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

Nina Kayser

“If you want it, almost anything is possible here.”

Volker Gwinner

DAIMLER

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

“Seeing my own draft as a finished product was indescribable.”

Anil Shenoy

Daimler AG is one of the world’s most successful automotive companies. With its divisions Mercedes-Benz Cars, Daimler Trucks, Mercedes-Benz Vans, Daimler Buses and Daimler Financial Services, the Daimler Group is one of the biggest producers of premium cars and the world’s biggest manufacturer of commercial vehicles with a global reach. Daimler Financial Services provides financing, leasing, fleet management, insurance and innovative mobility services. More information: www.daimler.com
Daimler Student Partnership
It’s one thing to study. It’s quite another to have the Daimler Student Partnership by your side, supporting you. With us, you do more than just study. We offer you an individual development plan and insights into our divisions and locations.

Based on the duration of your studies – up to a maximum of 15 months – and your experience to date, your individual program is agreed between you and your dedicated HR contact. Our portfolio includes training, webinars, events, field trips and coaching as well as assistance finding practical placements and the ideal place to write your thesis.

Maybe the advice of a departmental mentor or a former program member is just what you need? And at the end of your studies, just a small step to join Daimler either via a direct-entry position or our international trainee program CAReer.

If you have any further questions, please e-mail us at student.partnership@daimler.com

“Here, you really have the feeling that you contribute something with your work.”
Mike Funke
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 on both a professional and 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.daimler.com/career](http://www.daimler.com/career)

“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
- Manufacturing & Related Functions
- Sales & Marketing
- Procurement & Supply
- Finance, Leasing & Banking
- Finance & Controlling
- Information Technology
- Human Resources
- Corporate Functions

Find out more at www.daimler.com/career

“The world is my oyster at Daimler. Personally and geographically.”
Loic-Alexandre Laty Sar
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.daimler.com/career

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

The direct route into a career.
Research for the future. Even your own.

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.daimler.com/career

“Working life – at Daimler, they don’t ignore the life part.”
Dr.-Ing. Gulden Kaynak
An entrance that opens doors. Apply now – we look forward to meeting you!

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 is 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 is 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 development of both employees and management staff from day one. With our professional training sessions, we continuously equip all our employees and managers with up-to-date tools for life – during working hours, on-site, and regarding a wide variety of topics, from project management 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 program and seminar concepts are developed centrally for the whole company – to ensure they are as up-to-date and high-quality 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 or at leading business schools around the world, whether in person or virtually as avatars: in our global Daimler management network our managers learn from each other, interact, and make important contacts – for now and for the future.

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 its employees and managers also grows. After just a year at the company, you can receive support from Daimler for studies – 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. Among other things, this includes seminars (e.g. time management), events with students and alumni, and personal contact partners. Once the studies are complete, you have not only broadened your abilities, but also your network. Supported studying with the Daimler Academic Programs is an investment for the future – for employees, and for the company.

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 fitness opportunities. In addition, there are various special services, from retirement provisions to bonus payments in successful years.

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

Awards and Honors

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

Mathias Heidrich

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

Saira Moinuddin