

**SIEMENS**



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# The Finance Excellence Program.

For future financial leaders.



## Welcome to the Finance Excellence Program!

*“This unique leadership program is the foundation of an outstanding career at Siemens. If you are strongly committed to excellence and determined to become a future CFO, my management team and I can pave your way to the top of finance.”*

Joe Kaeser,  
Chief Financial Officer, Siemens AG

# For future financial leaders.

# How do we invest in your CFO potential?

## Your Program

The Finance Excellence Program (FEP) is the exclusive leadership program for the most talented and ambitious finance experts initiated and led by Joe Kaeser, Chief Financial Officer of Siemens.

24 intensive and challenging months lie ahead of you. Based in one of the four Siemens sectors, in Corporate Finance or Siemens Financial Services, you will be given ample opportunity to expand your career horizon with demanding assignments in a variety of finance-related functions.

Exclusive training modules additionally serve to enhance your personal and professional development. Mentors on top management level and an extensive network will provide support in meeting your daily challenges and for the long-term planning of your finance career.

## The Finance Excellence Programm

### 24 Months in one of these Organizations:

- Energy Sector
- Healthcare Sector
- Industry Sector
- Infrastructure & Cities Sector
- Corporate Finance
- Siemens Financial Services

1<sup>st</sup> Assignment

2<sup>nd</sup> Assignment

3<sup>rd</sup> Assignment

### Task Profile:

- Demanding tasks across finance scope
- Complex project management
- Early assumption of responsibility
- International teams and topics
- Cross-business contacts

Supported by Training, Mentoring, and Networking

*“The Finance Excellence Program has at its heart equipping young leaders with the capabilities and experiences to respond to a changing global business environment. As head of this unique program, I am passionate about developing this next generation of CFOs for Siemens.”*

Carmen-Maja Rex  
Vice President  
Finance Excellence



*“The Finance Excellence Program is the perfect match between the brightest talents around the globe and the unique opportunities Siemens has to offer. And I love doing interviews to get personally involved.”*

Michael Sen  
Chief Financial Officer  
Healthcare Sector  
FEP Interviewer



*“FEP associates are very helpful for my business. After a very successful first assignment in Germany, I sent a FEP associate to run a program office in China for his second assignment – and I am really looking forward to seeing him succeed in that role again.”*

Dr. Jochen Schmitz  
Corporate Vice President and Controller  
Corporate Finance and Controlling  
FEP Assignment Manager and Mentor



## Why is the FEP an asset for our business?

### Your Impact

Siemens is a global powerhouse in electronics and electrical engineering, offering a broad range of pioneering solutions and innovative products in more than 190 countries.

Engineering excellence requires a solid business foundation provided by a finance community that is just as strongly committed to excellence.

The outstanding performance of the Finance Excellence Program participants has been acknowledged both by their assignment managers and by top management. FEP participants tackle the most challenging questions and deliver first-class results in day-to-day finance business as well as in comprehensive global projects. In return, the assignment managers and mentors entrust them with rising levels of responsibility and coach them to ensure their maximum development over the two years in the program.

# What is your return on investment?

*"I first met my mentor playing table soccer – today I am still profiting from his valuable career advice. I accomplished my first assignment rolling out a regional profitability review project."*

Vytas Rico (Colombia)



*"Shortly after joining the FEP I confirmed that the program indeed holds its promise of making high demands: my second assignment is as program officer of a strategic growth project in Shanghai."*

Daniel Kohlert (Germany)

*"I was given plenty of valuable feedback on my development in talks with the top management as well as a made-to-measure assignment in structured and project financing."*

Ingy Badie (Egypt)



*"In my assignment as performance controller, working closely with a business unit CFO, I gained first-hand experience of the type of challenges I look forward to tackling as a future financial leader."*

Joseph Chio (The Philippines)

*"In my first assignment as a commercial project manager I successfully implemented an M&A project in direct cooperation with an external CEO."*

Philipp Roennberg (Germany)



*"As a commercial bid manager, I appreciated the interdisciplinary experience of working closely with the sales team. Now I better understand the dynamics of ensuring profitable growth."*

Ritesh Khandelwal (India)

# Which assets should you bring to the FEP?

## Your Profile

Supporting exceptional talents is a matter of course for us – but we expect something from you in return.

We are looking for candidates with an MBA, PhD, outstanding diploma, master's degree or equivalent qualification in a finance-based course of studies. Furthermore, you should have two to five years of working experience in a finance function – ideally before your final graduation.

The FEP requires at least six months work or study experience abroad combined with business fluency in English. For any global assignment, we expect your willingness to work abroad and to learn a new language. Strong communication and analytical skills along with a convincing personality and high personal commitment complete your profile.

# How can you merge your excellence with the FEP?

## Your Application

Please apply with your comprehensive application including cover letter, CV, diplomas, and certificates either on our website or by mail.

Please specify if your preferred working environment is Germany, China, India, or the Americas.



## Your personal contact

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How can the FEP be a fixed asset in your finance career?

**Dare to ask: [www.siemens.com/careers/fep](http://www.siemens.com/careers/fep)**

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