

## **Who we are – the voestalpine Group**

voestalpine is a globally active steel-based technology and capital goods group specializing in the development, manufacture, and processing of sophisticated steel products.

With our headquarters in Linz, Austria, voestalpine is represented by 500 companies and locations in more than 50 countries on five continents. We are one of the leading partners to the automotive and consumer goods industries in Europe and to the oil and gas industries worldwide.

The voestalpine Group is the world market leader in turnout technology, special rails, tool steel, and special sections. voestalpine steel can be found in numerous products, such as the newest Airbus generation, but also in buildings, for example, the Atomium in Brussels, Wembley Stadium in London, and the Burj Dubai, the tallest building in the world.

In the Business Year 2016/17, the voestalpine Group reported revenue of EUR 11.3 billion and an operating result (EBITDA) of EUR 1.54 billion. It has around 50,000 employees worldwide.

## **What we do – the voestalpine High Mobility Pool**

The High Mobility Pool (HMP) is designed to introduce university graduates with some professional experience to the voestalpine group. Successful applicants are offered a two year contract as a salaried employee of voestalpine AG.

For two years HMP participants work at various companies from our four divisions, gaining a wide range of experience in different professional areas. Assignments last 4-6 months each and offer the opportunity to be challenged, produce results and gain in-depth knowledge of our industry. Individualized training, education and mentoring support the professional development of our HMP participants.

## **Why we do it – the program targets**

We want to identify participants' talents and prepare them for a permanent position with voestalpine. We aim to support the internationalization strategies of the group by developing mobile employees who have an excellent understanding of group processes and the ability to think and act across divisions and regions. Internationality is also key for staffing the HMP. For Generation 2018 focus will be put on North America, Europe and China.

The HMP is not about specializing in one particular field – it is about developing well-rounded professionals who have a comprehensive understanding of group processes and helping them determine where to ideally specialize at a later stage.

## **What to expect – the HMP program**

Since 2011, 60 projects have been successfully accomplished in countries across the world, including Germany, Czech Republic, Sweden, Norway, Netherlands, Spain, Australia, Poland, U.S.A., Brazil, China, South America, and Austria.

At the end of the program the corporate network will support HMP participants in finding a permanent job with voestalpine. Participants have been placed in many roles, including Business Development, Product Management, Executive Assistance, Project Management, Sales, Logistics Management, Strategy Development, Finance and Controlling.

voestalpine AG has been running the High Mobility Pool in its current form since 2008. Similar programs have existed at voestalpine since 1997 and 60% of program graduates still work for voestalpine today, many of them in major management positions.

Applications are now open for the HMP 2018. Please submit your resume to [vHPM.HR@voestalpine.com](mailto:vHPM.HR@voestalpine.com)