



# **Careers with *FERCHAU***

***Attractive prospects  
for career starters and climbers***



**FERCHAU as an employer**

# The people shaping the future

**Technological progress can only be achieved when visions become a reality. As one of the leading European platforms for technology services, we bring together bright minds with companies from the most diverse sectors.**

Thanks to our high quality standards, we deliver relevant and sustainable solutions for companies of every size from all technical sectors. The projects and cooperation opportunities are just as diverse as our employees themselves.

Make the most of the experience and stability an owner-managed company that has been operating for over 50 years. With FERCHAU, everyone has the opportunity to develop and take on responsibility. We will support you in this with the appropriate framework conditions, further training opportunities and attractive benefits.

## **Always on the pulse and close to you**


Because of our large number of branches throughout Germany we are always in direct proximity to the companies we work with. For you as an employee, this means: you don't have to commute far to get to work, whether you work at the customer's location or at one of our engineering offices.

## **Together we are successful**

More than a thousand engineers, developers, technicians and consultants have reached a new level in their career with us. We tackle every new challenge as a team and never settle for the second-best solution. We'd like to make a difference and play a decisive role in shaping the technologies of the future.

Take advantage of the opportunity: embark on a career with FERCHAU today and develop the innovations of tomorrow.

We have opted not to use gender-specific differentiation for ease of legibility. We use the relevant terms on the basis that they apply equally to all genders.



Why FERCHAU?

# Our benefits at a glance



**Training opportunities**



**Development opportunities**



**Attractive conditions**



**Various employment models**



**Monetary benefits**



**Balance in the daily work routine**



**'Family and career' support**



**A culture of feedback**

**Market-oriented salary**

## Because people talk about money

Employees' remuneration in Germany is based on the **collective wage agreement** set out by the Federal Employers' Association of Personnel Service Providers e. V. (BAP), we supplement this with our own **monetary and social benefits**, which go beyond the standard for this sector. As an owner-managed company, values such as **obligation and transparency** are particularly important to us.

### **Fair conditions**

We guarantee our employees a contractually agreed monthly salary as a basis. The classification is based on the professional work and/or the scope of responsibility that the employee assumes. This lets us provide fair, market-orientated remuneration. You can also benefit from industry allowances in addition to your monthly salary, depending on the type of contract and industry in which you will be working for us. See the FERCHAU portfolio of services for yourself!

*Diverse and innovative professional fields*

# **We connect people and technologies**

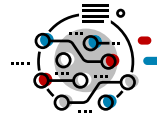
*Developing the future is what drives us every day. We play a decisive role in important projects and thereby contribute to the technologies of the future. We have diverse tasks and exciting projects in all technical industries in store for you.*



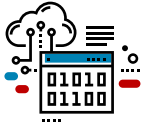
**Plant  
Construction**



**Automotive**



**Electrical  
Engineering**



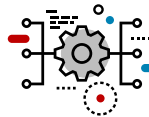
**IT**



**Aerospace  
Engineering**



**Marine**



**Mechanical  
Engineering**



**Pharmaceuticals  
and Life Science**



*From hidden champions to global players*

# **These companies put their trust in us**

*We make it possible for you to work with exciting companies from all technical sectors, because we deliver relevant and long-term solutions for national and global customers of all sizes – from medium-sized enterprises to leading groups.*

**AIRBUS**  
GROUP



**BOSCH**

**KRONES**

**MEYER WERFT**  
PAPENBURG 1795

**SIEMENS**

**VOITH**

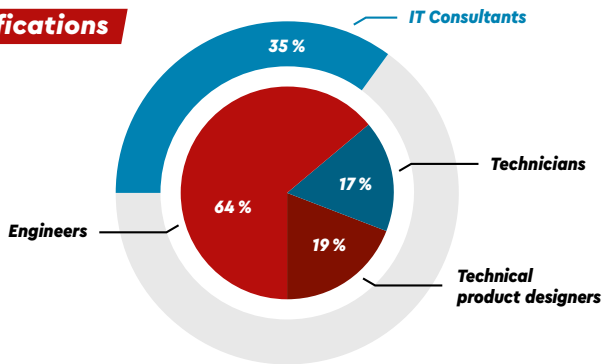
*and many  
more*

*It's up to you: a specialist or management career*

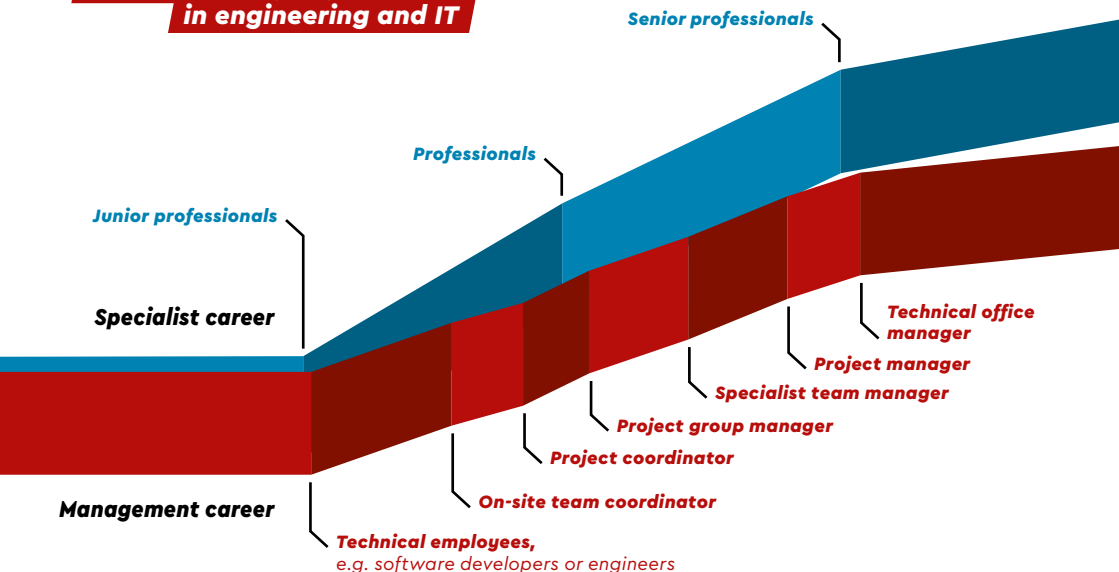
# Reach the next level

*Whether you're a young professional or experienced expert in IT, mechanical engineering or pharmaceuticals: we offer exciting prospects for your professional future. Make the most of the opportunity to expand your knowledge and expertise and take on responsibility - for a task, a project or an entire team. No matter what you choose: the tasks we assign you will help you grow on both a professional and personal level.*

## Our employees' qualifications



## Opportunities for growth in engineering and IT



*Staying ahead with comprehensive know-how*

# To ensure that all of your projects are a success

***Our aim is always to enable progress: for every individual and for us as a company. That's why we invest in our employees and support them with personalised training and development opportunities.***

Take the opportunity to discover new perspectives: instead of always working on the same tasks and subjects, you can continuously expand and deepen your technical knowledge with us. Whether you want to try a lot of things or specialise straight away: with FERCHAU, you can do both.

We will support you just as much with your personal development as we do with your projects. Thanks to our internal ABLEacademy training institute, we offer custom development opportunities for every employee. Whether it's in-person training or an online seminar – the offers cover a wide range of topics and methods.

## **We don't leave your success to chance**

With DevelopMINT, our personnel development programme, we will help you reach the next level of your career. Based on modern personnel development concepts, we will qualify you in a requirement-oriented manner and take into account your individual skills in all important professional, methodical and personal areas of competence.

## **DevelopMINT programme**

### **Seminars on professional and methodical competence**

- Project management
- IT (e.g. SCRUM, ITIL, DevObs)
- Engineering (e.g. design FMEA, electromobility)
- CAD systems
- and more

### **Employee discussions**

- Personalised training and qualification planning
- Personal support from your manager

### **Career and talent development**

- Potential analyses
- Personal careers advice
- Modular project manager training

### **Personality training**

- Communication and presentation training
- Conflict management
- Time and organisation management
- and more

**You can also visit us here:**



**FERCHAU GmbH**

Steinmüllerallee 2

51643 Gummersbach, Germany

Phone +49 2261 3006-0

info@ferchau.com

**Good to know:**

- **95% of our employees have permanent contracts with FERCHAU**
- **Over 70% of our managers have come up through the company**
- **FERCHAU is one of the best employers - as shown by independent studies, for example by FOCUS, Statista and trendence**
- **80% of our employees travel less than 45 km to the client's site**

Have we aroused your interest? Then go ahead and arouse our interest in you! There are a lot of ways for you to do this - the fastest way is via our website:

**[ferchau.com/go/career](https://ferchau.com/go/career)**

**Connecting People and Technologies  
for the Next Level**