BUILD THE FUTURE

The Prysmian Graduate program

prysmian

The planet's pathways

JOIN OUR GLOBAL TEAM

Are you willing to make your mark in the Energy Transition and Digitalizationof our Communities?

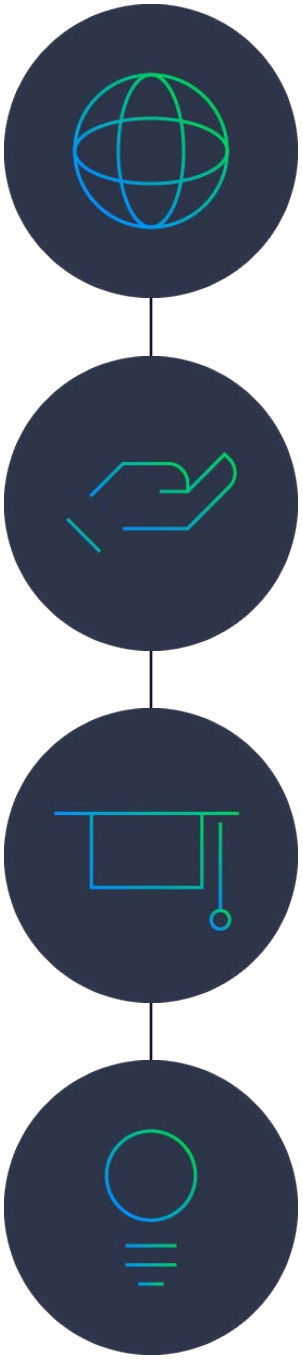
OUR GROUP

50+ Countries

108 plants

26 R&D centers

+30.000 employees



Prysmian Group is the world leader in the energy and telecom cable systems industry.

OUR VALUES

Drive

Trust

Simplicity

OUR GRADUATE PROGRAM

Global Induction 1 week

1 year job rotation

in your home country

1 year in a local role in your home country

3 years international assignment

From your last year, **a new responsibility in a technical or business area** in your home country

YOUR LEARNING OPPORTUNITIES

Buddy during your first year

Training of **Prysmian Academy**

Collaboration with Top Business Schools

Further info and application at **prysmiangroup.com/graduates**

A CUSTOMIZE TRAINING PATH FOR YOU!

1ST YEAR

1 WEEK — GLOBAL INDUCTION | IN PRESENCE

The program starts with trainings and activities led by the Prysmian Academy in collaboration with SDA Bocconi School of Management - a Top-Ranking Business School. During the induction, you will have the opportunity to meet some of our business leaders, former graduates as well as learn more about Strategy, Corporate Entrepreneurship, Teamwork and Collaboration.

2ND YEAR

1 WEEK — 2ND TRAINING SESSION | ONLINE

It will take place at the beginning of your 2nd year at Prysmian Group. Here you will learn about Supply Chain, Performance Management, Marketing & Sales, Cross-Cultural Collaboration.

3RD YEAR

2 DAYS — 3RD TRAINING SESSION | IN PRESENCE

It will take place at the beginning of your 3rd year at our company. Here you will have the opportunity to challenge yourself in a business case, specifically tailored for you.

ATTENDANCE CERTIFICATE

Upon completion of your training path, **you will receive an attendance certificate** issued by the Top-Ranking Business School we are partnering with (SDA Bocconi).

THE INTERNATIONAL ASSIGNMENT PROCESS. HOW DOES IT WORK?

Preliminary discussion about your career interests

The Group Talent Acquisition Team will check-in with you about **your career interests** or the international assignment. Your interests will be shared with the Region/BU HR colleagues.

Offering & Start of Assignment

When there's a suitable fit between business needs and your interests, you will be **offered a position**. Once accepted, you will be presented the assignment **economic package** (including the relevant expat benefits). We will start the **immigration process** (if needed, based on the destination) and your international assignment will be underway!

"This is a rare opportunity to match one's skillset with a role you haven't worked in before and might not even know you'd like. Rather than seeking people with long resumes, the program is designed to harness potential. You have the freedom to shape your role and bring in what matters to you."
Jenna Wallius, Build the Future – Wave 14, 2025 edition

AVAILABLE POSITION

during the international assignment

OPPORTUNITIES IN RESEARCH&DEVELOPMENT

CABLE DESING ENGINEER

The cable design specialist is responsible to manage the **product design and costing** for existing as well as enhanced products. You have accountability for the **final materials choice** (through BOM), **dimensions and machine choice** (routing) validating all data with materials engineers, materials laboratory, purchasing, supply chain and process engineers. You also evaluate and propose **innovative ideas** for customers, application driven products and product enhancements.

MATERIALS ENGINEER

The materials engineer is responsible to develop **new raw materials** or **compounds** or **reengineer existing ones**, following cable design or product development engineers' inputs. You collaborate with the Operations team to ensure that materials run with right quality and processability throughout our internal value chain. You lead **materials testing, qualifications, raw material specifications, recipe management**.
You technically support the Purchasing team in developing new suppliers, you contribute to generate savings (Design-to-Cost) and ensure quality in the plants as well as efficiency (low scrap, high speed, etc..).

PRODUCT DEVELOPMENT ENGINEER

The product development engineer is responsible to develop **new products** or **reengineer existing ones**, in accordance with international standards, customer specifications and local business strategy. You **act as project leader** coordinating all engineering-related activities with cross-functional teams to ensure that the project is executed according to the agreed **timeline** and **deliverables**.
You also provide technical support to Sales, Marketing and Operations departments during the whole product lifecycle.

TESTING LABORATORY ENGINEER

The testing engineer is responsible to conceptualize, plan, execute, gather data, analyze and produce a sound output for the current testing on **cable systems**, aiming to assess their capability to withstand several phenomena (mainly electrical, mechanical & thermal). You set up **optimized test circuit**, using adequate measure instruments which shall comply with the existing test and qualification procedures fulfilling all the required group and local safety protocols. You liaise with internal customers/engineering teams and often with external customers and certification bodies. You take a hands-on approach in running **testing activities on-site** and analyzing test results with a scientific mindset.

AVAILABLE POSITION

during the international assignment

OPPORTUNITIES IN OPERATIONS

PROCESS & CONTINUOUS IMPROVEMENT ENGINEER

The process & continuous improvement engineer is responsible for initiating, coordinating and implementing **manufacturing improvement initiatives** on a wide range of topics, processes and flows. You integrate **Lean Sigma improvement methodologies** within the value stream and serve as a generator of ideas for process improvement techniques. In addition, you will provide daily support for **process troubleshooting** and **product quality**, along with the coordination of the resources required to implement process improvements.products and product enhancements.

QUALITY ENGINEER

The quality engineer develops and maintains **effective systems** to achieve **quality objectives** and meet compliance. You lead plant efforts to maintain quality requirements and certification. You evaluate trends using statistical analysis and collaborate with other departments in the **development of corrective actions**. You investigate, evaluate, and report returned product from customers. Interact with suppliers as needed for audits, certifications and purchased material concerns.

BUYER

The buyer is responsible for managing **sourcing and procurement activities** for the assigned projects, services, commodities, with a strict monitor of all major targets: price, quality, risk, time etc. You work closely with all departments to ensure plant running without interruptions and purchases are done by technical specifications, supporting project delivery. In addition, you **manage and optimize the supplier base** in order to improve value for money and reduce risks.

PLANNER

The demand planner ensures our **company's operations are timely, efficient, and cost-effective**. You will assist in all demand planning duties, including estimating future product demand, analyzing inventory flow, and developing forecast models. In close coordination with the Sales team, you understand the business logistics requirements and production characteristics in order to create value for customers.

SYSTEM DESIGN ENGINEER

The system design engineer offers **technical solutions** related to the AC/DC Land and Submarine Cables Systems (Cables and Accessories). You design a competitive technical solution for the specific application and provide design reports including Electrical, Thermal and Mechanical verifications of cables. You identify **testing** and **qualification requirements**. In addition, you contribute to the identification of **Root Cause Analysis** in case of Non-Conformities or faults.

BE INSPIRED

by some of our graduates' career paths

Nese Koc
Hired in Tukey
Build the Future,
2018 edition

CAREER DEVELOPMENT JOURNEY

Job Rotation
2018 — 2019

Process Engineer - International assignment
2019 — 2022
Slatina, Romania

Industrial Efficiency Manager
2022 — present
Milan, Italy

Gabriele Tempestini
Hired in the Italy
Build the Future,
2013 edition

CAREER DEVELOPMENT JOURNEY

Job Rotation
2013 — 2014
Milan, Italy

Product Engineer — International assignment
2014 — 2017
Vila Velha , Brazil

Bid Manager
2018 — 2019
Milan, Italy

IMR Sales Senior Manager
2024 — Present
Milan, Italy

Natalia Berton
Hired in Argentina
Build the Future,
2017 edition

CAREER DEVELOPMENT JOURNEY

Job Rotation
2017 — 2018
Buenos Aires, Argentina

Process Engineer— International assignment
2018 — 2021
Eindhoven, The Netherlands

Maintenance Manager
2021 — 2024
Eindhoven, The Netherlands

Investment Manager
2024 — Present
Delft, The Netherlands

JOIN THE PROGRAM

¨I began my journey in Prysmian's Graduate Program in Milan in March 2023, later moving to the Netherlands for an operations rotation. There, I led innovation projects in production planning and supply chain management. In 2024, I advanced to Supply Chain Engineer and Production Planner roles in Delft. As of January 2025, I hold the positions of Demand Planning Manager and Supply Chain Engineer. I love that Prysmian provides the opportunity to challenge myself with different roles and responsibilities, allowing me to continuously learn something new and gain a comprehensive understanding of how the company operates.¨

Marco Cortese, Build the Future – Wave 12, 2023 edition

ENJOY OUR HYBRID WORKING MODEL

Prysmian Group promotes an hybrid working model.

Each country will deploy the Policy locally in accordance with local legislation and work councils' consultation.

Further info and application at
prysmiangroup.com/graduates

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