



MF
MAXFACTOR



BRAUN



Gillette®



WELLA



ARIEL

Procter & Gamble

A NEW CHALLENGE EVERY DAY.™

P&G

JOURNEY TO SUCCESS

P&G offers you a change. A real school of life. Every day you learn something new. Every day a new challenge awaits you. Want a job that will enrich you and move you a step further?

In P&G we respect each person and appreciate everyone's uniqueness. The secret of our success is the principle of promotion from within – we offer you the same where many of our P&G plant directors also started. We give you the opportunity for personal growth and career development.

We believe that P&G PEOPLE are our biggest asset.

Want to know more? Start reading the real stories of your future colleagues.



Going through the hiring process at Procter & Gamble was not only a personal challenge but a good opportunity to quickly learn about the organization. Through the process I met very interesting people from higher management to some of my future colleagues and friends.

In P&G, people are the most important asset, that's why they are very careful to select the right people to join the company, so the new hires are happy with their job and their new work life. In every step from the online assessment to the interviews it is very important to be honest and open with yourself about what you want and if you are willing to be part of P&G.

Coming to work in Czech Republic seemed not only exciting, but was also a very tough decision to make. Today, looking back, I realize this was the best place for me to start a career and the first step was just to start the hiring process.

Sharon Harumi Lopez Koizumi
Tecnológico de Estudios Superiores Monterrey México
Project Engineer, Joined P&G in 2009



10 reasons why to join P&G

- 1 Responsibility from day 1
- 2 Good quality and practical training, continuing education program
- 3 Experience is not required
- 4 Promotion from within, change of roles within P&G, choice of career
- 5 Accomodation for 2 years free of charge or commuting support
- 6 Highly competitive salary, benefits and employee care
- 7 We are the 9th best employer in the world for graduates of technical universities*
- 8 Job in an international team, possibility to travel and an international career
- 9 Broad relocationing and start assistance in the Czech Republic
- 10 Background of a stable company – largest fast moving consumer goods company worldwide

...and a clear hiring process

*Universum company research from 2010 covering 23 countries and 300 thousand respondents



Career Growth

I joined P&G 6 years ago, as a planner in Romania, Timisoara plant. I started as a Regional Artwork Planner for the region and after a couple of years I became the leader of the Artwork department, being responsible for the planning and quality delivery of all new artworks/packing materials. Four years later I had the opportunity to change assignments and location, moving to Czech Republic, Rakona plant, being responsible for Initiatives planning. Working in a different country, culture & environment is a super experience not only for technical or systems skills but mainly for people management skills. P&G is the company which promotes from within, nobody can come from another company after 10 years of experiences and directly become your boss, everyone in P&G starts on the first, starting Managerial position, either as Project or Process Engineer or as Logistic or Planning Engineer.

*Ibi Andrasickova, Universitatea Banatului, Timisoara, Romania
Planning Manager, Joined P&G in 2005*

Robust and Continuous Training

Step into the unknown. This is how I would describe the first moments at P&G. I was worried that I would not do well at the beginning, but instead the opposite happened. I was surprised by the quality, practical training and how obvious it was for my colleagues to provide me with advice and a helping hand. When I am jammed up I know to whom turn to. After a month at P&G, I learned more than in a year at the university. At P&G you can still grow and develop.

*José Novas Mallo, Universidad de Vigo, Spain
Project Manager, Joined P&G in 2010*



Commuting from Prague

When I was considering to work for P&G in Rakovník, I thought of commuting as the biggest barrier. I was afraid that everyday commuting will affect our budget at home and that time spent on the road would be stressful. I was convinced otherwise right during the first interview when I found out that P&G offers financial support for commuting for the new employees. Looking back I have to admit that the second fear is gone and everyday commuting has become my daily ritual with coffee to go and listening to daily news on the radio. If somebody lives in Prague 5 or Prague 6, going a new highway you are in Rakovník in 40 minutes, the same time as you would spend commuting within Prague.

*Jan Doubek, FS-ČVUT Prague, Czech Republic
Process Engineer, Joined P&G in 2010*

2 Years Free Accommodation

I was more than excited to get a job offer from P&G but I was a bit worried of moving to a foreign country where I don't speak the language. Things like talking to your landlord or paying your bills suddenly become more challenging than you'd think! However, with free accommodation for your first 2 years you no longer need to worry about things like that! You have your privacy in the friendly studio or apartment while you share the common areas (like a little gym & party apartment) with the other New Hires so you can easily socialize and make new friends in no time.

*Ioulia Habipi, University College London
Project Engineer, Joined P&G 2010*





International Experience

Working in an international company means getting new experiences all the time. I spent my first six months at P&G in Timisoara, Romania. After that, I travelled on business to Belgium, Russia, Egypt and France. It's amazing to walk around the pyramids in Giza, taste Belgian pralines, Romanian beer and great Arabic cuisine. Last but not least, you get to collect a lot of miles on your Frequent Flyer cards.

*Zuzana Hyniová, VŠCHT Prague, Czech Republic
Project Engineer, Joined P&G in 2008*



Manage Job and Family

I started at P&G Turkey in Istanbul while Burcu (my girlfriend) was still studying University. Later on I decided to apply for a job in the Engineering center in Czech Republic, which was great move for me from career point of view but close to disaster from our relationship point of view. The decision was not easy, however I knew that there are many positions open in Rakona so Burcu may have a good chance to get a job in

Rakona as well... And she was successful. So today we are part of an international community of P&G Rakona and in addition we know that in future if one of us will get a job in another P&G location the company will ensure a job for my partner as well, so we may be P&G Globetrotters together.

*Serhan Kilic, Middle East Technical University, Ankara, Turkey
Technology Leader, Joined P&G in 2007*

Career – Promote from within and Diverse Assignments

Within 3 years in P&G I'm already on my 3rd assignment. I recognize that this is not a typical frequency of changing positions however it was my case for two simple reasons: 1) to match my job as much as possible to my skills and passion and 2) to be in a position where the company needs me the most.

I started in the Engineering center as a Project Engineer designing liquids packing lines. Afterwards I had a short assignment as a Process engineer in the Dry Laundry Packing Department. Both of these jobs gave me a very strong Technical know-how and a strong base for which I can continue to build. Today I'm a Team Manager in the Packing department responsible for a team of 43 technicians operating the lines in P&G Rakona.

So it is obvious that in P&G you will not get bored on a single assignment. You will always have the chance to do something new, to learn something new and to grow.

*Christo Tzurnas, VŠB – TU Ostrava, Czech Republic
Team Manager, Joined P&G in 2008*



After Office Hour

I am 24 and I like to enjoy my time after work and to have fun. And where to find that? Prague, one of Europe's top places to explore, have fun, have awesome parties, night life and unforgettable weekends, or let's just say limitless opportunities. In just a 45 minute drive from Rakovnik you are in the center of the city that never sleeps. Having a great Work-Life balance that P&G is giving me and the great transport connection between Rakovnik-Prague, fulfilling of your private life and enjoy all the opportunities in Prague, cannot be easier. I am enjoying every second being here.

*Mario Milovanovik, University St. Cyril and Methodius – Skopje, Macedonia
Process Engineer, Joined P&G in 2009*



P&G WORLDWIDE

Sales (\$ bil.) 77
 Profits (\$ bil.) 13
 Market Value (\$ bil.) 187



Procter & Gamble Company is the largest Fast Moving Consumer Goods company worldwide.
(Forbes business ranking for year 2010)

Procter & Gamble serves today up to 4,5 billion consumers in 180 countries. Do you shave with Gillette? Have you ever tasted Pringles? Is your preferred brand Max Factor, Pantene or Wella? Or do you wash your cloth with Ariel? Then you are one of P&G consumers – our bosses.

P&G CONTINUES TO PICK UP AWARDS AND RECOGNITIONS:

- Ranked #1** in Top Employer Web Benchmark 2010 – global Career website study
- Ranked #2** in the AMR Supply Chain Top 25 for 2010
- Ranked #6** in Fortune Magazine's World's Most Admired Companies list 2010
- Ranked #9** in Universum Top 50 Global Engineering Ranking 2010

Sounds like the right company to work for?

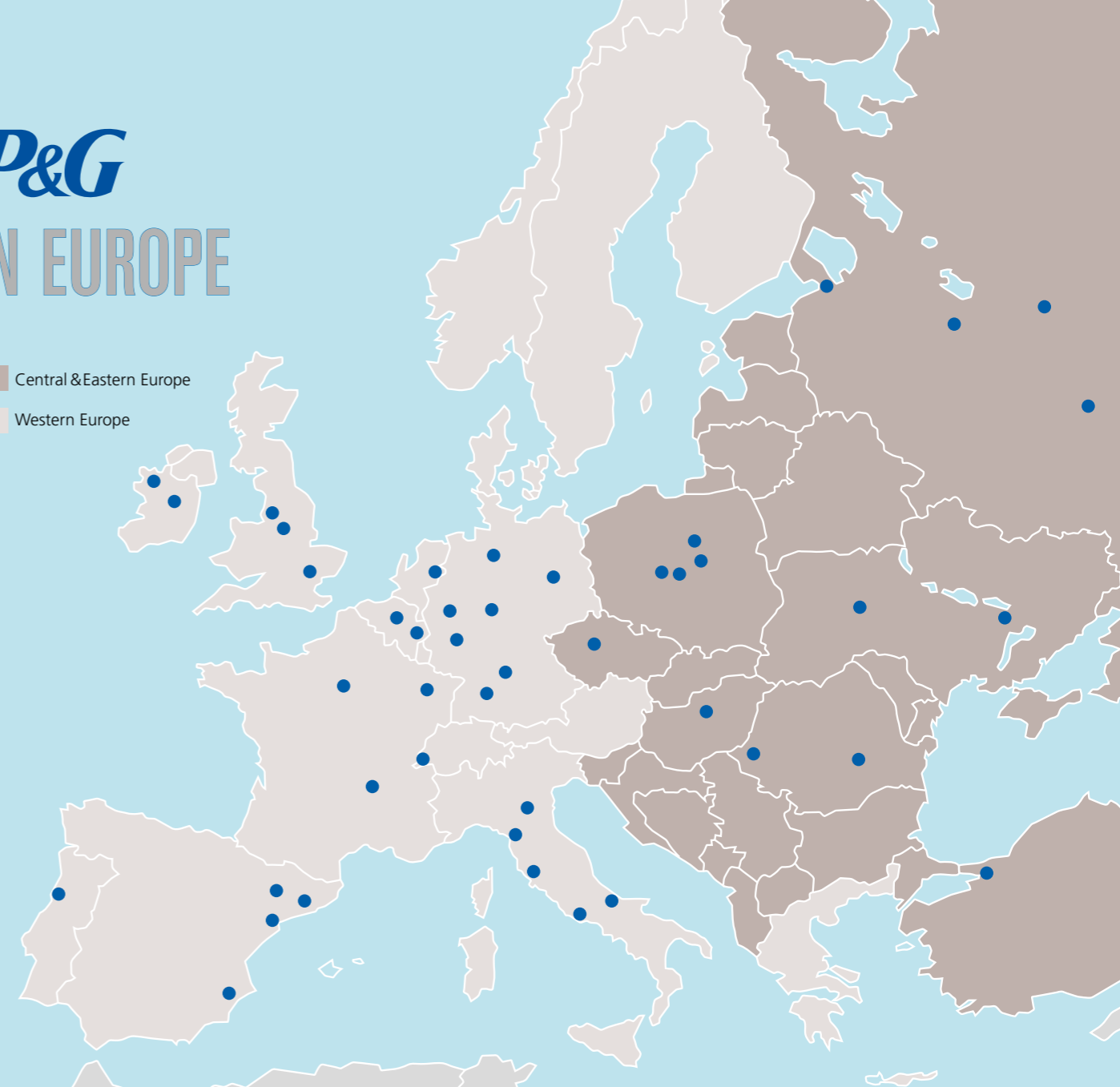
Procter & Gamble Rakona established in 1991 has today 650 employees including 110 Engineers working in managerial positions of Rakona Manufacturing Plant and Engineering Center.

Rakona manufacturing plant belongs to the top ten biggest sites out of 140 P&G plants worldwide, currently is the biggest detergent plant in Europe and the site is further expanding to fulfill the needs of markets both in Central and Western Europe.

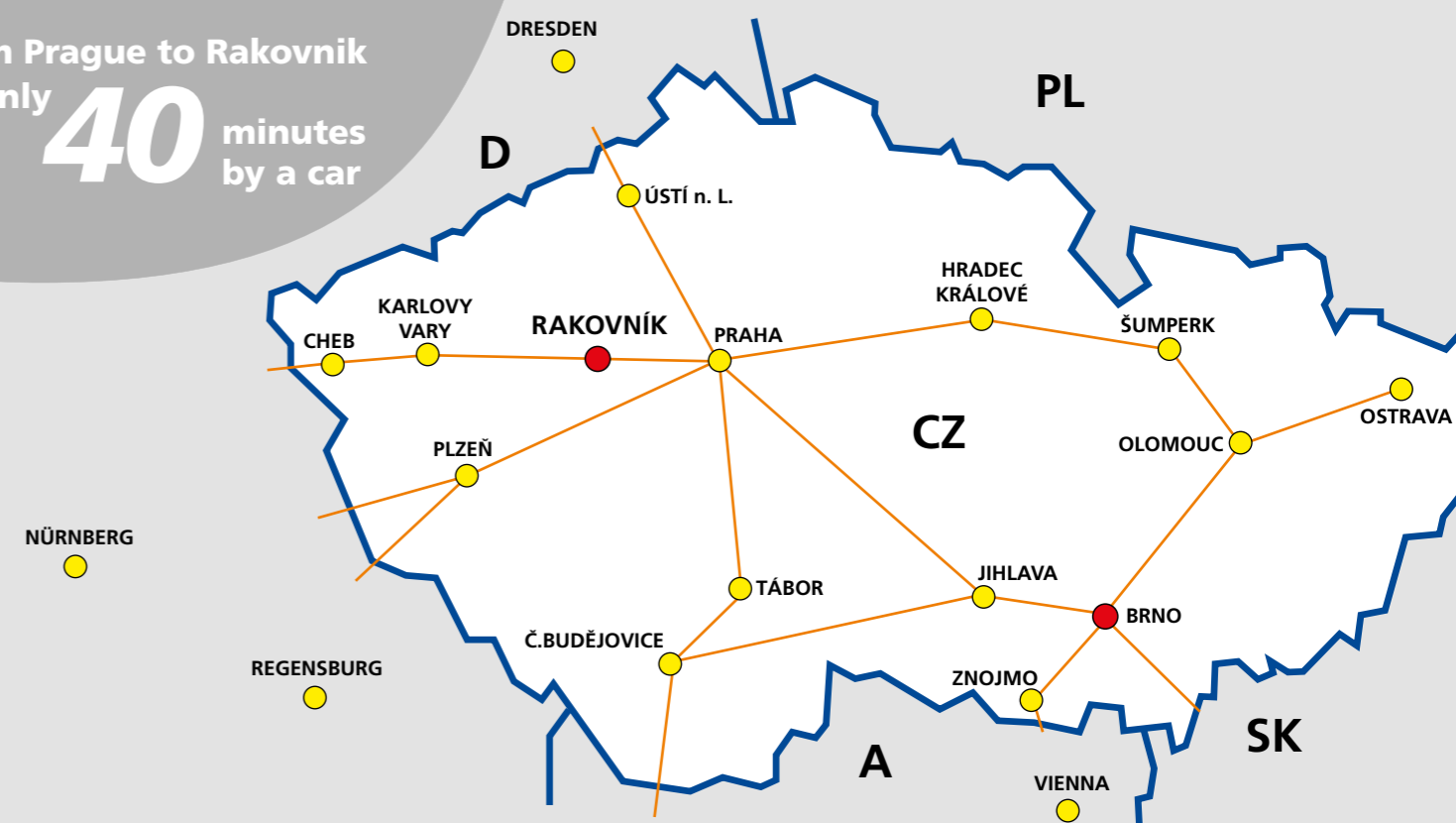
Engineering Center, established in Rakovnik in 2007, is responsible for development and implementation of new technologies in production sites of the CEEMEA region, reaching countries like South Africa, Morocco, Pakistan, Russia, Turkey, Kazakhstan and many others.

P&G IN EUROPE

Central & Eastern Europe
 Western Europe



From Prague to Rakovnik
 only **40** minutes
 by a car



ANY QUESTION?

Contact person: Jana Houskova
Phone: +420 313 522 797
E-mail: houskova.j@pg.com
ICQ: 622 974 877
Skype: rakona_PG

NEED HELP?

Process Engineer

Opportunities for graduates

What can you expect? What are we offering?

- manager position, that includes responsibility for part of manufacturing process of packing products or logistic and planning
- real personal growth in the environment of "promotion from within"
- competitive salary and benefits
- accommodation in Rakovník for 2 years as a benefit or financial support for travelling
- leading of a small project team

Who are we looking for?

- graduates of technical universities (mechanical, electro, chemistry, civil engineering...)
- willingness to learn new things and grow
- leadership skills, ability to lead a small project team
- ability to apply gained experience
- communication level of English
- analytical skills and ability and to solve problems

Open positions:

Manufacturing Process Engineer
Logistic Process Engineer

10 OPEN POSITIONS



PROCESS ENGINEER

I started as a Process Engineer on Fairy lines. And as typical in P&G I got responsibility from day 1. My mission was to improve Process reliability of the two packing lines producing Fairy in Rakona by reapplying best technologies and systems from other P&G sites and also applying TPM systems from Toyota.

I was also working on implementing a strong Progressive maintenance and Autonomous maintenance system, which helped to stabilize the process reliability and quality of the production.

After one and half years I became a Team manager. This means that on top of Technical responsibility for the packing lines I got an additional responsibility for leading people. So another opportunity to learn something new, to learn people management...

*Alena Kapcová, University PJ Šafárika Košice, Slovakia,
Process Engineer, Joined P&G in 2009*

PROJECT ENGINEER

After a 6 months internship I accepted a job as project manager for the Central Engineering Organization.

Being a project manager means working through all the project life, from the early stage till its complete execution.

This job brings you to shape your project working out all its different aspects: from very technical details of the design phase through the main definition and planning of cost, time and resources till construction and start up activities. Each of these phases requires cooperation with other internal functions (Manufacturing, Planning, R&D, Marketing) and external suppliers spread across the world, from Brasil to Japan.

The team work is what I like the most. You cannot get bored and it always allows you to broaden your sight and open your mind.

That's why I consider it to be an exciting job.

*Carlo Mutri, Sapienza University of Rome, Italy
Internship in P&G Gattatico, Italy – 2009
Joined on full time in 2010*



Project Engineer

Opportunity for graduates

What can you expect? What are we offering?

- international engineering team
- work on projects in CEEMEA region
- technical support of engineer projects in P&G plants - heavy travelling included
- building to be a technical expert
- real personal growth in the environment of "promotion from within"
- competitive salary and benefits
- accommodation in Rakovník for 2 years as a benefit or financial support for travelling

Who are we looking for?

- graduates of technical universities (mechanical, electro, chemistry, civil engineering...)
- analytical skills and ability and to solve problems
- willingness to learn new things and grow
- ability to lead a small project team
- communication level of English

Open positions:

Chemical Project Engineer (M/F)
Mechanical/Electrical Project Engineer
Regional Corporate Power Systems Engineer
Health Safety & Environmental Engineer

15 OPEN POSITIONS

Internship

Opportunity for students

What can you expect?

What are we offering?

- minimum 2 month full-time assignment in Procter&Gamble Rakona
- new experience in leading a real life project with full responsibility for results
- P&G managers will become your mentor helping you to quickly on board
- an opportunity to learn from practice
- the internship can start according to your schedule
- in case of successfully presented results of your project we can offer you an international management career
- competitive salary and benefits
- accommodation in Rakovník for all the time of the internship

Who are we looking for?

- students who finished their third year of university or higher
- communication level of English
- willingness to learn new things and grow

Open positions:

Manufacturing – Internship/Part-time in production department

Mechanical/Electrical Engineers Internship

Chemical Engineer Internship

15 OPEN POSITIONS

ANY QUESTION?

Contact person:
Jana Houskova

Phone: +420 313 522 797

E-mail: houskova.j@pg.com

ICQ: 622 974 877

Skype: rakona_PG

NEED HELP?

INTERNSHIP

Are you looking for the opportunities you have after finishing your studies? You will work on a project with experts during your internship with a clear target at the very beginning and with real results at the end. You can have a first hand experience and see if it is what you really want to do. There is nothing better than to try it on your own. That's what I did and guess where I am working now.

*Aleš Chaloupka, VŠCHT Prague, Czech Republic
Project Manager, Joined P&G in 2010*



WHAT ARE THE STEPS OF THE HIRING PROCESS?

Steps to success



From candidate to becoming an employee

“WELCOME TO P&G!”

1. REGISTRATION AND SELECTION OF ROLES

If you are interested in any of the available positions go to www.rakona.com and put your email address in The guide for the hiring process. The next step is to evaluate the available positions, click and choose the one you are interested in the most. During the hiring process if you find a different position that would be a better fit for you, there is no problem to make this change. This will automatically take you to Step 2.

2. REVIEW OF SUCCESS DRIVERS

Don't be surprised if you are in this step taken from www.procter-bamle.cz to pg.taleo.com web address. This is our global website for an on-line assessment. In this step, you must click on "Apply Now" and register as a new user. Do not forget to unblock pop-up windows! Now you follow the steps. The first step (Step 1) requires a basic personal data and your CV. If the pop-up windows are unblocked, then at the end of step 1 (Step 1) you will get to step 2 (Step 2). In this section you can already choose the language in which you will do the on-line assessment. The following 67 questions are to be answered without time limit. Reserve plenty of time to complete these questions and please concentrate on your answers. If you have succeeded you will be notified by email within ten working days. If you have any questions, please contact us.

3. REASONING TEST AND THE FIRST INTERVIEW

If you succeed in the on-line assessment, you will be contacted by P&G and invited to the Reasoning Test. The results are available immediately. Sample questions are available on www.rakona.com. If successful, you undergo the first interview. The whole visit takes about three hours.

4. FINAL INTERVIEWS AND A TOUR OF P&G RAKONA

If you succeeded in Step 3, you're invited to a "Day Visit," for which you are required to reserve the entire day. You undergo three interviews, definitely one of them is in English. Tour of P&G Rakona is also included.

5. JOB OFFER

Successful Step 4 is followed by job offer or offer of student internships. There is no need to go through the hiring process after you're ready to accept the job or internship. It is common to go through the hiring process in advance, even before you finish the university.

We wish you good luck!

More at www.rakona.com

SUCCESS DRIVERS



During the recruitment process we follow the extent to which you so far demonstrated nine of the expected behavior of Success Drivers.

Power of Minds

The Power of Minds tells us about your curiosity and eager to come up with new approaches, and all that with a healthy distrust to traditional thinking. By proactive care about the world around you, you implement ideas that represent a step forward.

Power of People

You look for, you appreciate and you build on diversity. You contribute to your development and to the development of those around you, therefore you effectively cooperate on creation of environment of trust, in which everyone has the opportunity to contribute as best as they can. You have the courage to lead not only projects but also a group of people.

Power of Agility

You, not only can adapt to the changes but can also lead or even initiate the changes. Do you work thoroughly with a focus on results?

Purpose, values, principles (PVP)

At P&G, it's about integrity and character, it's about building trust by being open, honest, straightforward and candid with each other, our customers, consumers and business partners. We do what we say and say what we mean. This is what sets P&G and P&G people apart.

Online assessment

Success Drivers Assessment

This is a standardized assessment of your personal background, experiences, interests, and work related attitudes. It measures your compatibility against P&G competencies for defining successful job performance.

Description:

- Online delivery allows 24/7 access
- Take as much time as you need to complete – most applicants take between 20 and 30 minutes
- Available in over 20 languages

Sample Question:

When organizing a work team, you have selected those who:

- Have different strengths
- Have the most technical expertise
- Cooperate with each other
- Follow instructions
- Think like you

ANY QUESTION?
NEED HELP?

Contact person:
Jana Houskova

Phone: +420 313 522 797
E-mail: houskova.j@pg.com
ICQ: 622 974 877
Skype: rakona_PG

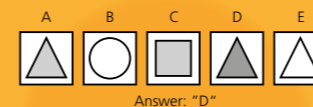
In Person Assessment Reasoning Test

Depending on your desired position, you may also complete our paper-and-pencil Reasoning Test. Lasting 65 minutes and delivered on campus or as part of your final interview, this test measures your reasoning skills using three types of questions, including the sample shown above for the Reasoning Screen.

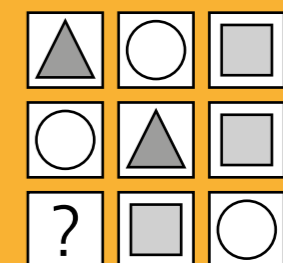
Description:

- Test is administered in person
- 40 Questions, 65 Minutes to solve it
- 3 Parts: Logical, Numerical and Figural Reasoning
- Available in over 20 languages

Sample Question:



Answer: "D"





Ready to challenge yourself like never before?





Contact person:

Jana Houskova





Phone:

+420 313 522 797

E-mail:

houskova.j@pg.com

Skype:  rakona_PG

ICQ:  622 974 877



Internet:

www.rakona.com

Address:

Ottova 402
269 32 Rakovník

www.rakona.com