

# Would you rather wait for your future or build it?

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Italy



**BUILD**  
*the FUTURE*

**2018 EDITION**

The Prysmian Group  
Graduate Program

**Prysmian**  
Group

# What do we do?

## WE KEEP THE WORLD TURNING

As the worldwide leader in the cable industry, Prysmian Group helps people across the globe access the energy and information they need. For over 130 years, we've been helping them achieve remarkable things in their communities – and beyond. It's innovative solutions that drive our business. Drawing on state-of-the-art technology and the ability to look at problems in a whole new way, our teams and their close relationships with our customers are the secret of our success.

Our business operates two major commercial brands – Prysmian and Draka. In energy we design, produce, distribute and install cables and systems for the transmission and distribution of power at low, medium, high and extra-high voltage. In telecoms, we are a leading manufacturer of all types of copper and fiber cables, systems and accessories – covering voice, video and data transmission.



## The things WE BELIEVE IN

### Our Vision

We believe in the effective, efficient and sustainable supply of Energy and information as a primary driver in the development of communities.

### Our Mission

We provide our customers worldwide with superior cable solutions based on state-of-the-art technology and consistent excellence in execution, ultimately delivering sustainable growth and profit.

### Our Values

**EXCELLENCE:** Good isn't good enough. We combine rigour and entrepreneurship to deliver innovative all-round solutions.  
**INTEGRITY:** When it comes to ethics, no challenge is too big, or too small, if it means doing things right.  
**UNDERSTANDING:** We have a keen respect for different opinions and ideas, and a strong focus on customer needs.

### DIVERSITY



Prysmian Group believes that diversity is a crucial factor of growth both for the business and for our employees. For this reason, Prysmian has launched the “Side by Side” project that aims at increasing women’s participation at all organisation levels, creating a gender-inclusive culture, cultivating diverse leadership and talent, as well as promoting diversity and meritocracy within the company.

### INNOVATION



Prysmian has launched Corporate Hangar, an external innovation accelerator with the goal of supporting innovation in a structural way. Corporate Hangar aims at fostering innovation at Prysmian by creating and supporting corporate venture teams that can develop new business concepts related to the core business or outside its perimeter, in a short period of time.

# Do you see cables or DO YOU SEE OPPORTUNITY?

“Build the Future” is our exciting international graduate program. Every year, we select a small number of talented graduates from all over the world and give them the chance to develop the skills and expertise they need to succeed at The Prysmian Group. In the last six years, we’ve taken on 200 new graduates. If you’re chosen to join the program, you’ll have the

chance to work on projects that touch every part of the business, making a valuable contribution, right from the start.

And once you’ve got to grips with the local market, we’ll send you overseas on an international assignment, which could take you anywhere. Just imagine the possibilities



## Selection **PROCESS**

### Step 1 | APPLICATION

To apply for the program, you’ll need a degree in one of the following fields:

- Engineering, Chemistry, Physics, Mathematics or be currently working towards one;
- Business Administration, Economics or Finance or be currently working towards one.

We also expect you to:

- have had an outstanding university career, with experience abroad;
- have graduated not more than 18 months ago;
- be able to speak fluent English and have an international mindset and be willing and ready to live overseas for 2 years, experiencing new cultures and work environments;
- demonstrate strong communication and interpersonal skills.

### Step 2 | TEST & QUESTIONNAIRE

If your application meets our criteria, you’ll be invited to take an online ability test, created by our recruitment partner Gartner. Candidates with the highest scores in

the test will be invited by Gartner to complete an online questionnaire and to share an introduction video to help us learn more about you.

### Step 3 | ASSESSMENT

A shortlist of applicants will be invited to take part in a group exercise with other candidates, where various skills and their aptitude will be assessed.

### Step 4 | INTERVIEWS

The best performers at the assessment will have a final interview with a selection of managers from the business at country and group level.

We’ll make our final selection shortly after.

### Step 5 | JOB OFFER

The selected applicants will sign a permanent contract with competitive compensation. After successful local onboarding and induction you will be invited to the first 2-weeks induction in Milan.



## Build the future **OUR EXCITING GRADUATE PROGRAM**



### **Permanent contract with competitive salary**

Our business success is not just the result of our strong technologies and products but is driven daily by our employees' outstanding performances. For this reason our challenge is to find the best way to reward them through innovative and sustainable compensation programs fostering internal pay equity and external competitiveness. We strive to be transparent and reward employees with a meritocracy view.



### **Induction training in our HQ delivered in partnership with a top business school**

After your local induction, you will start by spending 2 weeks in our head office, where you'll get a great overview of the company and of local businesses. You'll meet our Group CEO, get to grips with our products and technology, discover how our operations and customer relationship teams work together and you'll even get a tour of a factory. Furthermore, after 2 years, the training in Milan will also involve senior managers who will participate with graduates to different business games. Thanks to our partnership with SDA Bocconi, you'll also attend a session on Management Skills fundamentals.



### **Job rotation in R&D, Operations & Sales**

To get a true feel for the business, you'll get the chance to work in a number of roles within it. Over the course of a year, you'll experience a 3-month regional or Country R&D rotation, working with our product technology team, 3 months in operations and 3 in customer relations in your home Country, while working on a personal project to help learn more about the kind of roles you'd be best suited for. A P3 performance appraisal will be set for you during this period.



### **Warm up**

For the last 3 months you will start working in the area of the business that you will be in for the next 2 years. This will give you the chance to have a better understanding of your upcoming international role and the responsibilities that go with that.



### **International assignments within a multicultural environment**

Having spent a year getting to know the business on a local level, you'll get the chance to expand your experience overseas. You'll embark on a 2 years international placement in either Sales, Operations, R&D or Staff functions. Your performance over the course of your time with us will be evaluated and a range of options discussed with you. The graduate committee undertakes the process of assigning graduates to global location and roles. Your regional preferences are taken into account.



### **Technical or Junior managerial appointment**

Finally, your broad experience and understanding of the business will mean you should be ready to take on a Technical or Junior Management role, either in your home country or overseas.

# Driving you towards **CAREER GROWTH**

## **PRYSMIAN GROUP ACADEMY**

### **Prysmian Group Academy**

*Your development doesn't end when the Graduate Scheme does. Everyone who joins the Prysmian Group Graduate Program will be a candidate for our Academy, the Group's innovative initiative in corporate education.*

We've developed specialized programs, tools and initiatives that work together to create exciting opportunities for our people to expand their leadership skills and technical capabilities. They refer to the **School of Management**, whose objective is to scout, develop and assess talented employees to build the management pipeline, and the **Professional School**, that aims at transferring, developing and consolidating know-how and technical skills.



### **Prysmian People Performance**

*In order to achieve our business objectives and continue to improve our results, each employee must be put in a position to make a daily contribution.*

Prysmian People Performance (P3) was created in 2012 as the Group's new performance appraisal system. P3 is a tool for the motivation and engagement of employees, obtained via the appraisal and improvement of individual performance. This requires the allocation of clear objectives agreed with management and the provision of constant feedback about the work performed and results obtained. You'll receive a P3 from your first year of employment.



### **Prysmian People Performance Potential**

*A key part of our success lies with our people, which is why it's so important for us to help them reach their potential.*

A process of assessment and leadership development has been implemented, with the aim to plan job succession within the Group. Your career path will develop depending on your performance and P4 results.

### **Mentorship**

*The future is what you make it. We'll help you make it brilliant.*

You will be assigned a mentor who will be your professional guide as you start your career with us. Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.



YES is the first Prysmian Group Employee Stock Ownership Plan and it is the opportunity for Prysmian employees worldwide to acquire Prysmian shares. In the space of three years, over 8,500 employees - more than 50% of the total - have become investors, with a total investment of approximately €23.6 million.



Prysmian is a partner of AIESEC, the world's largest youth led organization. It is now a global organisation who strives to achieve peace and fulfilment of humankind's potential through the worlds' youth. AIESEC develops leadership potential of youth through team experiences and global internships. Prysmian youth are encouraged and supported to participate in these activities.

# Our main partners FOR YOUR DEVELOPMENT

## SDA Bocconi School of Management

**SDA Bocconi – the School of Management of Università Bocconi** has been creating and sharing knowledge since 1971. Over the years, the School's commitment to research and education has enabled it to contribute significantly to the development of many industries, both in Italy and abroad. SDA Bocconi has risen, in the Financial Times Ranking of Custom Programs, to 7<sup>th</sup> place in Europe and 11<sup>th</sup> worldwide.

## ESADE

Founded in 1958 in Barcelona, with an approach dedicated to personal development and social responsibility, **ESADE** boasts its own innovative learning model, a pioneer in Europe, based on the development of professional and management skills and techniques.



A premier university in Asia, the **Singapore Management University (SMU)** is internationally recognised for its worldclass research and distinguished teaching. Established in 2000, SMU's mission is to generate leading-edge research with global impact and produce broad-based, creative and entrepreneurial leaders for the knowledge-based economy.



**FDSM - School of Management, Fudan University**, has been creating and sharing knowledge since 1985. Over the years, the School's commitment to research and education has enabled it to contribute a lot to many industries, both at home and abroad.



The **Darla Moore School of Business** located at the University of South Carolina has a long tradition of preparing expert leaders for the international business marketplace. The School was founded in 1919 as one of the earliest schools of commerce in the nation. Today, more than 200 faculty help educate over 5000 undergraduates and 800 graduate students.



**Steinbeis University Berlin** works as a knowledge and technology transfer partner to companies in trade and industry. Its core services encompass: research and development, consulting, and – as a basis for all of this – education. Founded in 1998, the Steinbeis University Berlin (abbreviated in Germany to SHB) offers executive degrees and employee training and development programs.



The mission of the **Corvinus University of Budapest** is to maintain an international standard of creating and transmitting values in the form of teaching, research and consulting activities, all in the context of academic freedom. The Corvinus University of Budapest regards its teachers, students and researchers as the most important creators of value in the institution.



Since 1954, **FGV-EAESP** has prepared the most qualified professionals for key decision-making in organizations. It is a South American pioneer in setting up Business and Public Administration programs, and is a leading think-tank in Latin America and the Caribbean.



**FABRIZIO RUTSCHMANN,**  
Senior VP HR & Organization



A pioneer of business-related learning since 1907, **ESSEC (École Supérieure des Sciences Economiques et Commerciales)**'s mission is to respond to the challenges of the future. Counting 47,000 graduates, ESSEC's leadership is founded on its capacity to create new, relevant and high-impact knowledge that feeds into the school's activities across the board: the Bachelor's, Master's and executive education programs.



The **Stockholm School of Economics (SSE)** was founded in 1909 and it's one of Europe's leading business schools. The School offers bachelors, masters and MBA programs, along with highly regarded PhD- and extensive Executive Education programs. The SSE vision is to firmly establish itself as a member of the top tier of European business schools.

*“Our investment to create a pipeline of young technicians and professionals is continuing. We want to build the future of our business by leveraging the synergy between different generations of employees.”*

Who are we?

## SOME COMMUNITIES USE ENERGY, OTHERS CREATE IT



**Florent**  
FRANCE

*I started the Graduate Program in France and I currently work as a R&D Technologist in Milan, Italy. My position consists in developing new and actual manufacturing processes by working a lot with plants and labs around the world. Prysmian Graduate Program has given me the opportunity to meet people from different culture and background while working in a challenging and high-tech environment.*



**Sara**  
ITALY

*I am currently working in Italy on my first job rotation in the R&D department. I like opportunity to work in different departments (R&D, Operation, Sales) during the first year. This gives me an immediate global vision of how the company works, understanding how new products are developed, implemented at a global scale and then sold. I believe the great advantage that Prysmian can offer to young talents is the opportunity to keep on learning.*



**Zhao**  
CHINA

*I started the PGP in Italy and have spent 2 years in Finland as a Quality Engineer for the job rotation. I currently work in HQ in Marketing and Business Development on projects that support strategic decision making which show my added value to the company.. Prysmian is a real international company which can offer you a really open and multicultural platform to work with people and projects globally and thanks to Prysmian I am always working and thinking with a global view and mind set.*



**Kristoffer**  
MALAYSIA

*I started the Prysmian Graduate Program in Melaka, Malaysia. I rotated between R&D, Operations and sales in different countries in the ASEAN region. Currently I am on my 2 years international assignment in as a planning engineer in Sydney, Australia. The best thing about working for Prysmian is the constant stream of opportunities available. The exposure I've gotten from these in just a year alone has developed me tremendously both professionally and personally.*



**Alessandro**  
ITALY

*I am currently based in Milan Italy in our HQ. I am entrusted with the "submarine cables program management". R&D, system design, project management and business development is the most fascinating part of my job. I spend my 2 years abroad in Pikkala, Finland as a Product Development & Continuous Improvement Engineer. What I like about Prysmian is the cross cultural environment and the possibility of international mobility.*



**Verónica**  
SPAIN

*After my two years of international assignment as Technical Sales Support in Italy, I came back to my home country to work in the Special OF Cables Sales team in Spain. The most exciting thing about my job is that every day I have something new to learn: new tenders, new products, new requests... I also like my teams work culture and the cooperation between departments and affiliates that helps the Telecom business run smoothly in order to meet customer expectations.*



**Annisa**  
INDONESIA

*Prysmian is located in many different places around the world and this means you will be exposed to a lot of different cultures, diversity and ways of working. I have experienced working in Indonesia, Malaysia and Thailand in my first year and now I am based in HQ in Milan Italy as the Commodity Leader for Drums and Drum Management within the Corporate Purchasing Department.*



**Miguel**  
USA

*I started the Graduate Program in the US, and had the opportunity to do an international assignment in France, at our company's centre of excellence for underground High Voltage cable manufacturing. I am currently working in the High Voltage Installations group of North America, as a Project Engineer & Operations Coordinator. Working for Prysmian has given me the possibility of improving both my technical and leadership performances necessary to grow as a professional.*

We're all about linking the future, advancing communities through connection. From optic fibres for the communications industry, to high-voltage cables for the energy sector, we transfer light and energy across the world. Not just by our products, but by our people.  
**Creativity. Passion. Independence.**

For more info and to apply, visit  
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