

International Graduate Program DB Schenker

Starting your career at the Transportation & Logistics Division of Deutsche Bahn

DB Schenker

Human Resources

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In 2009, DB's nine business units generated revenues of around 30 billion Euro



- No. 2** Public transport in Europe
- No. 2** Passenger rail transport in Europe
- No. 1** European rail freight transport
- No. 1** European land transport
- No. 1** Biggest rail network in Europe

Rev. (EUR bn)	29.3
EBIT (EUR bn)	1,685
Employees (,000.)	239

DB BAHN

DB Bahn Long Distance



Rev. (EUR m)	3,565
EBIT (EUR m)	141
Employees (,000)	15

DB Bahn Regional



Rev. (EUR m)	6,856
EBIT (EUR m)	870
Employees (,000)	25

DB Bahn Urban



Rev. (EUR m)	1,985
EBIT (EUR m)	100
Employees (,000)	13

DB SCHENKER

DB Schenker Rail



Rev. (EUR m)	4,055
EBIT (EUR m)	-189
Employees (,000)	34

DB Schenker Logistics



Rev. (EUR m)	11,292
EBIT (EUR m)	199
Employees (,000)	57

DB Services



Rev. (EUR m)	1,237
EBIT (EUR m)	125
Employees (,000)	24

DB NETZE

DB Netze Track



Rev. (EUR m)	4,369
EBIT (EUR m)	558
Employees (,000)	40

DB Netze Stations



Rev. (EUR m)	1,025
EBIT (EUR m)	217
Employees (,000)	5

DB Netze Energy



Rev. (EUR m)	2,308
EBIT (EUR m)	103
Employees (,000)	2

DB Schenker has strong transportation networks

Transportation networks



- **Rail Freight – No. 1 in Europe¹⁾**
Network for cross-border transport services in Europe
- **Land Transport – No. 1 in Europe²⁾**
Europe’s largest and densest network for regular transport services
- **Air Freight – No. 2 worldwide³⁾**
Global network for transportation services
- **Ocean Freight – No. 3 worldwide⁴⁾**
Global network for transportation services
- **Contract Logistics/SCM – No. 5 worldwide⁵⁾**
Solutions for customized logistics services worldwide

Source: DB 1) according to tkm 2) according to revenue 3) according to tons 4) according to TEU 5) according to revenue

The graduate program creates a pool of internationally deployable junior staff

Objective of the Program

Development of junior managers for international deployment within the Transportation & Logistics division and the mid-term filling of management positions

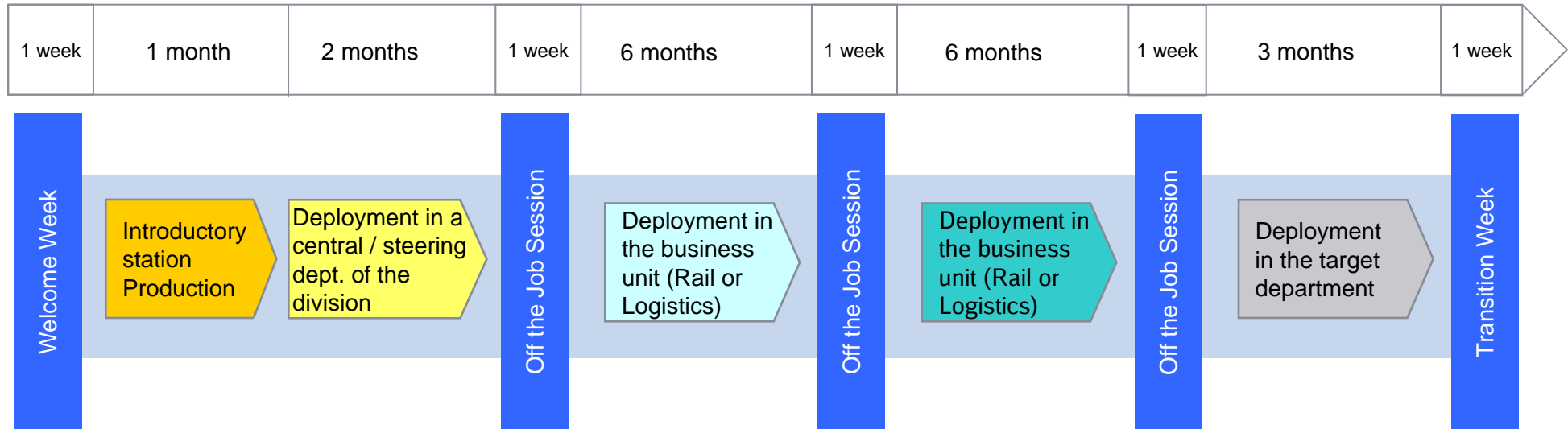
Target Group – Your Profile

Graduates with intercultural skills and international mobility from various fields and from German and international universities

- good to very good university diploma (Master, Diplom or PhD) in business administration, engineering economics, humanities or law with a focus on finance, controlling, HR, sales, marketing, tourism, organizational development or logistics
- first practical experiences, preferably in logistics
- excellent analytical and conceptual thinking
- well-developed communication skills
- high integration and problem solving skills
- intercultural competence
- worldwide mobility and flexibility
- proficient knowledge of English (B2), basic knowledge of German (B1), further languages preferable
- good knowledge of MS Office tools



The program takes 18 months to develop comprehensive experience and knowledge, including international assignments



- The trainee will complete the entry-level phase in a production-related area in order to learn the core business (either at Rail or Logistics. For example, freight depot, warehouse, transfer terminal, branch office, etc.)
- The second station counts as an orientation phase and is to be completed in a division-specific group function (executive office, business development, PR & communications, finance & controlling, HR) in order to gain insight in the division and the company (possible central function in a business unit, i.e. Controlling, IT, HR, etc.)
- A certain framework is defined to prevent a random sequence of stations. It is mandatory to complete one station each at both DB SL and DB SR. At least one station is to take place abroad, ideally two (in different regions/cultures).
- The last station is to be completed at the target department and serves as the introduction phase for the future function (the trainees are employed without a target function. This will unfold in the course of the program through the trainee stations and the network obtained)
- Joint off the job sessions are to be completed between the stations (skills training, team building activities, small projects, excursions, etc.)

Content & framework of the generalist program

Content

The program consists of the following elements:

- Within the **practical assignments**, the trainees work actively and autonomously in the business units
- Joint **off the job sessions** foster the exchange and network among each other as well as the integration of the business units
- An integral part of an off the job session is the development of a **team task**
- The accompanying **qualification program** is designed for the generalist development of the trainees
- A **round of reflection** regarding the trainees' experience from the off the job phases and the practical assignments will take place with the mentors in the transition week
- Experienced **executives** from the organizations support the trainees and the program as "**mentors**"
- Admission into the corporate **Trainee Club**.

Framework

- The program begins **1st of November 2011** and lasts 18 Months
- **10 trainees** will be hired and go through the program simultaneously
- The program language is **English**
- The trainees receive an **unlimited contract**
- The trainees will have **one central contact person at HR** who will support them throughout the program
- **Recruitment activities** will take place for the first run mainly at German universities as well as at 2-3 international Logistics colleges.

Possible target functions following the trainee program

BU DB SL

- Interface functions (IT, Finance/Controlling, HR, PR/Communications)
- Marketing & Sales (Corporate Account Management, Business Development Vertical, Strategic Sales)
- Logistics Engineering & Projects
- Various division/board assistants

BU DB SR

- Railports (L.RSL)
- Production/Asset Management (L.RBT)
- Sales/Market Unit Metals/Mining (L.RCS1)
- Sales/Market Unit Chemicals/Mineral Oil/Fertilizers (L.RCS3)
- Sales/Intermodal (L.RCS4)
- Interface functions (IT, Finance/Controlling, HR, PR/Communications)
- Marketing&Sales (L.RSE)
- Various division/board assistants

Division Functions

- Executive office (board assistants)
- Business Development
- PR & Communications
- HR
- Finance & Controlling
- Organizational Design

If you aspire to an international career as a junior executive, apply for our International Graduate Program.

Information & Contact

Did we engage your interest? Then we are looking forward to receiving your application with the following reference number: **112527**. Please send your application in English, including a cover letter, a CV, a transcript of records or university diploma, your secondary school diploma and, if available, internship and work references.

Our recruiting team will answer your questions concerning the International Graduate Program of DB Schenker. You can contact them Monday to Friday 10:00-11:00 am and 2:30-4:00 pm (CET), using the telephone number +49 30 297 58431.

How to apply

You can apply online at the website www.deutschebahn.com/stellenboerse, per e-mail bewerbermanagement@deutschebahn.com or send your application documents to:

DB Mobility Logistics AG
Bewerbermanagement akademischer Nachwuchs
Reference number: **112527**
Karlstr. 6
60329 Frankfurt am Main
Germany

Be sure to include the reference number.

Application deadline: the 20th of May 2011