

111 years of Melitta®

Where working together counts

Melitta offers employees a wide range of opportunities for development



For Melitta, new and long-standing employees are a key factor for success. The company's success is based on their commitment, creativity and team spirit. ©Melitta Group

For Melitta, employees are a key factor for success. The company's success is based on their commitment, creativity and team spirit. The high quality standards that Melitta demands of itself and its products can only be achieved when employees give their best every day. This is why appreciation of our employees, their needs and interests has a long tradition reaching back decades.

“We rely on a wide diversity of employees,” explains Volker Stühmeier, member of the Chief Corporate Management. “On the one hand because we have a wide variety of positions to fill at home and abroad, and on the other because we see the diversity of our employees as a great strength. Different experiences, expertise and personalities are of decisive importance for the further growth of our company and for the continuous development of our processes, projects and products.”

Flexible working hours, nursery places, fitness courses

Melitta's goal is to strengthen our employer brand in the coming years. Melitta has developed numerous programmes and measures to further enhance its attractiveness as an employer. In addition to flexible working time models that ensure a good work-life balance, employees can take advantage

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of the Melitta Family Program, which provides qualified childcare, or secure a place in the 'Dandelion' company nursery school. In addition, employees benefit from Melitta Health Management, which offers preventative healthcare services such as health days or fitness courses. A counselling hotline helps with private, professional and psychological health problems. Melitta Help provides financial support for special costs (dental prostheses, etc.).

Authentic and transparent

In order to attract new employees, unconventional initiatives have also been launched in recent years and personnel marketing has been expanded. The Group wants to attract potential applicants through authenticity and transparency. This is why personnel marketing regularly invites applicants to the Melitta Get Together. Whether at events, workshops or recruitment fairs - with the new concept interested parties can get to know the company better in a relaxed and informal atmosphere. Applicants can have stimulating conversations with employees from various specialist areas over a latte macchiato, or while designing sustainable takeaway coffee mugs, participating in design thinking workshops, playing table football or taking part in quizzes.

An ideal start to your career with the trainee programme

Melitta maintains intensive contacts with schools and universities and participates in numerous cooperation projects - from joint research and product development activities to university events and career advice to internships, student jobs, the supervision of scientific work and talks at secondary schools.

Since 2015, Melitta has been offering an 18-month trainee programme, during which participants can work in various areas of the company and gain comprehensive knowledge of the group. During their traineeship, they are supported by a mentor who supports them during the programme and prepares them for their future tasks.

Excellent professional development with individual support

As well as support for those starting their careers, Melitta also offers extensive training opportunities for existing employees. In a company-wide personnel development process, supervisors are in close contact with their employees in order to identify measures for individual advancement. In the 'Leadership at Melitta' programme, employees take part in management seminars in order to receive targeted support for their professional careers.

"We are interested in employees who fit in well with us as people: They must be motivated and committed, have esprit and want to make things happen. They must share our values and, most importantly, they must be willing to develop. Curiosity, inventiveness and the will to create are of central

importance - including thinking outside the box," says Jero Bentz, Member of the Chief Corporate Management and general partner of the Melitta Group.

The capacity of employees to work in a team is another of the central factors for corporate success. "We work with one another and not against one another, because we are convinced that we can achieve much more together," added Bentz.

On the way to the world of work 4.0

In order to prepare its employees for the world of work 4.0, the Melitta Group has initiated a process of cultural change. The aim of this process is to create a working atmosphere in which people think and act more independently, more entrepreneurially and more cross-departmentally, and in which every employee has even more opportunities to be creative and to develop.

"We want all our divisions and departments to have a strong will to innovate and be creative, and to encourage everyone to pursue new ideas, implement them and make their own decisions," says Bentz. "What we want is an attitude in which everyone pulls together, characterised by a high level of empathy and an open feedback culture. Our aim is not only to introduce innovative working methods, but also to prepare our Group as a whole for a much more complex and dynamic future."

Find further information at www.111jahremelitta.de



Image 1: At Melitta, teamwork is one of the central factors for the success of the company. ©Melitta Group



Image 2: At Melitta, teamwork is one of the central factors for the success of the company. ©Melitta Group



Image 3: In order to attract new employees, the Melitta Group also uses unconventional methods.
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Image 4: In the Melitta® coffee filter production.
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All photos are available for download at www.melitta-group.com alternatively Annika von Hollen (annika.von.hollen@melitta.de) and Tanja Wucherpennig (tanja.wucherpennig@melitta.de) would be happy to send them to you.

The Melitta Group

Melitta is an internationally active group of companies and is one of the leading independent family businesses in Germany and in other countries. The main activities are the development, manufacture and sale of branded products for coffee enjoyment, for the storage and preparation of food and for household cleanliness. More information is available at www.melitta-group.com.

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