

A diverse group of five people (three men and two women) are smiling and looking towards the camera. They are in an office environment with blurred background elements like computer monitors and office furniture. The lighting is bright and professional.

SCHOTT

# SCHOTT International Graduate Program

Discover different perspectives  
and explore your potential.

# SCHOTT International Graduate Program

Make a difference together with diverse people around the globe

SCHOTT is a global organization with more than 17,000 employees in 33 countries, serving diverse businesses and industries around the world. As a global market leader, we empower our customers to stand out within their business segments turning ideas they never thought possible into reality. Therefore, we pioneer groundbreaking material innovations, fueling science and inspiring progress for almost 140 years.

The International Graduate Program is your perfect entry point to discover the international world of SCHOTT – and to discover yourself! Spend between 18 and 24 months working in different assignments within the SCHOTT organization – both in your home country and abroad. Through this program you will have the opportunity to make a difference at SCHOTT while exploring different roles, enhancing your strengths, refining your career focus, and broadening your perspectives.



## Milestones to Look Forward to

Working, training, sharing, learning, discovering and more

During the course of the program, you will find ample scope for your professional and personal development – getting to know the unique working culture of our global foundation company.

For graduates, tailor-made milestones of the program give you the chance to shape your entire career! Challenge yourself in project management, excel in a business simulation, and enlarge your network by interacting with international colleagues during the entire program.



Development Discussion



International Assignment



Project Management & Intercultural Awareness Training



Marga: Business Simulation



International Graduate Meeting



Welcome Event



## Make Your Ideas Count

Your well-structured start in a supportive environment

As a successful graduate, you want to gain as much experience as possible. And in our International Graduate Program, you can really get things moving – as part of an open-minded intercultural team that values your personality.

After an intensive onboarding phase, inspiring mentors will support you and your ideas with guidance, training, and lots of exciting possibilities. Working together with your international colleagues and fellow graduates will give you a unique opportunity to get to know SCHOTT from a truly international perspective.

## Your Benefits at a Glance

All designed to multiply your opportunities



### Full-time employment

Enjoy the benefits of being a full-time employee at the start of your career.



### Networking

Become part of a strong graduate and alumni network around the world.



### Career development

Seminars on a range of subjects such as intercultural communication and project management with other members of the graduate program.



### Mentoring

An experienced manager will guide you in your personal and professional development.



### International assignment

At least three months working abroad to connect with different areas of a global foundation company.



### Development talk

A personal conversation with your manager and HR about your future career at the end of the program.

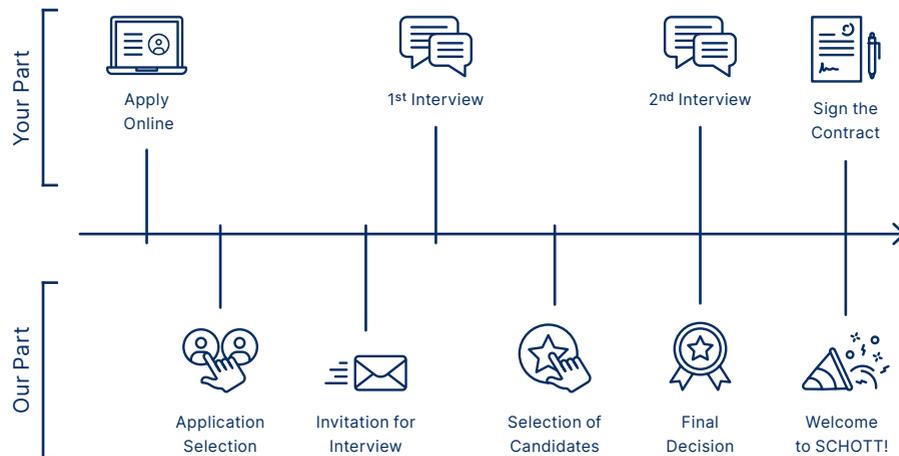
# Your Online Application Is the Start

Joining the program: structured, clear, and rewarding

The International Graduate Program usually starts multiple times per year. You will apply to a specific opening at a SCHOTT site around the world – so be sure to check the SCHOTT job board regularly.

Please apply online, so that we can invite the best candidates for each respective location without delay and conduct an in-depth conversation with them. And if this interview turns out to be as successful as your previous studies, we will be happy to offer you a full-time employment contract. We hope to welcome you soon!

## Your Way Into the Program



The timeline may vary depending on the situation

# What Makes You Special

A program not for everyone – but for you!

The International Graduate Program is a great place for recent graduates (Bachelor or higher, above-average grades), e.g. in Engineering, Supply Chain Management, Product Management, Chemistry, Physics, Sales, or Business Administration. Plus some work experience (intern/on-the-job), ideally in an international context.

What sets you apart is your positive approach, your flexibility, and your open mindset for cross-cultural teamworking. For this truly international program, your good communication skills include a very good command of English.

Since you're strongly motivated for continuous personal and professional development, you will find the SCHOTT International Graduate Program a perfect place for you!



Please scan the QR code to go directly to our current graduate offers!  
[JOIN.SCHOTT.COM](https://www.schott.com/join)





Good to know: Our **Best Teams Initiative** aims to form interdisciplinary and intercultural teams with an equal gender mix. We are committed to building a global culture of diversity and inclusivity in which our employees feel encouraged and empowered. We invite you to become part of The Best Teams!

SCHOTT AG  
career@schott.com  
schott.com/graduates



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