# ON-BOARDING. DEVEL-OPING. CON-TRIBUTING.

## WHAT APPLICANTS WANT TO KNOW.

STAUFEN.

INSIDE EVERY COMPANY
THERE IS AN EVEN BETTER ONE.

**DEAR APPLICANT,**

I am pleased that you are interested in finding out more about the next steps of your personal career path at Staufen.
I am sure you have some questions.
On the following pages, I will provide some answers and hope to inspire you to join us.
Take some time to get to know us. It is worth it!
We look forward to meeting you in person.

Kind regards,

Lara Schlegel

Lara Schlegel
Head of Human Resources,
STAUFEN.AG

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# What does Staufen do? And why?

The Staufen Group is an internationally active Lean Management consultancy and academy. We have been advising and developing companies and employees since 1994. Worldwide.

What sets us apart as an organizational and human resource developer is our systemic approach and our passion for consulting, training and coaching employees and leaders.

**> 25**
Years of experience

**7000**
Seminar participants per year

**300**
Employees

**> 65**
BestPractice Partners
around the world

**17**
Languages

Our employees come from **20** nations

Approx. **30 %**
of employees are women

Average age of
approx. **40**

Figures/data/facts as of 2022

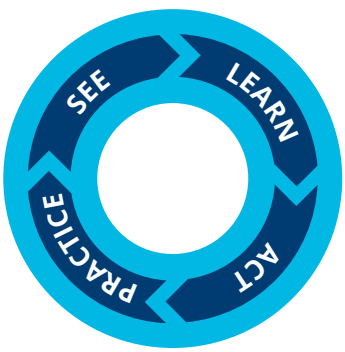
## We believe that inside every company, there is an even better one.

Our goal is to make every company better and to advance our customers. Our special approach is to quickly initiate the right changes and establish a sustainable culture of change. We also use our Academy for this purpose, which qualifies over 7,000 seminar participants every year.

# What does working at Staufen entail?

Our mission is to holistically and sustainably drive our customers forward and enable them to perform. Not from the top down but in a partnership at eye level in different roles as consultant, trainer and coach. Together with your customers, you identify waste and potential throughout the value stream, increase added value, optimize lead times and improve quality. And we place our focus on every division and department, from the shop floor to the executive floor. We work efficiently, pragmatically and systematically.

**See how it works.**
At our more than 65 BestPractice Partners, our customers experience Lean Transformation up close and personal, and learn through exchange with management and employees how to achieve a real target image by focusing on change with actual and ideal states.




**Learn how it works.**
With practice-oriented training, customized in-house training, holistic qualification programs and blended learning concepts, the more than 110 trainers and coaching experts at our Academy have been achieving the best and most sustainable learning successes for years. Both in the further development of our customers and the ongoing qualification of our employees.

**Act where it matters.**
With a targeted approach and holistic concepts, we ensure project success at the point of action. By focusing on lighthouse projects, we quickly achieve measurable successes, which we then transfer step by step to the entire company.

**Leading by example.**
With "Go & See" and daily "leading on site" we change corporate cultures. We empower employees and leaders to establish a lasting culture of improvement in their company.

# What is it like at Staufen?

Many of our employees have been with us for a long time. Why is that? Other companies also offer attractive benefits. Our 5 Staufen values are essential for our cooperation with each other and with our customers. These shape our corporate culture.

**1. Top performance:**
Our employees develop themselves and each other continuously. And empower our customers for top performance.

**2. Entrepreneurship:**
Our employees work with a high degree of personal responsibility. And they think and act as if they are entrepreneurs.

**3. Solidarity:**
Our employees feel closely associated with their customers and their challenges. They maintain their partnerships and support their colleagues.

**4. Appreciation:**
Staufen employees are convinced that value creation includes appreciation. That is why good performance is commended and appreciated accordingly.

**5. Passion:**
Our employees are passionate consultants. They are curious and love new challenges and do not want anything more than to make help customers achieve success.

These values are always the subject of dialogue at Staufen.

17 languages are spoken in our company. Diversity is normal and necessary at Staufen: Experience has shown that when many different cultures and generations share their know-how, it leads to new impulses, perspectives and thus also to better results.

# What can Staufen offer me?

Staufen is a Great Place to Work. That's not what we say, that's what the research and consulting institute of the same name says. And now for the third time. Here are a few reasons why:

**Varied & international:**

» exciting, demanding tasks
» high learning curve with versatile projects in different industries
» early assumption of responsibility in customer projects

**Individual & intense:**

» develop your own consulting approaches
» broad-based development programs with trainings and coaches

**Collegial & eye-to-eye:**

» high appreciation and recognition
» familiar, trustworthy atmosphere
» demanding onboarding with personal mentor

**Attractive & comprehensive:**

» enjoyable spaces to work
» individual and flexible working time models
» nationally valid fitness card
» professional equipment
» presentation preparation, etc.

**Regular & a matter of course for us:**

» team events, bike tours, triathlon participation other other celebrations

# Who is Staufen looking for?

Several paths lead to Staufen: consulting professionals, corporate services, through our Academy and school graduates and students. Details and current job postings can be found online at **www.staufen.ag/karriere** So come on in!

**CONSULTING PROFESSIONALS**

- You are familiar with one of our core industries: mechanical and plant engineering, automotive, aerospace, construction, finance and banking, medical technology or electrical engineering, electronics and process industry.
- You ideally possess the following expertise: experience in consulting projects and management tasks, as well as a high affinity for the topics of consulting, training and coaching.
- Confident in speaking and communicating, in English, German and other languages as necessary. Confident interaction with different cultures. As a consultant at Staufen you will be on the go a lot.
- Practical experience in Lean Management, restructuring and performance improvement is also preferred.

**YOUNG PROFESSIONALS**

- You completed your degree and have an excellent track record
- You have already gained initial experience as a consultant, trainer or organizational developer in an internship or job.
- You are interested in systemic approaches to organizational and process development. In addition, you also believe that inside every company, there is an even better one. Your passion is to make every company a little bit better.
- You show dedication. At university or through volunteering. You have good analytic and communication skills. You are confident in interacting with other cultures, you are flexible and ready to work internationally.

**CORPORATE SERVICES**

- A consulting company not only needs consultants but also first-class specialists in the areas of acquisition, sales and research, industry management, marketing, finance and controlling, as well as human resources, business support and IT. Moreover, our Academy is always on the lookout for excellent trainers and coaches.
- Benefit from a high level of personal responsibility and a great deal of creative freedom.

**SCHOOL GRADUATES AND STUDENTS**

- We offer: working student jobs, mandatory internships, voluntary internships within a customized time frame and thesis preparation.
- In the area of Corporate Services, Staufen also offers dual study programs.

# What is the onboarding process like at Staufen?

On your very first day of work, Welcome Day, you will receive all of your equipment and essential information. Our onboarding training will give you a deeper insight into our world: In several modules, we will teach you basic knowledge about Staufen.

As part of the training process, we will provide you with an experienced mentor. Your personal contact will look after you during the first few months, explain standards and internal processes and give you an in-depth understanding of our culture. You will also gain valuable knowledge in summer school. In addition, our monthly staff meeting brings project groups together where you can exchange ideas with colleagues.

We leave nothing to chance and make sure that you will quickly and easily find your way around.

# What development opportunities are available?

We love success. Not only with our customers, but also with our employees. That's why we do a lot to continuously promote and challenge you in your area of responsibility. Personnel development at Staufen is no coincidence, but systematically planned, holistic and individually tailored for you.

- In your work, you will gain valuable project experience. We promote your competencies by specifically expanding your tasks and responsibilities.
- Your mentor or coach responds to you personally and exchanges ideas with you on a regular basis.
- You will benefit from our internal and external seminars, Academy programs, trainings, language trips, our virtual Staufen Learning Center, summer school as well as sparring with our competence development team.

Our feedback culture allows you to check whether you are optimally applying what you have learned at any time. Accordingly, there is regular project feedback, as well as mid-year and annual reviews. Your feedback is provided in a transparent, comprehensible process. Together with you, we assess your current position in order to jointly plan and implement the next step in the career path. We also offer you the opportunity to pilot your own consulting concept.

# What do I have to do to join?

**1. Application**

Once you have applied via our homepage **www.staufen.ag/karriere**

**2. Confirmation of receipt**

we will email you a confirmation of receipt.

**3. Review your application**

Our HR business partners and the respective departments will review your documents as quickly as possible and get in touch with you.

**4. Telephone interview**

If we think you are a good fit, we will first arrange a telephone interview with you.

**5. Meeting in person**

If the telephone interview goes well, we will invite you for an in-person meeting and then to a second final interview. Depending on the position you are applying for, subject-related case studies, presentations or job shadowing may also be part of the application process.

**6. Feedback / offer**

Our goal is to give you a definitive acceptance or rejection as quickly as possible after receiving your application.

# Where can I find out more?

For more details and current job postings,
visit **www.staufen.ag/karriere**
You can also ask us directly at +49 7024 8056 181.
**Apply now! We look forward to hearing from you!**

For more information on Staufen, please visit:
Website **www.staufen.ag**
Kununu **kununu.com/de/staufenag**
LinkedIn **linkedin.com/company/staufen-ag**
XING **xing.com/companies/staufenag**
YouTube **www.youtube.com/c/STAUFEN**

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