

BUILD
the FUTURE

The Prysmian Group
Graduate Program



**Would you rather wait
for the future. Or build it?**

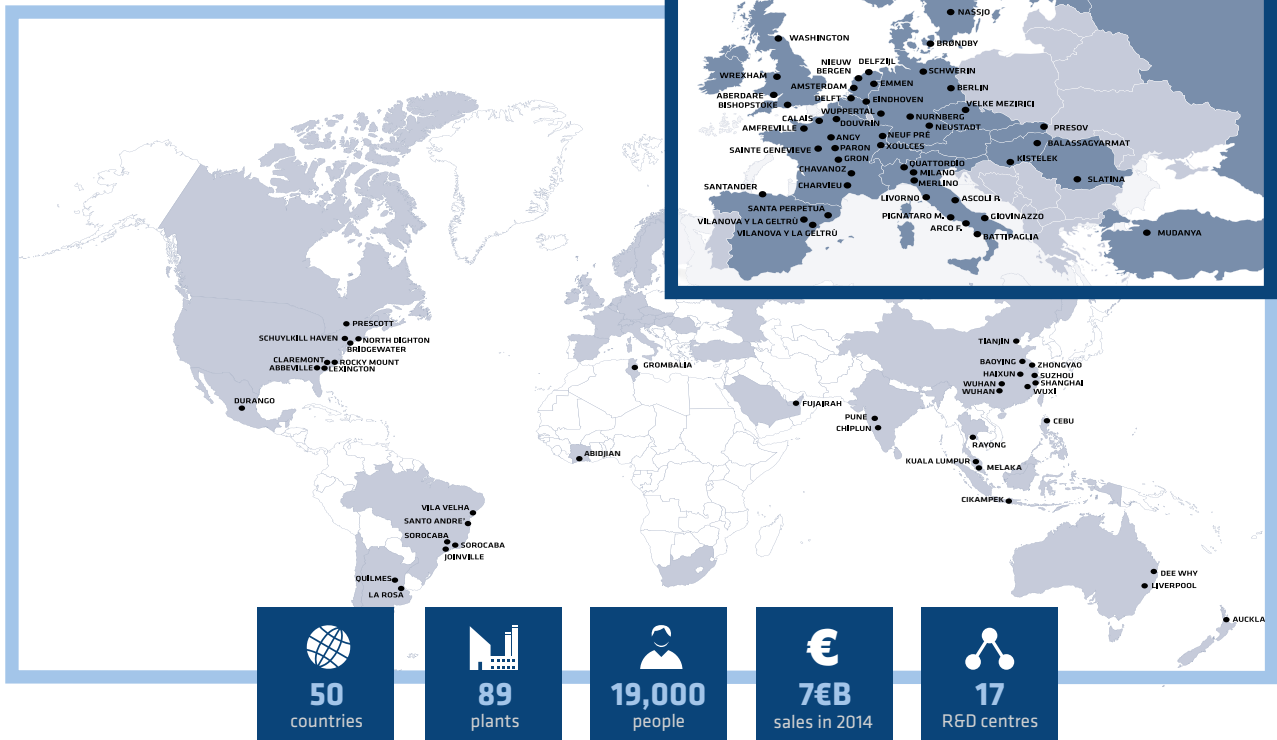
Prysmian
Group

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.

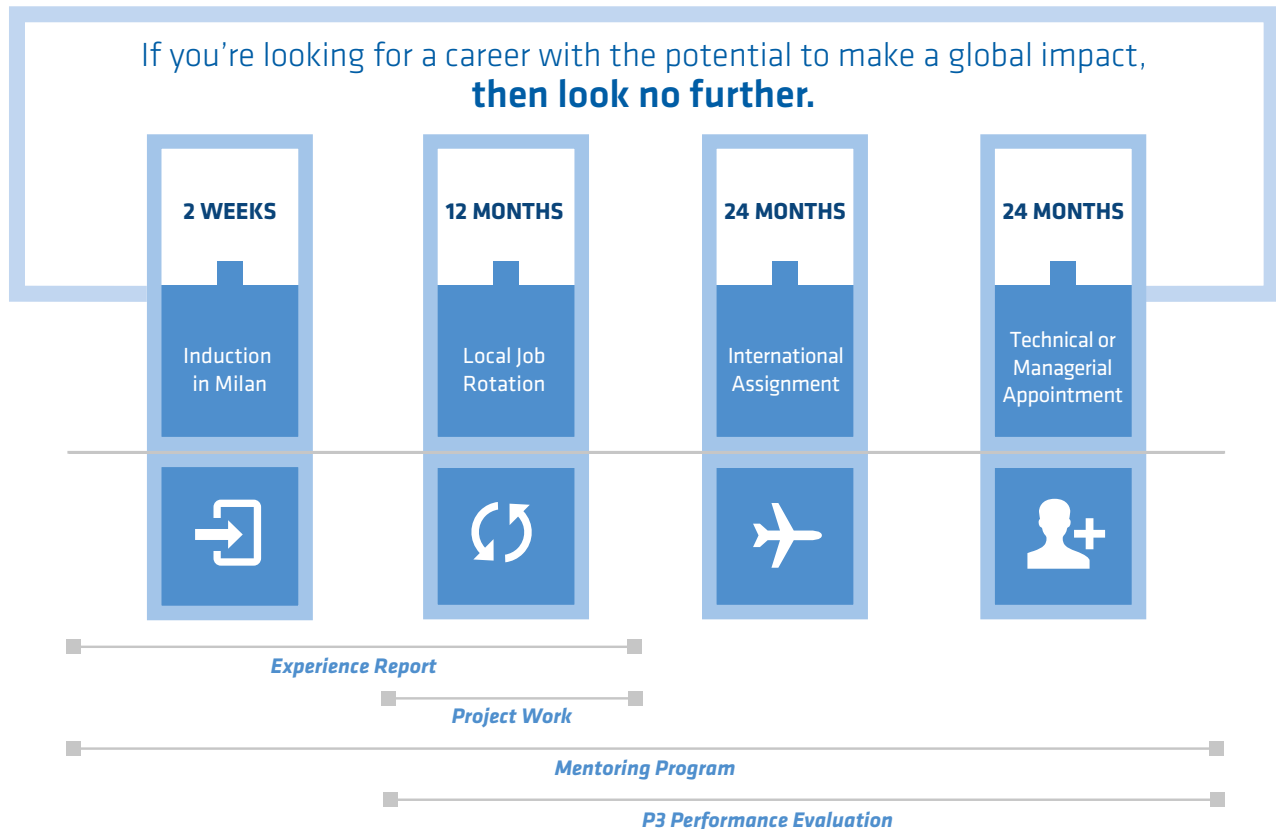
Do you see cables or **DO YOU SEE OPPORTUNITY?**

“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 three years, we’ve taken on 130 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 Bachelor's degree in engineering or business administration.
- To have a proven track record of success, and overseas experience.
- To be able to speak fluent English, but have a good understanding of the global marketplace.
- To 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 partners CEB. Candidates with the highest scores in the test will be invited by CEB to complete an online questionnaire 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 and 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, and 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 daily driven 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.



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

You'll start by spending 2 weeks in our head office, where you'll get a great overview of the business. 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 our factory. Thanks to our partnership with SDA Bocconi, you'll also attend a session on Management Skills fundamentals.



Job rotation in R&D, Operations and 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 spend 6 months working with our product technology team, 3 months in operations and 3 in customer relations, while working on a personal project to help learn more about the kind of roles you'd be best suited for.



International assignments within a multicultural environment

Having spend 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.



Technical or managerial appointment

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

Driving you towards **CAREER GROWTH**



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.



P3- 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.

P4 - 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.

The process of assessment and leadership development is being implemented, with the aim to plan job succession within the Group, via an exchange of information and knowledge about the potential and ability (readiness) of individuals to cover different positions.

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.



Our main partners FOR YOUR DEVELOPMENT



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 7th place in Europe and 11th worldwide.



CEB, the leading member-based advisory company, gives senior leaders and their teams insight into how successful organizations operate, equipping them with actionable solutions that can transform operations. CEB Integrated Talent Management Services address an increasing concern among leaders about how to manage and leverage talent to achieve business goals.



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.



UNIVERSITY OF
SOUTH CAROLINA
Darla Moore School of Business

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.

*Build the Future Worldwide Meeting,
Italian Stock Exchange, March 2015*



Who are we?

SOME COMMUNITIES USE ENERGY, OTHERS CREATE IT



Natalia
BRAZIL

I started the Graduate Program in Brazil and now I am a Product Development Engineer in Schuylkill Haven, USA. The international environment is a continuous challenge: it is not easy to be away from home, but on the other hand, it is very rewarding to work with new people, increase my knowledge and have a very different cultural experience.



Filippo
ITALY

I started the Graduate Program in Italy and now I am a Controller at Prysmian Spain. It is a very nice group of people and professionals, people are always available to help each other by staying a little longer. The international environment is one of the main reasons why I enjoy working for Prysmian. Interacting with different cultures and ways of working stimulates me to learn, everyday.



Mengjia Ma
CHINA

I started the Graduate Program in China and now I am Material Engineer at R&D HQ in Milan, Italy. My work is focused on materials' qualification and development. Having the chance to pushing yourself out of the comfort zone is the best way to improve tremendously. Prysmian will provide you a big stage for your career. What you need is to be proactive, passionate and to prove yourself.



Miguel
USA

I started the Graduate Program in the USA and now I am a Process Kaizen Engineer in France. My work consists of applying continuous improvement and lean-six sigma manufacturing tools in our factory. Watching all the resulting efficiency gains in our processes provides a very satisfactory and fulfilling experience. The Graduate Program offers interesting challenges where you can develop both technical and managerial competences to improve as a professional.



Martina
CZECH REPUBLIC

I started the Graduate Program in the Czech republic and now I am working as a Logistics Planner in a factory. This function represents a link between Production and Sales and ensures full and effective utilization of the factory's capacity while satisfying the customer needs. The best thing about my job is the dynamic work environment, which provides me with the challenges and opportunities to foster my creativity and individuality.



Robet
INDONESIA

I started the Graduate Program in Malaysia. I did my first rotation job in Malaka, Malaysia and now I'm doing the second R&D rotation job in Indonesia. Joining Prysmian Graduate Program is an extraordinary experience. It is a place where I can start, build, and grow my career with excellent opportunity. The international exposure and mobility I get in this program make me adapt continuously to the new environments, new countries, and new cultures.

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
prysmiangroup.com/graduate

Prysmian
Group