BUILD THE FUTURE

EMPOWER YOUR COMMUNITY

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?

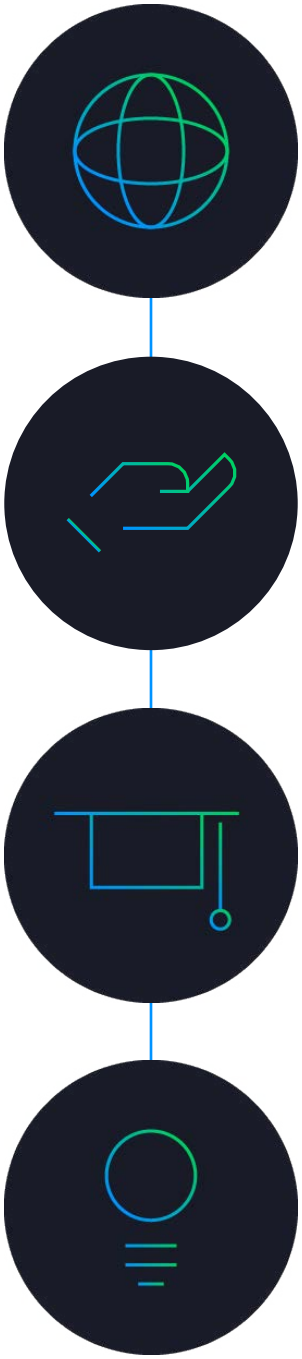
OUR GROUP

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

From the 2nd year

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. 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).

"Being part of Prysmian's Graduate Program has been both challenging and enriching. Working in a dynamic operation and collaborating on various projects with multidisciplinary teams has allowed me to grow professionally and personally. It has been a truly rewarding journey!"
Gabriela Gil, Build the Future – Empower your Community – Wave 12, 2023 edition

"Participating in Prysmian's Graduate Program has been a transformative experience. From week one, I've been trusted with real responsibility, working on impactful projects that develop both technical and leadership skills. The opportunity to learn from experienced mentors and collaborate across global teams has been incredibly rewarding. I'm excited to keep growing with the company."
Saajid Aman, Build the Future – Empower your Community – 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.

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