



How can I boost  
my career right  
from the start?

Dare to ask.

The Siemens Graduate Program – Encouraging excellence since 1922.

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How up-to-date can a graduate program established 47 years before the first lunar landing be?

Simone Waeger and Aditya Ramkrishna (cover) as well as Nadine Laube, Reimar Paschke, Dirk Hoke, Edwin Cheung, Bryan Lin and Sarah Oraby are just eight of over 1,800 individuals who have dared to ask. To this day, they continue to profit from the practical experience gained, the knowledge acquired and the global networks established during the course of the 24-month program.



## Where do you find new challenges, promising prospects and endless possibilities?

At the Siemens Graduate Program – since 1922.

# Dare to ask

How can we meet the rising demand for energy while at the same time protecting the environment? How can we increase industrial productivity without increasing CO<sub>2</sub> emissions? How can we make healthcare efficient, patient-friendly and affordable? And how can we improve our urban environments?

At Siemens, we are looking for people who dare to ask the toughest questions. Open-minded and curious people who have an understanding of the world we live in. Dedicated people who are determined to find answers. People who want to make a difference. Like the 405,000 people at Siemens. People like you?

The Siemens Graduate Program has been encouraging the development of future leaders and the promotion of excellence since 1922, making it the first university graduate program to be established at Siemens.

Today, the SGP is an international program that's available in various global regions, offering its participants thematic variety, challenging assignments, comprehensive content and an international network of contacts. Its concept has changed little over the years, while the program itself continues to do what it has always done: Prepare young and talented individuals for a career at Siemens.

## “How is it possible to gain deep insight from a broad-based start?”



# Encouraging excellence since 1922

### The program and its concept

The SGP was conceived to promote talent and to support cultural exchange. It helps to introduce program participants to the international Siemens community and to familiarize them with Siemens, the company. Participants will find that after completion of the SGP they have all they need to start their professional careers on the right track.

The two-year program consists of three demanding work assignments within one of our Sectors, each lasting eight months. During this time, you'll gain deep insight into our company and the many tasks we perform on a daily basis. The program's highlight is no doubt the assignment abroad, which you'll be completing at one of our nearly 1,700 worldwide business locations.

### Individual planning of assignments

At the start of the SGP we'll sit down with you and determine the general direction of your career path.

The Siemens Graduate Program is essentially a "working program"; with us, it's all about learning by doing. During your assignments, you'll be actively integrated into the day-to-day business, assuming full responsibility for the tasks assigned to you. One thing is certain: We will be supporting you throughout the entire program.

### Diverse assignments at home and abroad

You will be working in at least two different functional areas during your rotations, such as engineering, product management, procurement or sales, to mention just some of the possible functional areas.

You will find yourself faced with a variety of demanding tasks, which you will be asked to solve independently. You'll soon get to know our day-to-day business from various perspectives while at the same time gaining extensive experience at different Siemens business locations both at home and abroad. During this time, you'll also be interacting with people from different countries and backgrounds. The experience gained here will help you to learn how to best deal with various intercultural situations. You'll also find out how Siemens successfully promotes international business collaboration. And who knows? You may even learn a new language.

### Comprehensive training

The SGP is not just about completing challenging assignments. We will also help you to develop personally as well as professionally: We support you with a variety of demanding training measures in the area of personality development and management, with topics that range from communication and leadership to the basics of project management and much more.

Tongtong Dou dared to ask and found out that the SGP offers the perfect start to her career. With the SGP, she has the opportunity to proactively determine her own development. Made up of three eight-month assignments, the SGP offers her a comprehensive overview of Siemens, a guaranteed assignment abroad and plenty of practical as well as intercultural experience. The SGP is a broad based-start with deep insight.



## How can a trusting relationship with my mentor help me to ask the right questions?

Sabine Baron and her mentor, Nicole Herrfurth, speak regularly. Together, they are the perfect example of a well-functioning mentor-mentee relationship. Together, they recognize and develop potential and plan Sabine's professional career. Together, they form an excellent team.



Benedikt Sailer and Dr. Patrick Amarteifio as SGP participant and alumnus are connected through the SGP network. And they will stay in contact – maybe at the annual "SGP World Conference" – and benefit from their relationship.



### Mentoring

A personal mentor will accompany you for the duration of the program. He or she will work with you to improve your skill sets, assist you in planning your assignments and advise you in career matters.

Your mentor will also help you to answer difficult questions, establish the necessary contacts and generally offer assistance wherever needed. In return, we will be expecting you to take the initiative and to show us that you are making the most of your mentor-mentee relationship.

Near the end of the SGP, your mentor and you will jointly assess your overall progress and then find a suitable position within the company, ensuring that your transition from the SGP to your target function is a smooth one.

### Your Siemens network

It is important to us that you get to know your fellow SGP colleagues. You'll have plenty of opportunity to do so – at annual conferences, through cooperations within cross-Sector sub teams and via the international alumni community.

Each of the more than 1,800 alumni situated around the world represents a potential personal contact that's available to you from the very start. The program may last only two years, but the connections made here will last a lifetime.

The annual "SGP World Conference" is one of the highlights of the SGP. Here, you'll have the chance to meet SGP participants from around the world as well as members of the Siemens management and HR representatives.

### Whom we are looking for

Siemens is looking for motivated and talented individuals with convincing personalities and qualifications. The SGP targets graduates who have either finished their studies within the last year or will do so in the next few months (Master or comparable degree with above-average grades or PhD).

Siemens is at home all around the world. That is why it is also essential that you have already gained some international experience, either through study, an internship or by having lived abroad. We expect you to be fluent in written and spoken English. Knowledge of further languages is of course welcome. For details on country-specific requirements, please see our global SGP website.

### Your abilities

You are a solid individual who is able to motivate and inspire a team. Your primary focus is on results, while your excellent analytical and conceptual abilities help you succeed in business situations. Outstanding communicative abilities and self-assertiveness are among your traits, as are flexibility, mobility and a desire to be active in an international business environment.

### Your application

Take the initiative and send us your detailed online application. If your application meets our basic requirements, we'll invite you to take part in our multiple-phase selection procedure.

Please note that application procedures and the ideal time to apply differ from country to country. For detailed information on how to apply, please visit our global SGP website.

### Your personal contact

Mrs. Susanne Lohmaier  
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susanne.lohmaier@siemens.com  
We are happy to answer all of your questions.

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