



EagleBurgmann is part of the Freudenberg Group, with an IT department based in Wolfratshausen, just south of Munich.

Innovative spirit and a high level of persistence a big plus

EagleBurgmann is a technology company specialising in sealing solutions with around 5,500 employees across more than 60 subsidiaries. IT graduates can help shape the digital transformation of this globally active company in the IT department, as CIO Tobias Lange explains in an interview.

Is it that IT graduates might overlook your company because well-known consumer brands don't necessarily translate in recruiting?

You're right about that. But, as a graduate, I wouldn't base my choice of employer on how well known their products are.

What would you look for instead?

I would look for an employer I can grow with and where I can quickly assume responsibility. An employer with a strong consumer brand may employ me as a graduate in less diversified segments instead of keeping an eye on the big picture. And then what does a well-known product brand get me? At EagleBurgmann's IT division, however, we are shaping the company's technological future.

It goes without saying that we are investing

heavily in our new employees – not only in their continuing education, but also in the responsibilities and the freedom we give them at an early stage.

Well, let's jump right in then: What kinds of responsibilities can an IT graduate expect in your department?

On the one hand, of course, there are certain basics, by which I mean providing support for our IT systems, for example. On the other hand, however, we are also busy working on lots of new projects. We believe that our IT division drives innovation in the company. It's tasked with continuously making suggestions to our in-house clients for improving and increasing the efficiency of their own processes. Take, for example, our digitisation initiative, in which new, creative ideas are developed across

disciplines that act on trends, market observations and technology. Working so intensively on digital innovations and even being able to play such a crucial part in shaping them is no doubt something very special.

Why does IT play such a key role for you?

We see our traditional engineering and production divisions becoming more and more enmeshed with IT. In the context of automating and digitising the company's own value chain – what is commonly referred to today as Industry 4.0 – IT is involved in all aspects of the company. From product development and the development of new digital business models to efficiently controlled factories and digitally supported service for our products used worldwide: All of it involves processing large amounts of data in real time – and IT is always part of that and has become an indispensable foundation for all core processes at our organisation.

I've been speaking with your employees. They were enthusiastic about the dynamics of change in your team.

I'm glad. In fact, we have completely changed the status and importance of IT within the company. We have evolved from a purely IT operator to a driving force for digital innovation within the company.

What does that mean for people just starting their careers?

Nowadays, an IT graduate usually has to ask themselves where they can best apply the knowledge they acquired during their studies and which tasks will help them to progress in the field.

Generally speaking, smart IT applications are needed everywhere in order to be prepared for the challenges posed by digitisation. This means that graduates benefit from starting their career with an employer whose IT division develops intelligent solutions for all industry 4.0 requirements. It is certainly more qualifying to transfer various business requirements into a harmonised IT architecture than to work exclusively on just one topic in operations



What do you personally consider the attraction of working for EagleBurgmann?

In addition to the focus on innovation and the high degree of freedom mentioned above, it has to be the company's corporate environment. We are champions in our class – fit as a fiddle. What may at first look to the outside world like conservative German industry means the employees working within the company enjoy some very special work. After all, we're all about the long term, not about hectic, short-term optimisation, as is the case with some corporations that are driven by their shareholders and optimising quarterly profits. And it's no surprise that EagleBurgmann's consistency in this regard shapes the people who work for it as well. I think it also comes down to the fact that the organisation carries the DNA of a family business that is loyal to its employees.

How would you describe corporate culture at your company?

Openness, helpfulness and collaborative work are not empty words for us. There are employers with a very strong up-or-out mentality who demand performance from career starters. But following the principles of a traditional company means what makes us tick is a little different: Stability, security and long-term thinking for our employees are all very important to us. Our employees are also free to make mistakes in order to learn from them, secure in the knowledge of this dependability. This corporate culture ultimately leads to much higher job satisfaction.

And what kinds of candidates are you looking for?

First of all, we find it really exciting when people question things and want to try something new. Second, we like to see personal responsibility. The freedom we provide requires our employees to be proactive. Third, willingness to cooperate is something that characterises the way we work here EagleBurgmann very well. This includes working on new solutions as part of interdisciplinary teams.

How would a graduate go about getting a job with you?

As someone just starting their career, graduates are initially hired as part of a team. They are given a mentor who supports them in all aspects of their work – someone in the organisation who is always on their side to offer a helping hand. We start them off with small projects that allow us to assign topics to new employees to work on under their own initiative to test their mettle and prove themselves. If that goes well, the tasks and scope of responsibility will grow rapidly.

“Trying things out, taking responsibility – these are the things we value highly”

For IT graduates, could EagleBurgmann possibly be “more substance than appearance”?

Absolutely. And we also notice that this is the kind of employee who feels very comfortable working with us. We are not looking for soldiers of fortune trying their luck in a different start-up every six months. No, we're looking for people who want to join us on a continuous path that can offer them a great deal of advanced training, exciting tasks and even international career opportunities. As such, we consider each application and each career path on a highly individual basis. Gaps in CVs can also be really exciting. In addition to good grades, finding someone who is a good fit culturally, someone with team spirit and passion is just as important.

Nevertheless, new hires are considered part of EagleBurgmann's success right from the beginning!



As Chief Information Officer, our interviewee, Tobias Lange, is responsible for global IT and process management at EagleBurgmann. He has worked in the IT industry for 20 years.

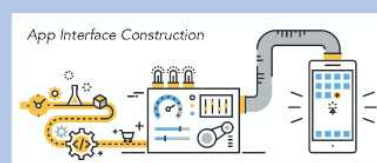
What's doing in the DigiLab

EagleBurgmann's newly created DigiLab offers qualified junior professionals attractive tasks and steep learning curves. Specifically, the Digital Lab is all about developing new products and services around the core business. But what does that mean?

As a developer and manufacturer of sealing solutions, EagleBurgmann provides customers with extremely durable and high-quality products. The challenge for IT lies in developing new services using data analysis.

It comes as no surprise that every plant operator is faced with the challenge of keeping their plant running smoothly. And this is the

starting point for the development of apps, IoT products or sensor solutions – all of which the DigiLab deals with Platform technologies like the SAP Asset Intelligence Network, for example, enable plant operators and manufacturers to share so that each partner can use different applications for cross-company collaboration.



There are lots of tasks for app developers, IoT architects, data scientists and UI developers to fuel EagleBurgmann's digital business with new ideas and products.

Readers can find more information on the company at eagleburgmann.com.

Questions about EagleBurgmann? Simply send us an informal email with the subject line “Reader questions about employers” to redaktion@hitech-campus.de. We'll forward your query anonymously and provide you with all the info you need.