

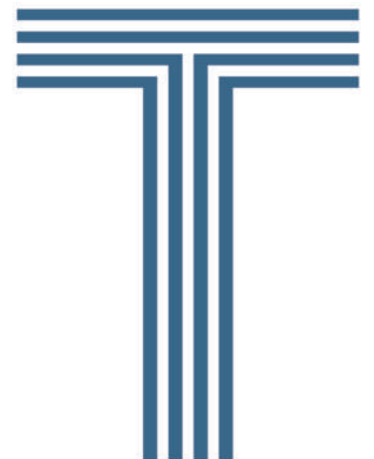
MAKE IT

A manufacturing career
at Prysmian Group

**Embrace
the blue**

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

**Join our Top level
engineers team!**



**Prysmian
Group**

Embrace the Blue Manifesto

The Prysmian Group blue is the colour of progress.
From blue-sky thinking, to a blueprint for tomorrow,
we drive technology forward.

As market leaders, we're transforming the energy and telecoms industry,
to enable human achievement anywhere. Innovative technologies with
the power to shape the world. Smarter energy solutions.
And ideas that drive the digital economy.

Join our recruitment program Make It.
It invites engineers to join our global design and manufacturing
team, working on some of the world's most exciting projects

Embrace the blue.
Together, let's create a better tomorrow

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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, but 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 our people are our most valuable asset, that is why we ensure constant investments ensuring our organizational needs match individual skills, capabilities and expectations.

A SNAPSHOT OF OUR BUSINESS



30,000
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



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



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



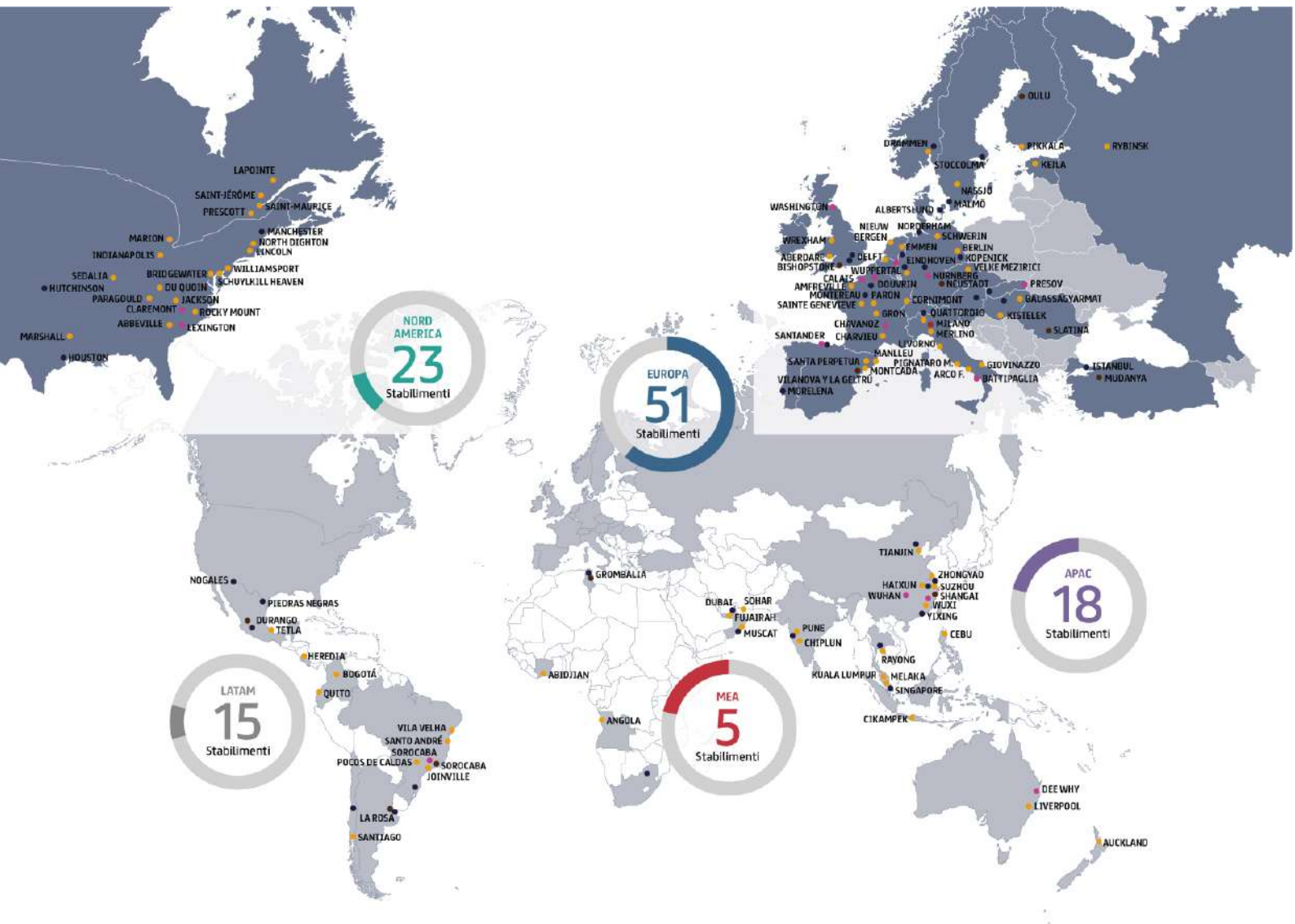
Every year we supply 1.2 million tonnes of energy cable. That's the weight of 120 **Eiffel Towers.**

A man in a dark suit and light blue shirt is shown in profile, looking down at a tablet computer he is holding. The background is a composite image of a city skyline, featuring prominent buildings like the Gherkin in London, overlaid on a sky with soft, white clouds. The overall tone is professional and forward-looking.

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

Spanning 50 countries, 112 plants, 25 research and development centres, and with about 30,000 employees, we've a strategic footprint that allows us to service emerging markets and communities across the globe with ease.

BECOME PART OF A GLOBAL TEAM



PRYSMIAN GROUP GLOBAL PRESENCE



ENERGY



TELECOM



COMBINED
ENERGY AND
TELECOM



OFFICES



HQ

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 NEW VALUES

DRIVE

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**.

TRUST

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

SIMPLICITY

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

DIVERSITY



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

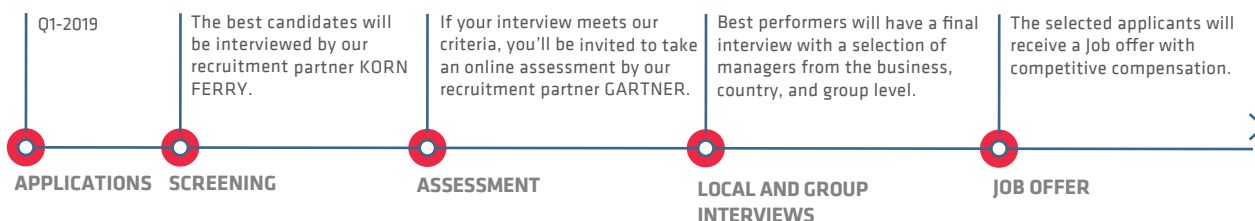
Main responsibilities include: maximizing use of the organization's resources and meeting established production specifications and schedules; volume, cost, and wastage targets; and quality standards. Developing and implementing manufacturing schedules and procedures and allocating labor and capital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

THE RECRUITMENT PROCESS

RECRUITMENT PARTNERS:



KORN FERRY



WHAT IS MAKE IT

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 st YEAR 2 WEEKS INDUCTION	2 nd YEAR	3 rd YEAR	4 th YEAR
2 WEEKS induction	1 WEEK in Mudanya, Turkey	1 WEEK in Mudanya, Turkey	2 SEPARATE WEEKS + project work 1 st WEEK in Plant location 2 nd WEEK in Plant location
TRAINING Group induction	TRAINING Manufacturing Fundamentals	TRAINING Manufacturing Fundamentals	TRAINING Lean Six Sigma (LSS) Project based work & assignment

THE PROGRAM



GROUP INDUCTION

As part of the Make It training 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 AND MENTORING

You will be given **three months local on boarding** including on the **job training** in your role and a **job rotation phase** giving exposure to different parts of the business, creating a **better understanding of the local business** and key departments/people you will work with. During this phase you will **meet and work closely with an existing expert** in the business and **learn from their experience**. This person will be **your mentor** and assist you in adapting to your new environment and to help you reach your development goals. **Our mentoring program** is designed to **support and encourage** your own learning, **maximise your potential, develop your skills, improve your performance** and help you become the person you want to be. They can support you throughout your career with Prysmian.



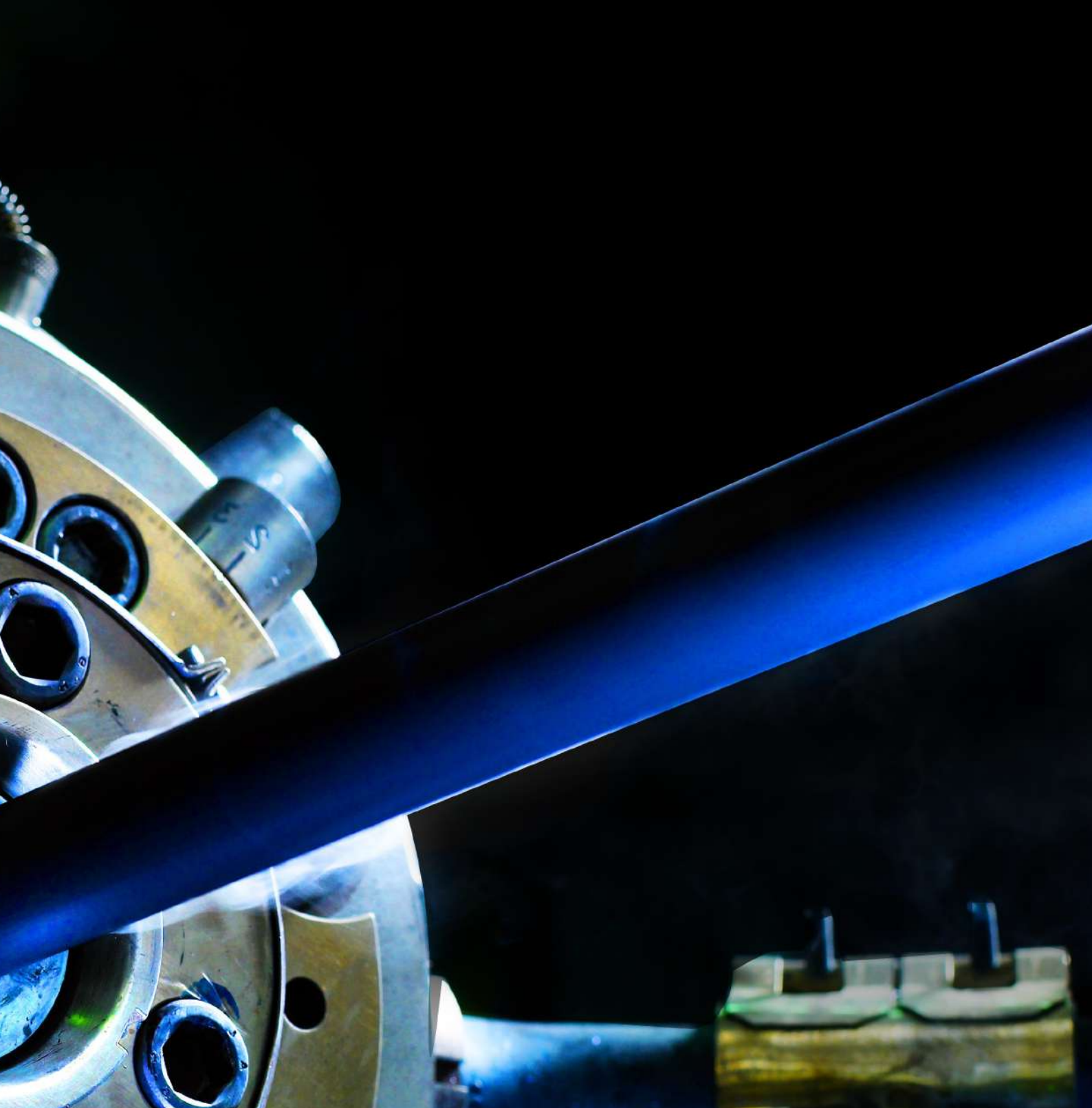
SKILLS DEVELOPMENT AND GROUP EXPOSURE

During the **first 4 years** you will spend time honing your skills. You will undertake **3 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**, partnering **universities and consultants** who are experts in their fields. In the **4th 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,
Maintenance Engineer at Slatina, Romania





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.

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.



P3 is the Group's Performance appraisal system. Prysmian People Performance (P3) is a tool for the motivation and engagement of employees to measure the annual performance of individual employees. This requires the allocation of clear objectives agreed with management and the provision of constant feedback about the work performed and results obtained. You'll receive a P3 from your first year of employment.



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. P4 is a process of assessment and leadership development has been implemented, with the aim to plan job succession within the Group. Your career path will develop depending on your performance and P4 results.



YES is the first Prysmian Group Employee Stock Ownership Plan and it is the opportunity for Prysmian employees worldwide to acquire Prysmian shares. In the first five years, over 53% of our employees (that's 9,200) in 28 countries have become investors.

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.



DANIELLE KIRBY - AUSTRALIA

I am a process manager of a factory producing industrial cables in Liverpool. I would describe my experience at Prysmian Group as diverse, unpredictable and rewarding. During the induction to Prysmian and Make It I had the opportunity to network with others from around the world. Managing people is one of the most challenging and rewarding aspects of my role. I work with a diverse group of people who are motivated differently. It is rewarding seeing the team come together, working efficiently and in a happy and safe working environment to get the job done. Make It gives you access to many skill sets and opportunities. Being able to train in a different country, results in the development of skills that might not otherwise be developed.



AMIR MORADI - CANADA

I am a Process Engineer at our Prescott plant, Canada. I am part of the team who manufacture cable 24/7 which can be challenging and requires a good vision to prevent any unforeseen circumstances compromising the production, efficiency of plant and safety of operators. The Make It Program looks for professional engineers with background in industries other than cable. My background is mechanical engineering; I have experience as a design and project engineer. Being part of the Make It team you should be flexible, open to diversity and willing to creating change where necessary. Make It a once in a life time experience for a young engineer to become part of a successful group and at the same time create an impact in local plants while undertaking training with the Make It Program at a global level.



OLIVIA-BERNADETTE JÄHRLING - GERMANY

I am a production manager within a copper/data factory in Nuremberg, Germany. I joined Prysmian in 2017 as part of the Make It Team. I have found my experience so far challenging, enriching and full of adventure. I enjoyed meeting people from plants all over the world during the induction in Milan which created a network of likeminded people within Make It and Prysmian. We discuss process issues, problems, celebrate wins and I get their input and impressions. I would recommend the Make It program to anyone who wants to orient themselves in the business world.



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.

OUR MAIN PARTNERS



OUR CONTACTS

For more info and to apply, visit prysmiangroup.com/makeit

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