



SCANIA BENEFITS

LET'S DRIVE THE FUTURE TOGETHER!

SCANIA



A CAREER THAT TAKES YOU FURTHER

At Scania, we're all about the journey. And the most important part of a journey often isn't the destination, it's how you get there. That's why a career with us isn't just about the job. It's about you – and how we can help get you where you want to go.

SCANIA



WE DRIVE REAL CHANGE

Scania is a strong, global organization that has accumulated a wealth of know-how and skills within the world of transport over the last century. We know what we're talking about. But what really sets us apart isn't words – it's action.

We're proud of the impact we've made in the transport industry. Our pragmatic approach and determination have led to a proven track record in innovations that actually deliver at scale. Now, our course is set – to drive real change in the future of transport.



SCANIA



A CULTURE DRIVEN BY PEOPLE

At Scania, we believe that our people are our most valuable asset. Our strong and supportive culture provides an environment where each individual is seen, respected and can contribute. We trust one another to act and make decisions, and strive to offer a more flexible workplace based on individual needs.

Development happens naturally here; individuals, teams and our customer offerings are all given the support they need to grow and succeed. The result is an industry-leading company powered by motivated, dedicated people, united in a shared goal – to steer us towards a better tomorrow.



SCANIA



IMPROVING TOMORROW, TODAY

Scania's purpose is to drive the shift towards a sustainable transport system, by developing safe, smart and energy-efficient transport solutions that are better for people and the planet.

It is a bold and exciting journey with no finite end. Our innovative spirit and commitment are what keeps us pushing forward to reach the ambitious science-based targets that Scania, as one of the pioneers of the industry, has proudly committed to.

SCANIA



SCANIA – POWERED BY PURPOSE

STRENGTH IN DIVERSITY

Respect for individuals is one of our core values at Scania. By embracing diversity, we promote a broader perspective – something we believe is key to our continued competitiveness within the global market.

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

WORK-LIFE BALANCE

In order to be happy and deliver your best at work, we believe you need to feel secure and supported to face the challenges of day-to-day life – whatever they may be.

That's why we promote, and offer the support to maintain, a healthy work-life balance at every stage of your life and career.

EMPLOYEE DEVELOPMENT

At Scania we'll help you drive your career in the direction you choose, with continuous development through dialogues, mentorship, talent programs, training and more.

We also offer up- and re-skilling activities, as well as the chance to take part in entrepreneurial and innovation initiatives.

SCANIA



BENEFITS THAT REALLY DELIVER

Our people are what drives us. That is why, at Scania, we go the extra mile to take care of our employees, and help you make the most out of every day – in both your work, and your life.

But what does this mean for you? Read on and explore some of the benefits offered to employees at Scania Headquarters in Södertälje, Scania in Oskarshamn and Ferruform in Luleå.



Scania Job Express

Reach our Södertälje headquarters in around 30 mins from Stockholm Central or Liljeholmen with our shuttle bus, exclusively for Scania employees.



Rewards for your work

Earn extra time for each week you work, redeemable as additional annual leave, a cash payment or an extra premium to your pension.



Advance paid vacation

As a new employee, you will have access to advance paid vacation leave from day one.



Flexible work hours

With flextime you can choose to work the hours that best suit your lifestyle, as and when your job allows.

SCANIA



WORK FROM ANYWHERE

Enjoy the freedom of working from your happy place – whether that’s at home, the office or elsewhere in Sweden, if and when it’s suitable.

EMPLOYEE CAR

Drive your very own employee lease car at preferential rates. Choose from a range of brands within the VW Group.

HOLIDAY HOMES

As a Scania employee in Sweden, gain access to an exclusive selection of employee holiday homes, in a range of popular locations nationwide.

COMPREHENSIVE INSURANCE

All employees are protected by our comprehensive insurance coverage. Private voluntary group insurance is also available at a preferential rate.

BONUS SYSTEM

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

PARENTAL BENEFITS +

In addition to state parental benefits, all new parents receive an additional financial supplement throughout their parental leave.

LEADING PENSION PLANS

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

WELLNESS CONTRIBUTION

All employees in Sweden are offered a yearly wellness contribution, which can be used for a wide range of health and wellness services and activities.

SCANIA STAFF SUPPORT

A free confidential phone support service is available for support with health, wellbeing, money, relationship or legal issues, crises or addiction.

SCANIA OCCUPATIONAL HEALTH

Enjoy direct access to a full team of doctors, nurses and ergonomists to ensure your ongoing wellbeing.

SCANIA



LET'S DRIVE THE FUTURE TOGETHER

Are you ready to be part of a team that can truly make a difference
– a powerful force for change to drive the future of transport?

Read more about Scania Careers at scania.com/career

Careers at Scania

- Finance & Business Control
- Financial Services
- People & Culture
- Research & Development
- Purchasing
- Production & Logistics
- Sales & Marketing
- Commercial Operations
- Mobility Solutions
- IT
- Communications
- CEO functions