

Personalities wanted.

Engineering the Future – since 1758.

MAN Group



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, 48,000 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 12 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 Truck & Bus:

Munich, Germany

MAN Latin America:

São Paulo, Brazil

MAN Diesel & Turbo:

Augsburg, Germany

Worldwide sites include

Austria

Brazil

Canada

China

Czech Republic

Denmark

France

Germany

Great Britain

India

Italy

Mexico

Norway

Poland

Russia

South Africa

South Korea

Spain

Switzerland

Turkey

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Convince people with your ideas.

Marita Müller,
Production, MAN Diesel & Turbo,
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. These values have always been the basis of our success in the past and will remain so in the future.

MAN employees 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 19th Century. He instigated construction of the rotary printing press and Carl von Linde's refrigeration machine, and supported Rudolf Diesel in the development of a revolu-

The MAN subgroups

MAN Truck & Bus

As one of the most successful manufacturers in the world, MAN Truck & Bus 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 European cities, while coaches under the brand names MAN and NEOPLAN take to the road for long-distance journeys.

Modern society expects its transport to not only be fast, safe and comfortable, but also eco-friendly. By developing sustainable environmental concepts, for instance to reduce CO₂ emissions, MAN Truck & Bus is able to operate successfully on the markets of tomorrow. Our innovative products enable customers to not only save money, but also conduct their business in a sustainable and environmentally aware manner. MAN Truck & Bus is more than just the leader in the field of development and production. Comprehensive services delivered via an international service network add the finishing touch to our portfolio. As well as global repair and maintenance services, MAN Truck & Bus also offers leasing and finance services. With its integrated, comprehensive transport solutions, the company makes a considerable contribution towards constantly improving the efficiency of transport and logistics.

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.

MAN Diesel & Turbo

MAN Diesel & Turbo is the world's leading supplier of large diesel engines and turbo engines for maritime and static applications. The company develops two-stroke and four-stroke engines that are manufactured by the company itself or its licensees. Almost half of the world's sea-going ships are powered by a MAN engine. The most powerful engine in the product range has an output of 87 MW (approx. 115,000 HP) and weighs 2,400 tons.

For the process and base materials industry, fertilizer manufacture, iron and steel production or petrochemical applications, MAN Diesel & Turbo develops and produces compressors as well as gas and steam turbines for electricity production. The company also offers compressor solutions for the oil and gas industry.

The product range is rounded off by turbochargers, controllable pitch propellers, gas engines and chemical reactors. MAN Diesel & Turbo's supply and service portfolio comprises entire marine propulsion systems, turbo engine assemblies and turnkey power plants. The MAN PrimeServ brand gives customers access to after-sales services across the world.

For more about us and our corporate activities, visit our website www.man.eu

tionary 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 three 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,
Logistics, 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 with his own skills. Outstanding solutions result from the ability to accept contrary opinions, respect unusual ideas and listen to others, and this 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 Truck & Bus in Germany and then later move to MAN Diesel & Turbo 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. Coopera-

tion 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. A personal development 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 managers internally as much as possible.




Learn something new every day.

Thomas Grimm,
Product Management, MAN Truck & Bus,
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 Diesel & 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 with international projects. 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.

Every year, MAN appoints more than 100 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. Besides enthusiasm for technology, social skills are at least as important as motivation and commitment. If you meet these requirements, you have an excellent chance of gaining a challenging position at MAN.

Personal development – high performance and commitment pay off

With their talent for innovation, know-how and commitment, each of our 48,000 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.

We know that outstanding engineering and superlative production quality are only possible through the consistent training and motivation of all our

employees. This is why we encourage initiative and a willingness to learn in every individual and we support their personal growth through systematic personal development.

This includes professional training courses, seminars, workshops and language courses. We set particular store by a holistic approach to personal development.



Don't let opportunities pass you by.

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

As well as communicating comprehensive technical expertise, the promotion of social and intercultural skills is also an important part of our training scheme. Anyone deemed suitable for a managerial role takes part in special development programs, which prepare well-qualified employees intensively for their future roles as managers. Targeted management development has a particularly important role at MAN. In

addition to these programs the development scheme includes one-to-one coaching sessions, support from a mentor and the job rotation program, which enables managers to face new professional challenges both at home and abroad.



Seize opportunities.

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

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. It's up
to you to take the first step. We look forward to
hearing from you!

Your application should include the following:

- Cover letter (a brief summary of your reasons for wanting to work for MAN and your qualifications for doing so)
- Curriculum vitae
- 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-careers.eu

For further information on MAN as an employer,
visit our website: www.man-careers.eu

This is where the companies of the MAN Group introduce themselves in extensive applicant brochures. If the brochures are missing, we would be happy to send you new copies. Just send us an e-mail to karriere@man.eu

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

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MAN SE
Ungererstr. 69
80805 Munich
Germany
www.man.eu