

We pioneer motion

Working @ Schaeffler

Be yourself. Great minds think differently.



Schaeffler – A Company with Bright Prospects



www.schaeffler.de/en/careers

Schaeffler is shaping sustainable mobility. Schaeffler products are found wherever there's motion – whether in cars, aircraft engines, or wind turbines. Thanks to its innovative, forward-looking solutions, the company is one of the world's leading automotive and industrial suppliers. And to ensure it stays that way, we need creative minds, lateral thinkers, and visionaries – people like you. So, join us, and together let's shape the future!

Introducing Schaeffler

As a leading global supplier to the automotive and industrial sectors, the Schaeffler Group has been driving forward groundbreaking developments in the fields of motion and mobility for more than 75 years. With innovative technologies, products, and services in the fields of CO₂-efficient drives, electric mobility,

Industry 4.0, digitalization, and renewable energies, the company is a reliable partner for making motion and mobility more efficient, intelligent, and sustainable – throughout the entire lifecycle. The technology company manufactures high-precision components and systems for powertrain and chassis applications

as well as rolling and plain bearing solutions for a large number of industrial applications. Schaeffler is one of the world's largest family-owned companies, with a global network of manufacturing sites, research and development facilities and sales companies spread across some 200 locations in over 50 countries.

Did you know ...

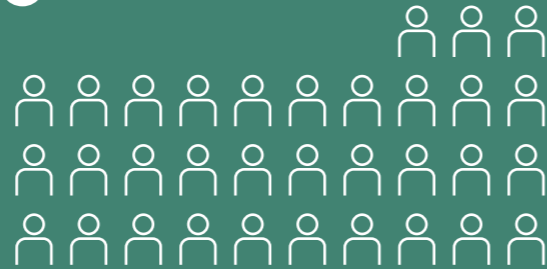
... that Schaeffler had Germany's fourth-highest number of patent applications in 2022, making it one of the most innovative companies in the entire country?



4

84,000

... that Schaeffler has around 84,000 employees worldwide?



200

... that Schaeffler has around 200 locations in over 50 countries?



50



60

... that every car on the planet comprises on average around 60 Schaeffler products?



230

... that Schaeffler offers about 230 positions for working students in Germany every year?



950



... that Schaeffler offers approximately 950 internships in Germany every year?

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Working at Schaeffler: Our Employees – Drivers of our Success

With over 84,000 employees, Schaeffler is one of the world’s largest family-owned companies. Our employees are the driving force behind our success. Every day, they ensure that our company has the visionary products needed to hold its own among the world’s technology leaders. That’s why, at Schaeffler, we don’t just focus on performance and engagement – we’re committed to creating a positive environment where our employees can thrive.

Diversity and Inclusion

Workforce diversity is a key factor in our success. The diversity of our workforce is a major driver of innovation because people from different backgrounds bring a mix of skills and ideas to the job.

Schaeffler is committed to maintaining a diverse working environment in which the individuality of each person is recognized and treated with respect and honesty. We use a whole range of approaches, including mentoring programs and flexible HR processes, to actively facilitate diversity and mutual respect in the workplace.

Work-Life Balance

Being a proudly family-owned company, Schaeffler attaches great importance to work-life balance. That’s why we offer you a range of options for structuring your work around your life:

- Flexible hours
- Part-time work
- Working from home
- Child-friendly office spaces
- Vacation programs for your children
- Company pension plans
- Job sharing

Healthcare and Company Sports

Schaeffler actively promotes the health and well-being of all employees and takes great care to provide a healthy working environment. For example, we make it a top priority to ensure ergonomic workplace design, and our employees benefit from consultations with our workplace physicians and regular medical checkups. In addition, our employees and their families are able to make use of our various sports and leisure offerings. These are specific to each location.

Schaeffler Health Coach

Schaeffler was one of the first large corporations in Germany to develop a digital health management tool for its staff – the Schaeffler Health Coach app.

This app, a joint production with our health insurer Barmer, gives all employees quick, convenient access to services and information for managing their health. It can also be used to make physiotherapy appointments and book online and in-person courses.

Opportunities for Development

For people with commitment, get-up-and-go and the right know-how, Schaeffler is a great place to launch a career. We offer a wide range of roles, both within each location and across our organization via exchanges, giving you a wealth of career opportunities to choose from.

Schaeffler supports and challenges its employees by assigning stimulating work and continually offering new incentives for growth. We do this through major investment in training and professional development, and by contributing to career-specific courses of study in partnership with numerous universities.

At Schaeffler, you’ll receive first-rate support from our employee development experts at all stages of your career so that you’re always equipped with the right technical, methodological and personal skills for your job.

Onboarding

We’re committed to helping you find your feet here at Schaeffler as quickly as possible, so we provide personalized onboarding.

Well before your first day with us, we’ll reach out to you with all the key information you’ll need to get off to a good start. And on your first day, you’ll be welcomed by your department and introduced to your team. We also organize regular introduction events to give our new hires a good basic understanding of what their jobs here at Schaeffler involve. These are also valuable opportunities for you to meet key contacts beyond your immediate work area and start building your personal networks.

We will also set you up with a buddy – a highly experienced member of staff you can turn to for support as you learn the ropes. That way, you’ll get to learn from the experts right from day one.

Schaeffler Academy

Our range of advanced training and professional development courses is managed worldwide by the Schaeffler Academy. Offering over 1,000 different courses, the Schaeffler Academy caters to everyone, from apprentices through to top-level managers. The Schaeffler Academy is there to assist you in achieving your personal and professional goals. It is constantly pioneering new approaches to learning, to enhance employees’ professional skills and expertise and inspire them in their individual development journeys.

Talent Management: Personal Development and Career Planning

Highly skilled and motivated employees are absolutely vital to the success of our business. That’s why we offer good jobs with solid career prospects. Here at Schaeffler, talent management is about providing employees with the right development opportunities and identifying high potentials. As a global company with a global talent pool, we want to be able to give early consideration to existing in-house talents – wherever they may be based – when filling vacancies.

To ensure this, we undertake active talent management on an ongoing basis, all year round. This starts with employee development interviews, in which employee and supervisor discuss expectations around conduct and performance, as well as areas for improvement, and development opportunities. An individual development plan is then created to help define and map out the employee’s professional and personal development. In subsequent cross-departmental discussions, the results of the employee development interviews are used to help identify high potentials. This highly systematic approach means you’re always developing precisely in the direction that’s wanted and needed and are well positioned to help us shape the future.



Keen to find out more about personal development at Schaeffler?
Scan here to go to our website!



Career Areas

Whether you're still studying or have just completed your degree, there are so many ways you can become part of the Schaeffler team and help us shape the future.

As a leading technology company with a diversified product portfolio, we offer exciting careers in the following areas:

Technical	Business Administration	IT/Digitalization
Application Engineering	Business Development	Data Analytics
Business Development	Consulting	Data Architecture
Design	Finance/Controlling	Network Administration/Engineering
Electrical Engineering	Human Resources	Project Management
Logistics/Scheduling/Supply Chain	Legal/Patents	SAP Jobs
Manufacturing Control/Planning	Logistics/Scheduling/Supply Chain	Software Development
Manufacturing Methods/Technology	Marketing/Product Management	Support/User Support
Materials Engineering	PR/Communications	System Administration/Management
Mechatronics	Project Management	System Development
Operations Scheduling	Purchasing	Systems Engineering/Consulting
Production	Sales	
Product Development		
Project Management		
Quality Assurance (Manufacturing)		
Quality Management		
Research and Development		
Simulation		
Special Machinery		
System Development		
Testing		



Bio
Paul Laks
Manager
Electric Axle Production
Subsegment

From trainee to manager – Paul Laks talks about his career path

On completing his master's degree in aircraft systems engineering, Paul Laks started out in prototyping in our Operations trainee program. Why did he choose Schaeffler? Because of our high degree of vertical integration and the exciting opportunities for trying new ideas. "Here at Schaeffler, we never accept the status quo, we always want to make things better. And that's a mindset I really like."

The trainee program was the perfect entry point for Paul because it offered him the opportunity to not only get to know several different departments but also develop personally and network. The flexibility and the fact that he had a say in which departments he was rotated through allowed him to tailor the program to his own interests and acquire a broad base of technical knowledge. "I gained an understanding not just of how the production processes themselves work, but also the supporting processes around that, such as logistics, scheduling, and purchasing."

Paul particularly valued the one-on-one support he received from his mentor, the associated training courses, and a three-month stint abroad. "It's an important time of transition from student life to professional life," he says.

After completing the 18-month trainee program, Paul moved into a permanent position as a qualified specialist in tool production. Today, he works as a team leader and product manager in electric axle and gear manufacturing. His core responsibilities in this role include ensuring that production targets are met. This requires him to track certain KPIs, keep a constant eye on costs, and drive continuous improvement.

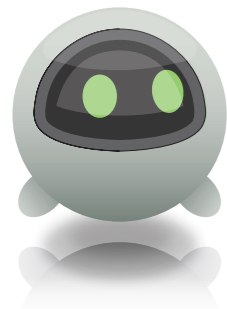
Paul first discovered his passion for the production side of the business, and the electric axle in particular, during his traineeship. "The electric axle is a key product. Schaeffler wants to be an early mover in the transformation of the automotive industry and is itself transforming from components supplier to systems supplier. In that sense, the e-axle is a core transformation product."

Paul is still benefiting immensely from the broad knowledge base and extensive network he built up during his traineeship. "To meet our targets, we have to work with lots of other production-adjacent areas, such as Special Machinery and Quality – and I got to know the people in all those areas during my time as a trainee."

Practical work experience is key to getting your foot in the door in your chosen career. And Schaeffler offers you the opportunity to gain that practical experience during your student years.

You can do this by means of a pre-study and basic internship, an advanced student internship in Germany or a stint as a working student, or by completing your final degree thesis with us. Whatever the route, it's a vital first step on the career ladder at a major international company.

Have you heard about our digital teaching materials for students? You'll find a whole world of options on our careers website.



Internships

Apply what you've learned in college in real-life work situations.

Out of the classroom and into the working world: Doing an internship while working on your degree lets you put your theoretical knowledge into practice right away.

Schaeffler offers internships in a range of areas, including engineering, business, and science.

As an intern, you are an integral member of a team and get to work on challenging projects. This gives you real insights into working life.

Types of internship

- Voluntary internship
- Compulsory internship
- Pre-study internships and basic internships (during study)

Prerequisites

- Enrollment in a degree course of study
- Very good to excellent MS Office skills
- Strong English language skills
- Flexibility and the ability to work both independently and as part of a team

Other key info

- Remuneration: monthly salary and (if applicable) accommodation allowance
- Duration: Four weeks to six months



All key benefits at a glance

- Interesting work
- International environment
- Work as part of a team
- Strong work references for starting your career
- Individual mentoring
- Financial support

Working Students

Keen to earn a bit of money while working on your degree and get a feel for real working life? We are generally happy to offer students the opportunity to gain practical experience in our company through regular work alongside their degree studies.

Prerequisites

- Enrollment in a degree course of study
- Very good to excellent MS Office skills
- Strong English language skills
- Flexibility and the ability to work both independently and as part of a team
- Previous experience at Schaeffler desirable

Other key info

- Flexible hours, up to 20 hours/week
- More hours during semester breaks, depending on our needs

Degree Thesis Projects

Do your thesis with us and let the last step of your degree be your first step into a successful career. We offer a range of topics with a strong applied focus. You can also apply to us with your own topic proposals.

Prerequisites

- Enrollment in a degree course of study
- You should ideally have prior practical experience in the relevant specialist field

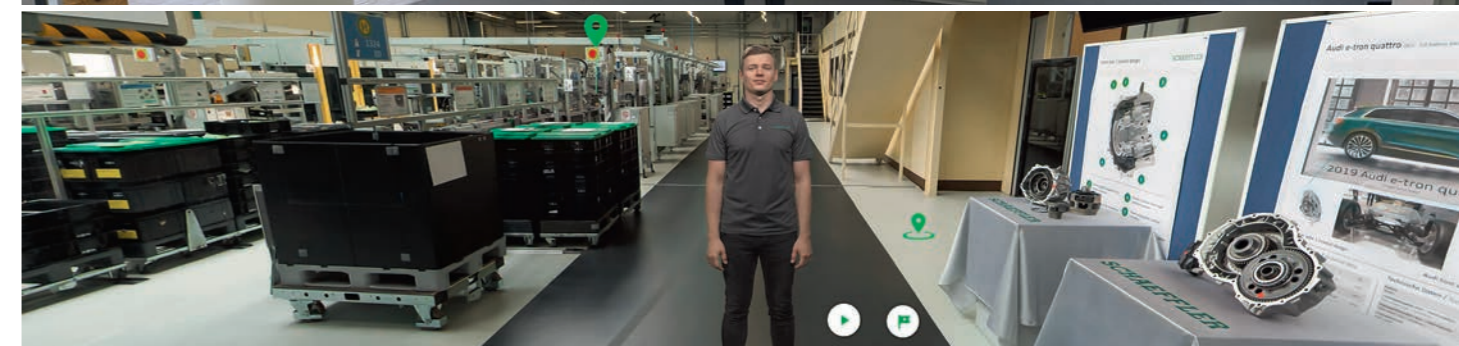
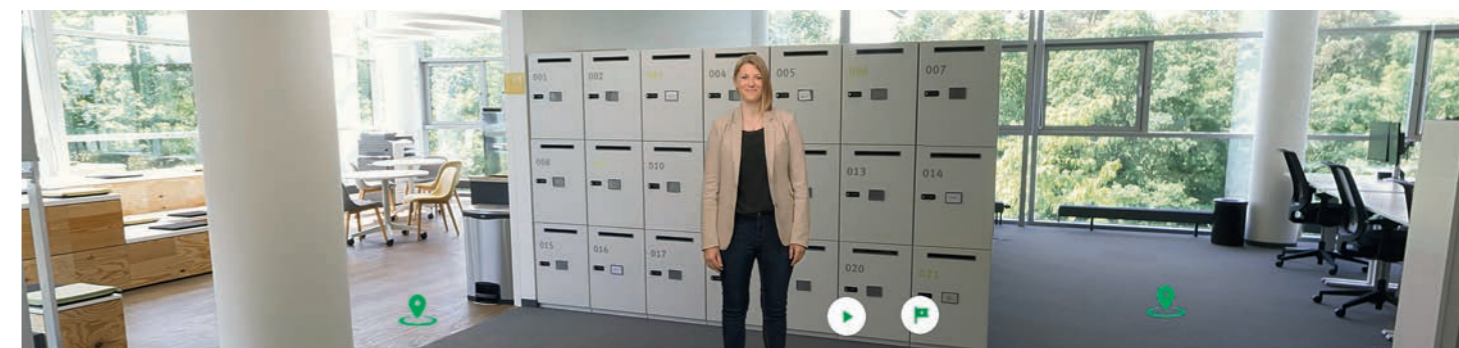
Other key info

- Remuneration: monthly salary and (if applicable) accommodation allowance



CareerXperience Platform

Visit us at our virtual CareerXperience platform! You'll find everything you need to know about careers at Schaeffler, plus you can explore various aspects of our organization, including our electric axle production area and our New Work model.



#BoostHerCareer Mentoring

In this mentoring program for female students, you will receive one-on-one support from an experienced member of Schaeffler staff for a period of 12 months. It's just another way we can help with your personal and professional development. Taking part in the program is a unique opportunity for you to build a bridge between the theory learned during your studies and your later professional life.

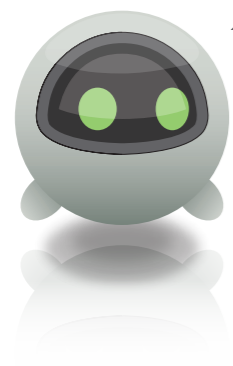
Prerequisites

#BoostHerCareer is open to female students who

- will be enrolled in a degree course of study for the duration of the program
- are in the fourth or higher semester of their bachelor's or master's degree
- who (preferably) are studying a STEM subject, such as electrical engineering, mechatronics, mechanical engineering, or informatics
- have a high degree of motivation and personal initiative

Benefits

- 12 months of support from a mentor specially matched to you
- Support with navigating your career path
- Opportunity to work on your personal and professional profile
- Chance to build up specialist knowledge and gain insights into a forward-thinking company
- Opportunity to grow your personal and professional networks
- Stimulating workshops on personal and professional development
- Exciting exclusive company events
- Deep insights into a range of career pathways at Schaeffler, including internships, degree thesis opportunities, direct entry options, and trainee programs



Find out more about our programs for students here!



Schaeffler Top Students

Students demonstrating exceptional performance, engagement and talent during their time at Schaeffler (internship, working studentship, or final thesis) may be invited onto our Schaeffler Top Students program upon completion of their stint.

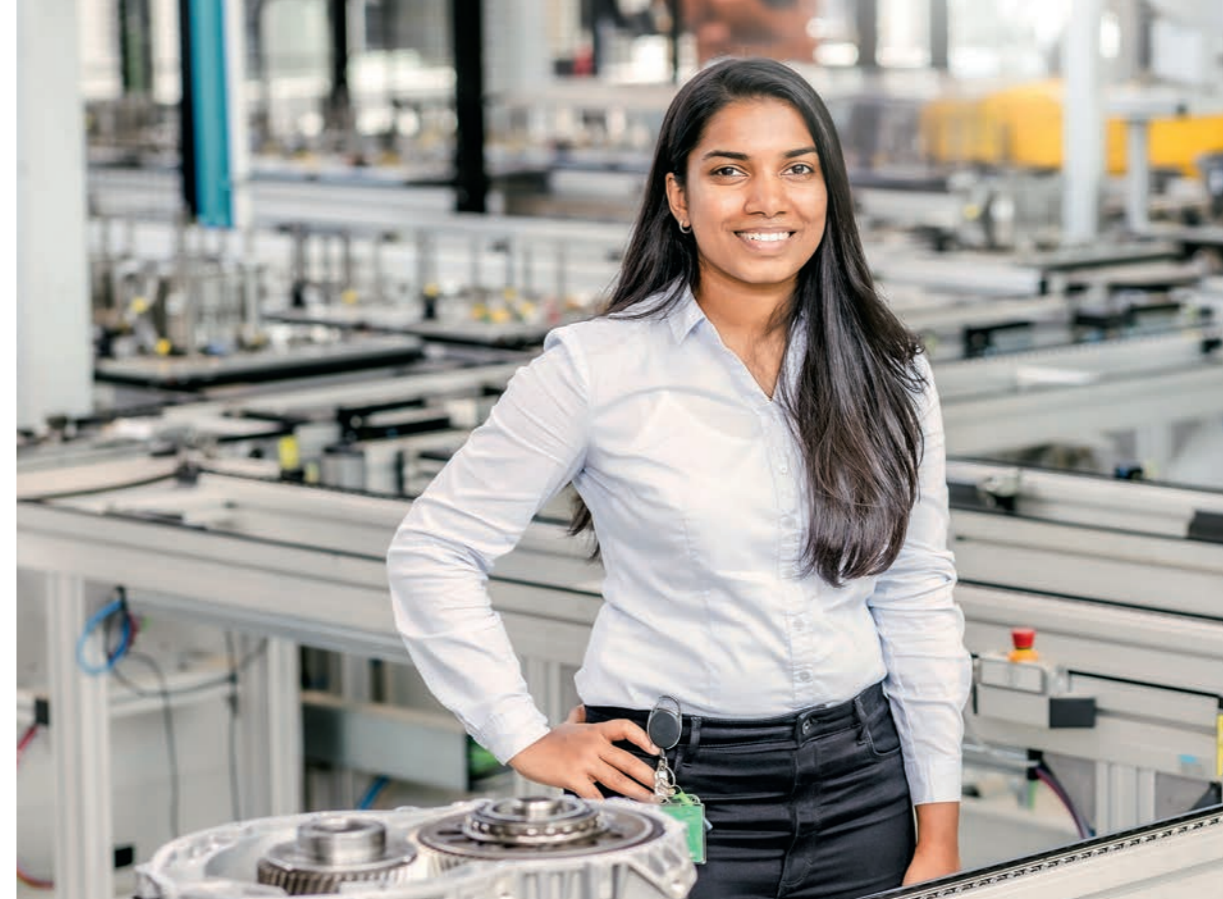
This program is a great opportunity for students to stay in touch with us. As a Schaeffler Top Student, you'll be able to build a much closer relationship with our organization, network with other young talents, share insights and swap stories, and, of course, position yourself for a successful start to your working career.

Prerequisites

- Outstanding performance and strong engagement during your time at Schaeffler
- Passion for innovation, team player, ability to fit in and to inspire others
- At least two semesters of study remaining before completion of degree

Program content

- Ongoing and regular contact with Schaeffler
- Exclusive online community
- Career advice
- Invitations to company events, technical presentations, plant tours, etc.



Bio

Shikha Kalesh
Supply Chain Management
Professional

Shikha Kalesh launched her career at Schaeffler while still a student

During her master's studies in automotive production engineering, Shikha undertook an internship in Project Purchasing (Automotive) at Schaeffler. After her internship, she wrote her master's thesis in conjunction with Schaeffler's Supply Chain Management department, in the course of which she gained a unique insight into digitalization.

She also took part in the #BoostHerCareer mentoring program, gaining a better understanding of internal processes in the Schaeffler Group and benefiting from personalized support in her professional and personal development. With the help of her specially selected mentor, Shikha expanded her network and made valuable contacts in various departments. "My mentor supported me in many ways," Shikha says. "He showed me the options and possibilities open to me and helped me with key decisions. As a newcomer to working life, I found this hugely helpful."

Shikha is currently writing her doctoral thesis in collaboration with the Corporate Inbound Supply Chain team here at Schaeffler. Her research focus is on how integration of digital supply chain systems affects the ability to achieve operational excellence, supplier satisfaction, and supply chain resilience. One of the things she really likes about being part of Schaeffler is the variety she encounters in her work and research. "Every day brings something new, and I'm rarely ever working on the same thing. The sheer variety keeps the work exciting." As part of her research, Shikha is supporting her team in the development and rollout of a new system for the digitalization of purchasing. "On any given day, I could be developing training courses for suppliers, creating material like videos and plans, or supporting the project management team with the rollout – it's all part of my work," Shikha says.

As she rotated through various departments and areas at Schaeffler, one thing remained constant: the work atmosphere. "Here at Schaeffler, everyone is very friendly and accommodating, and I always feel right at home," she says.

Opportunities for College Graduates and Candidates with Work Experience

Here at Schaeffler, our vision is to help shape the future of mobility. It's what inspires us anew every day to achieve great things. To ensure we have the people we need to make this vision a reality, we offer young talent and candidates with work experience – people like you – a wealth of opportunities for starting a successful career. These range from trainee programs to direct entry – just choose the path that best suits you and your interests.

Trainee Programs

Our trainee programs offer you an excellent start to your professional career and prepare you for challenging positions at Schaeffler. Simply choose from among our five programs based on your professional interests. We advertise multiple positions for each program, so there are plenty of opportunities to join us. As a trainee, you will be assigned responsibilities early on and get to know all aspects of your area through both project work and regular operations.

Over the course of 18 to 24 months, you will progress through various core and elective rotations, working on challenging tasks in each one. Each module in the program will be individually matched to your skills, qualifications, and interests, and to the requirements of the intended specialist area.

You'll also be able to contribute to your department by spending up to six months abroad and hence gain international experience while expanding your Schaeffler network beyond your home location. What's more, you'll benefit from comprehensive support from an experienced mentor and receive regular feedback from experts in all the departments along your journey.

What we offer you

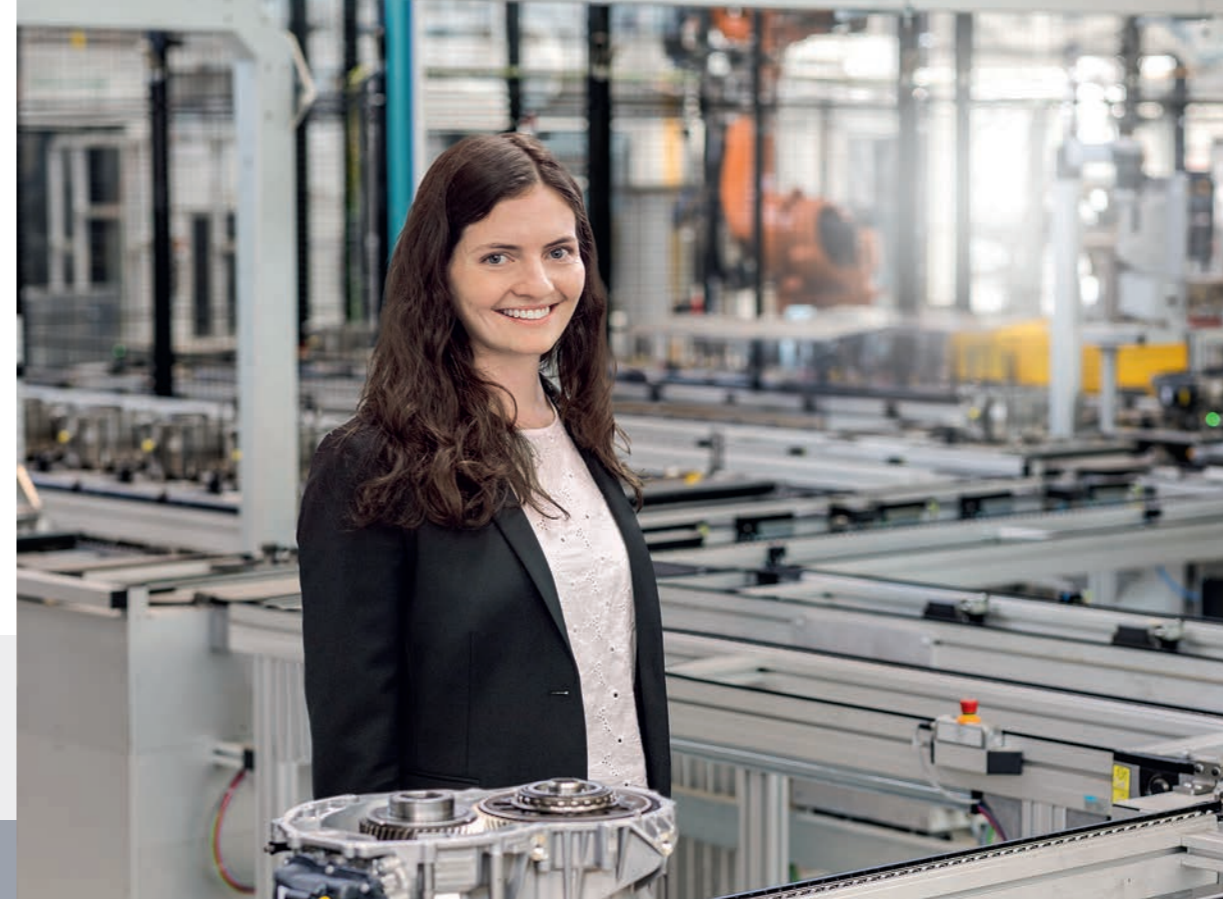
- Potential placement areas:

Operations, Automotive Development, HR, Finance, Aftermarket

- A permanent employment contract
- A comprehensive specialist and interdisciplinary training program
- Regular networking events
- Comprehensive support by mentors, sponsors, and program coordinators
- Regular feedback after every rotation

Your profile

- University degree with excellent grades
- Previous relevant practical experience through apprenticeship and/or internships
- Some experience working abroad
- Team player with strong communication skills
- Highly goal oriented
- Strong performance orientation and willingness to develop



Bio
Anne-Cathrine Koch
Manager
Digitalization & Operations IT

Anne-Cathrine Koch completed the trainee program at Schaeffler

Anne-Cathrine began her career at Schaeffler as a working student in Logistics (Europe). Her supervisor at the time put her name forward for the Schaeffler Top Students program. Schaeffler uses the program to stay in touch with students after their internships, working student placements, and final theses, and to generate interest in subsequently joining the company.

As part of this program, Anne-Cathrine was invited to Schaeffler events, advanced training courses, and networking events. It was during a presentation on "Machine 4.0" at a Schaeffler summer event held as part of this program that she first became interested in digitalization. She subsequently applied to join the Digitalization (Supply Chain Management) department, where she wrote her master's thesis and then completed the trainee program for digitalization specialists.

During this 18-month program, she also gained insights into other departments, including Strategic IT, and operational areas such as Transport Management. The program also included a period of practical training on the factory floor.

Anne-Cathrine's personal highlight was her overseas placement in China. "I worked as a link between my Asian and German colleagues and played an active part in setting up the digitalization unit in China," she says.

As well as improving her subject expertise, the courses and advanced training measures that Anne-Catherine completed during the trainee program were a major plus for her personal development. And the practical experience and strong in-house networks she built up during her traineeship continue to serve her well in her current role as Head of Digitalization & Operations IT – a job that sees her working closely with software developers, data analysts and digital plant coordinators to drive digital transformation in the Asia/Pacific region. The Digitalization department utilizes new digital technologies and methods to enhance the efficiency of our internal value chains and develop new products, services, and business models. "It's exciting to work on projects that open up totally new areas," Anne-Cathrine says.



Find out more about our trainee program here!



Direct Entry

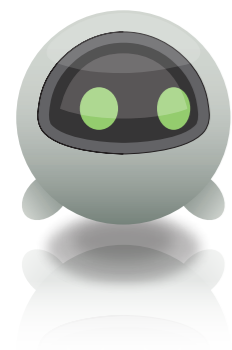
Put your expertise to work – with a direct-entry job at Schaeffler. As a direct hire, you'll get to perform complex tasks right from the start with the support of on-the-job guidance and instruction. You'll also have ample creative scope for your ideas. With our "learning on the job" model, you'll receive systematic training to prepare you to take on responsibility for a specific area. In addition to comprehensive initial training in your area, you'll gain key insights into other functional areas of the company. The entire process is supported by internal and external training courses. You'll also receive support throughout the process from your own personal buddy.

Prerequisites

- College degree or vocational and advanced training in a relevant area
- Practical skills and experience in a relevant area
- Ability to work independently and proactively
- Excellent German and English language skills
- Team player, strong communication skills, and dedication

Other key info

- Dynamic, team-centric and professional work environment
- Individual, targeted, and ongoing professional development
- Wide range of development opportunities



Scan here
to take a tour
of one of our
offices!



Bio

Laura Vosseler
Project Manager
Digitalization & Operations IT

Formula Student was a great springboard for Laura Vosseler

During her studies in business and engineering, Laura worked as the marketing manager on the "KA-RaceIng" Formula Student team at the Karlsruhe Institute of Technology. Formula Student is an international engineering design competition in which university students design and construct a racecar and compete in a range of disciplines against teams from other universities all around the world. Laura's role on the "KA-RaceIng" team was to coordinate all activities relating to publicity, event organization, and sponsor relations. That's how she found out about Schaeffler, one of the team's principal sponsors. As a sponsor, Schaeffler works closely with various teams and supports the students with internships, degree thesis projects, and career opportunities.

Laura also prepared and presented her team's business plan for the competition. This proved to be a valuable learning experience for her current job in Digitalization & Operations IT Industry, where she works as a project manager. She still draws on everything she learned during her Formula Student days.

Building on this experience, Laura also partnered with Schaeffler to write her master's thesis on digitalization. The collaboration turned out well and ultimately led to a direct-entry job as a project coordinator in our company's Corporate Digitalization unit. Thanks to the support of her team and her personalized onboarding program, Laura very quickly settled into working life at Schaeffler, including the working-from-home dimension. She was quickly integrated into her team and was given responsible tasks right from day one. "It was wonderful to be entrusted with so many exciting projects so soon after joining the company," she says.

Laura really likes the work-life balance she gets at Schaeffler. "Digitalization is an area where aspects like agility, innovation and efficiency are hugely important. The ongoing evolution of organizational structures and the flexible work model associated with that mean I can, within reason, structure my working day as I see fit."

Your Path to Schaeffler – Join the Team



Start at jobs.schaeffler.com

Start your search by selecting criteria such as level of experience, job family, job type, etc.

Alternatively, you can click through to all job vacancies from the job map.

Apply for suitable jobs

Click on “Apply now”
Enter your name and email address in our job application portal. Create your personal candidate profile by entering all data relevant for your application. Upload documents and important records such as your cover letter, résumé, and reference letters, and then submit your application.

Confirmation of receipt

You will receive confirmation of receipt right after submitting your application documents.



Application review

After we receive your application, it will be viewed by HR and discussed with the department where the position is based.

Interview

If your profile matches our requirements for the position, you’ll be given an introductory interview by telephone and/or invited to an in-person interview.

Are we a good match?

Welcome to Schaeffler!

Want to be kept informed about new job openings? Great! Simply create a candidate profile. You’ll then be part of our talent network and can receive job notifications and updates on career opportunities and company events.

If you don’t immediately receive a confirmation-of-receipt email, check that you actually submitted your application.

For further information on joining Schaeffler with varying levels of experience, click under “Career” on the “Join us” drop-down menu.



Any questions about your application?

If you have any questions before, during or after the application process, you can get in touch with the contact person named in the job posting. For more information about trainee programs, internships, apprenticeships, or degree thesis projects, go to our careers homepage: www.schaeffler.de/en/careers



Schaeffler on social media

Our Locations – Schaeffler Germany

**AROUND 200
LOCATIONS
IN OVER 50
COUNTRIES**

Schaeffler offers the dynamism of a major international technology company paired with the tight-knit culture of a family-owned business.

Our locations in Germany

We have approximately 84,000 employees at around 200 locations worldwide – including some 28,000 at over 40 locations in Germany. As a partner to all major automotive manufacturers and numerous customers in the industrial sector, Schaeffler offers a

wealth of challenging opportunities and ample scope for your personal development. We are a technology company, so engineers, in particular, will find a wide variety of jobs in research, development, manufacturing, application consulting, and allied services.





Check out our careers homepage:
www.schaeffler.de/en/careers

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