

CAREER
WITH RESPONSIBILITY

WORKING AT RHEINMETALL

TAKING RESPONSIBILITY IN A CHANGING WORLD

RHEINMETALL

RHEINMETALL

The international integrated technology company

~38,000
employees**

9.9
bnEUR sales*

161
locations**

Rheinmetall AG is an integrated technology group and a financially strong, internationally successful company. As a cross-domain systems supplier for the security and defence industry, we offer an innovative range of products and services for use on land, at sea, in the air and in space.

Through our work at Rheinmetall, we take responsibility in a dramatically changing world. With our technologies, our products and our systems, we create the indispensable foundation for peace, freedom and sustainability: security.

Learn more: **www.rheinmetall.com**

* fiscal year 2025
** status september 2026

FOR YOUR CAREER

With direction and purpose

Do you want to make a real difference with your skills and ideas? Then join the Rheinmetall team. Let's develop innovative technologies together and take responsibility in a changing world.



More information:

careers page

YouTube

dimensions magazine

FOR YOUR PERSPECTIVE

Individual career opportunities

No matter when you decide to join us as an employer, whether after graduating from school, during or after graduating from university or with professional experience, a wide range of opportunities are waiting for you!



@rheinmetall_careers

www.rheinmetall.com/career

SHAPE YOUR INDIVIDUAL CAREER

People Development at Rheinmetall

Something for everyone – A flexible career model, supporting you and your chosen career path in a Specialist, Leadership or Project Management role.

Training sessions, seminars and workshops on site and at the Rheinmetall Academy in Dusseldorf support the exchange of knowledge, experience and expertise.

Masterprogram

Master,
Shift leader,
Team leader,...

Leadership skills

Managing hybrid teams,
training for operational
managers,...

Soft Skills

Communication,
Train the Trainer,
Change Management,...

Operational Excellence

Business Excellence, Innovation,
Project Management, Sales
Excellence,...

Personal growth

Coaching, resilience /
stress management,
language training,...

Self-directed learning

E-Learnings, Audiobooks,
Podcasts, Simulations,
E-Books





WE OFFER YOU MORE

Now and in the future

Health

- Occupational health service
- Fitness and health programs

Work-Life Balance

- VIVA family service
- Flexible working models
- Mobile work

Finances

- Stock purchase program
- Company pension scheme
- Variable compensation and profit sharing

Mobility

- Employee parking
- Bike Leasing
- Job Ticket
- Accessible public transport

Events

- Department and apprentice excursions
- Company fun run
- Christmas and summer party

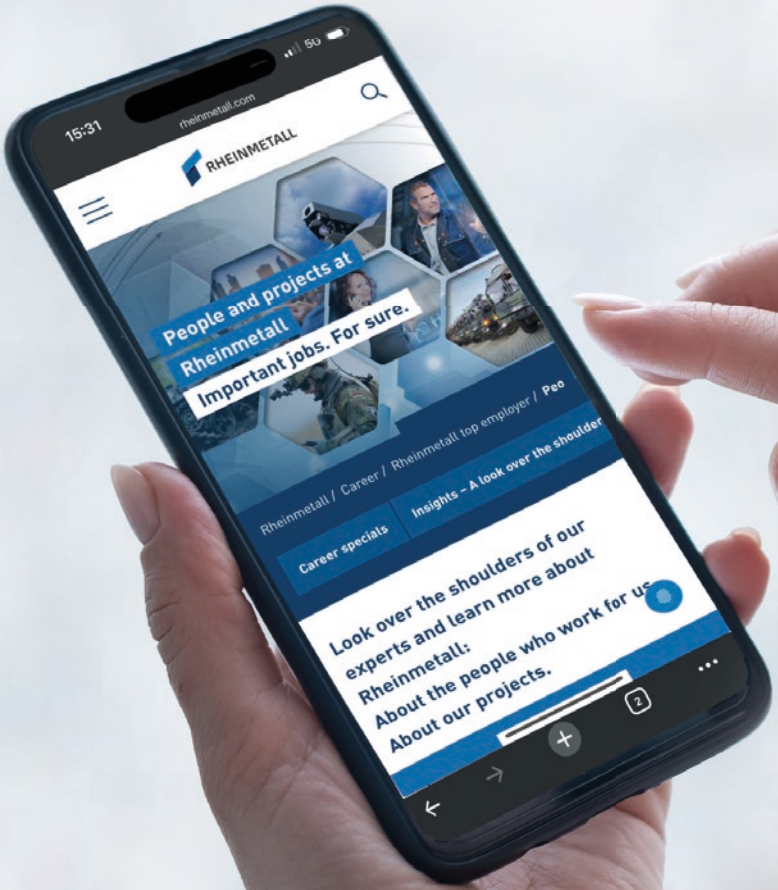
Discounts

- Corporate Benefits
- Special condition for mobile phone providers, car rental and insurance

PEOPLE AND PROJECTS

Take a look. Find out more. Discover Rheinmetall.

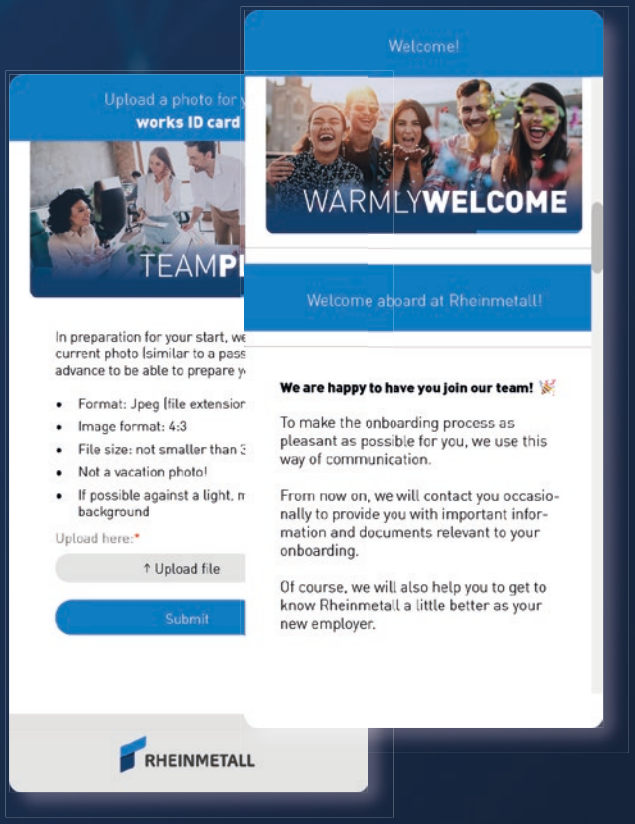
Take a look behind the scenes and learn what happens on a daily basis when working at Rheinmetall. Our employees and leaders share their challenges and experiences at **www.rheinmetall.com/people-projects**



INTERACTIVE ONBOARDING EXPERIENCE

Because first impressions count

With an interactive, personalized and user-friendly approach, our digital onboarding tool makes your first day at work a real experience.



HOW TO ENSURE A SUCCESSFUL START:

- **Personalized onboarding:** You will receive relevant, tailored information for a clear and safe start.
- **Early and seamless communication:** Even before your first day of work, you are well informed.
- **Modern content:** Timely and interactive information to keep you engaged.
- **Fast integration:** Get to know your team and corporate culture from the beginning.
- **Flexibility:** The mobile-first approach means you can access important information anytime, anywhere.
- **Support and orientation:** Everything you need for your onboarding is right at your fingertips.

SHARED VALUES ARE IMPORTANT

To be successful together

Our corporate values of trust, respect and openness are at the heart of our organization and serve as guidelines for our actions and decisions. They give direction to our work and shape our shared identity within the company.



RESPECT.
WE APPRECIATE OTHERS!



TRUST.
WE DO WHAT WE SAY!



OPENNESS.
WE COMMUNICATE OPENLY!

More information: **www.rheinmetall.com/corporate-culture**

OUR APPLICATION PROCESS

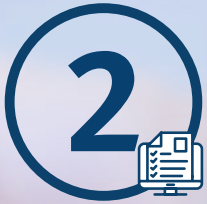
Fast. Digital. Personal.

Our application process is conducted entirely online. As soon as you've found a job vacancy that interests you on our jobportal, simply click on 'Apply now' and send us your application documents.



APPLICATION

Once you have found an interesting position, simply apply online – it only takes a few minutes.



APPLICATION CHECK

Our recruitment team will review your documents and then contact you by telephone or email.



REVIEW BY THE DEPARTMENT

The relevant department will review your application.



PERSONAL INTERVIEW

Your application has impressed us! We would like to get to know you personally in an interview with the department and the relevant HR colleagues.



DESICION

Is it a good fit for both sides? All contractual details will now be clarified and you will recieve your employement contract.



WELCOME

Welcome! We wish you a successfull start at Rheinmetall!

Please note: Instead of sending a speculative application, please feel free to use our Rheinmetall Job Alert to receive automatic notifications about suitable job vacancies. **www.rheinmetall.com/job-alert**

ARE YOU CURIOUS?

Then join our team!

You can find more information at:

Career site

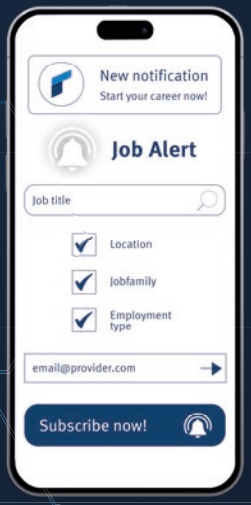
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