



Career



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# Your entry

Our corporate goal is to be the innovation and quality leader as a technology and service company within the construction industry. To achieve this, we rely on the commitment of our own employees, because only with them can we achieve the high quality and reliability of our products.

We are proud of our employees and regard them as the most important component of our company.

No matter where you are in your career, we have the ideal start:

- Direct entry
- Trainee programme
- Dual study
- Education and training
- Trial day/Holiday work/Info day
- (Student) Internship





## Introductory programme

Whether with or without professional experience, your entry always means a change into a new environment. In order to integrate you optimally into our company, we have put together a varied introductory programme:

- Sponsorship programme
- Introduction days
- Three-monthly interview
- Trial period discussion
- Promotion of continuing education

## Apply now!

You can find our current job offers on our website. If you have found an interesting position, please apply online with your complete documents (cover letter, CV and certificates):

[karriere.max-boegl.de](https://karriere.max-boegl.de)

# Payment and more

## Payment

Our payment policy is based on the applicable collective agreements. These range from the federal framework collective agreement for the construction industry to in-house collective agreements. In addition to fair remuneration principles, we guarantee you punctual and high-quality payroll accounting with individual advice from our internal payroll accounting department. In addition to these basic remuneration components, we offer our employees a wide range of additional benefits.

## Additional financial benefits

- Compensation for additional catering expenses outside the collective bargaining agreement construction site use
- Premium-, performance- and goal-oriented remuneration system
- Reduced employee catering costs
- Discounts for employees purchasing in fixed stores or localities
- Job-related bonuses for the recruitment of new employees
- Insurance advice on favourable group rates for employees
- Workshop service for employees' private vehicles
- Support for operational removals







# Flexible working

## Working time arrangements

In our family-run company, our colleagues are more than just employees. We see each individual as a person with various professional, private and family responsibilities. For this reason, our company working time regulations are always based on the requirement to focus on individually responsible projects and tasks and to give every employee the opportunity to freely arrange his/her working time on a basis of mutual trust. To this end, we offer various working time models based on a 40-hour week (full-time employment) specified in collective agreements and fixed core and flexitime regulations.

## Reconciling work and private life

- Flexible working hours for salaried employees administrative areas
- Trust working hours for salaried employees
- Possibility of mobile work for salaried employees in accordance with written agreement
- Part-time employment according to personal and family needs of the employee

# Family and career

## Life balance

With us you can achieve professional success. Private only at home. Whether during pregnancy, when your offspring is born or when it comes to caring for relatives: we support you.

## Supports

- Support with childcare issues
- Support with questions regarding parental/nursing time (mediation of contact persons etc.)
- Free child care on the Day of Repentance (regional)
- Organization and cost sharing of technology days as well as holiday weeks at the construction-camp (regional)







# Health promotion

## maxfit

maxfit stands for the preventive health concept of the Max Bögl Group, in the framework of which we work in close cooperation with our leading health insurance representatives, participate in campaigns and offer our own solutions. Every year our employees represent the Max Bögl Group throughout Germany as a health-conscious company at various sporting events (running events, team sports etc.) and honour us with their awards.

## Overview of the company

Beyond that we offer still many further offers:

- Health day
- Company medical service
- Company sports facilities: back school
- Payment of the entry fee and sponsorship of the running shirts by company runs
- Company canteen with nutrition-conscious offer
- Possibility of training to become a security officer, fire safety officers, first responders or company paramedics
- Lectures/training courses on health promotion and occupational safety
- Personal hearing protection, safety goggles as well as display workstation glasses
- Orthopaedic office equipment (e.g. height-adjustable desks) on medical proof
- Health seat in company car on proof for employees in mobile use
- Special conditions for membership at "Jumpers Fitness"

# Global working

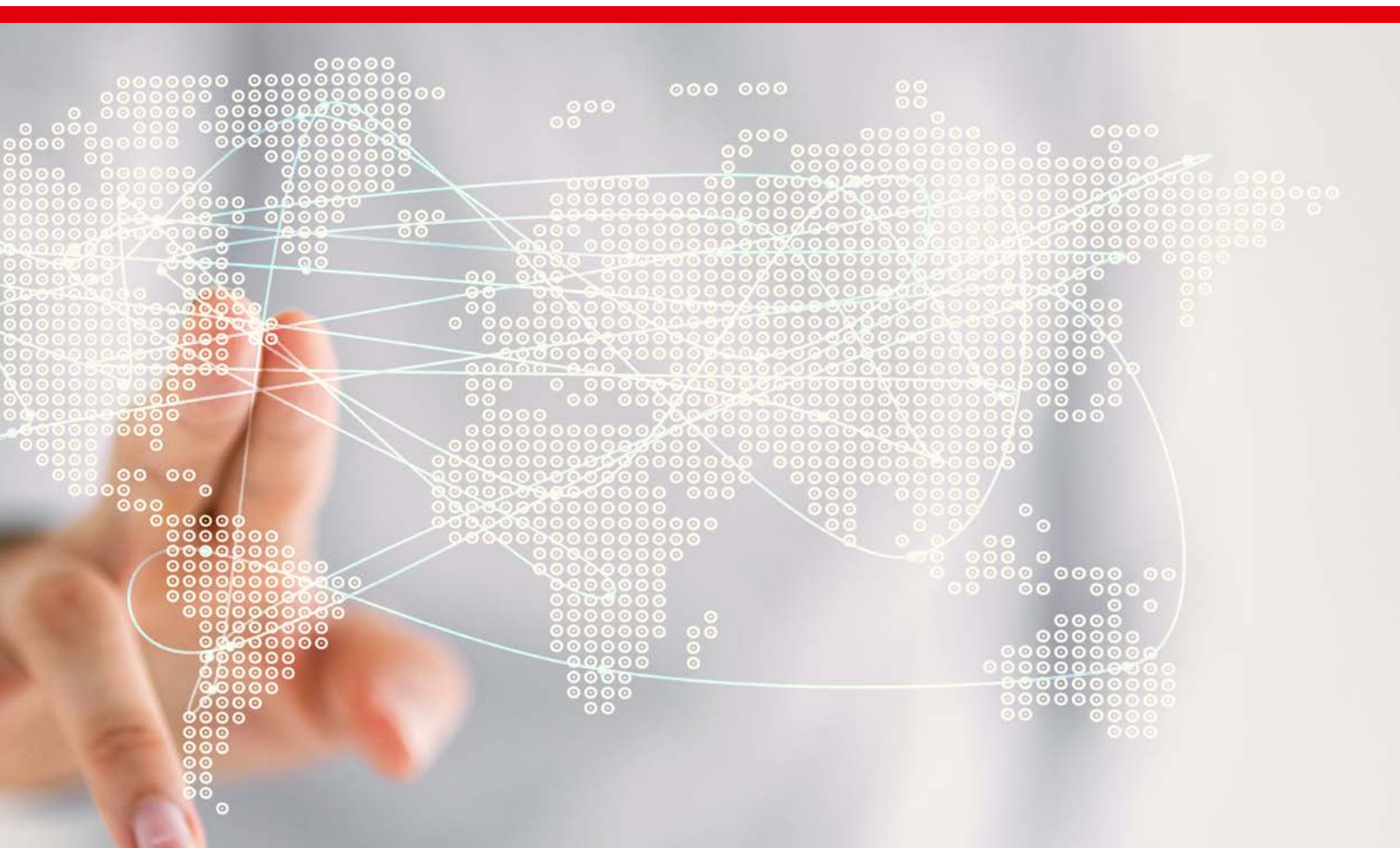
## International field of activity

Are you at home in the world? So are we! At Max Bögl you have the opportunity to get involved in one of our numerous locations worldwide or within international projects and to develop professionally and personally in an international working environment. In addition to dealing with the challenges of the international project environment, you will get to know local customs and traditions and become part of our global network.

## Diversity

Our teams are made up of the most diverse characters. We are particularly proud of this and are therefore already looking forward to the next personality: you!







# Further education and training

## mbakademie

We offer our employees the opportunity to further their education individually within the framework of various further training measures.

## External seminars

Of course, we also offer our employees the opportunity to take part in external seminars in order to secure and expand the further education and training of our highly qualified employees.

## Seminars

We use professional external trainers for the seminars. With their support, we offer up to 40 different topics each year, which we select according to the wishes of our employees.

## E-Learning

In addition to traditional classroom training, e-learning is becoming increasingly important. With the help of digital media, the learning process of our employees is further supported and optimized. We thus offer our employees the greatest possible flexibility in terms of time and space in order to guarantee their further training.

## Internal trainings

For individual internal requirements, we plan customized training courses in cooperation with the departments and disciplines.

## Career planning

Our career planning forms a further basis for the company's internal further development. For the respective specialist, management and project careers, it is important to discover the corresponding employee potential and to further promote it on the basis of individual development plans for sustainable corporate development. This includes programs such as executive selection and development, talent pools, trainees, succession and key positions as well as other development programs.

## Trainee programmes

In a twelve-month program for university graduates, the trainees gain an excellent insight and benefit from the ideal transition from university to career. They gain a comprehensive insight into important business areas and get to know structures, processes as well as products and thus the Max Bögl Group in all its facets. Experienced mentors, the individual department heads and the personnel development staff support the trainee throughout the entire programme.









# Leadership and discussion culture

## Leadership model

The company's objective of becoming a leading international technology and service company demands motivated and efficient teams with new ideas and visions. It is therefore essential that everyone pulls together and that managers accompany, manage and shape the process and optimally involve and support employees. Our new leadership model provides guidelines for our managers and an orientation framework for professional leadership behavior and shows what each employee can expect from our managers. Discussions between managers and employees are among the most important management tools.

## Flat hierarchies through our discussion culture

In addition to discussions about day-to-day business, a staff appraisal is held once a year. The supervisor takes a lot of time to respond to your personal interests, needs and concerns and agrees performance and personal development goals with you as well as measures for their implementation. Mutual trust is the basis for the success of every appraisal interview. We at Max Bögl attach great importance to open communication between manager and employee. Only in this way can we continue to offer our employees short and uncomplicated decision-making paths through flat hierarchies.







# Social media

Anytime and anywhere: You will never miss any news via our social media channels and you will always be up to date about the events around our Max Bögl group of companies. We look forward to your "Follow" and "Like", to your comments and feedback – and of course to sharing our contributions.





## Max Bögl Group

With more than 6,500 highly qualified employees at 35 locations worldwide and annual sales of around 1.7 billion euros, Max Bögl is one of the largest construction, technology and service companies in the German construction industry. Since its foundation in 1929, the company's history has been characterised by innovative strength in research and technology - from tailor-made individual solutions to high quality, sustainable overall solutions in construction technology and ecology.

With forward-looking in-house developments on topics of our time such as renewable energies, urbanization, mobility and infrastructure, the Group is already realizing solutions for the megatrends of our globalized world. Based on many

years of experience and competence in high-precision pre-cast concrete construction, Max Bögl Group also positions itself as an important driving force in the development of innovative products, technologies and construction methods.

The wide range of services and the high depth of benefit with our own steel construction, our own prefabrication plants, the most modern fleet of vehicles and equipment as well as our own raw materials and construction materials guarantee the highest quality. The use of BIM, lean management/ production and standardised project management ensures adherence to schedules and cost-effectiveness from the initial concept idea to the finished building product.

**Max Bögl Group** 02/20; Photo credits: KRET-Studios / Foto: Marc Krischak (title, p. 2, 4, 5, 7, 8, 10/11, 12, 16, 19, 20/21, 23, 24/25); fotolia (p. 10/11); AdobeStock (p. 15); Nürnberg Luftbild, Hajo Dietz (p. 26)

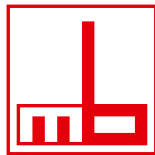


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**MAX BÖGL**

Progress is built on ideas.