

www.sap.com/careers



Explore the
Possibilities

THE BEST RUN



Welcome to SAP – The Employer of Choice

As a world leader in enterprise applications, SAP develops innovative and tailored business solutions for more than 440,000 customers worldwide. We employ over 100,000 people in more than 180 countries to deliver first-class enterprise software solutions and top-notch services to our customers.

Thanks to our employees' excellent qualifications and commitment, SAP's future prospects are outstanding as our success story continues.

We'd like you to be a part of that story.

Will **you** Join SAP?

Are you a student or a recent graduate? Are you eager to make a real difference? Now's your chance.

At SAP:

- We place great importance on collaborating across departmental, hierarchical, and geographical boundaries
- You'll have the freedom to work with companies that are changing the world, the opportunity to cooperate with colleagues who share your passion for creativity, and the chance to reap recognition for your efforts
- Our company culture is designed to give every idea a chance, and our colleagues' ideas regularly become reality

What are you waiting for?

Kick-start a meaningful career and bring your ideas to life by joining SAP.

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SAP is the market leader in enterprise application software, helping companies of all sizes and in all industries to run at their best: 77% of the world's transaction revenue touches an SAP software system.

Our machine learning, Internet of Things, and advanced analytics technologies help turn customers' businesses into intelligent enterprises. Our end-to-end suite of applications and services enables our customers to operate profitably, adapt continuously, and make a difference. With a global network of customers, partners, employees, and thought leaders, SAP improves people's lives and helps the world run better.

Why SAP?
Because we Know
What Inspires you.



SAP believes in rewarding awesomeness. We offer some of the best employee benefits in our industry.

Depending on location and type of employment, SAP employees enjoy a range of unique benefits, including:

- Sports, gym, and leisure activities
- Free or discounted lunches and beverages
- Flexible working hours based on personal trust
- Extensive training and educational opportunities
- Family and career services, including parent-child-office, childcare, emergency care, single parent support, and more
- Health and well-being programme
- Flexible working time models, including sabbaticals, part-time, et cetera
- A profit-sharing bonus
- A campus-style atmosphere
- An international, state-of-the-art, inspirational work environment

SAP Student Programs

- SAP on campus
- Internships
- SAP Vocational Training program
- University Alliances program

You'll find details about SAP student programs here:
<https://bit.ly/37ZsBxc>



SAP Graduate Programs

- Development: SAP Silicon Valley Next Talent program
- Consulting services: Global Services Delivery Career Starters program
- Consulting services: North America Services Delivery Academy
- Finance: SAP Global Finance Rotational program
- Human resources: SAP HR Early Talent program
- Operations: Intelligence Enterprise Group career program
- Sales and presales: SAP Academy

You'll find details about SAP graduate programs here:
<https://bit.ly/2GZipJh>



SAP FastTrack – the Student Relationship Program for top-Performing Students

Students who have shown outstanding performance, attitude, and passion during their time at SAP can benefit from being nominated by their manager to the SAP FastTrack Program. Members of this talent relationship program have the opportunity to join exclusive events and gain increased visibility with regards to employment prospects at SAP after graduation.

Your Job and Career Opportunities at SAP

SAP offers you many ways to start your career: go for an internship, a structured entry-level program, or hit the ground running by applying for one of our many working student or graduate-level job opportunities.

We offer job opportunities within all departments of our international operating company.

Use the following chart to match your field of studies with our functional areas.

Your Course of Study – Our Functional Areas

Functional areas		Informatics	Business information technology	Mathematics	Physics
		Software development	Design and development	Major assignment	Major assignment
Development operations	Major assignment		Major assignment	Partial assignments	
Quality management	Major assignment		Major assignment	Major assignment	Major assignment
User experience design					
Information technology		Major assignment	Major assignment	Partial assignments	
Information development, technical writing, and translation					
Product and solution management		Partial assignments	Major assignment	Partial assignments	
Marketing and communications			Partial assignments		
Sales and presales		Partial assignments	Major assignment		
Consulting	Technology consulting	Major assignment	Major assignment	Partial assignments	Major assignment
	Business processes consulting	Major assignment	Major assignment	Partial assignments	Major assignment
	Strategy consulting		Partial assignments		
Customer service and support		Major assignment	Major assignment	Partial assignments	Major assignment
Finance and controlling			Partial assignments	Major assignment	
Human resources			Major assignment		
Corporate functions			Partial assignments	Partial assignments	
Major assignment		Major assignment	Partial assignments		Partial assignments

Courses of study

	Industrial engineering	Business studies	Psychology	Technical writing and translation	Design
	Yellow	Yellow			
	Yellow				
	Blue	Blue			
			Green		Green
	Yellow				
				Green	
	Blue	Blue			
	Blue	Green	Blue		
	Green	Green	Yellow		
	Blue	Yellow			
	Blue	Blue			
	Green	Green			
	Blue	Yellow			
	Green	Green			
	Yellow	Green	Green		
		Green	Blue		

Assignment possible with appropriate extra training



How do you Apply to SAP? Simply go to www.sap.com/careers

You'll find all of our job offerings posted on our career website at www.sap.com/careers.

Students working on their bachelor's or master's theses are encouraged to combine theory and practice at SAP, as we offer a broad range of thesis topics to approximately 300 students each year.

If you are interested in an international internship, just pick your desired location and apply directly to the relevant subsidiary.

APPLY NOW

We're always on the lookout for a new generation of talent that will bring fresh ideas and perspectives to the table. So, if you're searching for a career with a company that's dedicated to results, gives you a strong sense of purpose, and provides a fun and flexible job environment, apply to SAP now at www.sap.com/careers.

Be sure to also join our talent community to get information regarding new job opportunities or invitations to exciting events at SAP at <https://bit.ly/2PGV1Vw>.



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