

# Your **future** starts with SCHOTT **today**

SCHOTT International Graduate Program



**SCHOTT**  
glass made of ideas



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## Thank you for your interest in the SCHOTT group.

### Why SCHOTT?

SCHOTT is a modern technology company with a long tradition. Our record of innovation and our ambitious development of new markets over a period of more than one hundred years have made us what we are today: a major player in many industries, a company of high standards and a dynamic enterprise. That is why we consider ideas our most important capital.

“SCHOTT – glass made of ideas” is more than just a slogan. It is our company philosophy, especially when it comes to our next generation of managers.

SCHOTT's International Graduate Program enables you to have a successful start in your professional life. It also offers a bounty of prospects for the future – national as well as international. You will find interesting projects

in a global working environment, flat hierarchies and short channels of communication. In addition to this corporate responsibility and taking excellent care of our personnel have always been an integral part of SCHOTT's corporate culture. One of the company's declared goals is to create family-friendly corporate structures, and to broadcast this approach to the outside world. For this program SCHOTT was certified as an exemplary company in Mainz in 2007 and also SCHOTT in Landshut and Jena in 2008. Are you interested in an exciting and challenging career start at SCHOTT? If so, then apply today to become a part of our International Graduate Program.



Prof. Dr.-Ing. **Udo Ungeheuer**  
Chairman of the Management Board



1884 .....

*Otto Schott, Ernst Abbe and Carl and Roderich Zeiss found the "Glastechnisches Laboratorium Schott & Genossen" (Schott & Associates Glass Technology Laboratory) in Jena*

# SCHOTT worldwide

SCHOTT is a multinational, technology-based group headquartered in Mainz, Germany with the core purpose of reaching a sustainable improvement in how people live and work through developing, manufacturing and supplying special glass, specialty materials, components and systems. Our main markets are household appliances, optics, electronics, pharmaceutical packaging, automotive and solar energy.

About 17.000 employees work in more than 40 sites and sales offices close to its customers in all major markets. Our business activities are concentrated mainly in Europe, North America and Eastern Asia.

## AMERICA

Argentina  
Brazil  
Canada  
Colombia  
Mexico  
USA



1887/93

*Invention of borosilicate glass characterized by its  
resistance to chemical attack, heat and thermal shock*



## EUROPE

*Austria  
Bulgaria  
Croatia  
Czech Republic  
Denmark  
France  
Germany  
Hungary  
Italy  
Lithuania  
Netherlands*

*Poland  
Romania  
Russian Federation  
Serbia  
Spain  
Sweden  
Switzerland  
Turkey  
Ukraine  
United Kingdom*

## ASIA

*China  
Hong Kong  
India  
Indonesia  
Japan  
Malaysia  
Singapore  
South Korea  
Taiwan  
Thailand  
Vietnam*

## AUSTRALIA / OCEANIA

*Australia  
New Zealand*

## AFRICA

*Egypt*

## MIDDLE EAST

*Dubai  
Israel*

# Segments and Businesses of SCHOTT

## Home Appliances

### Solar

The Solar business unit offers sustainable and future-oriented solutions for the efficient use of solar energy.



### Home Tech

With SCHOTT CERAN® cooking surfaces and refined flat glasses for the household appliance industry, SCHOTT is a leading global supplier in this market.

### Flat Glass

With processed flat glass, SCHOTT offers worldwide customized solutions for the Household Appliance Industry and commercial cooling.



## Precision Materials



### **Electronic Packaging**

SCHOTT is a global developer, manufacturer and distributor of materials and components for maximum protection of sensitive electronics.



### **Pharmaceutical Systems**

SCHOTT is one of the world's leading manufacturers of special glass tubes and pharmaceutical primary packaging made of glass and polymers.

## Optical Industries

### **Advanced Materials**

Offering cutting-edge components and materials for a broad range of applications in architecture, optics, lithography, electronics and research, SCHOTT is key to quality and innovation.



### **Lighting and Imaging**

SCHOTT Lighting and Imaging offers customized high-tech solutions in markets such as automotive, aviation, lighting, medical, industrial and defense (based on the technologies fiber optics and LED).



1889

*Ernst Abbe sets up the Carl-Zeiss-Stiftung (Foundation)*

1891/1919

*The glassworks in Jena become a foundation-owned enterprise, its sole owner is the Carl-Zeiss-Stiftung*

# What you may **expect**

During your time as a SCHOTT Graduate you will have the opportunity to become familiar with several divisions and locations. From the very beginning, you will be involved in day-to-day business operations. You will also have the opportunity to participate in interesting projects and to quickly assume responsibility for them. Thanks to the international orientation of our group, an assignment abroad, lasting several months, will also be integrated into the program. A customized training program will round out your individualized Graduate Program.



# Your **path** to success – an **overview** of the SCHOTT International Graduate Program

**18 months (no fixed starting dates)**

## **Exciting challenges**

Assignments are possible in various departments:

- Research & Development
- Production & Supply Chain
- Strategy & Business Development
- Finance & Controlling
- Marketing & Sales
- Global Purchasing
- Human Resources
- Information Technology

Assignment abroad lasting several months

## **Training opportunities**

Participation in comprehensive training programs, e.g.:

- Communication and teamwork
- Project management
- Presentation techniques
- Intercultural training
- Expert seminars

Involvement in production for non-technical Graduates

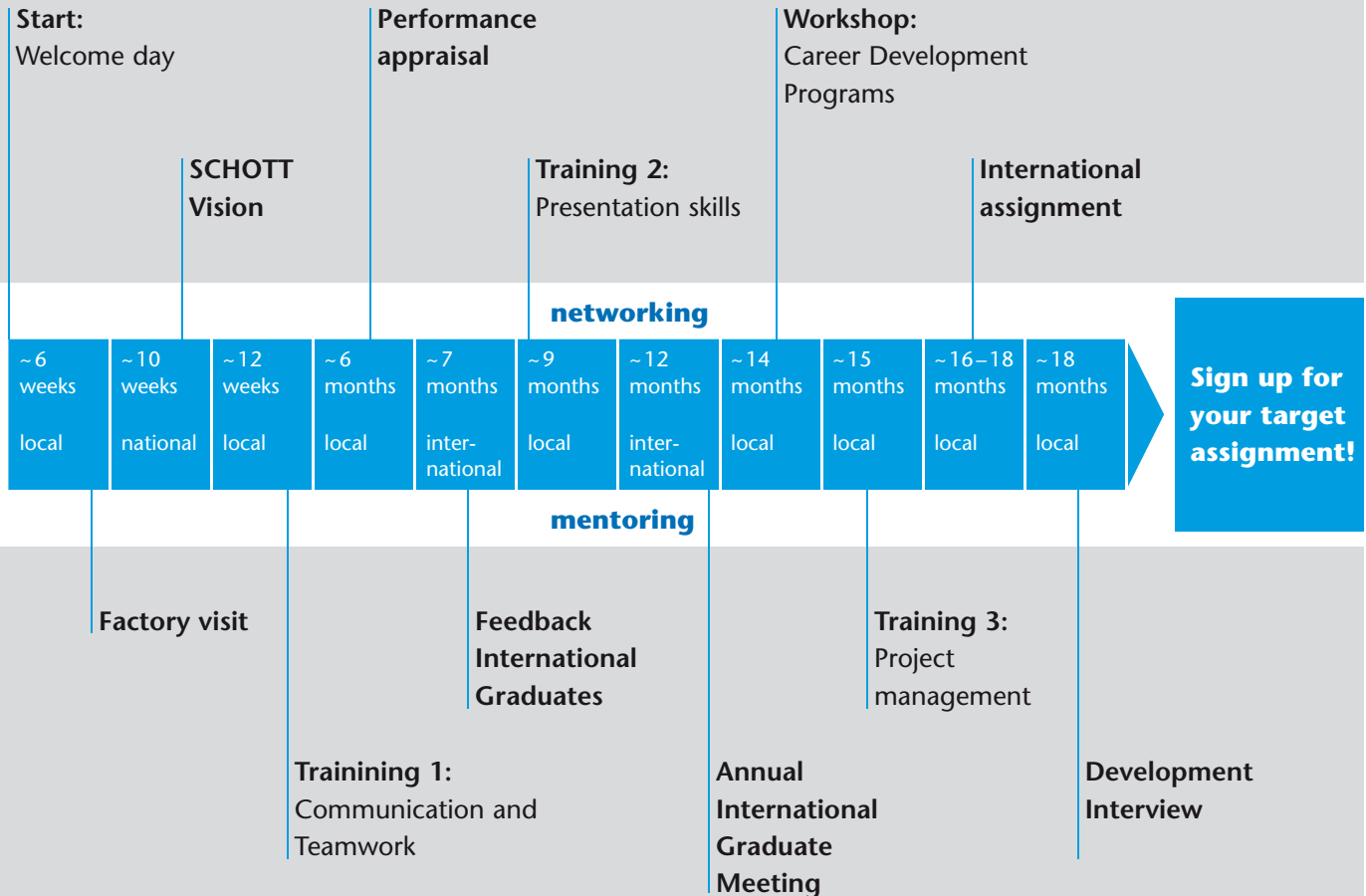
1925

*The German Glass Engineering Society honors Otto Schott as the "Founder of modern glass technology"*

1936

*Manual production of the world's first television funnel*

# Your **milestones** within the program



1952

Mainz becomes the headquarter of the SCHOTT Group

# Those **whom** we seek

SCHOTT offers the opportunity for an interesting and challenging career start. In return, we entertain high expectations of our future Graduates. For a successful start at SCHOTT, you should have the following qualifications:

## You offer:

- ▶ a degree with above-average grades in the fields of
  - engineering (particularly mechanical engineering, electrical engineering, industrial engineering)
  - business administration
  - natural sciences (particularly physics, chemistry) or similar subjects
- ▶ relevant professional experience through various internships and/or job training
- ▶ at least one stay abroad lasting several months
- ▶ a good command of English and knowledge of another foreign language
- ▶ a readiness for continuous personal and professional development
- ▶ geographical flexibility, global thinking and ability to work effectively across cultures
- ▶ strong communication and teamworking skills



1954

*First manufacturing subsidiary outside Germany (Brazil), in the years to follow SCHOTT has developed many other production sites and sales offices around the world*

# What SCHOTT Graduates are saying

“After completing my bachelor in mechanical engineering at UNICAMP, the SCHOTT International Graduate Program provided a great opportunity to grow both professionally and personally. After the selection process I was invited to visit the Brazilian factory and was amazed by its modernity, organization and cleanliness. Due to SCHOTT’s internationality, I have the opportunity to get in touch with people from all around the world and improve my communication skills. Interesting, challenging and diverse activities, such as process improvement, implementation of new production methodologies, dealing with state of the art measurement systems and sales strategy projects are an active part of my job. In addition, I have the opportunity to learn more about glass – a very fascinating material. In summary, the SCHOTT International Graduate Program is exceeding my expectations.”

*Filipe F. M. Merli,  
Pharmaceutical Systems,  
Mechanical Engineer,  
SCHOTT Brasil*



1968

*SCHOTT's ZERODUR® glass-ceramic introduces  
a new era of telescope mirror substrates for astronomy*

"I am a SCHOTT Graduate in Sales & Marketing within the Corporate Sales and Market Development and the Business Unit Flat Glass based at SCHOTT Italtetro, mainly working on exciting new products projects, business development, and sales tasks not only for Flat Glass but across all 7 Business Units!

After my Master of Science in Business and Administration (Italy and Denmark), I was looking for an exciting international career opportunity and SCHOTT has offered me what I always wished for. Working with multidivisional and multifunctional teams across the world and being trusted with responsibility, makes this job so fulfilling. The international perspective of the program and a regular change of countries and areas give me an high motivational increase, both personally and professionally."

**Samantha Nardi,**  
*Corporate Sales and Market Development – Flat Glass,  
SCHOTT Italtetro*



**Tobias Kurth,**  
*Corporate Controlling, Accounting & Taxes  
SCHOTT Germany*

"I was looking for a job that could offer me the combination of challenging tasks in an international working atmosphere on the one hand and strong support and trainings for a successful start of a professional career on the other hand. After studying International Management in Dortmund, Spain and Hong Kong, I heard about the SCHOTT International Graduate Program. I was immediately convinced by the concept of the program and I quickly made my decision. After one and a half years in the company and close to the end of the program I worked in 7 different departments and on various individual and challenging projects – in diverse locations in Germany and also in an international assignment in Brazil." I had valuable experiences and a close look into different areas of the company and I could significantly broaden my knowledge about the professional management of an international company."

1973

*CERAN® glass-ceramic cooking surfaces  
make their way into kitchens worldwide*

# What happens **after your time as a Graduate**

The successful completion of the SCHOTT International Graduate Program will open up many prospects for your future professional career. Interesting positions await you. We also offer the opportunity to participate international project teams, which will qualify you to assume responsibility for challenging technical and management tasks. Positions that provide career advancement are filled with candidates from our own staff whenever possible. We, therefore, attach great importance to the selection and encouragement of our junior staff. You will be involved in planning and preparing for each step of your career development.



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1993

*Glass as thin as 0.03 mm makes advances  
in flat display technology possible*



1998

*SCHOTT becomes complete supplier of  
high-tech optical materials for chip manufacture*

# Former Graduates report



**Oliver Menden,**  
*Technical Production Management,  
SCHOTT Germany*

The SCHOTT International Graduate Program was exactly the right career entry for me. In my department – Corporate Machinery and Production Technology division – I was very soon given the opportunity to take over responsibility. As we provide technology solutions to all Business Units, I was given the chance to visit different SCHOTT locations – such as our Advanced Optics department in Penang, Malaysia, where I was involved in a challenging two month project. Through this assignment I gained valuable insights into the working procedures of a new culture.

Today, I am responsible for two development projects in different kind of segments: Solar and Protection. Solar is a market characterized by very strong growth and rising cost pressure. Protection in this case focuses on the fabrication of bullet-proof glass.

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2001

*Entry into photovoltaics*

“The SCHOTT International Graduate Program has allowed me to grow both professionally and personally and has given me the opportunity to gain greater insight in business than one might typically hope to achieve through a formalized MBA program. Since joining SCHOTT I have had the opportunity to participate in three rotations – taking on new and very different projects at all three HomeTech, North America locations. Through unconventional training methods, each rotation has strengthened my knowledge within the business unit and increased my professional skill. As the final step of my program, I was rewarded with an international assignment in Mainz, Germany in the fall of 2010. I now work as an Account Manager in Sales and Marketing for Hometech North America.

The SCHOTT International graduate program has given me a number of career opportunities and has equipped me with a network of friends and colleagues. It has empowered me with the confidence and training to succeed – both at SCHOTT and in the business world.”



**Ashley Hamman,**  
*Account Manager and Marketing Hometech*



**Kai Olbricht,**  
*Vice President Food Display,  
SCHOTT Germany*

“I can confidently say that the SCHOTT International Graduate Program provided an excellent foundation upon which to build my career. The program was a great opportunity to gain international business experience and to create a network within SCHOTT: Since completing my Graduate Program I have had several different positions each with challenging tasks. In my current assignment, as Manager Product Division, I face new challenges daily as I work with my team to lead the business towards a successful future.”

# 10 reasons, why you should decide to team up with SCHOTT

## You can:

- ▶ join an international organization with the opportunity to gain experience abroad
- ▶ benefit from our focus on the development and creativity of our employees
- ▶ be part of our relentless strive for high-tech and innovative solutions
- ▶ enjoy our friendly, open and constructive working environment
- ▶ work in a company producing fascinating materials and products with a wide variety of advanced technological processes
- ▶ rely on our advanced environmental and social policies
- ▶ feel our willingness to change
- ▶ expect precise career entry options
- ▶ help to successfully realize our vision
- ▶ receive results-oriented compensation

2004

*Conversion of the foundation enterprise to the stock corporation SCHOTT AG, its sole shareholder is the Carl-Zeiss-Stiftung*

2005

*Market launch of solar receivers*

2007

*Floated glass-ceramic*

**Would you** like to begin **your** professional **future** with SCHOTT?  
If so, then **apply** for the SCHOTT  
International Graduate Program today.

At [www.schott.com/jobs](http://www.schott.com/jobs) you will find more information about current Graduate positions. For general questions related to our Graduate Program, please see the contact information on the reverse side of this page.



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[www.schott.com/jobs](http://www.schott.com/jobs)

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