

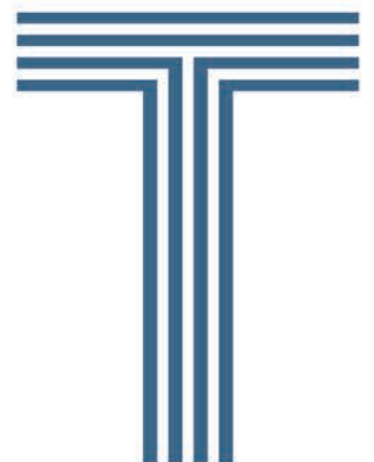
**MAKE IT**

A manufacturing career  
at Prysmian Group



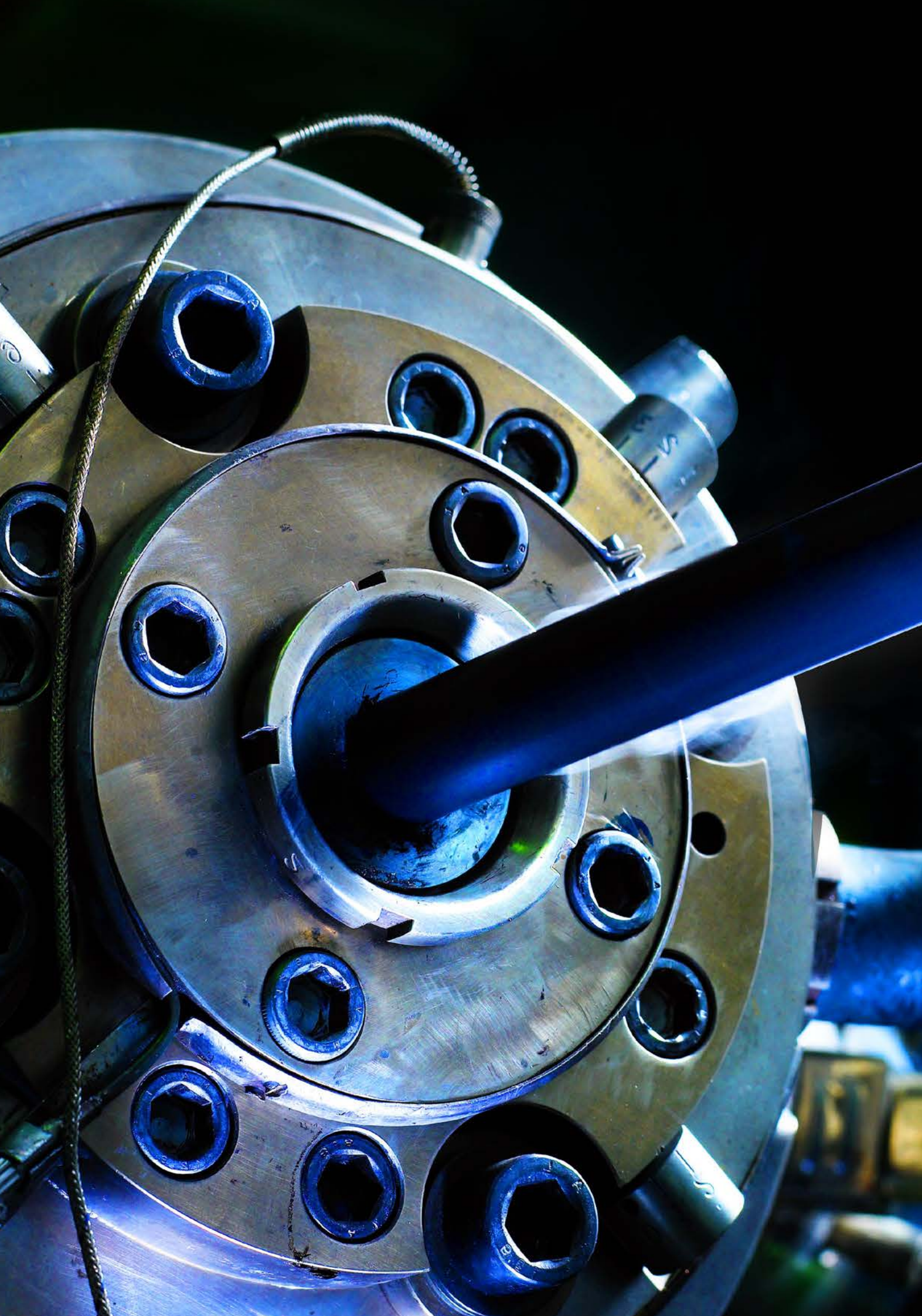
We are world leaders  
in the energy and  
telecom cable systems  
industry.

**Join our Top level  
engineers team!**



**Prysmian  
Group**





# WHO WE ARE

WITH THE NEW ORGANISATION, PRYSMIAN GROUP AND GENERAL CABLE HAVE BECOME ONE COMPANY MAKING THE FIRST STEP TOWARDS THE FULL INTEGRATION.

WE ARE PRYSMIAN GROUP, LEADER IN ANTICIPATING THE WORLD'S ENERGY AND COMMUNICATIONS NEEDS. FROM ENERGY AND CONNECTIVITY, TO COMMUNICATIONS, WE MAKE LIFE BETTER FOR MILLIONS OF PEOPLE.



*“Discover the possibilities of working for one of the world’s leading infrastructure businesses”.*

**Valerio Battista,**  
CEO Prysmian Group

As the world’s leader in the key energy and telecommunications markets and strongly positioned at the high-tech end of the energy and telecom cable sectors, the quality of our products is second to none. We rely on the skills of our dedicated sales teams to drive growth in the business and manage relationships with our clients.

We strongly believe in our people who are our most valuable asset.

## A SNAPSHOT OF OUR BUSINESS



**29,000**  
EMPLOYEES

A combination of **management expertise**, talent and a highly diverse **multicultural environment**



**112**  
PLANTS

A broad **manufacturing footprint**



**50+**  
COUNTRIES

An increased **global presence**



**25**  
R&D CENTERS

The widest product and brand portfolio and the most **innovative technologies**



**€11 Bn+**  
ANNUAL SALES

A **new Group** leading the cable industry

## KEY FACTS



1 year production of our fibre optic cables covers the distance between the Earth and the moon 70 times.



If you connect all the energy cables we supply in one year, you could wrap it around the equator 250 times.



Every year we supply 1.2 million tonnes of energy cable. That’s the weight of 120 **Eiffel Towers.**

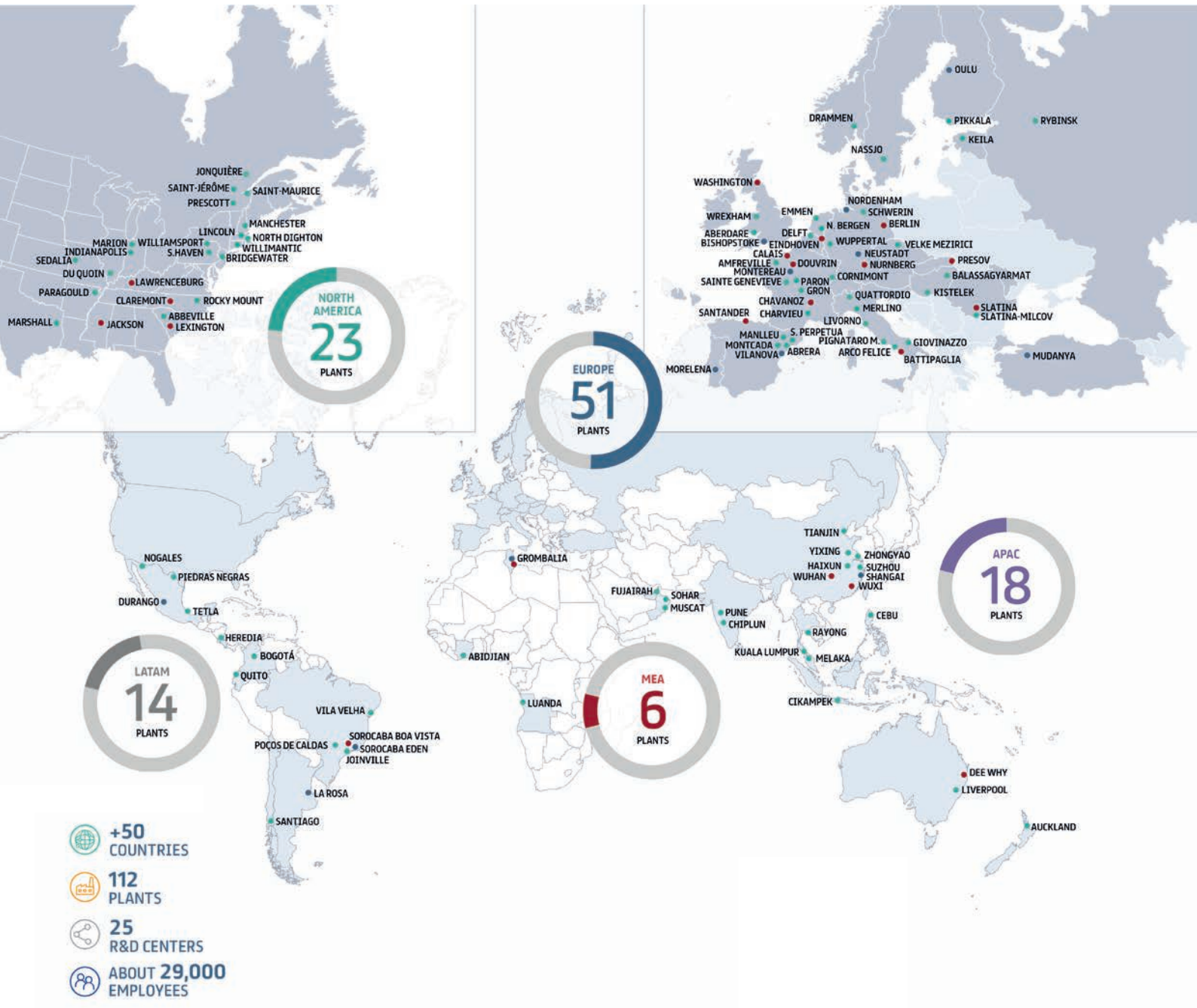


A man in a dark suit and light blue shirt is shown in profile, looking down at a tablet computer he is holding with both hands. The background is a bright, cloudy sky. Overlaid on the man's torso is a detailed, high-angle view of a city skyline, featuring various skyscrapers and buildings, including the distinctive Gherkin building. The overall composition suggests a global, technology-driven business environment.

## **WE'RE LINKING THE WORLD WITH THE FUTURE OF CABLE TECHNOLOGY**

Spanning 50 countries, 112 plants, 25 research and development centres, and with about 29,000 employees, we've a strategic footprint that allows us to service emerging markets and communities across the globe.

# BECOME PART OF A GLOBAL TEAM



## PRYSMIAN GROUP GLOBAL PRESENCE



ENERGY



TELECOM



SHARED

# WHAT WE BELIEVE IN

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

## OUR NEW VALUES

**DRIVE**  
**TRUST**  
**SIMPLICITY**

We aim to **lead** the **industry evolution**, combining our ability to develop our **people** and our **business** in a **clear direction** while anticipating **customer needs**.

We want to create an environment of **trust** that exploits **diversity** and **collaboration**, where people are **empowered** to make decisions with **integrity**.

We bet to **simplify** anything we can, **focusing** on high-value generating activities and **timely decisions** to boost our Company **results**.

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**DIVERSITY**

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Prysmian Group believes that diversity is a crucial factor of growth both for the business and for our employees. For this reason, Prysmian Group 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.



# WHO WE ARE LOOKING FOR

## HELP US MAKE SOMETHING EXTRAORDINARY

We're on the hunt for passionate engineers to help us shape the future. If you're an expert in complex manufacturing systems, we have some opportunities you won't want to miss. Working with our recruitment partners, KORN FERRY, we're looking for engineers with the appetite and ability to take on one of the following roles.



## REQUIREMENTS

- Bachelor's degree in engineering
- Between 3 and 7 years' experience in factory roles such as process, maintenance, planning, quality, product development, or production engineering
- Good English
- Strong people skills
- A hands-on, can-do attitude
- A passion for operations
- Good command of the English knowledge

### PROCESS ENGINEER

*Help us find the best way to do things*

As a process engineer, you'll be responsible for analysing engineering data to develop and help implement new production process improvements and innovations.

**Main responsibilities include:** coordinating projects to meet tight deadlines with approved budgets, analysing product specifications, inspecting drawings, reviewing engineering data. Moreover, recommending strategies to minimise risks, costs, and waste, while increasing yield and productivity. Improving the quality and the consistency of final products.

### MAINTENANCE ENGINEER

*Keep us at optimum performance*

As a maintenance engineer, you'll help us assess, maintain and upgrade our equipment, making sure it's fit for task and capable of working with the latest processes.

**Main responsibilities include:** developing a "critical equipment list" based on business Risk Assessment, while planning, prioritising, scheduling, and managing maintenance activities and upgrades. Moreover, managing the installation and initialisation of new operations equipment.

### PLANNING ENGINEER

*Connect the dots and make it happen*

As a planning engineer, you'll work closely with sales, purchasing and manufacturing to bring ideas to life across the business.

**Main responsibilities include:** developing sales and operations planning, managing priorities and timelines, while optimising service levels inventory. Monitoring effectiveness of operating procedures and utilisation of space, while planning the timely purchase of raw materials and traded goods, to meet schedules and comply with stock policies and requirements.

### QUALITY ENGINEER

*Set the standards we're measured by*

As a quality engineer, you hold our reputation in your hands. Ensure our products are the best they can be, while maintaining profitability and customer expectations.

**Main responsibilities include:** working with operations departments to develop, and implement, quality standards for our raw materials, in-process products and finished products. Moreover, continuously focusing on profitability, improving products and meeting KPIs without compromising quality, while liaising with external parties, including customers, suppliers and Certification bodies.

### PRODUCT ENGINEER

*Create the things we're known for*

As a product engineer, you'll perfect the things we're famous for, optimising existing products and developing new ones based on customer needs and emerging technologies.

**Main responsibilities include:** assessing the performance of existing lines, identifying potential areas of improvement and working with internal departments. Liaising between R&D and manufacturing departments, to assess practicalities of bringing new ideas to life, and setting best practice guidelines.

### PRODUCTION ENGINEER / SUPERVISOR

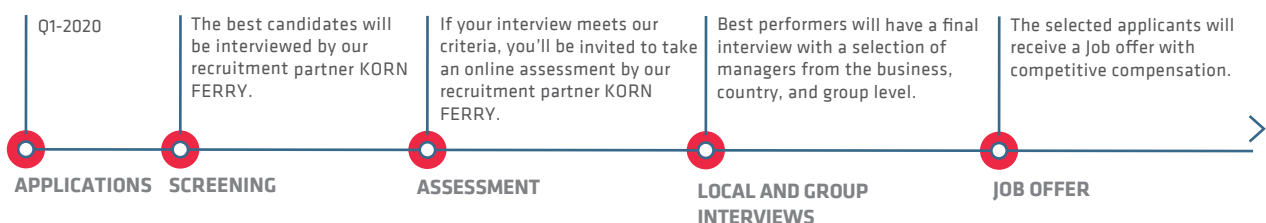
*Help us ensure the best level of productivity*

As a production engineer, you'll plan and monitor all activities within an assigned area.

**Main responsibilities include:** maximizing use of the organization's resources and meeting established production specifications and schedules; volume, cost, and wastage targets; and quality standards. Developing and implementing manufacturing schedules and procedures and allocating labor and capital resources to maximize productivity.

## THE RECRUITMENT PROCESS

RECRUITMENT  
PARTNER:



# WHAT IS THE “Make It Program”

## A WORLD-CLASS CAREER PROGRAM

Our “Make It” manufacturing program is unique. You'll be highly visible from day one. Along with a competitive salary package customized to suit your needs you'll have the opportunity to partner and learn from a highly skilled mentor.

Over 4 years, you'll expand your knowledge and develop your skills, as part of a comprehensive career program, designed to immerse you in the business from day one.

1 <sup>st</sup> YEAR 2 WEEKS INDUCTION	2 <sup>nd</sup> YEAR	3 <sup>rd</sup> YEAR	4 <sup>th</sup> YEAR
<b>2 WEEKS</b> induction	<b>1 WEEK</b> in production plant	<b>1 WEEK</b> in production plant	<b>2 SEPARATE WEEKS</b> + project work <b>1<sup>st</sup> WEEK</b> in Plant location <b>2<sup>nd</sup> WEEK</b> in Plant location
<b>TRAINING</b> Group induction	<b>TRAINING</b> Manufacturing Fundamentals	<b>TRAINING</b> Manufacturing Fundamentals	<b>TRAINING</b> Lean Six Sigma (LSS) Project based work & assignment

## THE PROGRAM



### GROUP INDUCTION

As part of the Make It program, you will spend a **week in the Milan HQ** for an introduction to the **Group's strategy, markets and culture**, followed by a week spent at our state of the art **Manufacturing Academy based in Mudanya, Turkey**. Here you will be exposed to our products and technologies, manufacturing processes, in an **“in plant” experience**. You will benefit from an unparalleled insight into the **manufacturing world of Prysmian Group** along with a network of your new colleagues.



### ON BOARDING

You will participate in a **3 months induction** including on the **job training** in your role giving exposure to different parts of the business, creating a **better understanding of the local business** and key departments/people you will work with.

### MENTOR ASSIGNMENT



We provide individual mentoring programs to help you building relationships with role models, mentors and coaches. The mentorship have been designed to maximize your potential and improve your performance and most of all to empower you to become the professional you want to be.



### SKILLS DEVELOPMENT AND GROUP EXPOSURE

During the **first 4 years** you will spend time honing your skills. You will undertake **2 sessions of Manufacturing Fundamentals** training that will provide give you with a dive deep into the main topics of **Manufacturing, Supply Chain, Quality, Continuous Improvement, Processes and Machinery**. This training will follow the Manufacturing Fundamentals training package provided by our academy and **facilitated by experts from within Prysmian Group**, partnering **universities and consultants** who are experts in their fields. In the **4<sup>th</sup> year you will undertake Lean Six Sigma (LSS)** which includes specific project requirements. The 4 years of training will give you the opportunity to **strengthen your skills and build strong relationships** with the manufacturing community.



### CAREER DEVELOPMENT WITH P3 & P4 PROGRAMS

Your **career development** will depend on your P3 and P4 outcomes. **Prysmian People Performance (P3)** is our employee performance appraisal system. **P3 is a tool for the motivation and engagement** of employees, obtained via the appraisal and improvement of an individual's performance. This requires **clear objectives, evaluation and feedback** about the work performed and results obtained. **You'll receive a P3 from your first year of employment**. P4 is the next step in the process **Prysmian People Performance Potential (P4)** and is aimed at **identifying and further developing your career path** and future job **succession** within the Group.





*“The Make It program represented the start of a fantastic professional journey”.*

**Cristina Nedelcu,**  
Lean Manufacturing Engineer at Slatina, Romania







# TRAINING MEETS PRODUCTION

## A WORLD-CLASS CAREER GROWTH

Join us, and as part of your training program, you'll be enrolled in the Prysmian Group Academy, the Group's innovative initiative in corporate education.

Within the framework of the School of Management and of the Professional School, we've developed specialized programs, tools and digital initiatives that work together to expand leadership skills and technical capabilities.

### PRYSMIAN GROUP — MANUFACTURING — ACADEMY

#### LEAN SIX SIGMA (LSS)

Learn the Lean Six Sigma methodology and become a Green Belt.

#### MANUFACTURING FUNDAMENTALS (MF)

Immerse in the processes, knowledge, culture, terminology and best practice of the Group manufacturing.

#### ADVANCED MANUFACTURING (AM)

Hone manufacturing skills and deepen understanding of the business.

#### EXCELLENCE IN MANUFACTURING (EM)

Challenge with real projects and strategic issues that have an impact on operations.

#### METALLURGY

A real Master Class to enter this key technical skill.

#### MAKEIT

The Induction, technical and managerial training for the new talented people working in Operations.





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# OUR MAIN PARTNERS








# OUR CONTACTS

For more info and to apply, visit [prysmiangroup.com/makeit](https://prysmiangroup.com/makeit)

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