

Seeing **beyond**

**ZEISS**



# Ready?

ZEISS at a glance

## Legal Information

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# What if ...

... you could work in a place where  
you challenge the limits of imagination?

We're looking for

**you!**

As we are driven by the same goals.





# This is what drives you.

Team players with an innovative spirit. Experts with real depth. People who share their knowledge and are thirsty to learn more, unleash their potential and leave their mark.

We're looking for people who are empathetic and passionate, who are committed to achieving their goals and who get excited about challenging topics. People who achieve great things and push the limits of what is possible. Who always strive to develop, accept responsibility, and take society into the future. As the global TEAM ZEISS.

And because we want to attract top talents and experts, we're looking for you. With your motivation and your passion, you are a great fit for us. You're ready to do your best to achieve your goals. Are you open to new things, to the latest trends and to transformation? Are you motivated to help a global technology leader with a long history ensure an equally bright future? Do you want to play an active role in helping us achieve this?

**Seize this opportunity and take advantage of new prospects!**



# You're the best fit.

Whether you're a physicist, engineer, IT expert, business economist or machine builder. Whether you have a background in academia or the skilled trades. If you are interested in a traineeship, a co-op or a trainee program. A PhD or direct entry. Whether you've recently graduated or already have some experience and are looking for a new challenge.

Whatever your background, we're looking for people who think outside the box. People with ideas and vision. For chemists who want to perform corporate strategy duties. For engineers who like to work in sales, and lawyers who can get to grips with a role at HR. Whether you're a leader or on the Expert Ladder at ZEISS, we have challenges that everyone can rise to. Just take a look at the diversity on offer – research and technology, strategy development, IT, marketing and sales, service, production, HR and so much more. In Germany and across the globe.

**Welcome to ZEISS!**





# This is ZEISS

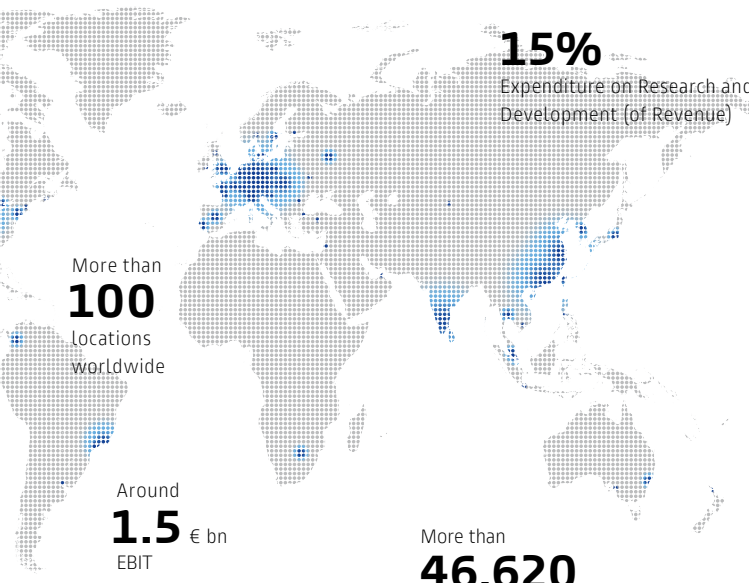
ZEISS is technology. ZEISS is optics and innovation. We develop, manufacture and sell highly innovative products and solutions for our customers in a variety of business fields – always testing the limits of what is feasible.

As one of the world's top technology companies with a portfolio aligned with future growth areas like digitalization, healthcare and Smart Production, and a strong brand to boot, ZEISS is shaping the future far beyond the optics and optoelectronics industries. The company's significant, sustainable investments in research and development lay the foundation for the success and continued expansion of ZEISS' technology and market leadership. Founded in 1846 in Jena, the company is headquartered in Oberkochen, Germany. The Carl Zeiss Foundation, one of the largest foundations in Germany committed to the promotion of science, is the sole owner of the holding company, Carl Zeiss AG.

**11.9** € bn

Revenue +9%





**15%**

Expenditure on Research and Development (of Revenue)

More than  
**100**  
Locations  
worldwide

Around  
**1.5** € bn  
EBIT

More than  
**46,620**  
employees worldwide

# Have a look at ZEISS Portugal

ZEISS has been operating in Portugal since 2005, with around 300 employees. We are located with offices in Lisbon and Porto and a Laboratory in Setúbal. Carl Zeiss Vision Portugal is committed to innovation as well as quality in the production of ophthalmic lenses and continues to evolve, remaining at the forefront of optical technology – always with a look to the future and a commitment to excellence.

The locations are enhanced by the Global Hub in Lisbon, providing expertise to the international departments for the Vision Care business. The growing unit includes different corporate departments such as Marketing, IT, CEF, Quality, Finance and Omnichannel Sales. Our Hub employees are integrated in teams based in international countries, making it a place with a multicultural and diverse environment.

**20** years  
representing ZEISS

Porto

A stylized map of Portugal filled with a grid of small grey dots. Four black dots mark the locations of main sites, each with a line pointing to a text label. Porto is at the top, Oeiras, Lisbon, and Setúbal are along the western coast from north to south.

Oeiras

Lisbon

Setúbal

More than  
**300**  
employees  
in Portugal

**3+** main sites  
in Portugal



# SMT segment | **Semiconductor Manufacturing Technology**

What can no smartphone be without? That's right, a microchip – the centerpiece of every electronically controlled system. A large proportion of all microchips are produced using ZEISS technologies. As a technology leader in the field of semiconductor manufacturing equipment, ZEISS enables the production of ever smaller, increasingly powerful, more energy-efficient and more economical microchips, and thus plays a pivotal role in the age of microelectronics.

*Bayan, Software Engineer, developing the intricate software behind ZEISS Semiconductor Mask Solutions.*

IQR segment |

# Industrial Quality & Research

Quality control for components in race cars? Material or cell research? ZEISS is leading the pack in these areas, too. We ensure quality standards wherever maximum precision is a must: with coordinate measuring machines and metrology software, as well as microscope systems for research and material inspection. ZEISS technology thus helps ensure that even the tiniest structures and processes become visible.

*Zulazri Abdul, Senior Service Engineer:  
He ensures precision for maximum impact.*



## MED segment |

# Medical Technology

Shaping medical progress? ZEISS has been doing this for decades. Surgical microscopes and visualization systems; diagnostic devices; intraoperative radiation systems, and software solutions – ZEISS products and solutions help doctors enhance their patients' quality of life in eyecare, neurosurgery/ENT surgery and in dentistry. ZEISS is one of the world's leading medical technology innovators.

*As a Medical Sales Representative, Sherley supports healthcare professionals by delivering ZEISS solutions that improve patient outcomes and advance medical care.*





## AGENDA

Nível Serviço - EZE e Roturas FSV

Pedidos Visitore vs CCC / Urgentes

Pós Venda - Chamadas e emails

Processos devoluções

COM segment |

# Consumer Markets

Want better vision? ZEISS products make it possible – in many ways. ZEISS is one of the world's leading manufacturers of eyeglass lenses and offers all the solutions that ophthalmologists need to make their business successful. This is how we ensure optimum visual comfort. What's more, ZEISS movie and camera lenses, binoculars, riflescopes and spotting scopes offer users outstanding optical quality and deliver unforgettable moments for discerning individuals.

*Rita, Customer Care & After Sales Team Leader,  
Commercial & Operations in Portugal, building and  
developing a team to best support the customer.*

# Business Supporting Function | **ZEISS Global Hub – Lisbon**

As one of the world's leaders in technology, ZEISS is an enabler of digitalization and actively drives it forward as part of its DNA. As part of its ongoing commitment to growth and innovation, the ZEISS Global Hub Lisbon was founded in 2022, bringing together international talent in Lisbon advancing ZEISS projects globally.

*João, IT Project Manager at the ZEISS Global Hub - Lisbon, leading end-to-end process and system transformation in supply chain management.*





# For you. For everyone.

## That's what we're all about.

We are a family-friendly company, with benefits for you and your loved ones. We offer you an attractive remuneration package with many additional benefits and discounts, including parenthood support\*, healthcare insurances\* and plenty of opportunities for professional development.

**Our employees are our innovative power and the ones who drive our company. That's why you – and what drives you – are so important to us.**

Leave your mark, unleash your potential and make a real impact. Be yourself, accept responsibility and focus on your talents. Push limits, make innovations possible and help society move forward. You help us enhance our skills and allow our company to grow. And we want you to grow with us. Professionally and personally.

\* Subject to eligibility criteria

*Michael, (Senior) Controller, appreciates the opportunities offered to him by our hybrid work model.*

# Enabling Digitalization

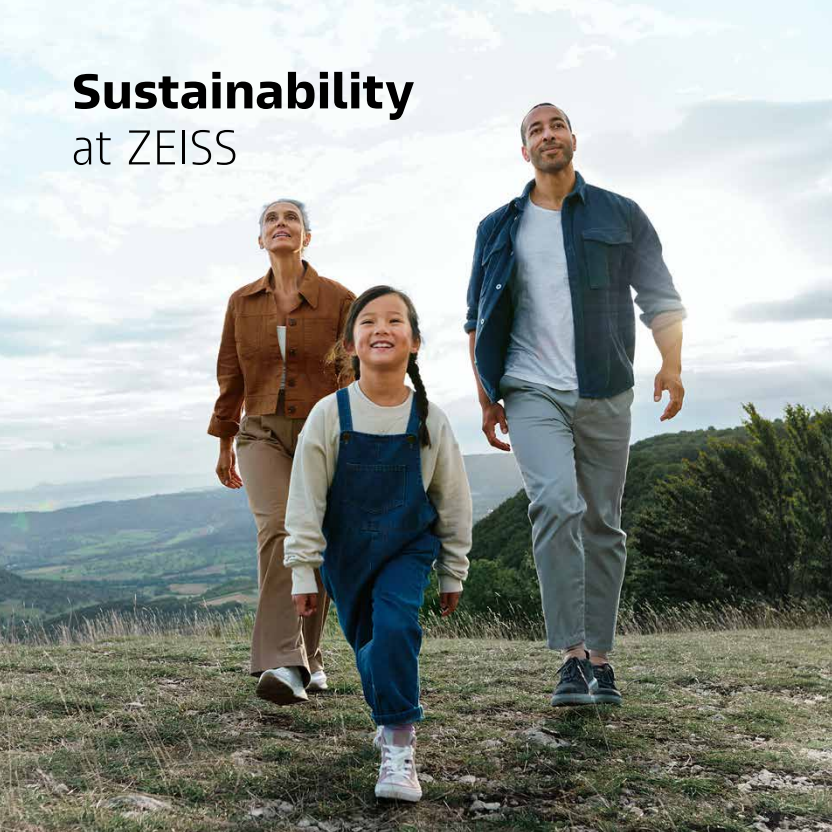
## **Enabler of technological progress**

ZEISS is synonymous with one thing above everything else – and that is innovation. That's because in a constantly changing world, society's needs also change. A central goal is therefore to develop solutions that offer added value, bring benefits – and go beyond the ordinary.

ZEISS is an enabler of the digital transformation and is driving it forward. All four ZEISS segments are at the forefront of digitalization with their innovations. ZEISS develops solutions for semiconductor manufacturing which allows chip manufacturers all over the world to produce ever smaller, more powerful and energy-efficient storage microchips. From vision care and photography through to microscopy, metrology and medical technology, ZEISS is developing solutions for the digital world.



# Sustainability at ZEISS





### **Neutrality as a goal – climate action at**

**ZEISS:** The Paris climate goal of reducing global warming to well below two degrees is ambitious. ZEISS wants to play its part to help the global community achieve it: carbon neutrality in our operations by 2025.



### **Circular economy and sparing use of**

**resources:** ZEISS strives for a circular use of resources with a view to reducing the impact on the environment. To achieve this, more renewables and recycled materials will be deployed and loops closed. Water consumption and the amount of waste are set to be further reduced.



**Value for society:** ZEISS would like to generate added value for a more sustainable society through its products and solutions. What's more, ZEISS is committed to the common good, education and research through sponsorships. This includes providing as many people as possible with access to high-quality healthcare. The company also encourages its employees to volunteer for the MINT initiative A Heart for Science.

# Go!



**#ScanTheCode**

**#DiscoverJobs**

**#TeamZEISS**

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[www.zeiss.com/careers](http://www.zeiss.com/careers)

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Awards:

