

# BUILD THE FUTURE

The Prysmian Graduate program



# JOIN OUR GLOBAL TEAM

Are you willing to make your mark in the  
Energy Transition and Digitalization of our Communities?

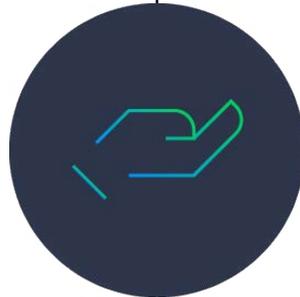
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## OUR GROUP

**50+** Countries  
**108** plants  
**26** R&D centers  
**+30.000** employees



Prysmian is the world leader in  
the energy and telecom cable  
systems industry.



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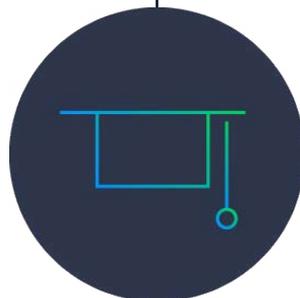
## OUR VALUES

Drive  
Trust  
Simplicity

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## OUR GRADUATE PROGRAM

**Global Induction** 1 week  
**1 year job rotation**  
in your home country  
**1 year in a local role** in your  
home country  
**3 years international assignment**  
with a **new responsibility in a**  
**technical or business area**



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## YOUR LEARNING OPPORTUNITIES

**Buddy** during your first year  
Training of **Prysmian Academy**  
**Collaboration with Top**  
**Business Schools**

Further info and application at [Graduate Program Build the Future | Prysmian](#)

## A CUSTOMIZE TRAINING PATH FOR YOU!

### 1ST YEAR

#### 1 WEEK — GLOBAL INDUCTION | IN PRESENCE

The program starts with trainings and activities led by the Prysmian Academy in collaboration with SDA Bocconi School of Management - a Top-Ranking Business School. During the induction, you will have the opportunity to meet some of our business leaders, former graduates as well as learn more about Strategy, Corporate Entrepreneurship, Teamwork and Collaboration.

### 2ND YEAR

#### 1 WEEK — 2ND TRAINING SESSION | ONLINE

It will take place at the beginning of your 2nd year at Prysmian . Here you will learn about Supply Chain, Performance Management, Marketing & Sales, Cross-Cultural Collaboration.

### 3RD YEAR

#### 2 DAYS — 3RD TRAINING SESSION | IN PRESENCE

It will take place at the beginning of your 3rd year at our company. Here you will have the opportunity to challenge yourself in a business case, specifically tailored for you.

### ATTENDANCE CERTIFICATE

Upon completion of your training path, **you will receive an attendance certificate** issued by the Top-Ranking Business School we are partnering with (SDA Bocconi).

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## THE INTERNATIONAL ASSIGNMENT PROCESS. HOW DOES IT WORK?

### Preliminary discussion about your career interests

The Group Talent Acquisition Team will check-in with you about **your career interests** or the international assignment. Your interests will be shared with the Region/BU HR colleagues.

### Offering & Start of Assignment

When there's a suitable fit between business needs and your interests, you will be **offered a position**. Once accepted, you will be presented the assignment **economic package** (including the relevant expat benefits). We will start the **immigration process** (if needed, based on the destination) and your international assignment will be underway!



“Take full advantage of the first year and keep an open mind. While some rotations may seem far off from your interest, there is always something to learn, whether that be a change in career plan, or advice from the various managers and colleagues you will work with”.

**Alexandra, Build the Future, 2019 edition**

# AVAILABLE POSITIONS

during the international assignment

## OPPORTUNITIES IN RESEARCH&DEVELOPMENT

### CABLE DESIGN ENGINEER

The cable design specialist is responsible to manage the **product design and costing** for existing as well as enhanced products. You have accountability for the **final materials choice** (through BOM), **dimensions and machine choice** (routing) validating all data with materials engineers, materials laboratory, purchasing, supply chain and process engineers. You also evaluate and propose **innovative ideas** for customers, application driven products and product enhancements.

### MATERIALS ENGINEER

The materials engineer is responsible to develop **new raw materials** or **compounds** or **reengineer existing ones**, following cable design or product development engineers' inputs. You collaborate with the Operations team to ensure that materials run with right quality and processability throughout our internal value chain. You lead **materials testing, qualifications, raw material specifications, recipe management**. You technically support the Purchasing team in developing new suppliers, you contribute to generate savings (Design-to-Cost) and ensure quality in the plants as well as efficiency (low scrap, high speed, etc..).

### PRODUCT DEVELOPMENT ENGINEER

The product development engineer is responsible to develop **new products** or **reengineer existing ones**, in accordance with international standards, customer specifications and local business strategy. You **act as project leader** coordinating all engineering-related activities with cross-functional teams to ensure that the project is executed according to the agreed **timeline** and **deliverables**. You also provide technical support to Sales, Marketing and Operations departments during the whole product lifecycle.

### TESTING LABORATORY ENGINEER

The testing engineer is responsible to conceptualize, plan, execute, gather data, analyze and produce a sound output for the current testing on **cable systems**, aiming to assess their capability to withstand several phenomena (mainly electrical, mechanical & thermal). You set up **optimized test circuit**, using adequate measure instruments which shall comply with the existing test and qualification procedures fulfilling all the required group and local safety protocols. You liaise with internal customers/engineering teams and often with external customers and certification bodies. You take a hands-on approach in running **testing activities on-site** and analyzing test results with a scientific mindset.



# AVAILABLE POSITIONS

## during the international assignment

### OPPORTUNITIES IN OPERATIONS

#### PROCESS & CONTINUOUS IMPROVEMENT ENGINEER

The process & continuous improvement engineer is responsible for initiating, coordinating and implementing **manufacturing improvement initiatives** on a wide range of topics, processes and flows. You integrate **Lean Sigma improvement methodologies** within the value stream and serve as a generator of ideas for process improvement techniques. In addition, you will provide daily support for **process troubleshooting** and **product quality**, along with the coordination of the resources required to implement process improvements, products and product enhancements.

#### QUALITY ENGINEER

The quality engineer develops and maintains **effective systems** to achieve **quality objectives** and meet compliance. You lead plant efforts to maintain quality requirements and certification. You evaluate trends using statistical analysis and collaborate with other departments in the **development of corrective actions**. You investigate, evaluate, and report returned product from customers. Interact with suppliers as needed for audits, certifications and purchased material concerns.

#### BUYER

The buyer is responsible for managing **sourcing and procurement activities** for the assigned projects, services, commodities, with a strict monitor of all major targets: price, quality, risk, time etc. You work closely with all departments to ensure plant running without interruptions and purchases are done by technical specifications, supporting project delivery. In addition, you **manage and optimize the supplier base** in order to improve value for money and reduce risks.

#### PLANNER

The demand planner ensures our **company's operations are timely, efficient, and cost-effective**. You will assist in all demand planning duties, including estimating future product demand, analyzing inventory flow, and developing forecast models. In close coordination with the Sales team, you understand the business logistics requirements and production characteristics in order to create value for customers.

#### SYSTEM DESIGN ENGINEER

The system design engineer offers **technical solutions** related to the AC/DC Land and Submarine Cables Systems (Cables and Accessories). You design a competitive technical solution for the specific application and provide design reports including Electrical, Thermal and Mechanical verifications of cables. You identify **testing** and **qualification requirements**. In addition, you contribute to the identification of **Root Cause Analysis** in case of Non-Conformities or faults.

# BE INSPIRED

## by some of our graduates' career paths



**Nese Koc**

Hired in Turkey  
Build the Future,  
2018 edition

### CAREER DEVELOPMENT JOURNEY

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Job Rotation  
2018 — 2019

Process Engineer - International  
assignment  
2019 — 2022  
Slatina, Romania

Industrial Efficiency Manager  
2022 — present  
Milan, Italy



**Gabriele Tempestini**

Hired in the Italy  
Build the Future,  
2013 edition

### CAREER DEVELOPMENT JOURNEY

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Job Rotation  
2013 — 2014  
Milan, Italy

Product Engineer — International  
assignment  
2014 — 2017  
Vila Velha , Brazil

Bid Manager  
2018 — 2019  
Milan, Italy

IMR Sales Senior Manager  
2024 — Present  
Milan, Italy



**Natalia Berton**

Hired in Argentina  
Build the Future,  
2017 edition

### CAREER DEVELOPMENT JOURNEY

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Job Rotation  
2017 — 2018  
Buenos Aires, Argentina

Process Engineer— International  
assignment  
2018 — 2021  
Eindhoven, The Netherlands

Maintenance Manager  
2021 — 2024  
Eindhoven, The Netherlands

Investment Manager  
2024 — Present  
Delft, The Netherlands

# JOIN THE PROGRAM



## ENJOY OUR HYBRID WORKING MODEL

**Prysmian promotes an hybrid working model.**

Each country will deploy the Policy locally in accordance with local legislation and work councils' consultation.



Further info and application at  
**Graduate Program Build the Future | Prysmian**

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