



Schindler Career Development Program

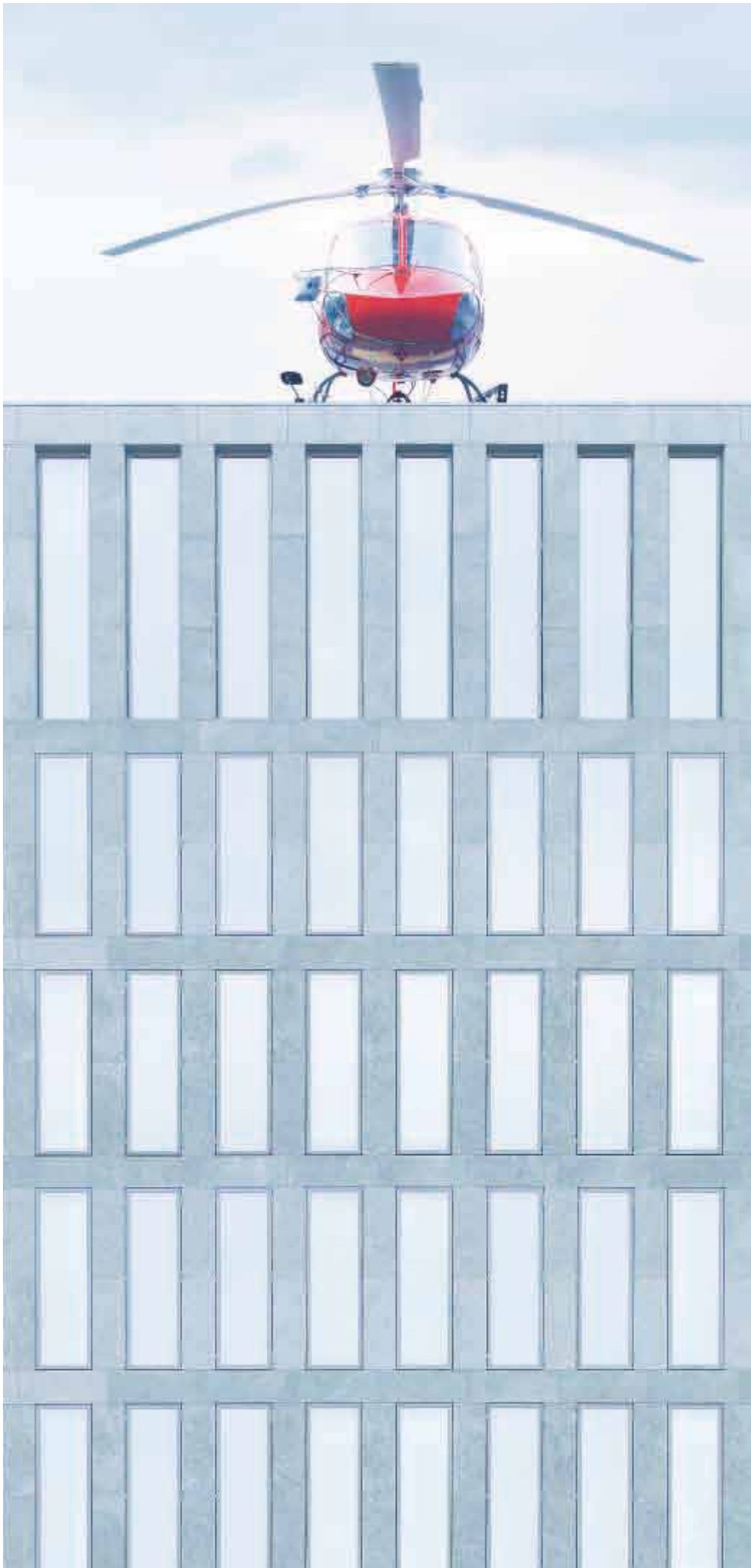
Talent today. Leader tomorrow.

You have the talent. We have the careers.

Key management positions are within your reach.



Schindler





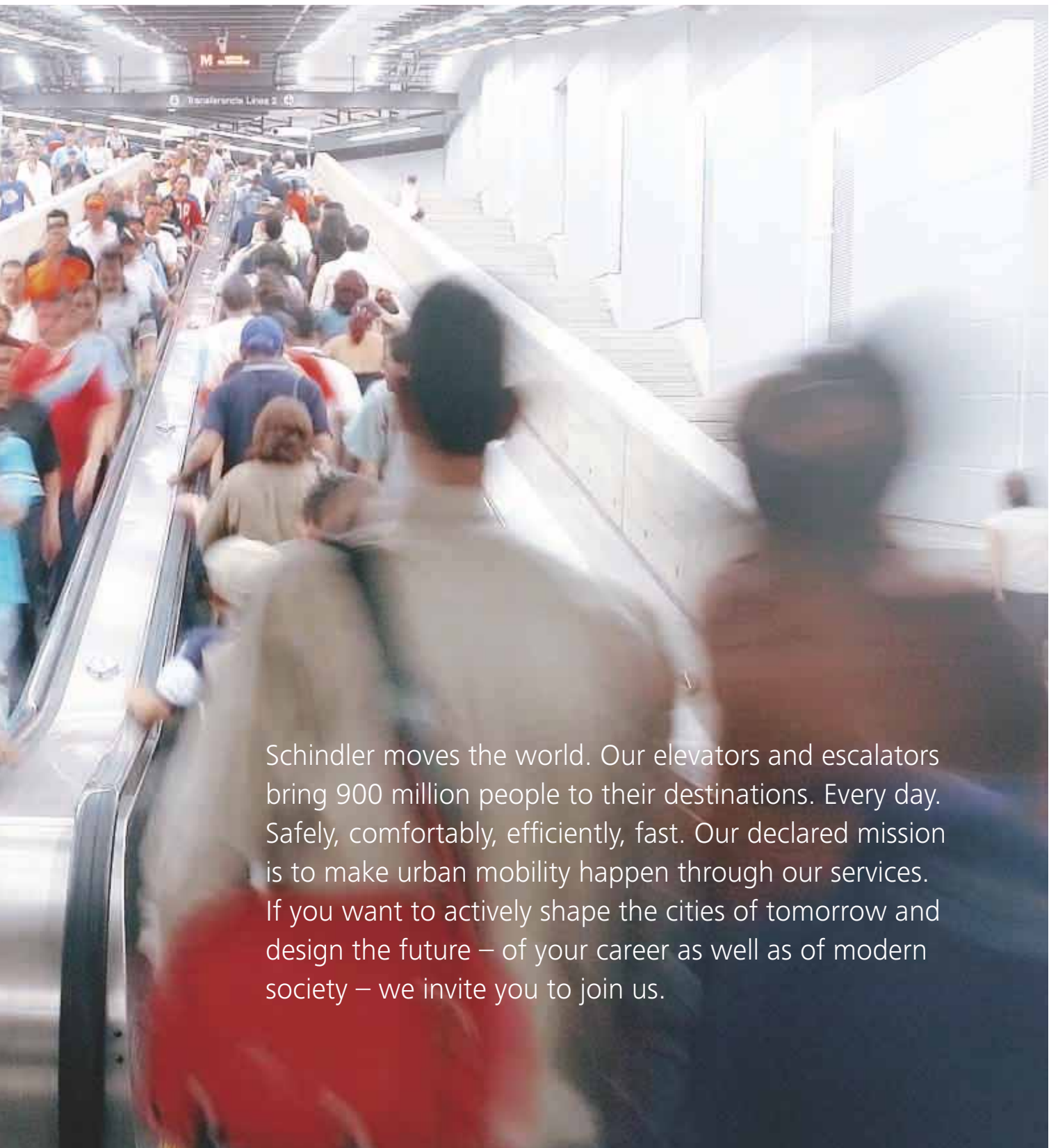
Welcome aboard. Let's take off.

The Schindler Career Development Program gives you the chance to rise to key positions – international perspectives and professional guidance included. Welcome to the world of Schindler.



900 million people.
In one day.





Schindler moves the world. Our elevators and escalators bring 900 million people to their destinations. Every day. Safely, comfortably, efficiently, fast. Our declared mission is to make urban mobility happen through our services. If you want to actively shape the cities of tomorrow and design the future – of your career as well as of modern society – we invite you to join us.

Trailblazing solutions for daily needs

Schindler products and corporate facts

Elevators and escalators – for passengers and goods

Schindler is a market-leading manufacturer and service provider for elevators and escalators. Schindler products can be found in many of the world's tallest buildings as well as in residential and office buildings, manufacturing plants, hospitals, shopping malls, airports, ships, and even airplanes. Anywhere people and goods need to be moved. In almost every country.

Our global manufacturing network supports our global product footprint from Pennsylvania to Shanghai. And customers can be certain that no matter where the location, a Schindler technician is always within reach.



Passenger elevators: for residential, office, and public buildings – up to 500 m.



Freight elevators: for small and large volumes, for light- or heavy-duty freight.



Bed elevators: special features for hospitals and care institutions.



Traffic management systems: innovative solutions for high traffic frequencies.



Escalators and moving walks: for efficient transportation in public areas.



Schindler Service: the closest technician is only 30 minutes away, worldwide, 24/7.

Schindler at a glance

- Founded in 1874
- Around 45 000 employees
- More than 20 000 employees in Schindler Service
- Headquarters in Switzerland, subsidiaries in 130 countries
- Worldwide number 1 in escalators, number 2 in elevators

A global player with strong family roots

Schindler has a history of success, driven by the constant development of innovative products. As a family-owned, publicly traded company, Schindler's growth provides real career opportunities. Yet, we remain a family business with a strong focus on long-term perspectives.

Developing, improving, and servicing highly reliable products around the world requires a global workforce. Our presence across five continents allows Schindler to deliver a global experience for our people and guarantees high service levels for our customers.

"Identifying and developing talented individuals is crucial to successfully continue Schindler's history of innovation. Our Career Development Program is a key source for the future management capacity of Schindler. Program participants will shape the future – not only for Schindler, but also for our customers and the millions of people that use our products every day. I am looking forward to meeting the young leaders who will build our future."

Alfred N. Schindler
CEO & Chairman, Schindler Group



A structured route to leading positions

The Schindler Career Development Program

The program at a glance

The Schindler Career Development Program is a six-year, on-the-job management training program. It is for selected candidates holding a master's degree in business or engineering and consists of:

- Three stages, each stage a two-year job in a real position with different degrees of management depth
- Three career tracks: Engineering, Field Operations, Business Administration
- Systematic rotation between career tracks
- International assignments for two years

A career track with long-term perspectives

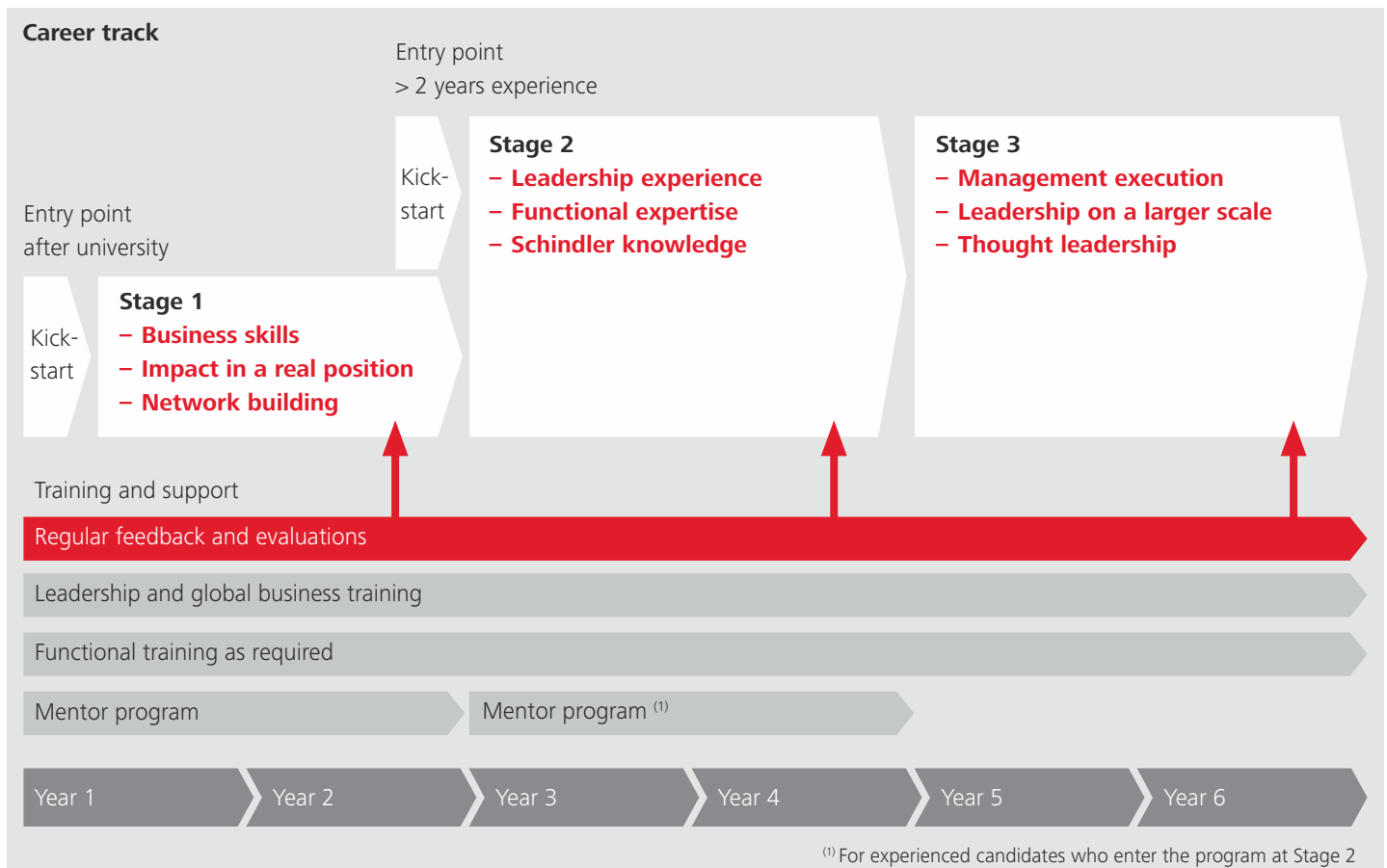
The Schindler Career Development Program is more than a pure career plan. It is more than a simple job-starters program and more than just on-the-job training. The Schindler Career Development Program is designed to accelerate your career at Schindler and rapidly increase your leadership and business skills. We are ready to invest heavily in you to prepare you for a key management position. This will give you the opportunity to learn – and to play an active and responsible role within Schindler.

Three-stage development

The program consists of three stages. Regardless of which stage you enter, the program will provide a functional rotation, an international assignment, exposure to Schindler's Global Management Committee, and professional opportunities. Each stage of the program comes with a new job and additional challenges and responsibilities.

Two entry points – depending on experience

If you have a master's degree and less than two years of professional experience, you will enter at Stage 1 of the program. This stage is designed to build foundational business skills and enhance your leadership competence. If you have a master's degree and more than two years of professional experience, you will enter the program at Stage 2. This stage will provide real-world leadership experience while also enabling you to develop your functional skills further.



The kick-start program will open doors

To ensure operational impact from day one, we will kick-start your career at Schindler. At our Entry Conference you will meet colleagues and senior management members and learn about Schindler – regardless of your experience on entering the program. Additionally, during the first weeks, you will participate in brief functional rotations in Sales, Service, and Installation, with the goal of understanding how Schindler works. These rotations will expose you to Schindler clients, processes, operations, and your future team.

Professional mentoring will guide you

A special feature of the Schindler Career Development Program is mentoring. You will be assigned a personal mentor who will accompany you throughout the first stage of your career at Schindler. Our mentors hold key management positions and act both as counselors and sounding boards. Mentors will listen to you and provide guidance as well as help you in setting personal goals, understanding our culture, and identifying learning opportunities.

Action learning for real impact

During your second year at Schindler, you will be assigned to an Action Learning project. You will be a member of an international team responsible for delivering a real project that has strategic implications for Schindler. The project results will be presented to the Schindler Corporate Management Committee. Each team member will be expected to present a portion of the project findings and participate in the discussion. This will provide you with a great opportunity to start building your reputation within Schindler.

Training and feedback keep you on target

To maximize your potential and to provide the tools you need to succeed, we provide significant development opportunities outside of your day-to-day responsibilities. We expect you to help build our future, so we invest heavily to ensure that you can. You will receive functional training to hone your skills for specific jobs, as well as competency training to continue your development as a leader.

To ensure your progress, we will provide you with regular feedback. Business objectives and personal goals and objectives will be set, and your performance will be monitored. Each stage of the program contains a variety of checks to determine your readiness for the next stage – or whether other opportunities are more appropriate. For instance, it is possible to withdraw from the program but still continue with a career at Schindler – especially if you feel you have already found the perfect match for your career goals.

Global assignment with local impact

Benefits and opportunities for you

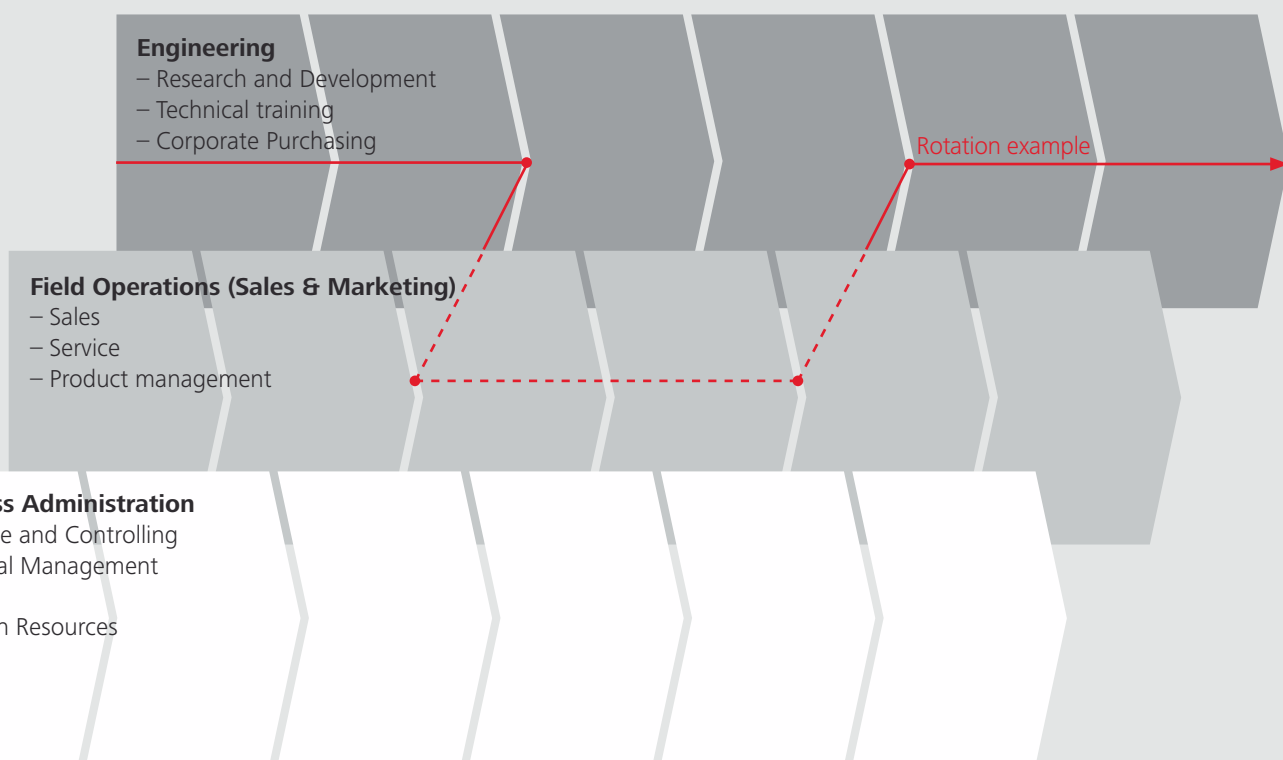
Three functional career tracks propel you forward

We are looking for candidates holding a master's degree in business or engineering who want to join one of our three functional career tracks. All three tracks can propel you to a key management position within our company. However, during the program, you will not remain within the same track. The Career Development Program enables you to have a significant rotation in another function. This is a unique opportunity to learn and experience other aspects of Schindler's business while expanding your skills and global network. If the perspectives prove to be promising for both you and us, the rotational position might even become your permanent track. The rotational position, too, will come with a full slate of leadership and management development opportunities.

International rotation expands your horizons

Your global experience will be solidified with a minimum two-year international assignment. We believe this is the right length of time for you to have a real impact in your host country and to allow you to develop a valuable global perspective. Your international assignment typically starts after you complete your first stage of the program. At the end of the assignment, you are expected to return to your home country for your next assignment.

Career tracks – and an example of a possible rotation





Expanding your horizons: you will spend at least two years in a responsible position in another country, usually during Stage 2.

How we meet your expectations

You want to tackle real challenges, work on a global scale, know how to advance, and learn how to lead people? Then the Schindler Career Development Program is exactly right for you. We offer operational responsibility from day one. In addition, an international rotation will be a built-in step on your career path. Moreover, we have laid out a structured and fast-paced development for you, including regular guidance. With our step-by-step approach, you will follow a manageable career path that includes regular evaluations and built-in checkpoints. Our extensive training program will also help you to develop your leadership skills and know-how.

Benefits at a glance

- **Operational responsibility:**
real positions, appropriate time in position, measurable results
- **International experience:**
international rotation for a minimum of two years, peer network, dense global network
- **Guided and accelerated career path:**
clear career tracks and target positions, accelerated promotion cycles, mentoring
- **Personal development toward leadership:**
personalized training schedule, comprehensive feedback, early team responsibility
- **Impacting your environment:**
work on relevant, impactful tasks, action learning, exposure to senior management

A typical profile for individual success

Who we are looking for

Skillset and characteristics

The Schindler Career Development Program has been designed to give the most talented among you the possibility to rapidly move your career to a senior management level. To be successful in this demanding program, you will need highly developed skills and specific success characteristics. The starting point for Schindler's Career Development Program is an excellent academic record, demonstrated leadership, English-language proficiency, an international mindset, and the desire to work globally.

Standards and integrity

Additionally, we expect all of our employees to act with the utmost integrity. High ethical standards are a cornerstone in ensuring the reliability and safety of our products for our people and customers around the world.

Do you have leadership talent?

The Schindler Career Development Program provides significant opportunities for you. We expect program participants to meet extraordinary challenges – not only during the program but especially when holding a key management position after completing the program. This is why we would like to see a passion for leadership already before you enter the program: you should aspire to be a leader and understand that getting people to follow your lead requires efforts above and beyond a typical position at Schindler or any other firm.

Lifelong learning

To succeed in our program, you need a desire to rapidly build on your existing skills: you will arrive with a degree, an existing set of relevant academic and extracurricular or professional skills, and we will also want to see that you are still eager to enhance your skills and develop expertise. The program development opportunities are a valuable extension of your formal education and you will continue to learn every day. You will need an attitude of commitment, and personal initiative to meet challenges and bring in your new ideas. We expect you to have a proactive approach to your work and to the way you manage your career.

What you will need:

- Drive for impact
- An international mindset
- Achievement orientation
- Customer orientation
- A service mindset
- People and team orientation

A possible career path for: Engineering

Master's degree, less than 2 years experience (Entry point: Stage 1)

Stage 1 position
Technical Assistant
Engineering position to lay the foundation for elevator know-how:
– Lead a sub-project that is embedded in the System or Component Platform Management Organization

Stage 2 position
New Installations Fulfillment Manager
Rotate from Engineering to Field Operations:
– Lead team of New Installation supervisors
– Responsible for on-time construction of new installations in a region of a local Operating Company (OC)

Stage 3 position
Section Manager R&D
Return to Engineering to gain responsibility:
– Team leader within the System or Component Platform Organization
– Project budget responsibility

Department Head R&D

A possible career path for: Field Operations

Master's degree, more than 2 years experience (Entry point: Stage 2)

Stage 2 position
New Installations (NI)/ Existing Installations (EI) Sales
Field Operation position
– Selling either New Installations contracts or maintenance contracts in a confined area
– Fast acquaintance with product range

Stage 3 position
Branch Manager New Installations/Existing Installations
Field Operations position gaining more experience:
– Leading a group of Service Leaders (EI) or Supervisors and Sales people (NI)
– Being responsible for budget and Profit & Loss
– Taking care of customer relations

Product Line Manager New Installations/ Existing Installations or Field Operations Manager

A possible career path for: Business Administration

Master's degree, less than 2 years experience (Entry point: Stage 1)

Stage 1 position
Assistant to Country Managing Director
Business Administration position with business visibility:
– Analyze country business performance
– Plan, execute, and analyze special projects
– Organize special events
– Assist in preparing Managing Director for key meetings

Stage 2 position
Service Leader
Rotate from Business Administration to Field Operations:
– Lead team of 6 to 8 technicians
– Accountable for the service of all service contracts of his/her area
– Responsible for sales, customer service, maintenance and customer relationships

Stage 3 position
Country/Regional Controller
Return to Business Administration to gain responsibility:
– Analyze country-wide financial performance
– Identify issues, develop recommendations and initiatives
– Monitor execution of strategies and initiatives

Area/Large OC/ Functional Controller or Finance Manager in a small to medium OC

Fast decision and long-term perspectives

When and how you can apply

Process and timing

The Schindler Career Development Program allows a flexible intake. Your personal entry date can be tailored to your needs. The actual program starts with the Entry Conference held once a year in the second half of the year. Participants who are hired eight weeks before the next Entry Conference will be considered for that respective program start. Please contact your local Schindler HR Manager for details about specific times and deadlines.

Learn more – about Schindler and about the program

Our local campus presentations and events will give you the opportunity to experience Schindler first-hand and to learn more about the Schindler Career Development Program. You will meet successful participants of the program, and you will have the opportunity to speak with our HR specialists. By visiting us on the Web, you will find plenty of information about Schindler as well as general career and job opportunities. Throughout the process you will develop a deeper understanding of the company, its people, its goals, and its strategy. We are convinced that our Career Development Program will provide you with challenging opportunities in an environment that will enable you to succeed.

What do you need to submit?

- CV including extracurricular activities, motivation letter in English
- University grade records and relevant certificates
- Work experience references (if available)

Where do you apply?

You may submit your written application to one of our regional Human Resources departments. For further information and an online application, please refer to the Career portal on the Schindler website: www.schindler.com

Our product is mobility



Hotels



Office buildings



Hospitals



Airports



Factories



Ships



Residential buildings



Shopping Malls

Join us. Move further.

We look forward to meeting you!