

SCANIA



CHOOSE THE SCANIA WAY



SCANIA. IT STARTS WITH YOU.

scania.com

CHANGE THE WORLD WITH US

For more than a century, Scania has been at the forefront of the automotive industry. Since our founding in 1891, our culture of continuous innovation has made us one of the world's most respected commercial vehicle brands.

With an industry-leading reputation for sustainability and a whole range of career paths to choose from worldwide, a Scania career offers a world of challenge, opportunity and reward.

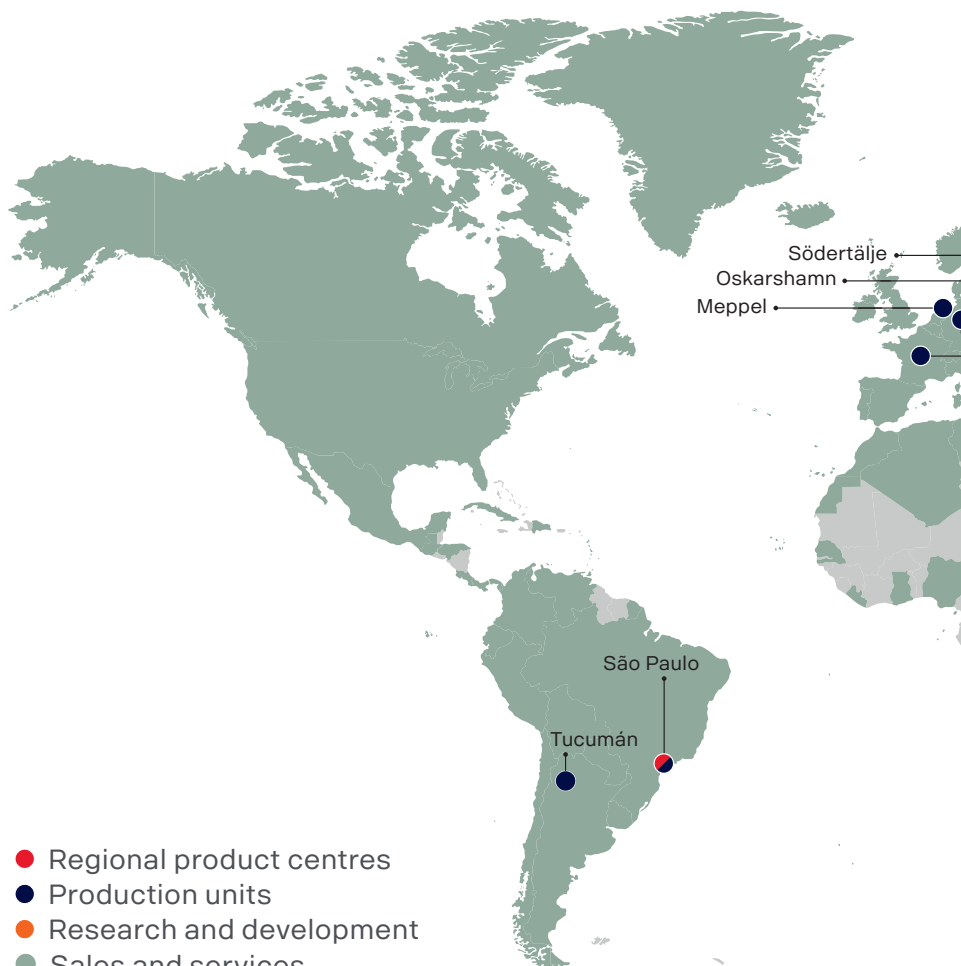
At Scania, we provide the world with class-leading solutions across trucks, buses, engines and other services.



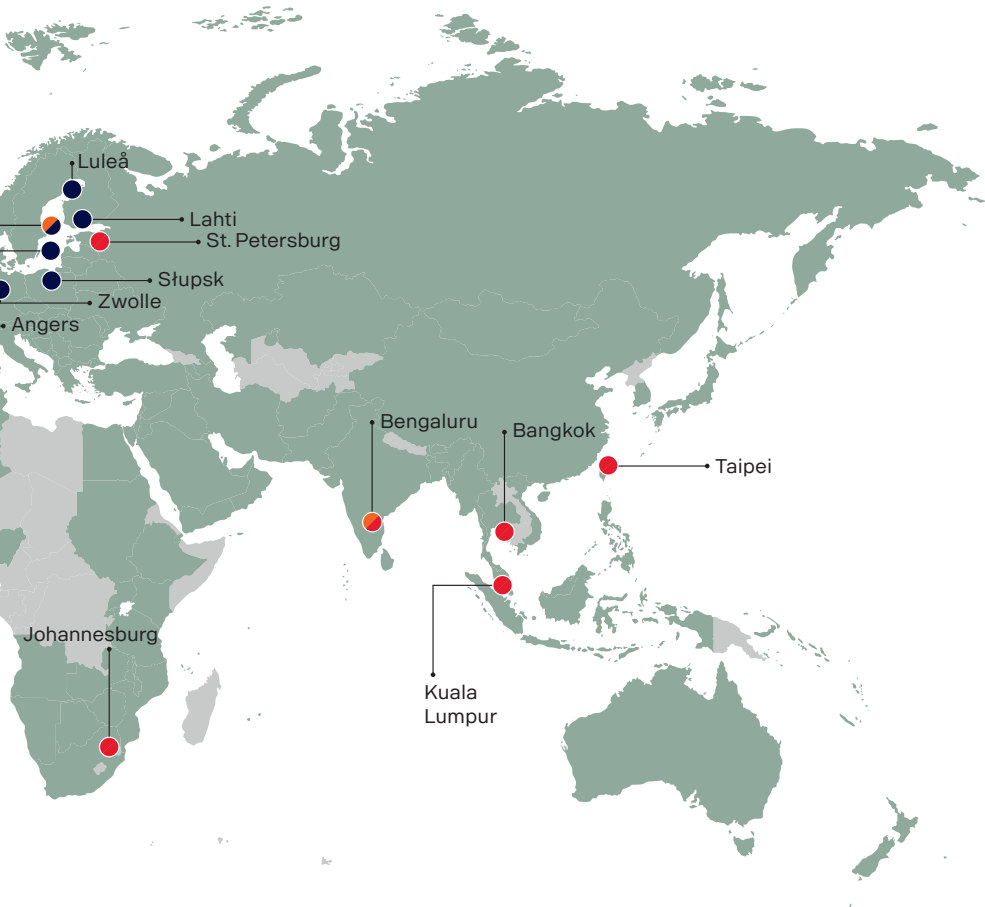


JOIN A GLOBAL FAMILY

As a global brand and member of the Volkswagen Group, Scania's operations extend across approximately 100 countries around the world. Working for Scania, you'll be supported by a global family of more than 52,000 colleagues.



Life at Scania is innovative, collaborative and international. Many positions have a global nature, with international contact being a core part of daily life. Whether you work in Europe, America, Asia or Africa, the unique Scania culture will always give you a sense of home.



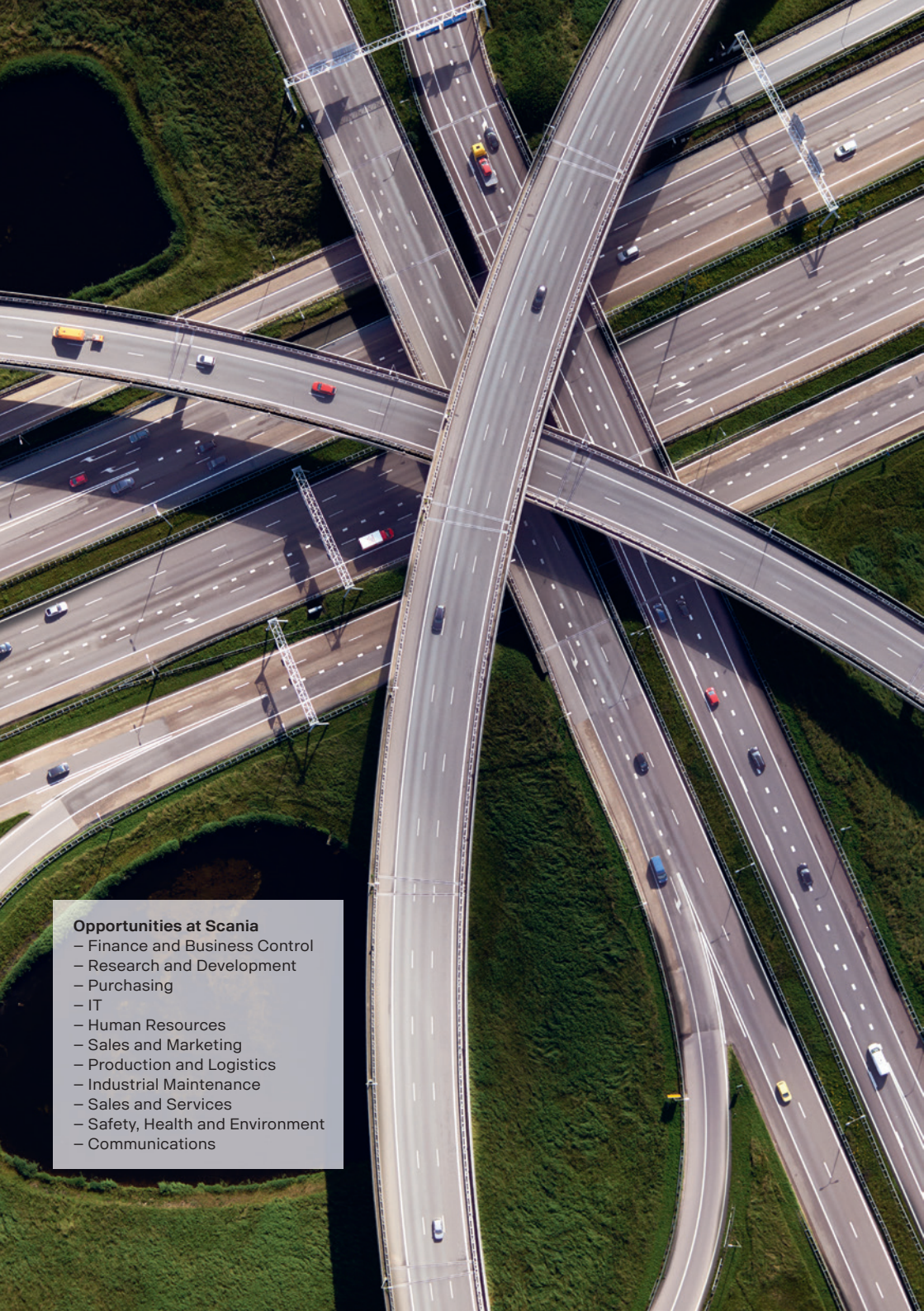


SUSTAINABILITY

At Scania, our mission is to become the world's leading provider of sustainable transport solutions, creating a world of mobility that is better for business, society and the environment. To achieve this, we strive to remain at the forefront of connected innovation, autonomous transport and electrification technologies.

As a Scania employee, you'll play an important role in helping us to deliver sustainable societies. To support you, Scania promotes a strong learning culture across each of our workplaces. With this approach, our employees are continuously challenged to think differently, and push technology frontiers.





Opportunities at Scania

- Finance and Business Control
- Research and Development
- Purchasing
- IT
- Human Resources
- Sales and Marketing
- Production and Logistics
- Industrial Maintenance
- Sales and Services
- Safety, Health and Environment
- Communications



CREATE YOUR CAREER PATH

At Scania, the journey begins with you. When it comes to providing employees opportunities to develop the skills they need and want, no one does it better than us. If you're looking for new challenges at home or abroad, want to build a career for the future, or want to make a difference in the world – a Scania career will take you where you need to go.

Diversity for future business

Respect for individuals is one of our core values. This means recognizing your own unique ideas, experiences and ambitions, and applying them across our operations. By embracing diversity, we promote a broader perspective – something which we believe is key to our continued competitiveness within the global market. Only through

different nationalities, ages, genders, ethnicities, talents and ideas can we expand our shared knowledge base.

Work-life balance

We believe our employees should enjoy life both in and outside of work. That's why, at Scania, we promote a healthy work-life balance, to support our employees' day to day challenges.

Employee development

At Scania we enable and encourage people to drive their own development through development dialogues, career coaching, mentorship, talent programs, physical & digital training and other development activities. We also offer up/re-skilling activities, as well as the chance to take part in entrepreneurial and innovation initiatives.

BENEFITS THAT GIVE YOU MORE

Working for Scania is not just about the job. It's about you too. Scania goes the extra mile to provide you with a wide range of benefits to make your pay go further and life more enjoyable. Welcome to Scania.



WORK-LIFE BALANCE

Scania Job Express

Available exclusively to Scania employees, the Scania Job Express bus connects you to Scania's Södertälje headquarters in around 30 minutes from Stockholm Central and Liljeholmen.

Reduced working hours

At Scania, we'll reward you with extra time off for each week you work. Choose to withdraw your time as annual leave, a cash payment or an extra premium to your pension

Advance vacation

Even as a new employee, Scania offers you advance paid vacation leave from day one.

Flextime

Scania offers flexible working hours to suit modern lifestyles. Enjoy the freedom to choose your working hours as and when your job allows it.

Work from home

Scania offers the opportunity to work from home or wherever you choose, if and when it's suitable.

Employee car

As a Scania employee, drive your very own employee lease car at preferential rates. Choose from a wide range of brands within the VW Group.

Scania holiday homes

All Scania employees in Sweden enjoy access to an exclusive selection of Scania employee holiday homes, located across popular locations nationwide.

FINANCIAL BENEFITS

Scania insurances

As a Scania employee, you are protected by our comprehensive insurance coverage. For the first three months of your employment, you are also covered by the Scania private voluntary group insurance, which afterwards you can enjoy at a preferential rate.

Bonus System

Benefit from one of the strongest profit-sharing bonus plans in the industry.

Scania parental benefits

In addition to state parental benefits, Scania pays all new parents an additional financial

supplement throughout parental leave.

Scania pension

As a Scania employee, you are automatically enrolled in the leading ITP or SAF/LO pension plan.

HEALTH & WELLNESS

Wellness Contribution

All employees in Sweden are offered a yearly wellness contribution. This can be used for a wide range of services and activities that benefit the employees' health and wellness.

Scania staff support

Receive free access to Scania staff support, a telephone support service for issues relating to health, wellbeing, money, relationship, legal, social, personal crises, and addiction problems.

Company healthcare

At Scania, you enjoy direct access to a full team of doctors, nurses, dentists and ergonomists for your continued wellbeing.

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With the aim to become a leader in sustainable transport solutions, Scania is a world-leading provider of trucks, buses, and engines. While cutting-edge technology is crucial to our success, it's our people that make the difference. At Scania, the contribution of each and all is valued in an open and diverse workplace with excellent opportunities for personal and professional development. Join the team that has formed Scania of today, and be part of shaping the Scania of tomorrow.

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Scania CV AB
151 87 Södertälje, Sweden
Phone +46 8 55381000
recruit@scania.com
www.scania.com

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