"Here, working as a team means learning from each other. The greater the diversity, the greater the possibilities."

Nina Loof

One company, many routes. Opportunities for students, graduates, and applicants with practical experience. That’s us.

Volker Gwinner

Daimler AG

Personal

Stuttgart, Germany

www.daimler.com

www.career.daimler.com
Daimler offers you more than just a job: it provides a space for your potential to unfold as a student, recent graduate, or applicant with practical experience. Assignments to suit personal preference, individual further training, and tailored advancement give you the ideal preparation for your working environment, both domestic or abroad. We offer you diverse possibilities to begin – and then mold – your career path. Perhaps you’ll find one that suits you on the following pages.

Welcome to Daimler.
Daimler Student Partnership.
Studying is one thing. Studying with the Daimler Student Partnership is quite another. Because with us, you do more than just study. You get personal mentoring, tailored development, and insights into various divisions across different sites.

A departmental mentor, a former student of the program, and a dedicated HR contact will give you specialized, personal, and methodical support during the last one-and-a-half to two years of your studies. The Daimler Student Partnership is ideal for network building and enhances your studies with training, events, and field trips. You’ll receive assistance with your practical placements and your dissertation.

And at the end of your studies, it’s just a small step to a direct entry at Daimler or our CAReer top talent program. On our website, you’ll find all the information about the application and selection process – or contact us directly at student.partnership@daimler.com.

An internship at Daimler.
Theory is all very well. But there comes a time when you need to gain some practical experience and get to grips with some exciting challenges. Where? A Daimler internship, either before or during your studies, in Germany or another country.

But whichever internship you choose, and wherever it is, you’ll be stimulated and supported from the outset and given real projects to work on as part of a team. All it takes is flexibility, motivation, and the joy of working in a team. An internship opens up a world of opportunity and perspectives. It may even be the first step to a long-term career.

Find out more at www.career.daimler.com.

"Here, you really have the feeling that you contribute something with your work."
Mike Funke

Theory meets practice.
Starting your career. 
Straight from the lecture hall.

Working students at Daimler.
Why wait to get practical experience? Become a student intern at Daimler.
As a student intern, you’ll be able to put theory into practice while still continuing with your studies. You will work in specialized areas that give you real insights into your subject and make a huge contribution to your studies. You’ll also make important contacts among your colleagues and managers - the first step in creating your own network at Daimler. And, of course, you’ll get to know the company inside out. Together, all these benefits will offer you excellent prospects for a future career at Daimler.

Doing your thesis at – and with – Daimler.
Make the most of your thesis. Work on it at Daimler. We’ll suggest a subject. And you’ll work on a live project with one of our development, manufacturing, or commercial business areas.
We can offer know-how, expertise, valuable experience, and the chance to broaden your knowledge and interpersonal skills. We’ll provide tailored support while you write your thesis and help you both on a professional and on a personal level.
We’ll value your ideas, enthusiasm, and academic curiosity, because your work will be making an important contribution not just to your growth but also to ours. And because a good degree is a good start, we may be working together after your thesis as well.

Find out more at www.career.daimler.com

“Daimler gives me the space to do my own thing and turn my ideas into reality.”

Nadja De Maeseneer
Thinking years ahead, from day one.

CAReer – The Top Talent Program. You’ve already achieved a lot – that’s a good start. Now is the ideal time to kick-start your long-term career with Daimler, with CAReer, our international trainee program. You get to know the company inside out. And you quickly learn where you can really make a difference.

CAReer offers challenging project assignments. Their aim: to provide you with the best possible preparation for a position as a manager or specialist with Daimler. You spend 15 to 18 months working in different divisions and departments worldwide – while already benefiting from a permanent contract of employment. Right from the start you take on responsibility, solve problems, and work on innovations. But you will not only get to know our business structures, strategies, and products in detail, but also gain valuable contacts - from all over the world.

This helps you to lay the foundations for your personal network and create the best conditions for a career at Daimler.

Functional fields in the CAReer program. The CAReer program offers you the most attractive opportunities in every area of the company – whatever your strengths and interests are:

• Engineering, Research & Development: CAReers for developers
• Manufacturing & Related Functions: CAReers in logistics and manufacturing
• Sales & Marketing: CAReers in sales and marketing

• Procurement & Supply: CAReers in procurement and supply management
• Finance, Leasing & Banking: CAReers for financial experts
• Finance & Controlling: CAReers for financial controllers
• Information Technology: CAReer IT business engineers
• Human Resources: CAReer in HR
• Corporate Functions: CAReers in our support functions

Find out more at www.career.daimler.com

"The world is my oyster at Daimler. Personally and geographically.”
Loic-Alexandre Latyr Sar

10 11
Direct entry for graduates and candidates with practical experience.

Get your career off to the right start at Daimler and take advantage of the kind of opportunities that only a global technology leader can offer. Opportunities in innovation, international working, and the diversity of a worldwide company. You’ll be helping us to shape the future of driving, working in your own specialist area, whether in your home country or abroad. Always part of a team, always working on exciting projects, and fully involved from day one.

Direct-entry candidates have outstanding academic qualifications and personal qualities, strong communication skills, and the ability to work as team players.

Whether you join a technical or commercial department, you’ll be challenged and developed. Thanks to a tailored introduction program and by learning on the job, you will quickly start making a contribution. Not just for our benefit, but for yours. And you’ll be able to take advantage of training, career options, and the many opportunities across our worldwide group.

Find out more at www.career.daimler.com

“Working at Daimler is like playing soccer for the world champions.”
Rafael Galdón López-Quesada
Doctorates at Daimler.

Without research, there would be no progress. Every year, we invest several billion euros in research and development. And we invest in people who are looking to combine their academic work with practical experience. So have you considered Daimler for your doctorate? You’ll benefit from contacts, research materials, insights into working practices, and personal mentors. A three-year, fixed-term contract will give you financial security. You’ll get to know the company and other PhD students.

Cross-disciplinary training will help with your personal development. At the "doctoral thesis marketplace", you can present your work to the company, talk to employees and managers, and take part in forums, specialist presentations, and informal discussions.

The advantage of industry-based research is that you will be working at the sharp end of professional practice, gaining experience of projects and the working world, and developing a personal network of contacts that will provide a solid foundation for your future at Daimler. We will of course also help you to find a job here once you gain your doctorate. As an innovative company, we need innovative people like you.

Find out more at www.career.daimler.com

Research for the future. Even your own.

“Working life – at Daimler, they don’t ignore the life part.”

Dr.-Ing. Gülden Kaynak
An entrance that opens doors.

Apply now – we look forward to meeting you!

“I want to develop personally and professionally, day after day. And I can do exactly that here.”

Saira Moinuddin

You have already achieved a lot: a degree, internships, and a final thesis. However, it’s at Daimler that things really get started, because we offer a broad spectrum of possibilities for further professional and personal development.

Everything as planned. LEAD.

At Daimler, the performance and potential of management employees are measured and compared – to the same standards throughout the company. For this purpose, we use the staff development instrument “Leadership Evaluation and Development,” or LEAD for short. One of the basic elements of our LEAD evaluations are our “leadership behaviors”: they describe our expectations of the management team and make the way the Daimler culture of excellence is lived and implemented in practice measurable. LEAD makes the step up to management level easier by functioning as the basis for the individual advancement and development of our management and employees.

Accompanying and fostering talents.

Being better means becoming better – professionally and personally. The Daimler Corporate Academy supports both developments of employees and management staff from day one. With our professional training sessions, we continuously equip all our employees and managers with the tools they need to excel during working hours, on-site, and on topics ranging from basic business skills to presentation techniques and personal development. In addition, with our functional training sessions, we provide specialist knowledge for experts, for example IT specialists or purchasers. The foundations of our management programs and career concepts are developed centrally for the white-collar workforce – to ensure they are as up-to-date and attractive as possible.

We develop tomorrow’s major players.

The global economy is complex, dynamic, and uncertain. We prepare our management staff for these challenges – with a worldwide process, for everyone from talents to board members. Whether it’s in tailor-made Daimler leadership seminars and coaching sessions, at leading business schools around the world, or in personal contact with your future LEAD program caregiver (e.g. career management), events with our global Daimler management network or our global Daimler management network’s special interest assignments: in addition to our functional training sessions, we provide specialist knowledge for experts, for example IT specialists or purchasers. The foundations of our management programs and career concepts are developed centrally for the white-collar workforce – to ensure they are as up-to-date and attractive as possible.

A company with a future: Daimler Academic Programs.

With the Daimler Academic Programs, we make long-term investments in our employees – because our company can only grow if the knowledge of our employees and managers also grows. After just a year at the company, you can receive support from Daimler for further education, regardless of age, currently in 40 study programs, and at any point in your professional development. Daimler supports the studies both financially and with an accompanying program. The foundations of our program and seminar concepts are developed centrally for the whole company – to ensure they are as up-to-date and high-quality as possible.

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Successful – not only professionally.

At Daimler, we know you need the right balance in order to do a good job. That is why we support the life balance of our employees with a number of working time models, child care facilities, and fringe opportunities. In addition, there are various special services, for example retirement provision to bonus payments in successful years.

Sound interesting? There’s much more to come. But for things first – you can find current study programs at www.career.daimler.com.

We look forward to receiving your application and getting to know you.

“I want to develop personally and professionally, day after day. And I can do exactly that here.”

Daria Montomori

“For me, being a manager also means helping other people in their development.”

Mathias Hendrich