

MAKE IT

A manufacturing career
at Prysmian Group

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

Paolo Vitale
Italy

Prysmian
Group

 **PRYSMIAN**
 **Draka**

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

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.



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.



A SNAPSHOT OF OUR BUSINESS



130

years of history



50

countries



19,000

people



5,836

patents

- 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 joined together all the energy cables we supply in one year, you could wrap it around the equator 250 times.

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.

We're looking for professionals with around 3-5 years' experience in factory roles such as process engineers, maintenance or equipment engineers, planning engineers, quality engineers or product engineers with a bachelor's degree in engineering, good English, strong people skills, a hands-on, can-do attitude and a real passion for operations.

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.



Challenges worthy of your skills.

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.

KEY ROLES ON OFFER

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 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.

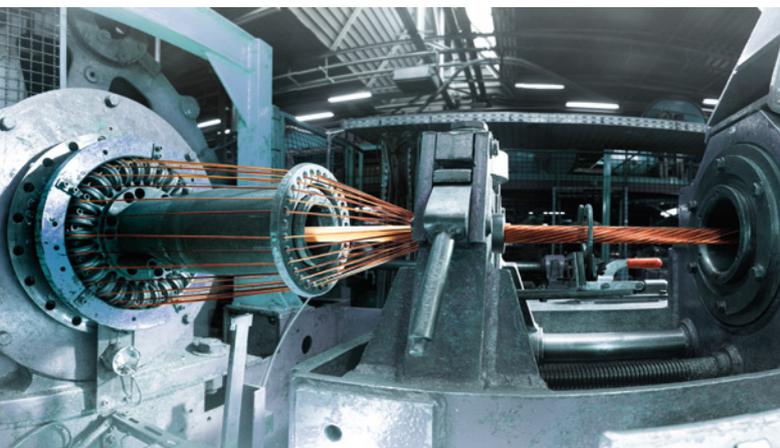
PRODUCT ENGINEER

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 to make it happen. Liaising between R&D and manufacturing departments, to assess practicalities of bringing new ideas to life, and set best practice guidelines.



Where we are.



89
plants



93%
ISO14001



163
€ million - investment



17
R&D centres



PRYSMIAN GROUP PRODUCTION SITES

EUROPE

ARCO FELICE Italy	MERLINO Italy	LIVORNO Italy	PIGNATARO Italy	GIOVINAZZO Italy	BATTIPAGLIA Italy	QUATTORDIO Italy	NASSJO Sweden	SLATINA Romania	KEILA Estonia
CHAVANQZ France	GRON France	AMFREVILLE France	ANGY France	NEUF PRE France	PARON France	CALAIS France	CHARVIEU France	ST GENEVIEVE France	DOVRIN France
WUPPERTAL Germany	NUREMBERG Germany	NEUSTADT Germany	SCHWERIN Germany	BERLIN Germany	BISHOPSTOKE UK	WREXHAM UK	WASHINGTON UK	ABERDARE UK	VELKE MEZIRICI Czech Republic
SANTANDER Spain	SANTA PERPETUA Spain	VILANOVA Spain	DELFIJL Netherlands	NIEUW BERGEN Netherlands	EMMEN Netherlands	DELFT Netherlands	EINDHOVEN Netherlands	KISTELEK Hungary	BALASSAGYARMAT Hungary
PIKKALA Finland	OULU Finland	BRONDBY Denmark	RYBINSK Russia	MUDANVA Turkey	DRAMMEN Norway	PRESOV Slovakia			

AMERICAS

CLAREMONT USA	LEXINGTON USA	NORTH DIGHTON USA	ABBEVILLE USA	SCHUYLKILL HAVEN USA	BRIDGEWATER USA	ROCKY MOUNT USA	DEE WHY Australia	LIVERPOOL Australia	AUCKLAND New Zealand
PRESCOTT Canada	VILA VELHA Brazil	SOROCABA Brazil	ST. ANDRE' Brazil	LA ROSA Argentina	DURANGO Mexico				

OCEANIA

ASIA

SUZHOU China	BAYONG China	TIANJIN China	WUXI China	RAYONG Thailand	MELAKA Malaysia	CIKAMPEK Indonesia	SINGAPORE Singapore	CEBU Philippines	AUTOCABLES Ivory Coast
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AFRICA

NOTES

📍 Energy
 📍 Telecom
 📍 Energy + Telecom
 ★ Main Plants Involved in 2016 Program

A world-class career program.

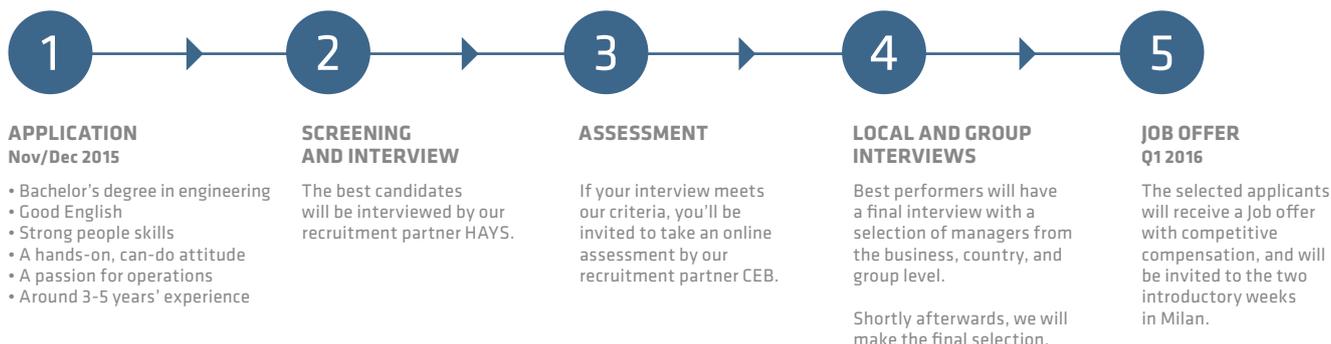
WHAT'S IN IT FOR YOU?

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



THE TRAINING PROGRAM



Group induction

A two week introduction in Milan, Italy, at our global HQ. 1st week getting to know Prysmian Group and our culture. 2nd week focusing on operations.



On boarding

A two month local on-boarding program including on-the-job training and job rotation exposure to different parts of the business.



Skills development

Spend 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 to support and encourage your own learning and maximise your potential, develop your skills, improve your performance and become the person you want to be.



Career development

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.



PRYSMIAN GROUP MANUFACTURING ACADEMY

WORLD-CLASS TRAINING AT A STATE-OF-THE-ART FACILITY.

Join us, and as part of your training program, you'll be enrolled in the Prysmian Academy, where you'll spend 2 weeks in Turkey at our new state-of-the-art Manufacturing Academy. The Manufacturing Academy has the aim of strengthening the manufacturing skills of our people, ultimately impacting all our product ranges, while building a strong Manufacturing Community.

The Academy will involve global and local experts and is the Group's Center of Excellence. Under the expert coordination of Halil Kongur (who has 35 years' experience in the Group), our Manufacturing programs offer a complete portfolio of skills training for employees at all stages of their careers.

Mudanya is also home to one of our largest global production facilities, offering an unparalleled insight into the world of Prysmian Group.

The facility is where many of our energy cables are produced, from low voltage to high voltage, along with telecom cables, including underground, coaxial, copper and fibre optics. Products made here serve a wide range of industries, from oil & gas and renewable energy, to automotive, shipping and construction.

The precise nature of your training will depend on your chosen role, but will be a module-based program, combining classroom theory with practical, hands-on experience. Ultimately, you'll be part of an apprenticeship that will put you in an accelerated learning program that will really advance your career.



"Operations is a sensitive topic because it is directly related to the satisfaction of our customers, who buy Prysmian cables for their excellent reputation and because of the supply accuracy. For all these reasons, this centre is a great result for the company".

HALIL KONGUR,
*Director of Prysmian Manufacturing Academy,
Prysmian Turkey Chairman*

EXCELLENCE IN MANUFACTURING

Manufacturing managers, plant managers

ADVANCED MANUFACTURING

Experienced process engineers and production engineers, process engineering supervisors, production managers, plant maintenance managers

MANUFACTURING FUNDAMENTALS

Process engineers, production engineers, efficiency specialists, production planners and maintenance specialists

TECHNICAL EXPERTISE

Our team and our careers.



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.



JOHN LAMB
USA

I joined the Group in 2006 and am currently director of operations for our factory in Schuylkill Haven, Pennsylvania. It's a complicated facility, serving at least 12 different markets, each with its own specific cable needs.

No two days are the same here, and the quest for continual improvement keeps me motivated.

When it comes to personal development, one thing's for sure, if you're looking for a company that really challenges you, come join us and you'll never look back.



SIMON PRICE
AUSTRALIA

I'm Plant Director for the Australian Telecoms factory, in the beach suburb of Dee Why. It's a role I accepted at the beginning of 2015, after working with the production planning team since 2009.

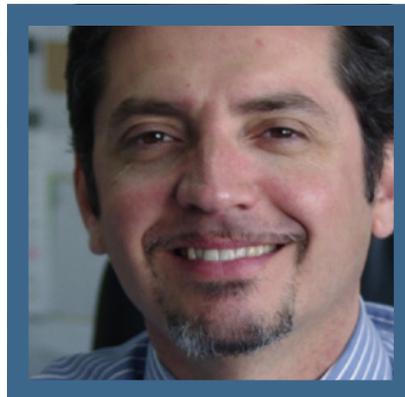
The most rewarding project I've been involved in to date is the installation and development of ribbon cable for Australia's National Broadband Network, something that's making life better for thousands of Australians, especially those in more remote areas. Working closely with our Lexington plant in the US, I've been introducing their skills and knowhow to the Australian team, so we can create this innovative Prysmian product ourselves.



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.



PIERRE EUGENIO TRIGEMINI
FRANCE

I joined the Group as a Process Engineer in 2000. Since then, my career path has offered me a constant stream of exciting challenges, which thanks to the knowledge and support I received along the way, I was able to face head-on.

Today I'm Plant Manager in Paron (France), and I'd recommend Prysmian to any young engineer keen to pursue an international career in the industry.



SEZGIN ISLAMOGLU
FINLAND

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. Today I head up the Oulu Plant in Finland, where I'm Plant Director.

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.

Main partners involved.



Powering the world of work recruiting experts worldwide. We are Hays, the world's leading recruitment experts. In 2014, we placed 63,000 people in permanent jobs and 200,000 people in temporary roles.



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.



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 world-class research and distinguished teaching. Established in 2000, SMU's mission is to generate leading-edge research with a global impact, and produce broad-based, creative and entrepreneurial leaders for the knowledge-based economy.



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. It 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.

