



alumni
career

Germany

Employability World Tour | Webinar in English

Employability World Tour 2024-2025 | Germany

Welcome!

Delphine Rome

Career & talent manager



Floriane Lambert

International & regional network
coordinator





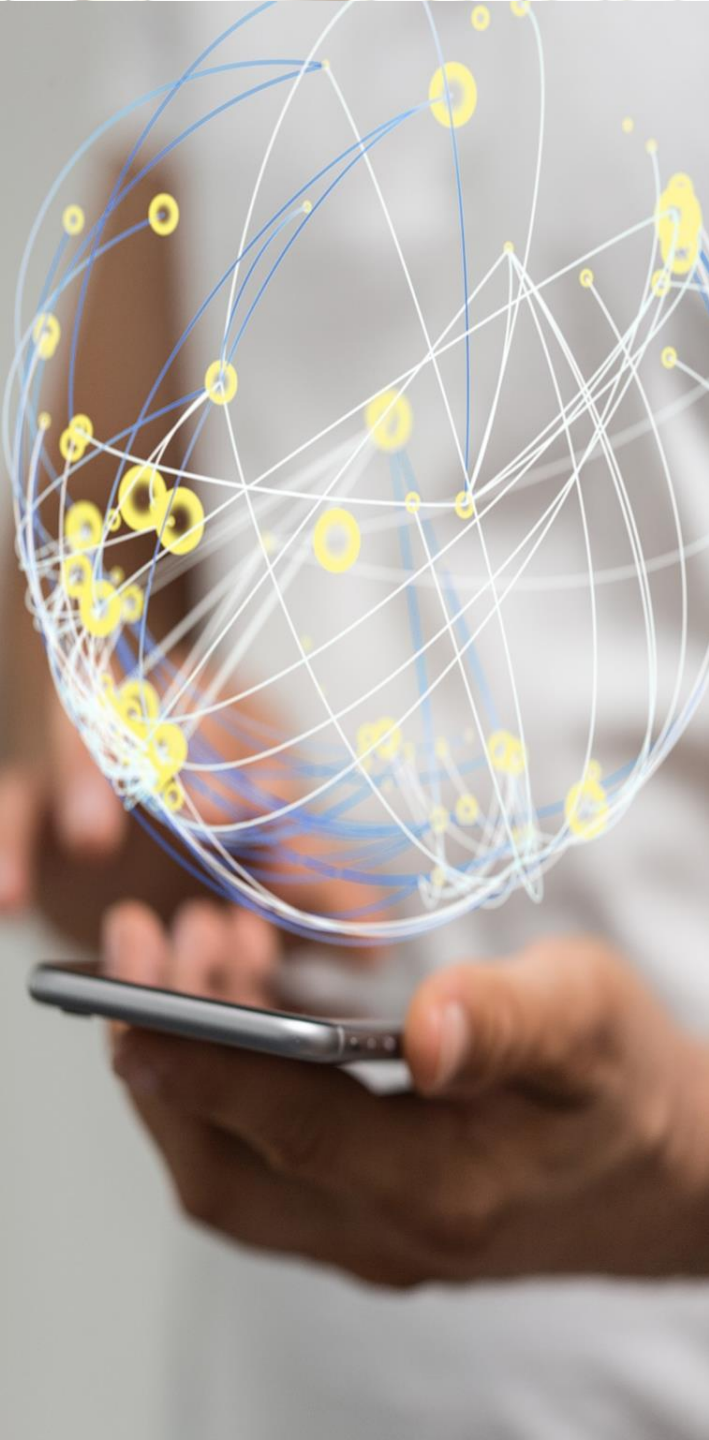
Online Ressources on your
alumni website

Here to help you to prepare
your expat!

International Career Ressources

Career Ressources on www.emlyon-alumni.com





emlyon alumni network

emlyon alumni network in Germany

- **564** emlyon graduates located in Germany
- Mostly graduated from Programme Grande Ecole

Join the group on the platform



Check and update your profile on the emlyon alumni platform to receive the group updates !

Join the LinkedIn group



emlyon ambassadors in Germany



**Hélène
SALVANES
Berlin**



**Solène
GRENIER
Frankfurt**



Welcome to our speakers

Nicolas Vermersch

Managing Partner – Munich



A graduate of HEI, Nicolas is Managing Partner at 3C Career Consulting Company, Executive Search Firm based in Germany & France. Before joining 3C, he was Managing Director at Michael Page in France, the Netherlands and Germany..

He has been living in Germany for 12 years.

Rodica Zerguine

CEO & Founder – Munich



A graduate of **emlyon** (MBA 2008), Rodica is a distinguished professional with expertise in dentistry, business, and executive coaching.

She spent 16 years at 3M, taking on global business roles and developing leadership skills. In 2023, she became an Executive Coach and founded ARYS Executive Partners, focusing on leadership development.

She has been living in Germany for more than 14 years. She now lives in Switzerland.

Frédéric Balme

President, Government Services – Frankfurt



A graduate of **emlyon** business school (PGE 2001) and Sciences Po Bordeaux, Frédéric is the President, Government Services at International SOS where he has also been the Managing Director since 2017.

With 25 years of experience, he has held senior roles in Switzerland and Germany. He started his career at Accor Hospitality as Key Account Manager and as Director, Public sector, at Accor Services Foragora (now Edenred).

He has been living in Germany for over 10 years.



Employment situation, industries and employment trends

Employment situation and employment trends

Tight labour market

- 3,3 % unemployment (2025 - <https://www.destatis.de/>)
- Slight raise due to the economic situation

What to bet on

- **Digital Transformation:** The shift to digital technologies will create ongoing demand for IT professionals, data analysts, and cybersecurity experts, with AI and machine learning skills being especially valuable.
- **Green Jobs:** Germany's focus on sustainability and renewable energy will boost opportunities in environmental engineering, renewable energy, and sustainable agriculture.
- **Skill Shortages:** Technical fields may experience skill gaps, making vocational training and education essential.

Trends

- Critical talent shortage in areas such as IT, architecture, chemical, pharmaceutical industries, mechanical engineering
- Hybrid work is here to stay
- Interim contracts increase

Employment situation and employment trends

International workforce

The **economy of Germany** is one of the world's most advanced and highly developed free-market economies.

- **December 2024: 1,250,000 expatriates** were permanently residing in the Federal Republic of Germany.
- Main nationalities: Turks, followed by Poles, Italians, and Romanians.

Germany continues to attract talents from around the world, supported by **favorable immigration policies and a high quality of life**, making it a desirable destination for expatriates seeking career opportunities.

Geographic Break up/ Sectors:

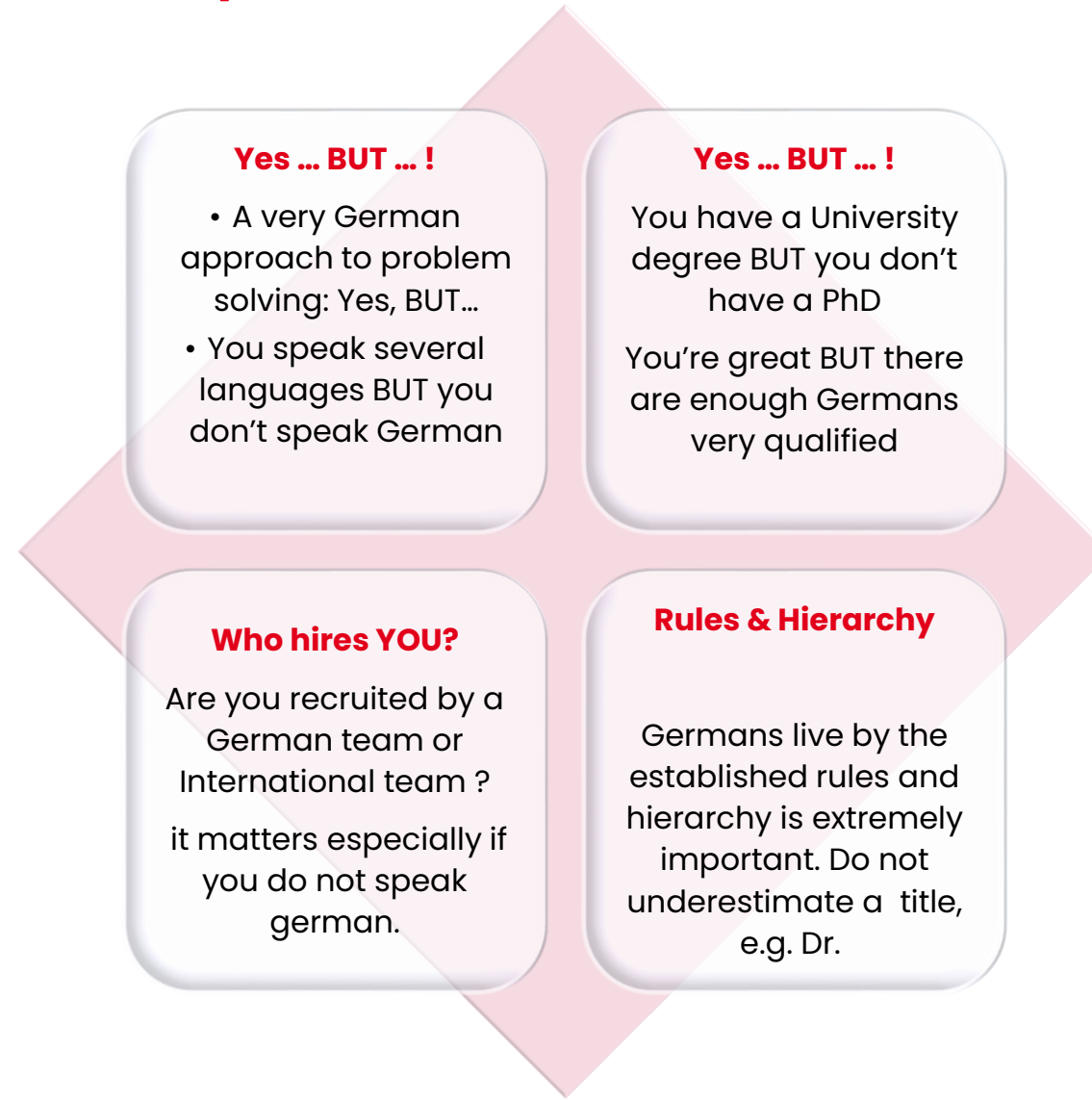
- Munich area: Industry B2B & Software (BMW, Siemens, Allianz, Personio)
- Frankfurt area: Banking (Deutsche Bank, Commerzbank)
- Berlin area: B2C (Zalando, HelloFresh, Babbel)
- Hamburg area: Food Industry (Nestlé, Unilever, Kraft, Heinz)

List of jobboard in Germany : <https://www.focus.de/business/karriereportale/suche>

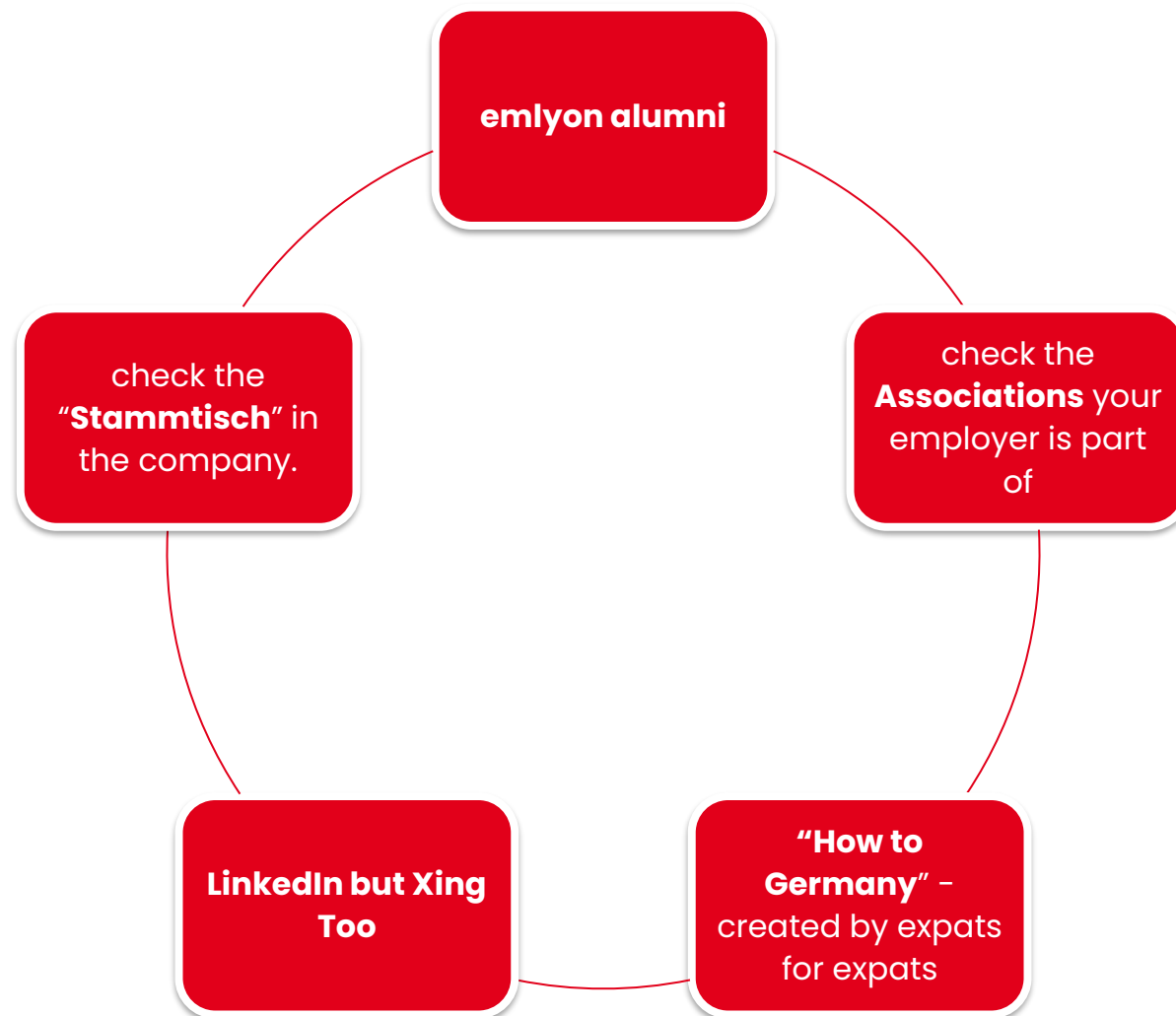


Job Interviews Cultural Specificities

Learning from experience of our alumni



Network, network, network ...





Living and Working in Germany

Regional Diversity

Oktoberfest (Bavaria), Carnival (NRW).

Decentralized, with lingering BDR/DDR influences.

German way of life

: social engagement ("Verein")

it is regionally anchored, sport, nature, operas, culture, mid-size cities ...

Certainly, a pleasant quality of life.

Industry

still representing 24% of GDP – **Engineers welcome**

Key sectors: Automotive, chemicals, engineering, and electrical.

Demographics

Aging population driving openness to foreign workers.

Looking for a Job

- some examples of **different job environments / cultures**:

German DAX (*Siemens, Daimler, ...*) :
hierarchical, industry
heavy, structured

Mittelstand :
family-owned, tradition
& innovation, sometimes
somehow remote
(choice of life)

Professional services :
international, EMEA HQs,
german maybe less
required (?)

companies with **French roots** and well-established in Germany
(*Savencia, Opel, Valeo, ...*)

European Agencies
(*BCE in FRA, EUMETSAT in Darmstadt, ...*)

- **Speaking german** is a strong advantage and a must for “**Mittelstand**”, and German people will not correct you if your language is not 100% perfect – they are understanding
- Beware current “**Zeitenwende**” : Germany is changing quickly and will reform



Do's & Don'ts

Do's and don'ts



Nicolas VERMERSCH

- **Do:** Learn German
- **Don't:** Be in a hurry

Frédéric BALME

- **Do:** be granular on your approach to Germany, and learn german + culture
- **Don't:** dislike Germany and Germans, but rather adapt and integrate to be happy

Rodica ZERGUINE

- **Do:** Be on time, Be Direct and Transparent
- **Don't:** Skip formalities (Dr, Fr, Herr), Overpromise

**Thank you for your attention.
Any questions?**



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