



International ZFLS Trainee Program

Program Structure and Schedule

Program Start and Duration

The International ZFLS Trainee Program starts every year at October, 1st and lasts 18 months. For the duration of the Trainee Program you will receive a full-time offer letter. After the Trainee Program you will be given a job offer at the respective home company within the ZFLS Group.

Individual Projects

During these 18 months, you will get to know the Group by carrying out four projects in different parts of the world. You actively select your own projects within the company – ensuring you steer your professional future in the right direction from the beginning. You will be posted to various functional areas and business fields in Germany and abroad. That will not only give you the chance to get to know our structures and operating methods, it will let you build up a worldwide network of contacts that will be of benefit to you in the long term.

Team Project

By working on a joint team project together with other international trainees, you will gather additional practical experience in project management. At the end of the program you will be given the opportunity to present your project results in front of the Executive Board.

Training Modules

The International Trainee Program at ZFLS begins with a joint orientation week for all trainees. This gives you an opportunity to get to know one another and form a team. Throughout the program there will take place four different training modules. During these one-week training modules you and your trainee group will be trained off-the-job in key soft skills, e.g. project management, working in virtual teams, intercultural competence, change management, social and communication competence. A three-week internship in production will give you the opportunity to track the value-added chain directly from the start.

Mentorship

Throughout the 18-month period, you will be professionally and individually mentored by an experienced manager who will assist you in planning your future career.

Profile and Requirements

Studies & Practical Experience

You have completed your engineering or business studies (bachelor's/master's degree) at a university or other higher education institutions with above-average grades, or are about to graduate. It is of benefit if you have practical experience in the automotive industry or with supplier companies from your studies.

Internationality

Our trainee program is internationally focused. Hence, the trainee group consists of diverse nationalities. The language of the International ZFLS Trainee Program is English. You should have completed an internship or studied abroad and feel comfortable in an international environment.

Foreign Languages

We expect you to be fluent in English and able to communicate well in German. Additional foreign languages are an advantage.

Personality

As a potential future trainee you should have an analytical, structured way of thinking and acting. We are looking for personalities who are self-confident with plenty of commitment and initiative. In addition, you have strong communication skills and enjoy working as part of a team. You will win us over with your personality and creativity, as well as your motivation to achieve things and your passion for engineering

Program Objective

The intention of the International ZFLS Trainee Program is to provide a specific program for leadership potentials in order to generate a pool of internationally employable personnel with distinct social, methodological and change competencies as well as an international network.

With us, you learn on the job through projects and routine business tasks, while being prepared off the job in regular, additional training modules for challenging expert and management functions.

At ZF Lenksysteme, we place great importance on intercultural encounters and exchange. The international composition of your trainee group and the international thrust of the program will strengthen your intercultural skills and help drive you along an exciting career path. After these challenging 18 months, you will be right on track to pursue your career at ZF Lenksysteme.

Join ZF Lenksysteme and actively steer your future career in the right direction!