

# MAKE IT

A manufacturing career  
at Prysmian Group

**Engineer? Don't just make something,  
Make something extraordinary.**



**Prysmian**  
Group



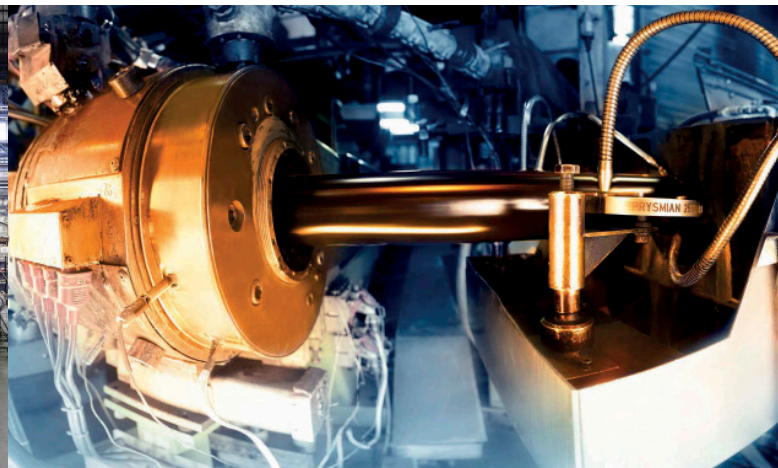
# WHO WE ARE

## TO US, MANUFACTURING ISN'T JUST PART OF WHAT WE DO. IT'S EVERYTHING.

We're Prysmian Group, the world's leading designer and manufacturer of energy and communications cables. We make life better for people living in communities the world over, through the delivery of cutting-edge power and information infrastructure projects. Because manufacturing is the sole focus of our business, we see our engineers as the most important people in our company.

*"Discover the possibilities of working for one of the world's leading infrastructure businesses".*

**Valerio Battista,**  
CEO Prysmian Group



## WHAT 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 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 VALUES

**EXCELLENCE** Good isn't good enough. We combine rigour and entrepreneurship to deliver innovative all-around 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.

## A SNAPSHOT OF OUR BUSINESS



140  
years of history



50  
countries



85  
plants



91%  
ISO14001



20,000  
employees



5,000  
patents



210  
€ million  
in factory  
investments  
in 2015



17  
R&D centers

- A one year production of our fibre optic cables covers the distance between the Earth and the Moon 70 times.
- Every year we supply 1.2 million tonnes of energy cable. That's the weight of 120 Eiffel Towers.
- If you connected all the energy cables we supply in one year, you could wrap it around the equator 250 times.

# 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, HAYS and CEB, 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

### PROCESS ENGINEER

*Help us to 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

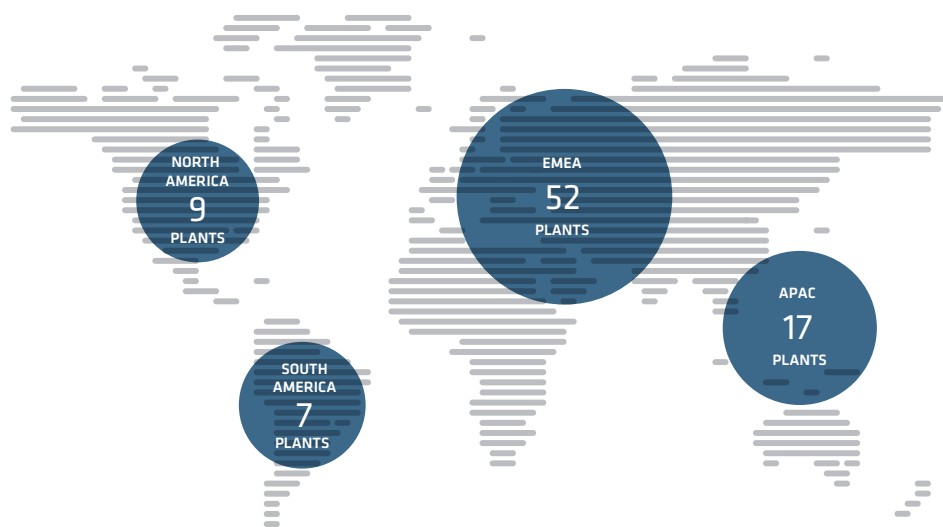
*Help us ensure the best level of productivity*



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.

# WHERE WE ARE



Milan HQ, Italy

## MAIN PRYSMIAN GROUP PRODUCTION SITES

### EUROPE

MILAN HQ Italy	ARCO FELICE Italy	MERLINO Italy	LIVORNO Italy	PIGNATARO Italy	GIOVINAZZO Italy	BATTIPAGLIA Italy	QUATTORDIO Italy	NASSJO Sweden	SLATINA Romania
★			★			★			★
KEILA Estonia	CHAVANZO France	GRON France	AMFREVILLE France	CORNIMONT France	PARON France	CALAIS France	CHARVIEU France	ST GENEVIEVE France	DOUVRIIN France
★									★
WUPPERTAL Germany	NUREMBERG Germany	NEUSTADT Germany	SCHWERIN Germany	BERLIN Germany	KOPENICK Germany	BISHOPSTOKE UK	WREXHAM UK	WASHINGTON UK	ABERDARE UK
★		★			★		★		
VELKE MEZIRICI Czech Republic	SANTANDER Spain	SANTA PERPETUA Spain	VILANOVA Spain	NIEUW BERGEN Netherlands	EMMEN Netherlands	DELFT Netherlands	EINDHOVEN Netherlands	KISTELEK Hungary	BALASSAGYARMAT Hungary
★					★		★	★	★
PIKKALA Finland	OULU Finland	RYBINSK Russia	MUDANYA Turkey	DRAMMEN Norway	PRESOV Slovakia				
★					★				

### AMERICAS

CLAREMONT USA	LEXINGTON USA	NORTH DIGHTON USA	ABBEVILLE USA	SCHUYLKILL HAVEN USA	BRIDGEWATER USA	ROCKY MOUNT USA
★	★	★	★	★		★
PRESCOTT Canada	VILA VELHA Brazil	SOROCABA Brazil	ST. ANDRE' Brazil	LA ROSA Argentina	DURANGO Mexico	
★		★		★	★	

### OCEANIA

DEE WHY Australia	LIVERPOOL Australia	AUCKLAND New Zealand
	★	

### ASIA

SUZHOU China	TIANJIN China	WUXI China	RAYONG Thailand	MELAKA Malaysia	CIKAMPEK Indonesia	CEBU Philippines
		★	★	★	★	

### AFRICA

AUTOCABLES Ivory Coast
---------------------------

#### NOTES

- Energy
- Telecom
- Energy + Telecom
- ★ Main Plants Involved in 2017 Program

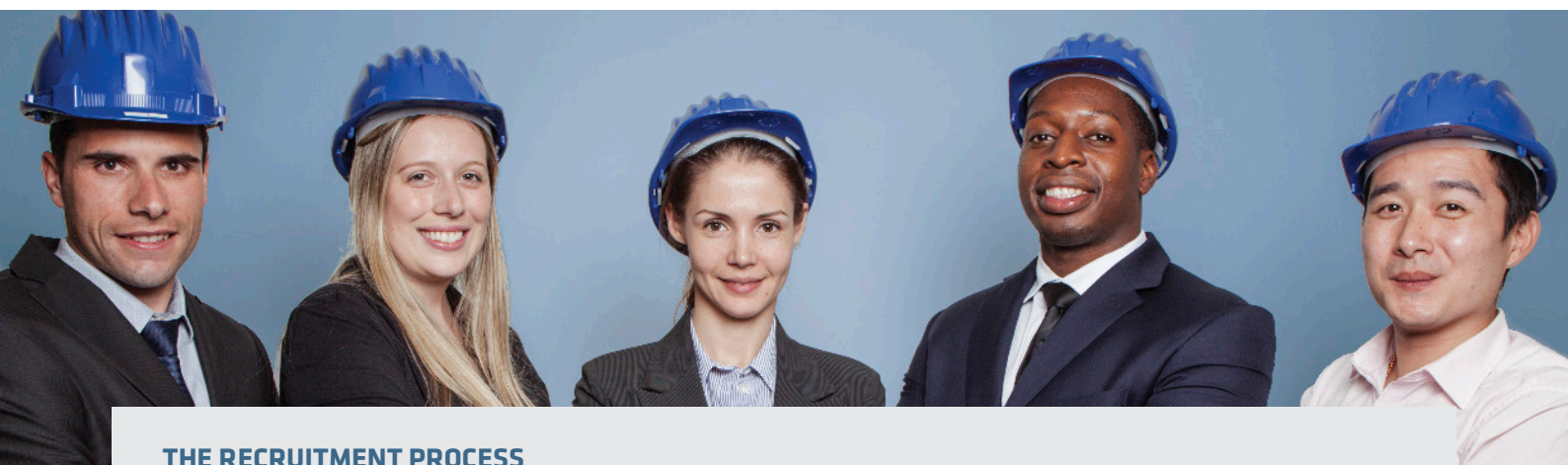


# WHAT IS MAKE IT

## A WORLD-CLASS CAREER PROGRAM

Our “Make It” manufacturing program is unique. You’ll be highly visible from day one, and along with a competitive salary package, customized to best suit your needs, you’ll have the opportunity to partner, and learn from, a highly skilled mentor, as well as the chance to shape the future from day one in a challenging role at one of our largest facilities.

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.



## THE RECRUITMENT PROCESS

### APPLICATION

Jan/Feb 2017

### SCREENING

The best candidates will be interviewed by our recruitment partner HAYS.

### ASSESSMENT

If your interview meets our criteria, you'll be invited to take an online assessment by our recruitment partner CEB.

### LOCAL AND GROUP INTERVIEWS

Best performers will have a final interview with a selection of managers from the business, country, and group level.

### JOB OFFER

The selected applicants will receive a Job offer with competitive compensation.

## THE PROGRAM

*All Make It hires will meet in June 2017 for a three-week induction.*



### GROUP INDUCTION

A three-week introduction. Spend one week getting to know Prysmian Group and the culture, at our HQ in Milan, Italy. Then spend two weeks focusing on Operations at our Manufacturing Academy in Mudanya, Turkey.



### ON BOARDING

A three-month local on-boarding program including on-the-job training and job rotation, giving exposure to different parts of the business



### SKILLS DEVELOPMENT

Spend an additional two weeks honing your skills at our brand new Manufacturing Academy in Mudanya, Turkey.



### GROUP EXPOSURE

Raise your profile within the business with a lean six sigma project, including benchmarking technologies and processes in our major factories.



### MENTOR ASSIGNMENT

Work closely with an existing expert in the business and learn from their experience. Mentoring is designed to support and encourage your own learning, maximize your potential, develop your skills, improve your performance and help you become the person you want to be.



### CAREER DEVELOPMENT WITH P3 & P4 PROGRAMS

Create a four-year plan and make the most of career development opportunities within the function. According to your performance and potential, you'll create your own path.

# TRAINING MEETS PRODUCTION

## A WORLD-CLASS CAREER GROWTH

Join us, and as part of your training program, you'll be enrolled in the Prysmian 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 initiatives that work together to expand leadership skills and technical capabilities.

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

**Cristina Nedelcu,**

Maintenance Engineer at Slatina, Romania



## PRYSMIAN GROUP — MANUFACTURING — ACADEMY

### WHERE TRAINING MEETS PRODUCTION

As part of Make It training program, the induction will start with a week in the Milan HQ for an introduction to the Group's strategy, markets and culture, followed by 2 weeks spent at our new, state-of-the-art Manufacturing Academy based in Mudanya, Turkey where you will be exposed to our products & technologies, manufacturing processes and in-plants experiences. Here you will benefit of an unparalleled insight into the Manufacturing world of Prysmian Group.

More specifically, during these last 2 weeks at our global facility, you will get a deep dive into the main topics of Manufacturing, Supply Chain, Quality, Continuous improvement, Processes & Machinery, which will get you an automatic involvement into our Prysmian Group Academy.

You will have the opportunity to strengthen your skills and build a strong Manufacturing Community, meeting technical experts, combining classroom theory with practical, hands-on experience in our module based program.

But the three-week Induction will be only the beginning of a great journey into exciting portfolio of skills training. Upon reaching specific performance goals, you can have the chance to attend more advanced technical trainings, spreading from our Advanced Manufacturing training and our Excellence in Manufacturing session.



### OUR EMPLOYEES OWN A PART OF THE COMPANY

Since Prysmian Group rewards its employees' loyalty and efforts, thanks to the YES, our first Employee Stock Ownership Plan, we offer the chance to own a part of the business, buying a limited number of shares at a special discounted price. In the first three years of YES, 44% of Prysmian Group employees became shareholders. They bought 1.5 million of our shares with an initial investment of 17 million euros which now has a market value of 34 million euros.

# MEET SOME OF OUR TEAM MEMBERS



## **CEM BASAR** - ASEAN

I'm the Industrial Director of ASEAN (Singapore, Malaysia, Indonesia, and Thailand) and have been working for Prysmian Group since 2000. I relocated to Indonesia to take on the role of Plant Manager. After working with the Indonesian team to successfully improve operations, I was offered the position of worldwide Telecom Solutions Supply Chain Director, a position I held for a year, before being promoted again to the role of ASEAN Industrial Director. My story certainly demonstrates the Group's commitment to helping employees advance within the business.



## **TERESA D'AURIA** - ITALY

As a process engineer, I am fully exposed to the manufacturing environment with the aim to improve the plant performance. I enjoyed attending the Induction training with other engineers from different countries: it was a great opportunity to share my experience with colleagues having a different background and to create a strong cross country network with people sharing everyday my same challenges. As a participant to the Make It program, you will be really exposed from the first day to many challenges and to different departments of the business into a multicultural environment. The activities are built to give also a clear view on the huge cable market complexity. In my opinion this is really a great way for growing new leaders.



## **SEZGIN ISLAMOGLU** - ROMANIA

I started at Prysmian in 2006, where I joined the Mudanya facility in Turkey as a Maintenance Engineer, and through constant learning and development of my skills, swiftly progressed to Production Manager. Then I moved to the Oulu Plant in Finland, where I was the Plant Director, and in 2016 I became the Plant Director in Slatina, Romania. I've found Prysmian to be a great environment to learn in. They give you a lot of responsibility, from an early stage, which encourages you to learn, and grow quickly! The world is changing so rapidly that there is always something new to discover. Here, I feel like I can always stay one step ahead.



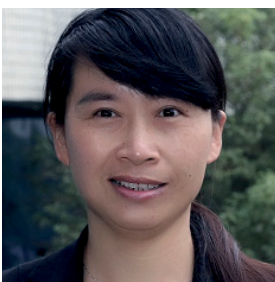
## **MARINA BRANDÃO LEONI** - BRAZIL

I'm a process engineer from the first Make It program of Prysmian. I have been working in the metals department for energy cables at Sorocaba Plant – Brazil. As “Make It” I felt part of the global team and highly visible since the first day. By working in a complex and dynamic plant I have learned very much about the process complexity, our product range, the manufacturing chain, and also the industrial strategy challenges. Because it's a unique opportunity to get into the manufacturing career and develop yourself. You will challenge yourself every day, will build your networking and will learn from a very skilled mentor. If you have energy, willingness to change and want to make a difference, this is the best way to start.



## **USIFO OLEAR** - USA

I am a process engineer at the Claremont plant in North America. My experience with the Prysmian Make It program has been amazing so far! I joined half a year ago and it has been challenging and rewarding. This company has a noteworthy environment to make employee candidates grow and fulfill their potential. To be in a competitive industry such as this, there's need for critical thinkers and optimistic learners. I believe the make it program utilizes all these dynamics with a hands on approach. Without a doubt I would recommend the Make it program to any young individual who has potential mind-set to part of Prysmian. The opportunities are significant and thanks to the Make it program they can be successfully fulfilled.



## **SHEN XIAOFANG** - CHINA

I've been a part of the Prysmian family since 1989, so now have over 25 years' experience in telecom cable manufacturing. A lot has changed in that time, with technology making things faster, safer and more efficient than ever before. I may have been working here a long time, but there's always something new to learn. Now, as Plant Manager, I'm drawing on a different set of skills as I work closely with our teams, and share my knowledge with the next generation of engineers.

# MAIN PARTNERS INVOLVED

**HAYS**  
Recruiting experts  
worldwide

SDA **Bocconi**  
School of Management

 **CEB**  
WHAT THE BEST COMPANIES DO

 **SMU**  
SINGAPORE MANAGEMENT  
UNIVERSITY

 SCHOOL OF MANAGEMENT  
FUDAN UNIVERSITY

 UNIVERSITY OF  
**SOUTH CAROLINA**  
Darla Moore School of Business

**ESADE**



  
**ESSEC**  
BUSINESS SCHOOL



 **FGV EAESP**

**CORVINUS**  
UNIVERSITY of  
BUDAPEST

# OUR CONTACTS

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



## MAIN SOCIAL NETWORKS

 [facebook.com/PrysmianGroup](https://facebook.com/PrysmianGroup)

 [twitter.com/prysmiangroup](https://twitter.com/prysmiangroup)

 [linkedin.com/company/prysmian](https://linkedin.com/company/prysmian)

 [youtube.com/user/ThePrysmianGroup](https://youtube.com/user/ThePrysmianGroup)

**Prysmian**  
Group