



Creating pathways.
International Trainee Programme.



CLAAS has been a family business since it was founded more than 100 years ago. A business in which all employees have a common understanding of what it means to be able to rely on each other – all over the world. Our innovative work environment is characterised by flexible working models, individual personnel development, support of personal talents as well as a high degree of internationality. This is a work environment, which is designed to create the best possible conditions for the career of young talents. The International Trainee Programme has, therefore, been a permanent component in our CLAAS promotion of young talents for many years.

Our target is to train you as potential professional and managerial staff and to prepare you for demanding tasks in our company. This includes individual support from Human Resources and an experienced mentor as well as tailored training programmes fostering intercultural competence and individual development.

Diverse. Flexible. Challenging: Create your own pathway in our company and discover the International Trainee Programme on the following pages.

Carolin Höltermann
Head of Corporate Human Resources Development



Our company	4
International Trainee Programme	8
Focus subjects	10
Engineering	12
Sales	14
Finance/Controlling	16
Development and training	18
Perspectives	20
Application and contact	22

At home in fields across the world.



A professional field with a future.

There are very few companies that have influenced the development of agricultural technology, and also agriculture itself, as much as CLAAS has. What started with the production of straw binders in 1913 has become a leader on the global market: CLAAS is one of the world's leading manufacturers of agricultural technology. We are European market leaders for combine harvesters and world market leaders for self-propelled harvesters. We also hold top positions in global agricultural technology with our tractors, balers and forage harvesting machinery. This is supplemented through state-of-the-art information technology, machine-to-machine communication, intelligent networking, improvement of the harvesting process as a whole – Industry 4.0 is already our reality, and sustainability is our principle. Our products ensure efficiency in agricultural production, and preserve natural resources due to consistent reductions in energy consumption.

Innovations from the start.

Right from the start, the CLAAS business strategy has been orientated towards innovation. And right up to today, CLAAS solutions again and again set benchmarks in terms of quality and efficiency. The driving force here is the people who use their know-how and their passion for agriculture world-wide to benefit our customers and our company. Many of them stay with CLAAS for their entire working lives – because they appreciate our family company character; because they can develop within our company, and because they are constantly offered new perspectives. You can be sure that you will profit from these benefits as well.

Our products:
Successful diversity.



Combine harvesters



Tractors



Telescopic handlers



Service & Parts



Forage harvesters



Forage harvesting machinery



Balers



Software and systems

Did you already know?



CLAAS' Trainee Programme was successfully completed by 258 people within the last 30 years.



People from 75 different nations are working at CLAAS worldwide.



Our trainees covered a flight distance from over 7.000.000 kilometers in total.



Our trainees held 1.000 feedback discussions with the Human Resources department, managers and mentors.



Since 2005, 23% of women were engaged in the Engineering department.



Since the beginning, our trainees have shaken hands with 28.000 people in order to introduce themselves.

Overall, our trainees got to know 1.400 departments at CLAAS.



To support our recruiting process we work together with 22 partner universities.

More than 90% of our trainees stay at CLAAS after finishing their programme.



International Trainee Programme: Discovering opportunities.

The diversity of our company and our products is reflected in our International Trainee Programme: We offer our new talents diverse opportunities to discover the world of work at CLAAS – from flexible project work right up to assignments abroad.

The first trainees completed their individual programme at CLAAS almost 30 years ago. Even back then, our target was already to prepare optimum conditions for young talents, enabling them to take on responsible tasks in our company. Since then, new trainees have been able to commence their professional careers at CLAAS every year, and some have become top professional and managerial staff.

Where do you want to go?

30 years is a long time for research, feedback and constant improvement. This enables us now to offer you the 18-months Trainee Programme with a targeted focus on internationality, a personal mentor as well as an individual tailor-made development and further training programmes.

As a master graduate, select one of the following focuses for your future:

- Engineering
- Sales
- Finance/Controlling

Successful together.

Sow now what you wish to harvest in the future: this means that we specify the framework – and you decide on your individual assignments within your focus helping to create your individual programme.

At each of your assignments, you will gain comprehensive insight into operational activities and will work actively and in part independently on projects. Of course, we will not leave you without support: Right from the start, you will be assisted by an experienced mentor. You will have support in planning your individual training programme, and together you will work out which contents or departments are suitable for achieving your professional aims.

The International Trainee Programme at a glance:

18 months of “Training on the Job”

Development and further training opportunities

High-tech products

Personal mentor

Young professional and managerial staff

Assignments abroad

Unlimited working contract

Individual support



A man in a dark suit and a light green striped tie is smiling and looking down at a document. A woman with blonde hair, wearing glasses, a dark blue blazer, and a white and yellow striped scarf, is also looking at the document. They appear to be in an office or a professional setting.

If you are passionate, curious and committed, the International Trainee Programme at CLAAS will be just the right way for you. At CLAAS, staff from all divisions contribute towards our machines being what they actually are: world-class. Discover our International Trainee Programme – and find the right focus subject for your individual career at CLAAS on the following pages:

- Engineering
- Sales
- Finance/Controlling

Putting the future first.

Starting at the CLAAS Engineering division will be your ticket to a top-class technological world. Here, you will experience the challenging task of continuously improving harvests by using innovative technology. Innovation and quality represent core values of our products. Therefore, one of the CLAAS maxims is to be First Mover in agricultural technology.

At CLAAS, engineers take on major responsibilities at an early stage: They develop and design our highly-complex machines – our combine harvesters and forage harvesters are like factories on four wheels, for example. What makes CLAAS unique in this context is the fact that our engineers are always responsible for an entire product and not just for one single component, as it is in the automotive industry. Very different divisions at CLAAS will, therefore, be open to you as a trainee in the Engineering division: Electronics, Design, Supply Chain Management, Production Logistics or Research and Development are only a few of the divisions in which you can gain experience.

CLAAS invests considerably in R&D to maintain its current and future position as one of the world’s leading manufacturers of agricultural technology and to permanently develop innovations suitable for the market. And, of course, they also invest in the development of young talents in this field.

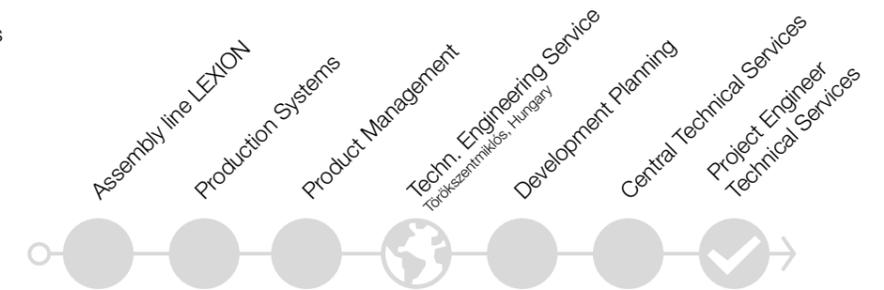
Excellent prospects.

CLAAS enjoys a first-class reputation as an employer among future engineers. This fact is also reflected in a study by the “trendence” institute commissioned by manager magazin: CLAAS is number 30 in the ranking of Germany’s most attractive employers (March 2017).

This sets you apart from others:

You are fascinated by agricultural technology and innovations. In addition to that, you’re a real team player and you would like to meet our – as well as your own – high quality standards at all times.

Example of possible assignments in the Production Department:



Example of possible assignments in the R&D Department:



“Inter-divisional Networking”

After his Master’s degree, Kai-Daniel Krüger started as an International Trainee with focus on Engineering. His mentor Michael Schlüter, Head of Prototyping R&D, has accompanied him since then on his way through the world of CLAAS.

Kai-Daniel could not only benefit from the long-term CLAAS experience, but also from the professional expertise of his mentor. For the trainee these are the qualities he could rely on during his Trainee Programme. “Above all, it was great that my mentor was always available and reliable”, remembers Kai-Daniel. They planned every assignment together and discussed current projects in the given operational area. Thus, as individual the programme is, as important it is to agree upon many details: Which departments are relevant for a trainee with focus on Engineering? What

should be the focus of possible projects and tasks? Which training courses are helpful for me? Answers to these questions are worked out together: “The advice given by my mentor within the scope of our regular meetings could be easily and often immediately implemented”, tells Kai-Daniel. The most important advice, Kai-Daniel received from his mentor? “When planning your assignments you should try to pull a common thread with regard to contents.” No sooner said than done: Kai-Daniel directly connected three assignments

with regard to contents and passed the first one in the Central Technical Services (Harsewinkel). During this time he was jointly responsible for the preparation of Industrialization and Supervision of a prototype group for the Chinese CLAAS location. Subsequently, he spent his next division in China to carry on with his Industrialization topics of the type series on-site. Back in Harsewinkel, first field trials were conducted in the Research and Development department with the German experimental model of the type series. “The Trainee Programme made it possible for me to

experience the company as a trainee from different perspectives.” – a chance, Kai-Daniel knows its values of: “In this manner, I was able to experience various occupational areas and participate in creating my professional career regarding my personal wishes, strengths and weaknesses.”

Experience diversity.

CLAAS high-tech machines are deployed on all fields around the world – sold by our sales staff. And their tasks are becoming increasingly important because more and more people need to be fed. Therefore, we provide our customers with the best products and the best service. At all times.

The daily work of every CLAAS employee is focused on the customer, no matter which division they are active in. In this context, the Sales division represents the most important contact to the customer: Our sales staff makes sure that the products of our co-operation, i.e. machines, customer service, advice and services reach the customer.

Our world. Your network.

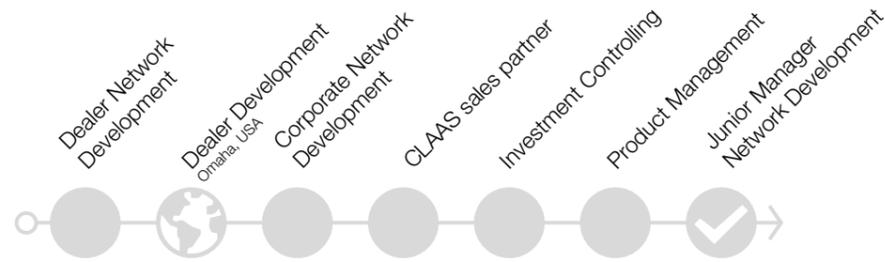
As a trainee in the Sales division, you will familiarise yourself with work on-site at one of our CLAAS sales partners. In addition to this, you will not only have the opportunity of visiting customers and supporting a Country Sales Manager in their activities in the export business. You will also be able

to support trader training courses in our education institute, the CLAAS Academy, to accompany trade fair activities or get to know the spare parts business.

We have ambitious growth targets. In order to realise them, we improve our relative market position by constantly developing our sales network and opening up growth potentials in new regions by means of our core products. Sales is an elementary cornerstone in the CLAAS value-added chain. Our sales staff is at home worldwide over and above the German market from Russia to China; from Argentina to Canada; from Finland to South Africa. Where do you want to go?

This sets you apart from others:

You have a high level of persuasiveness and you are good at communication. Ideally, you already have initial product knowledge, and you are familiar with the basic processes from sowing to harvesting.



Example of possible assignments:



“Personal and goal-oriented.”

Casimir Schultendorff joined CLAAS as an international trainee with the focus on sales. During the 18 months that were still ahead of him, he got to know the complete sales world of CLAAS. His mentor Hubertus Küsters, Head of Key Account Management CLAAS Global Sales, accompanied him throughout the trainee programme.

Personal, goal-oriented and creative – this is how the mentor and mentee describe the international trainee programme at CLAAS. “The trainee programme gave me the opportunity to take a closer look at our company from many different perspectives in a brief time. This way, I could understand CLAAS as a whole and be more open regarding the opinions and processes in other areas and departments,” Casimir reports on his experience.

During his time as a trainee, Casimir worked on numerous projects in different

departments and CLAAS companies – completing a kind of timetable that the duo developed together. His International trainee programme led Casimir from Germany to the UK and on to China. All this time, and despite the great distances, he could always rely on his mentor, Hubertus Küsters, to provide him with continued support. He decided to become a mentor “because I enjoy working with young people, and it makes me happy to see how a mutually-elaborated plan works out,” Küsters says. Both of them are in regular contact with one another two to three times a month. “All in all, to

this day, our topic-related communication is characterised by great openness but also by confidentiality toward third parties,” his mentor says appreciatively when talking about their meetings.

The advice offered by his mentor was gladly accepted by Casimir. The most useful tip he received from his mentor? “The foundation for successful sales is found in the understanding of the sales process, from production right up to technical customer service and the dealings with the corresponding colleagues,” Casimir recalls.

Securing success.

Here, it's all about figures: The Controlling division at CLAAS uses them to collect, interpret and generate recommendations of action for the management. This guarantees economically-viable decisions and the efficient use of resources. The Controlling division supports and coordinates the planning, budgeting and decision-making process and is responsible for budget compliance. Due to the increasing internationality of CLAAS, more and more new, exciting fields are opening up. The Export Financing and Credit Management Department, for example, supports almost all aspects of financing issues which support sales. Structured financing for our customers in emerging markets is one aspect of this field, as well as the management of credit risks in international business.

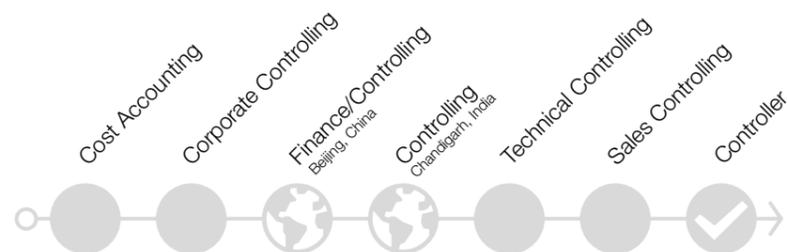
Active participation in the design of processes.

The International Trainee Programme in the Finance/Controlling division consists of various mandatory assignments at CLAAS – one assignment in the Accounting division, another one in Controlling and one assignment in a closely-related field such as Purchasing, Sales, Quality Management or Product Management. Furthermore, you will be deployed at our headquarters at least once, as well as in one of our subsidiaries.

This sets you apart from others:

You analyse quickly, are committed to your work and persistent in your achievement for targets at all times. Global thinking, personal initiative and a high level of international mobility are a matter of importance to you.

Example of possible assignments:



“Constant exchange and valuable feedback.”

From Harsewinkel to Argentina and back – this is one way of summarizing the Trainee Programme of Stefanie Mötsch with focus on Controlling. Her mentor Frank Sommer accompanied her on her way through the world of CLAAS, also from afar.

To be aware of what a trainee is talking about: As Frank Sommer completed a Trainee Programme at CLAAS himself, he understands the concerns of his mentees and is aware of what they are thinking and talking about. Today, he is Head of Corporate Controlling and always keeps his ears open as Stefanie’s mentor. “I am a mentor because I like helping young people with words and deeds within their professional development and pass over my knowledge”, explains Frank Sommer. Stefanie knows how to value this advantage: “Because he was a CLAAS trainee him-

self, he is now able to put himself in the current situation and help out with practical advice. I could count on his support during my entire time as a trainee, also when implementing his advice.” The Trainee Programme not only led Stefanie into various countries, but also into different Controlling departments at CLAAS. “Experiencing different functional areas and locations of concrete job definitions clears the way for the conscious orientation towards the following entry in the first job”, states her mentor. Stefanie especially appreciated the interest in her own further education

throughout constant exchange and valuable feedback during her time as a trainee. The advice of her mentor, to deal with a potential target position as early as possible, helped her out in her process. After six successfully completed assignments, Stefanie is now able to proudly name herself a Controller. Today, she still benefits from her built-on network.

Your career starts here.

You are already good – and you will become even better together with us. We recommend to use the first weeks to find your feet in our company. Familiarise yourself with us, our products and your new colleagues.

In order to help you to get started and to ensure a target-oriented professional development, we put together a tailored development package for our International Trainees. In this context, we offer product training as well as training in the field of agriculture to acquaint you with CLAAS and our products from the beginning.

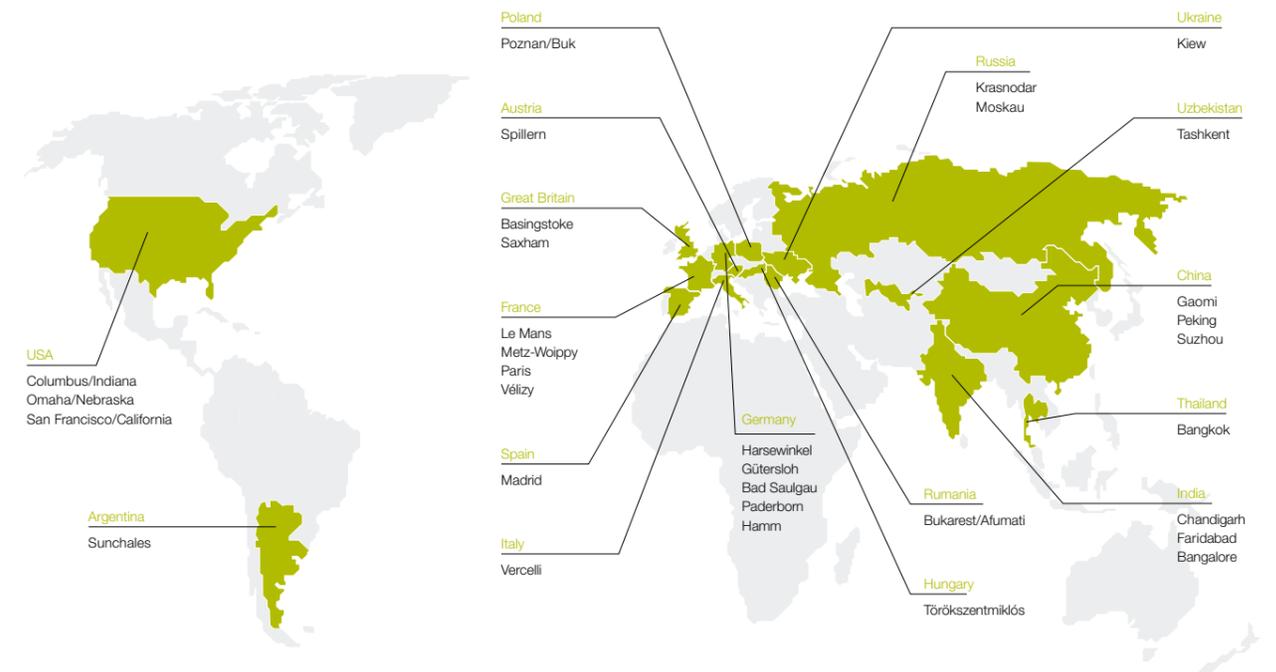
In addition to that, we will strengthen your professional and personal competence within the context of the development programme in order to prepare you for challenging tasks.

A personal mentor and regular trainee workshops supplement face-to-face and online training programmes. Moreover, you will be prepared for your assignment abroad within intercultural training and language courses.

Further training measures will be adapted according to your individual needs and the company objectives.

You will spend about three to five months in each individual department. There, you will be involved both in day-to-day business and in projects. After each assignment, you will receive qualified feedback so that you are aware of your current state of development at all times.

Qualify in different corporate divisions; sharpen your perception of holistic, interdisciplinary and overall corporate inter-relationships, and find out how to push your personal career considering your individual strengths.



Your individual development package consists of the following components:



Experience CLAAS all over the world.

You want to discover the world? Then you're in the right place at CLAAS. The strong international orientation of our International Trainee Programme enables you to gain valuable experience in another culture. Take advantage of this opportunity to set up an international network and get to know new countries. You select the location of your six-month assignment abroad according to the professional requirements and your personal interests.

We, i.e. your on-site colleagues, will support you in terms of organisational preparation and your personal development, and will be on hand with help and advice for you during your assignment. You are free to choose whether you prefer to spend the six months abroad in one stage or in two stages. Discover the world of CLAAS!

One pathway. Many targets.

We count on your long-term employment with us. Therefore, you will receive a permanent employment contract from the onset. As an International Trainee, following your intensive learning and training programme, you become a talent ready for a challenging task within our group. You know what you want: A responsible task in your subject area. Proving yourself in the job. Providing actual results. You can do this with us! Of course, we cannot guarantee that you will attain a management position directly subsequent to your 18-months Trainee Programme – however, we will create the optimum prerequisites allowing you to position yourself with us as a potential manager. Together, we will find out how you can create your future pathway with us.

These pathways are based on a reliable and productive ground with the International Trainee Programme, through which the following possibilities are open to you:

- Actively partake in shaping your career
- Recognise and develop focal points
- Gather intercultural experience
- Support by a personal mentor
- Nurturing of your individual development
- Time to test yourself in a working environment and to recognise your strengths
- Individual further training package
- Permanent employment contract



Again this year, we received the award “Career Supporting & Fair Trainee Programme”. We will continue offering our programme in the future in order to keep on finding and supporting talents.



“Actually, I always wanted to be an engineer in the production.”

Nils Schuelper (33), former trainee, is an example of how things can develop: After graduating in industrial engineering, he completed the International Trainee Programme, focussing on the subject Engineering. In the course of this, he got to know and love the field of logistics – even though he actually wanted to work in the Production department. After completing the programme, Nils started as a Project Engineer in the area of Supply Chain Management. There he

was Project Manager for Logistics and Transfer Projects. However, after a short period he took over the management of Logistics Procurement within the Group. “We purchase all transport and logistics services for the CLAAS Group – world-wide”, Nils proudly explains. “As a result, I come into contact with very different people through my job and encounter very different challenges every day.” With regard to this, one exciting and diverse task for Nils is the negotiation of logistics concepts and prices with people of various cultures. “Thanks to these international tasks, I travel to many parts of the globe.” What does Nils value about CLAAS? “The trust and freedom which was endowed on me during my time as a trainee and now as a manager. “Consequently, everyone



here at CLAAS can contribute towards the success of the company, as, according to Nils: “We think long-term”.

“I am a mentor because **I enjoy working with young people**, and it makes me happy to see how a mutually-elaborated plan works out.”

Hubertus Küsters, Mentor and Head of Key Account Management

“At **CLAAS**, you have the **chance** to commit yourself to new tasks and to shape your own personal **career**.”

Ricarda Dustmann, HR Manager International Trainee Programme

“I am motivated by **supporting** young employees within their professional as well as personal further **education** and **accompanying** them along their professional career.”

Michael Schlüter, Mentor and Head of Prototyping R&D

“It worked out fast that we created a **trusting relationship**, even after finishing the Trainee Programme.”

Philip Eggers, former Trainee Sales

„Because my mentor was a CLAAS trainee himself, he is now able to put himself in the current situation and help out with **practical advice**.”

Stefanie Mötsch, former Trainee Controlling

“I expect **openness, flexibility, intercultural interest and inquisitiveness** from a potential trainee.”

Frank Sommer, Mentor and Head of Corporate Controlling

“A trainee bears **various responsibilities**: for tasks and projects in the departments and for **co-designing** their own **training**.”

Carolin Höltermann, Head of Corporate Human Resources Development

Now it's up to you.

Are you writing your final thesis or have already submitted it? Then why not just keep on writing – your application to CLAAS. If your previous curriculum vitae reveals you to be target-orientated and committed, then we will provide you with a possibility for further development.

We require qualified employees in order to guarantee high-quality and innovative products at CLAAS in the future. That could be you! You need not necessarily come from the agricultural branch, but you should have a certain interest in it.

Furthermore, we like to see the following qualifications:

- A high level qualification (Master's degree, Magister, Diplom or similar)
- Knowledge of a foreign language (fluent in German and English, further languages desirable)
- Initial experience in your respective subject area
- International experience of a significant length, ideally within the scope of a semester abroad or an internship
- Willingness to work abroad for several months
- A high level of own initiative and enthusiasm
- Open-mindedness and flexibility

A convincing application paves the way; therefore we look forward to receiving your online application via our Careers page. A curriculum vitae, copies of relevant certificates and certification of internships, stays abroad and your extra-curricular commitments should be included in your comprehensive documentation. With regard to this, your letter stating why a career at CLAAS is of particular interest to you is especially important to us.



Discover more regarding our International Trainee Programme and apply online via: www.claas.jobs



Personally acquaint yourself with us now at a (university) event of your choice. You will find current dates on the CLAAS event calendar.



You should come from one of the following fields:

- Agricultural sciences
- Agricultural engineering
- Economic sciences
- Agricultural economics
- Mechanical engineering
- Industrial engineering
- Electrical engineering

Your contact



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