



Your energy powers our company.

Careers with RWE.



Join one of Europe's largest utility companies.

A first step in the right direction.

The energy, initiative and commitment of our approximately 86,000 employees have taken us a long way in the international market. Our power plants supply electricity to more than 20 million people. We deliver natural gas to around 10 million, and we offer water services to 14 million. Various global business surveys and rankings have recognised RWE's leadership in business, social and corporate responsibility and sustainable development. But we still have a long way to go before we reach our goals.

The group and its core business

You can look forward to being part of a corporation that uses its energy to move people and markets.

It all comes together at the main headquarters of **RWE AG**. The Group Centre directs and coordinates all of the company's activities. **RWE Power** is our mining company and power plant operator. It draws on a broad mix of brown coal, anthracite, atomic energy, natural gas and renewable energy sources. **RWE Energy** is the Group's sales and transmission grid company. Representing 12 regional companies, it is responsible for integrated sales of electricity, gas and water in many parts of Germany and the rest of continental Europe.

As one of Europe's leading energy trading companies, **RWE Trading** does business in electricity, gas, coal, oil and tradable emissions permits on international stock markets. It also acts as a risk manager for the entire Group. As an internal service provider, **RWE Systems** supports the Group companies with corporate services in the areas of corporate purchasing/accounts payable, information technology and management consulting, real estate, infrastructure services, human resources and revision. Last, but not least, with **RWE npower**, our Group owns the leading energy supplier in the UK and with **RWE Thames Water** the third-largest water company in the world.

Opportunities and perspectives

The challenging career opportunities available are in direct proportion to the dimensions of the company. With us, you have all the best chances of turning your initiative into success: as an intern or degree candidate during your studies, as a trainee in one of our operational companies, as a qualified direct career entrant in a specific area of responsibility or as a participant in our Group-wide International Graduate Program.

Whichever path you choose, we look forward to welcoming you.

RWE AG
RWE Power
RWE Energy
RWE Trading
RWE Systems
RWE npower
RWE Thames Water

www.rwe.com/karriere

It's hard to channel your energies in a lecture hall.

Here's your release.

Sooner or later during every semester, that fidgety moment arrives: you shift back and forth on your chair and you just can't concentrate. You don't want to sit and listen, you want to take action. Roll up your sleeves and get started! Sounds familiar? Excellent. That makes you predestined for an internship with us.

Internship with the Group

An internship with RWE is the ideal way to enter professional life. Here you can experience your strengths and weaknesses, without having to worry about possible consequences. From the outset, you are integrated into day-to-day business. In the context of real-life projects, you master diverse, interesting tasks and have the chance to demonstrate what standards and challenges you are ready for.

All companies within the RWE Group offer students multifaceted opportunities to gather practical experience. These include internships during semester breaks as well as openings for a year of on-the-job experience, should this be required by your study course. You might choose to stay with us even longer and apply for one of our sought-after student positions during your studies.

What counts is not so much the amount of time you spend at the workplace, but rather your energy. If you can convince us, your internship will very quickly become the starting ramp for a dynamic career. Because when we see promising new talent, we are in the habit of making irresistible job offers that begin the moment you graduate.

Dissertation

Should you wish to combine theory and practice, we also offer you the possibility of writing your dissertation at our company. We are open to all interesting dissertation topics relevant to our core competencies. We will support you on many levels, including establishing contact to experienced RWE teams familiar with the practical side of your topic. Another important point: it is much easier to write your dissertation with the confidence of knowing that a major corporation is backing you.





You begin as a trainee.

And continue your career as a manager.

The trainee programmes our Group companies offer are ideal career starters for young talents who have their diplomas in their hands and are eager to help shape the future of our company in a meaningful way. Naturally, the individual programmes are precisely tailored to the core business of the respective Group companies. At the same time, they have a great deal in common.

Trainees with the Group

Of course, all programmes offered by the individual companies provide you with specialised opportunities to gain in-depth knowledge about the respective company and to make significant contributions. Regardless of whether you are assigned a specific set of responsibilities or rotate between departments or divisions, you are integrated into day-to-day operational processes right from the beginning. On the other hand, you also have the option of proving your talent for entrepreneurial thought and action in challenging projects.

The flexible modules are designed according to your future field of work. In addition, we continue to build on your strengths, with multi-faceted development instruments. You gain a clear perception of your individual competencies and potential, and are prepared to take on responsibility at an early stage.

Throughout your trainee period, generally lasting 18 months, you are individually supervised, supported and asked to perform. A mentor from your professional field and a supervisor from the employee development department are at your side to answer all your questions. Open, fair feedback and a qualification plan we develop together with you guarantee a well thought-out development of your professional expertise from the outset.



In addition, you can take advantage of individual networking events, which encourage knowledge sharing between fellow trainees from the various Group companies.

To learn more about the right trainee programme for you, visit: www.rwe.com/karriere.

"The trainee programme gives me the chance to get to know various companies and business areas over an 18-month period. Working on my own projects contributing new ideas right from the start is a really exciting challenge."

Kay Hübner
Graduate in Business Administration,
Justus Liebig University, Gießen, Germany

You choose your path.

And complete a tailor-made programme.

The International Graduate Program prepares our future decision-makers for the management challenges of tomorrow. For 18 months, they participate in an individually designed programme: five challenging projects at the Group Centre of RWE AG and our operational companies in Germany and abroad. They are then ready to do what they do best: to use their initiative and our energy to move people and markets.

International Graduate Program

The Group-wide IGP addresses general leadership skills. It supports entrepreneurial thinking and intercultural expertise. The challenging combination of on-the-job training and theory calls for a high level of personal initiative. The first project is predetermined; the rest is up to you. You choose your own assignments and select business locations of particular interest from the entire Group.

Throughout the training period, you are advised and supported by your personal mentor from the high-level management of RWE. At the same time, you remain in close contact with a coach, who oversees your development and all feedback processes. Between projects, the mentor and coach take part in workshops on a regular basis. In this context, they examine experience and define new goals.

In addition, at get-togethers with other IGP participants, you establish valuable contacts for your future. And it looks very promising.

Programme Structure



A great future with the Group

We can achieve our ambitious business goals only by working with outstanding individuals, who are talented in entrepreneurial thinking, who act on their own initiative and have the courage to set out on new paths. Once we have found people with these qualities, we do all in our power to hold on to them.

With the experience you gather from diverse projects, backed up by your deep understanding of our company and your own personal network, you are ideally positioned for a successful career with our Group.

Ready for the IGP?

- Outstanding exam scores along with initial practical experiences
- An exceptionally goal-oriented approach coupled with strong analytical skills
- Inner independence and confidence
- A high level of initiative and adaptability
- International mobility and talent for teamwork

Each year we accept only a handful of the best applicants for the programme. To learn more about your International Graduate Program, visit: www.rwe.com/igp.

We have great respect for energy resources.

Including you.

Our thinking

No question, the figures on the balance sheet are important. But the people behind the numbers are much more important. We are deeply convinced that real success is only possible in an environment where human values count, in addition to traditional performance parameters. Respect for the work of others, value placed on each personality, mutual trust, open and honest communication – these are

the key properties that increasingly characterise the working atmosphere in the global RWE team. After all, the point is not to fill your day with work, but rather to fill your work with purpose.

That's why our corporate structure is shaped by five core values, which apply on a Group-wide basis. These values not only bring us closer together, they also take us further, together.

- Customer focus** **We invest in partnerships and are engaged in the regions we operate in. We take care of our customers' needs.**
- Performance** **Each staff member takes pride in delivering outstanding performance and thus contributing to the ongoing success of the company.**
- Forward-thinking** **We continuously seek to generate new solutions whilst recognising the good in our roots. To reach our goals in a sustainable way we also challenge the status quo and anticipate developments.**
- Trust** **Our teamwork is based on trust and respect. We build on open and timely dialogue, and treat others as we wish to be treated ourselves.**
- Reliability** **As a dependable, technology-driven partner, we live up to our commitments. Throughout the RWE Group we support each other in achieving our shared goals.**

What we offer

Throughout all phases of your career, we analyse and develop your potential. We support you in expanding your set of skills with targeted, individual training measures. In addition, we offer a broad spectrum of further training programmes designed to keep your technical and interdisciplinary expertise up to date.

also provide an excellent company pension plan, along with direct insurance options, available from the company as your employer.

We do all in our power to support you in achieving a healthy balance between your job and private life. That means we offer flexibility in terms of working time and organisation, as well as numerous preventive measures to promote good health. Practical family-oriented programmes are also available, including childcare during school holidays and business trips, help finding qualified childminders and childcare services.

Of course, know-how and commitment are reflected in your earnings. In addition to an attractive basic salary, we offer variable pay components, which are earned on the basis of agreed tangible goals. We

Environment and sustainability

RWE wishes to contribute to a form of worldwide development that protects resources while providing secure energy supplies and improving quality of life. This philosophy forms the basis of our sustainability strategy. It is consistently and successfully implemented throughout the Group. In 2005, RWE advanced to No. 1 among utility companies in the Dow Jones Sustainability Index World. We also occupy a leading position in the STOXX index. Since 1999, RWE has been the only German utility company represented in these indices on an ongoing basis.





Energy and expertise

Above all, you have to have that certain something that characterises all RWE employees across the board: a personality charged with energy. But there are still a few other criteria, which we expect applicants to fulfil.

You have completed your studies with speed and excellence, and you are strong in five areas, which we have defined in our Model of Competency:

1. Professional skills, either as a specialist or generalist
2. Entrepreneurial expertise, in terms of result and strategy orientation
3. Social skills, coupled with team spirit and determination
4. Capacity for change, in the form of intercultural sensitivity, market and customer orientation
5. Leadership qualities based on goal and staff orientation

The more potential you can exhibit in these sets of skills, the faster you will advance with us. If you also speak English and are nationally and internationally mobile, virtually nothing can hold you back.

Welcome to RWE. As an intern, trainee or direct career entrant, in Germany, Europe or in the USA.

“My work as a student employee with RWE is a valuable addition to my studies. My responsibilities are multifaceted and varied, so I can learn a huge amount.”

*Sabine Herforth
Bachelor of Business Psychology,
Ruhr University, Bochum, Germany*

“It started with a bang: ‘Welcome aboard our International Project Team. We’re flying to Warsaw in seven days!’ But I was never left to my own devices and the team always gave me the best support you can imagine. Step by step, working on a single project, my responsibilities grew gradually – but always with support. I can hardly imagine a better way to begin a career after graduating than with RWE Systems Applications GmbH.”

*Marco Kramer
International Business,
Tilburg University, Netherlands*

“The IGP offers the freedom to get to know the whole scope of diversity of the RWE Group – even on the international level. My very first project assignment took me to Prague. There I was responsible for a project that was part of the introduction of a Group-wide risk management system. A demanding project: I was expected to perform and I learned a great deal.”

*Christian Ellsiepen
Graduate in Business Administration,
Heinrich Heine University, Düsseldorf, Germany*

You’ve satisfied your first curiosity.

Now you can’t wait to take action.

You can find people with qualifications in virtually any discipline in our Group. As a utility company, of course we are mainly looking for engineers. But we also offer challenging positions and promising opportunities to qualified candidates from the fields of economics, science and law. And even if your background is in a different area altogether, you are more than welcome to apply – as long as you are able and willing to make a real contribution with your skills and personality. We are always open to impulses from a new direction.



Let your energy flow.

Into an application that arouses our curiosity.

Our employees should match our business and us. That's why we look for people whose professional and social skills are backed up by a markedly down-to-earth and realistic approach. They should be straightforward, strong personalities who take pleasure in performance.

Your application

Ideally, all of this should be apparent in your application. Of course we also place importance on a CV, photo, academic performance and references.

But what we value most of all is your accompanying letter, in which you sum up your reasons for choosing RWE: what are your goals and why do you want to reach them with us?

You can apply online via our application system at

www.rwe.com/karriere. Alternatively, you can send your application directly to the person responsible by standard mail or e-mail.

Whichever way you choose to contact us, we are eager to see your application. Go ahead, surprise us – and convince.

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