



# Polytech Careers

DENMARK

At Polytech, we are on a mission to make **wind power** the preferred source of energy. This is an exciting and challenging journey that calls for a **dedicated team** with a variety of skills and competencies. So, if you are **driven, curious, and inventive**, chances are we could use you on our team.

As a **trusted partner** to wind turbine manufacturers, developers, and wind park owners, we cover everything from research and development to prototyping, testing, production, logistics, installation, service, and support. In other words, at Polytech you get to be involved in **every step** of the journey. **From vision to finished product.**

## Be part of our mission

There is no time to waste when it comes to improving durability and performance of wind turbines. That is why we always look for employees that have the drive, enthusiasm, and inventive mindsets that can drive this mission further.

All our colleagues have the freedom to use their creativity, put forward suggestions, and make their mark not only on our solutions but, ultimately, on the world in which we live.

We believe that only through innovation and collaboration can we make wind the preferred source of energy.

## Endless opportunities to join our team

One of our largest assets are our skilled trainees and employees. They invent, develop, manufacture, test and validate our products. They serve our customers to the highest standards and lead the way to a sustainable future.

We are a global family of around 500 people. And though we are an engineering powerhouse, we have (and need!) a variety of skills and backgrounds on board our journey. Our team includes:

- engineers (including mechanical, electrical, chemical, material, process, test, software, industrial, production, and lean engineers),
- technicians (e.g., prototype or test technicians),
- software, IT, and master data experts,
- business controllers,
- production and demand planners,

- quality, health & safety professionals,
- sustainability specialists,
- procurement and supply chain controllers and coordinators,
- logistics and shipping coordinators,
- finance and compliance professionals,
- business developers,
- sales and marketing professionals,
- HR professionals,
- and production workers.

## Recruitment process

We are thrilled if you have found a position and would like to join our team! Here is what you can expect. Note that the entire recruitment process is handled by the hiring manager (your future leader) and HR.

### 1) Application

First, send in your application through our application portal. Due to the general data protection regulations (GDPR), we do not accept/review applications via e-mail. So, find the link to the open position you are interested in on <https://www.polytech.com/career/open-positions/>, and submit your application there.

We evaluate incoming applications on an ongoing basis, even if there is an application deadline. So, if you have found a position that you are interested in, there is no time to waste!

### 2) Confirmation

Once you submit your application, we will send you a receipt as confirmation and we will get back to you once we have read and evaluated your candidature.

### 3) Interviews

If successful in the first screening phase, we will invite you to an interview. Here we want to get to know you better, hear more about your skills, and understand how you would fit in our team.

You will be invited to minimum two rounds of interviews – but depending on the position, you might be called in for further interviews as well.

We conduct interviews both online (with camera) and in person at our locations.

### 4) Personality test

As part of the screening process, we will send you a personality test to assess your traits in relation to the expected work environment. Remember, there is no right or wrong answers here – these tests assess how well you would fit in your direct team and how well you would collaborate across departments and locations.

## 5) References

We will also ask you to provide some references from your previous workplaces (or from your studies, if you are a recent graduate). It is always a good idea to have 2-3 references on hand, and specifically references that can best highlight your skills for the position you are applying for at Polytech.

## 6) Job offer

Congratulations! This is where we call you and offer you the position – and cross our fingers that you liked us as much as we liked you!

## Equal opportunities for everyone

Polytech is an equal opportunity employer and promotes a diverse workforce. We therefore encourage everyone with the right skills to apply for our positions.

During the entire recruitment process, we evaluate all candidates strictly based on skillsets and how well they might fit in our team. If, however, at any point during the recruitment you experience a potential misconduct or discrimination, we advise you to report this immediately to our independent ethics line Polytech Speak Up for further investigation. You can access the ethics line on our website.

## Sustainability and corporate social responsibility at core

Sustainability is embedded in the way we do and think business. And what does this mean? We think circularity. We think global. We think long term. We drive our operations globally considering what is good for business, must also be good for the environment. As the first company in the wind industry certified in the UN's 17 Sustainable Development Goals, we proud ourselves in contributing to building a sustainable world.

Sustainability is also at the core of our interactions with customers, suppliers, and employees.

We stand by our values of agile, inventive, inviting, empowering, and responsible.

No matter where in the world Polytech does business, we are fundamentally committed to acting correctly and decently. Being part of the Polytech teams means we respect and treat all human beings equally and respect our environment.



## Life at Polytech

By joining Polytech, you will enter an informal but professional work environment. Regardless of your position, you will work closely with colleagues from different departments, and might even collaborate directly with colleagues abroad.

We believe in flexible working conditions, which means that for certain positions, you might work in a hybrid setup (a combination of office and remote working days).

When employed at Polytech, you will be part of our corporate pension scheme and health insurance and can access a variety of corporate discounts to different shops and services. Depending on the location, fruit and/or lunch is also provided.

When it comes to social activities, we have summer and Christmas parties, and celebrate other major milestones in the company's history.

We have very active and engaging employee associations at our locations that organize different out-of-office activities, such as bowling, Friday bars, family events, etc.





## About Polytech

Polytech is a dynamic and innovative company that designs, manufactures, and supplies sustainable solutions that improve the durability and performance of wind turbines. So, we are not manufacturing wind turbines. We are making them more durable and improve their efficiencies.

Our solutions include lightning and leading edge protection systems, blade monitoring and optimization solutions (e.g., sensors), transport equipment and solutions (e.g., storage equipment, transport protection interfaces), subsea products (e.g., subsea cable components), and other performance and structural components for wind turbines.

Founded in Bramming in 1994, we are now a global company with locations in Denmark, China, and Mexico.

 [www.polytech.com](http://www.polytech.com)    <https://www.linkedin.com/company/polytech-a-s>