GLOBAL FAMILY, LOCAL OPPORTUNITIES

CAREERS AT SCANIA
From small beginnings in Sweden as a producer of railway rolling stock, Scania has developed into a leading multinational producer of heavy trucks, buses, coaches and engines.

The company’s products are based upon a highly developed ‘modular build’ system which enables a wide and diverse range of products to be manufactured from a relatively small number of basic components.

This means Scania enjoys unrivalled economies of scale within its production processes, which in turn has resulted in consistent profitability over the years.

Today, Scania is a member of the Volkswagen Group and as such sits within a prestigious portfolio of brands including Lamborghini, Bentley, Audi and Porsche.

For more than 120 years Scania has been at the forefront of the automotive industry and today is one of the world’s most recognised and respected commercial vehicle brands.

A PREMIUM BRAND

Our products

Heavy trucks
For all transport applications from 18-tonne to 150-tonne gross train weight.

Heavy buses and coaches
A full range of passenger carrying vehicles from service buses to luxury touring coaches.

Engines
For a broad spectrum of industrial, power generation and marine uses.
At the heart of Scania’s success is the service we provide to our customers. With its focus fixed on delivering service excellence, customer satisfaction is the top priority for the Scania UK dealer network.
CENTRE OF EXCELLENCE

When it comes to providing staff with the skills they need, no-one does it better than Scania.

Situated in the heart of England, the Scania Training Centre is a centre of excellence unmatched within our industry. Step inside and you will find the broadest range of state-of-the-art equipment, a well-equipped workshop with a wealth of Scania products available for students to develop their skills upon and classrooms containing the latest diagnostic computers. The Scania Training Centre offers a wide and ever-developing selection of courses for all employees. From apprentices taking their first steps within our industry to experienced technicians being updated on leading-edge technology, you will find them all here, being trained and supported by our expert team of in-house instructors – delivered in a safe environment in accordance with Scania’s health and safety policies. Laundered overalls (while training and throughout your entire career with us) is just one of the benefits enjoyed by every Scania apprentice and technician.

E-learning

In addition to the Scania Training Centre, Scania employees have access to the company’s e-learning system which provides training and support locally at our dealerships. In this way, Scania makes its technical expertise and training material available to staff at all times.

Furthermore at Scania we have a comprehensive portfolio of employee training programmes. Employee training encompasses apprenticeships, management trainee programmes and skills training. Our skills training initiatives include professional skills, management and customer service training. At Scania you will be equipped with everything you need for both personal and career development.
Join our Global Family

With a presence in more than 100 countries worldwide, Scania is an organisation offering global opportunity.

For Scania, its move into Europe began following the signing of the European Free Trade Agreement in the early 1960s. Flagship operations This led to the establishment of Scania’s UK base in 1964, which has now grown into one of the company’s flagship operations with a reputation as a pathfinder in terms of developing successful new products and services.

Production Scania has production units in Sweden, Holland, France, Poland, Brazil and Argentina.

Regional Product Centres In Russia, South Africa, India, Middle East and Far East products are assembled locally. In this way, these centres help Scania to strengthen its position in emerging markets.

Research and Development Work is centred around our highly advanced laboratory facility in Södertälje, Sweden.

46,000 employees worldwide 10% work in Research and Development

1,700 employees in the UK 13% work at our head office in Milton Keynes

Home of Scania in Södertälje, Sweden
EXPAND YOUR HORIZONS

Scania is a great place to work – both in the UK and internationally.

"If you want to join a dynamic company with strong values, if you want to be more than a number and have a real voice, join us and start an exciting career in an international company."

Laurence Medina
Head of Learning, Development and Process Improvement

The Scania Experience

With a great foundation, great products and great people, Scania is a great place to work. Scania is committed to sharing its best practices and procedures with every employee, no matter where in the world they are based. As a member of our international organisation, you will be invited to contribute to the process of continuous improvement too, as Scania recognises that many of its best ideas come directly from its staff.

Through a system known as Process Improvement every member of our worldwide organisation is invited to take part in the process of making Scania a better place to work. In this way, Scania provides employment, engagement and involvement globally; in short, it's what we call The Scania Experience.
CREATE YOUR CAREER PATH

We can help you to develop – with support and training every step of the way.

CASUAL WORKER TO BRANCH CONTROLLER

“My first experience of Scania was part-time work at weekends and during school holidays. This ultimately led me to an apprenticeship. When I graduated, I was keen to progress and when the opportunity to join the SRS Office arose, I jumped at it.

“Two years on, I applied for my present job, which involves managing the branch and dealing with customers. I’m really enjoying it.

“If you are willing to put hard work and commitment into Scania, the company will support you. I’m now part of the Management Trainee Programme, which is broadening my knowledge and, I hope, will help me further develop my career.”

Andy Ledbury, Branch Controller, Scania Abingdon

CAREER DEVELOPMENT AND PROGRESSION

“When I started my apprenticeship I had very little knowledge of mechanics. With coaching from great staff at a state-of-the-art training centre, as well as on-the-job training with a premium product, my career with Scania was able to develop quickly and has allowed me to accomplish many things including winning the IMI Outstanding Achievers Award.

I now work in the Process Improvement department supporting branches in the South West region and I look forward to progressing even further with Scania.”

Ciaran Blakemore, Apprentice to Process Improvement Executive, Scania South West

RECOGNITION AND REWARD

“I left school in the 1970s and have enjoyed a long and varied career in the transport industry – I’ve been a mechanic, a driver and have helped set up and run transport-related businesses.

“My time with Scania has without doubt been some of the very best years of my working life. I have never experienced another company that cares so much about its employees and gives such a feeling of pride to work for.

“I like to think that over the years with Scania I have found success and have achieved and secured a great deal of business. I feel the company has recognised this and that part of the reward for my commitment is reflected in my present role as Regional Sales Director.”

Paul Coles, Regional Sales Director, Scania East
Scania provides a wide range of benefits to support you and your family’s lifestyle and help make your pay go further. Some benefits are company-paid and others require an employee contribution. On the following pages, the benefits provided by Scania have been grouped into the following categories:

**BENEFITS THAT GIVE YOU MORE**

Working for Scania is not just about the job. It’s about you too, and here the company goes the extra mile to provide an enviable employment package for every member of staff.
**Financial Rewards**

In addition to an industry-benchmarked competitive salary, Scania ensure the financial needs of its employees are catered for in a variety of ways:

- **Pension**
  Save for your pension with the Scania Pension Plan and you will receive valuable pension contributions from the company that increase in line with your length of service in the pension scheme.

- **Life Assurance**
  Gives you the peace of mind that your loved ones will be provided for should you die. This benefit is paid for by Scania and provides your beneficiaries with a one-off tax-free lump sum.

- **Incentive Scheme**
  The company’s incentive scheme is provided to employees who are not in any other bonus scheme. It is a discretionary benefit that is payable if Scania meets its projected target at the end of the year.

- **Scania Rewards**
  Scania Rewards helps you save money when you shop with many of the UK’s leading retailers. Participation gives you access to instant discounts, cashback and the option to buy discounted pre-loadable shopping cards.

- **RAC**
  Take an advantage of an RAC membership discount of up to 50%, depending on the level of cover.

- **Costco**
  With Scania you can purchase an annual corporate membership to Costco. This enables you to shop at any one of Costco’s 26 UK wholesale warehouses and benefit from its extensive range of competitively-priced brand-named merchandise, hardware, tools, food, wine, household items and more.

- **Ducati**
  Take advantage of being part of the Volkswagen Group with great discounts on Ducati motorcycles and events.

- **Discounts on home appliances**
  As a Scania employee, you are eligible for discounts across the brands of Bosch, Siemens and Neff.

**Recreation**

At Scania, we go the extra mile to make sure that you are provided with an enviable employment package – and this includes helping you to find great deals on a huge range of products and services.
Employee Assistance Programme
This major benefit provides help and support:

Counselling
Providing care for you and your family with a 24-hour confidential and free professional helpline which offers support on a range of issues affecting your wellbeing, including divorce, bereavement, health, relationships, debt, legal issues, medical issues and more.

Cycle to Work
Get fit, beat the traffic and do your bit for the environment. Sacrifice part of your salary in return for the loan of a bike – and save on tax and NI.

Scania Dental Scheme
Benefit from dental insurance for you and your family by paying a contribution at a discounted rate. No pre-treatment examination required.

Health Cash Plan
Pay into this Health Cash Plan and get cash back towards essential health costs like opticians fees, dental charges, therapy treatments and diagnostic consultations.

Holiday
In addition to public holidays, full-time employees in England will start with 22 days holiday (25 days in Scotland) which will increase in line with your time at Scania.

WELLBEING

Scania provides a range of services designed to help its employees in a range of ways:
Scania pursues an active policy of product development and improvement. For this reason, Scania reserves the right to make changes relating to design and specification, its products and services and any information without prior notice.