diesel power plants.

We owe our success to the people at MAN. It is thanks to their inventiveness and determination that we are able to develop our innovative products which drive the world. That's a good reason to be proud – for me and everyone else who plays their part in the MAN organization and contributes to its future success.

Committed to our philosophy of “Engineering the Future”, MAN has been evolving for over 250 years. Not only do MAN employees support this evolution, they also actively shape it. In return, they benefit from exciting and challenging tasks and an exceptionally broad spectrum of development opportunities. Those who embrace this approach can expect lots of support from us in their personal development.

MAN employees are people who are fascinated by our products and tackle their tasks with enthusiasm. If you are looking for the scope to explore your creativity and are ready to take on responsibility, if you want to grow with the tasks you perform and develop on a personal level, then it's time to find out more about the exciting and diverse world of MAN.

Yours sincerely

Jörg Schwitalla,  
Chief Human Resources Officer, MAN SE

## **MAN Group**

**MAN offers customers in over 120 countries of the world reliable and innovative transport-related engineering technologies and know-how.**

Supported by a dynamic and open corporate culture, 49,000 MAN employees work worldwide for the success of our customers and therefore our company. Founded over 250 years ago, MAN now achieves sales of around Euro 15 billion in the commercial vehicles, diesel engines and turbo machinery sectors. We measure our performance against our best competitors and therefore work towards increasing our corporate value in the long term.



**Main sites**

**MAN SE:**

Munich, Germany

**MAN Nutzfahrzeuge:**

Munich, Germany

**MAN Latin America:**

São Paulo, Brazil

**MAN Diesel:**

Augsburg, Germany

**MAN Turbo:**

Oberhausen, Germany

**Worldwide sites include**

Australia

Austria

Brazil

Canada

China

Czech Republic

Denmark

France

Germany

Great Britain

India

Italy

Netherlands

Norway

Poland

Russia

South Africa

South Korea

Spain

Sweden

Switzerland

Turkey

## Editorial

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**Convince people  
with your ideas.**

**Marita Müller,**  
**Production, MAN Diesel,**  
works together with her team  
to improve production processes  
for large-bore diesel engines.

## **Personalities wanted – MAN employees are initiators of technological change**

**Reliable, innovative, dynamic and open** – these are the values that have defined the people at MAN right from the day the company was founded. They have always been the basis of our success in the past and will remain so in the future.

## The MAN subgroups

### MAN Nutzfahrzeuge

As one of the most successful manufacturers in the world, MAN Nutzfahrzeuge produces trucks ranging from 7.5 to 50 tons gross vehicle weight as well as buses and coaches. MAN buses are a common sight in all German cities, while coaches under the brand names NEOPLAN and MAN take to the road for long-distance journeys. With the development of innovative and sustainable environmental concepts such as reducing CO<sup>2</sup> emissions, MAN Nutzfahrzeuge is entering an attractive future market that combines ecological and economic interests.

### MAN Latin America

In 2008, the MAN Group added MAN Latin America, Brazil's largest truck producer, to its commercial vehicle business. The company has been operating in Resende in Brazil since 1996 and has been the market leader in Brazil for many years for trucks with a gross vehicle weight of over 5 tons. A wide-ranging sales and service network markets the trucks and buses in Latin America and Africa.

**For more about us and our corporate activities, visit our website [www.man.eu](http://www.man.eu).**

### MAN Diesel

MAN Diesel based in Augsburg is one of the core businesses of the MAN Group. Working with MAN engineers, Rudolf Diesel developed the first diesel engine at this plant between 1893 and 1897. The company is now the world's leading provider of large-bore diesel engines for use in ships and power plants with outputs ranging from 47 kW to 97 MW. As well as container ships and freighters, MAN Diesel engines also power ferries, tankers, cruise ships and yachts. The company also offers turnkey diesel power plants and after-sales services.

### MAN Turbo

MAN Turbo is one of the world's three leading manufacturers of compressors and gas and steam turbines. Offering a unique product range, the company's innovative technologies have applications in e.g. the oil and gas industry and the process industry. In addition to development, manufacture and commissioning, the company also offers a comprehensive after-sales service and is represented in over 150 countries round the globe.

MAN Diesel and MAN Turbo are due to bundle their expertise in the future. From April 2010, the two companies are to merge under the name MAN Diesel & Turbo.

**MAN employees with talent and initiative have been developing intelligent technical solutions for over 250 years and make an enormous contribution to global technological progress.**

The early MAN innovators laid the foundation stones for the successful development of our company. Franz Ferdinand Wenge, for example, one of the first people to discover the particular uses of iron, founded the St.-Antony-Hütte ironworks in 1758. This marked the birth of the iron and steel industry in the Ruhr region and the MAN Group as we know it today. The director of the Maschinenfabrik Augsburg und Nürnberg, Heinrich von Buz, was also enthused by new technologies as early as the end of the 19<sup>th</sup> Century. He instigated construction of the rotary printing press and Carl von Linde's refrigeration machine, and sup-

ported Rudolf Diesel in the development of a revolutionary engine that was to later bear his name. The employees at MAN have continued this legacy through to the present day.

With our outstanding products, we are now one of the market leaders on all continents with branches in 120 countries. Our four independent subgroups demonstrate the dynamism of the MAN Group. They can react instantly to market changes and have close contact with customers. At the same time, all subgroups benefit from the synergy effects within the MAN Group in terms of, for instance, strategic management or technological know-how. Thanks to the balance between operational independence and central management, MAN offers both the stability of a group and the dynamism of a cutting-edge, versatile technology company.



## Keep improving.

**Marcelo Vidal,**  
**Production, MAN Latin America,**  
optimizes quality management for the  
production of the first MAN truck in Brazil.



## Our challenge – to stay at the top

**Our products are world leaders.** Yet we are driven to make them even more successful.

We are proud of our leading market position. However, we don't rest on our laurels, but actively drive the process of technological change. To stay at the top in the future, we will continue to improve processes, establish new structures and push technological boundaries. This involves the commitment of each and every individual. Changes, after all, can only be accomplished with motivated employees who want to be among the best. Change also requires freedom, which is why each individual who shows initiative at MAN and is ready to take responsibility is offered plenty of creative scope.

We are also convinced that exceptional achievements are only possible in a team where each individual has the opportunity to contribute his own skills. Outstanding solutions result from the ability to accept contrary opinions, respect unusual ideas and listen to others, and can only be realized through intensive exchange and the ability to achieve a consensus. The logical consequence of this is that social skills are at least as highly valued at MAN as technical expertise. An idea only really starts to take off when it can be shared and further developed with colleagues. We act on and encourage this principle.

Our corporate culture is shaped by our relationships with international business partners going back decades. Respect for different cultures is therefore a matter of course for us. As an employee, you will develop relationships with colleagues from other countries that will offer you new perspectives and provide important new incentives – regardless of whether or not you work abroad – because at all MAN sites, people of different nationalities and mindsets work closely together.

We pursue challenging but realistic goals. We give young employees their own areas of responsibility as early as possible so they have the opportunity to prove themselves. To take up these challenges, we are looking for ambitious individuals who want to drive forward progress at MAN. Personalities wanted.

# Growing together – seize international career opportunities

As one of the world's leading engineering groups, we offer opportunities for development in over 120 countries, from engine development in Germany through truck assembly in India to modular vehicle production in Brazil.

**It is therefore possible for an engineer to begin his career at MAN Nutzfahrzeuge in Germany and then later move to MAN Diesel in Denmark or another company in the MAN Group. With our job rotation program, employees and managers can build up their experience in the MAN Group in a systematic way and gain new skills outside their own area.**

At MAN there are many opportunities just waiting to be grasped. We offer challenges that are not just of interest to technical specialists. As well as engineers, MAN also requires the skills of business administrators, legal practitioners and social scientists to help further develop the company and its products. MAN employees have shared values and goals. Cooperation is therefore oriented towards results. In line with

our claim of being among the best, it goes without saying that we are committed to delivering first-class results in a short time.

Fair and objective assessment of performance and potential is at the heart of our personnel management. Goals are always drawn up and agreed in consultation with the employee. An individual support program ensures that everyone can develop according to their goals and potential. High-achievers with leadership potential are familiarized with their subsequent management tasks within the framework of our Leadership Supply System. It is our policy to recruit new managers from our own ranks as far as possible.



## Learn something new every day.

**Thomas Grimm,**  
**Product Management, MAN Nutzfahrzeuge,**  
established the joint venture in India and is now  
responsible for product planning for vehicles  
that are manufactured in China.



Have the courage to  
shoulder responsibility.

Hendrik Clare,  
Deployment Planning, MAN Turbo,  
develops solutions for sophisticated technical  
requirements round the globe.



## Ways you can join our team – the first step on your future career ladder

Looking for an interesting challenge with excellent prospects? **MAN offers lots of opportunities for your skills to blossom.**

We offer challenging and responsible jobs in an international environment. As an intern, for example, you will have a good opportunity to form a first impression of MAN and the company's requirements. Students can get to know the company as student trainees and write their degree thesis or dissertation at MAN. The same applies for doctorate students. We offer you support with this and work together to explore the academic theme. University graduates with above-average results can take advantage of our MAN Graduate Program. For twelve to eighteen months, young academics work on interesting projects with professional guidance. Through concrete tasks, graduates get to know what it's like to work at MAN and can gain some initial experience on a one- to three-month foreign placement. The Graduate Program is rounded off by additional development opportunities and mentoring.

Students who have already shown a high level of commitment, responsibility and excellent performance as student trainees or during their internship may be eligible for the MAN Study Sponsorship Scheme. The support recipient will be intensively groomed for his subsequent duties at MAN and in most cases receives a contract of employment before the end of his course.

Every year, MAN appoints around 150 to 200 graduates, primarily with degrees in mechanical engineering, industrial engineering, electrical engineering, IT and economics. The companies in the MAN Group also require junior employees from other disciplines, e.g. process engineering, foundry technology or mechatronics, for specific products and services. As well as enthusiasm for technology, strategic and social skills are at least as important as motivation and commitment. If you meet these requirements and are proficient in at least one foreign language, you have an excellent chance of gaining a challenging position at MAN.

# Individual support – high performance and commitment pay off

With their talent for innovation, know-how and commitment, each of our 49,000 colleagues is responsible for ensuring that our company delivers top performance. **This is the only way we can succeed in developing technical innovations and secure our market position for the long term.**

**We therefore offer help to our employees who show initiative and use their skills to the best effect in the form of extensive further training and staff development measures.**

**The basis for this is a process for assessing potential involving both the employee and his superior. By building up a personal profile from the point of view of several persons with different perspec-**

**tives, a clear picture emerges of the employee's further potential and future direction at MAN.**

The results of the assessment of potential are integrated into an individual development plan that determines the supportive measures. These include training, seminars, workshops, and also language courses, if a move to an international site is planned. Anyone who is suited to a more responsible position joins the special manage-



## Don't let opportunities pass you by.

**Maria Pytka,**  
**Purchasing, MAN Turbo,**  
found her dream job at MAN. Now she develops savings potential for the purchasing of large components.

ment development program which prepares particularly well-qualified employees intensively for their future management role. MAN is highly committed to systematic management development. In addition to training events at the MAN Executive Academy, this includes individual coaching, support by a mentor and the job rotation program for broadening horizons. Aside from our further development measures, we also reward individual suggestions for improvement that help to

boost the company's profitability. Every employee whose idea demonstrably leads to savings or more streamlined work processes receives an appropriate bonus. In the last few years alone, a six-figure sum has been paid out for employee suggestions that have been put into practice.

# Getting in touch – tips for a successful application

Have we whetted your appetite for a future career at MAN? **Then here are our tips for a successful application.**

**Use our direct online application system. This enables us to process your application quickly. We look forward to hearing from you!**

**Your application should include the following:**

- Letter (a brief summary of your reasons for wanting to work for MAN and your qualifications for doing so)
- CV
- School and further education certificates/degree certificate
- Proof of internships, additional qualifications, language courses etc.
- Examples of extracurricular activities at school and university (e.g. social, cultural or political activities)

**All positions currently vacant are advertised on our Job Market at [www.man-karriere.eu](http://www.man-karriere.eu)**

**For further information on MAN as an employer, visit our website:  
[www.man-karriere.eu](http://www.man-karriere.eu)**



## Seize opportunities.

Vachtang Dolidze,  
Production, MAN Nutzfahrzeuge,  
appreciates the fact that he can ideally combine  
theory and practice at MAN.

To aid legibility, this brochure uses the generic masculine form throughout. Naturally, all statements apply equally to women and men.

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