

## Eurofins Environment Germany: Next Generation – 4 questions, 11 views

We asked 11 young and successful employees of Eurofins Environment Germany about their motivation, their desires, their professional ideas and their personal goals and projects within Eurofins.

### Why do you work at Eurofins?

**Andre:** I like the fact that in Eurofins creative possibilities on a personal and social level come together. You can develop yourself in a dynamic organization while contributing a small, personal part to improve the health and safety in a broader context.



**Lilian:** „As a young professional, I had the opportunity to quickly take on my own tasks and shape changes actively.“

**Yannick:** The Environmental area fits in very neatly with my studies "Water Science: Chemistry, Microbiology and Analytics". At first I did not think that a science degree and a job in IT department of such would fit so well. But I was quickly proven wrong.

**Jan:** The „Why“ reaches actually in all other questions, it is the answer to the other 3 questions together.

**Bastian:** Being a member of our Environment Germany ComLIMS Team we are working at the interface between laboratory, sales and IT. Configuration of processes in IT systems requires a high degree of diligence. This suits me and my skills.

**Jutta:** Working at Eurofins means working on various themes around the topic of (environmental) analysis in a national and international environment at the same time. The highly automated lab-process behind the analytical results fascinates again and again and involves a constant effort to improve business processes. The daily challenge to satisfy the customer needs rounds up the job description to a highly interesting position in a successful international company.

**Claas:** In my work in the retail trade, I already had some relevance to the work with customers and organizational tasks. This suited me very well to my entry at Eurofins.

**Liljan:** Even before my studies I was interested in environmental matters and I wanted to work at Eurofins. As a young professional, I had the opportunity to quickly take on my own tasks and shape changes actively.



**Bastian:** „Interesting projects and growing areas of responsibility enable a continuous development of my skills.“

**Patrik:** I like to work for a dynamic company that has flat hierarchies and sympathetic colleagues. Eurofins gives me the opportunity to develop personally and professionally.

**Daniel:** I find this industry very appealing, the position is close to my home, but it was decisive that the executives who I met in the application process had left a lasting impression.



**Claas:** „Despite relatively low seniority my opinion/ideas are taken seriously.”

**Jan-Niklas:** I was always interested in environmental chemistry. Eurofins provides a broad range of analytical tests and analytical questions. Having had the opportunity to start as team leader organic contaminants in Eurofins Institute Jäger Lab after my PhD was an interesting opportunity for me.

**Dominik:** Environment and recycling are two of the key issues of our time, which makes the work in this area exciting and important. Together with my interest in analytical chemistry, for me Eurofins as a global player in environmental testing is an ideal employer.

## What do you like (most) at Eurofins?

**Andre:** The possibility to be part of the development of an organization, which is not deadlocked but on the contrary driven by dynamic and constant change. In Eurofins, new subjects and working groups emerge almost on a daily basis.

**Yannick:** I like the friendly and familiar handling of the staff very well. By contact with many different teams from many different countries you always have the opportunity to learn something new and can therefore improve your own work. I also like the fact that you have the opportunity to participate actively and you are always being taken seriously.

**Jan:** I like the very transparent and flat hierarchical structures, which enable cooperation across all employees.

**Bastian:** Manifold projects in an interdisciplinary environment always ensure variety. Capable and congenial colleagues with whom spending time is great – also outside of the workplace. Although in soccer capabilities there is room for improvement. ;-)

**Jutta:** Due to lean management structures, fast decisions and constant possibilities to personally develop myself Eurofins offers the ideal platform to pursue my professional goals. The diverse areas of responsibilities in my position force me to outgrow myself everyday a little bit more. Likewise I highly appreciate the reconciliation of work and family life which offers me the chance to combine both – family and career.



**Andre:** „I like the fact that in Eurofins creative possibilities on a personal and social level come together.”

**Claas:** I can actively contribute to the design of our business processes. Despite relatively low seniority my opinion/ideas are taken seriously and where appropriate taken into account in the development of our business. Constructive ideas are rationally discussed and evaluated according to feasibility and relevance with regard to the overall business.

**Liljan:** I like the steadily new challenges and development opportunities. Besides, I have great colleagues!

**Patrik:** I've got the opportunity to work on projects independently. In addition, all superiors have an open ear for the concerns of the employees. The division of the priorities is flexible – what really counts is the performance and the achievement of the set targets. This creates a highly motivating environment.

**Daniel:** The organizational structure of Eurofins offers the freedom and flexibility of small and medium-sized enterprises in the operational business yet the security and the support of a large corporation. In addition, I find the communication culture exciting. This is significantly different from Automotive.



**Daniel:** „I would therefore like to promote operational processes and thus help to make Eurofins even more attractive to its customers.“

**Jan-Niklas:** Eurofins is a very dynamic environment. I like the possibility to change things for a better.

**Dominik:** After a short time at Eurofins and with little professional experience, I have got the confidence of my superiors to work on interesting projects. I was particularly impressed by the willingness to share experiences with other employees and company locations.

## How can you realize your professional ideas at Eurofins?

**Andre:** Due to the large number of companies and operational units within the group hierarchical thinking is not strongly developed. Instead ideas and the exchange of arguments are the drivers for decisions. Working in such an environment is exactly what I would call my professional ideal.

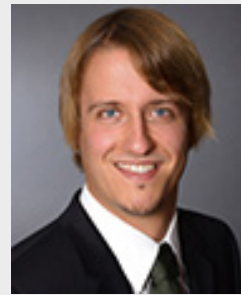


**Yannick:** „By contact with many different teams from many different countries you always have the opportunity to learn something new and can therefore improve your own work.“

**Yannick:** My primary goals were self-responsible work and to assume responsibility as soon as possible. I was very quickly given the necessary confidence. As a result, my areas of activity have often changed in the last 3 years. I could also gain practical experience for six months in the business, which is particularly important for IT staff. This experience gave me a different viewpoint on many problems. In Q3 / 2016 I took over the management of the NG deployment-teams. I see this project as a special challenge and am glad to be able to participate in this project.

**Jan:** By a considerable scope for personal initiatives and a wide degree of freedom of action I can develop my own projects and lead to success.

**Bastian:** Interesting projects and growing areas of responsibility enable a continuous development of my skills. Initiative is welcome and can always be introduced.



**Jan-Niklas:** „Eurofins is a very dynamic environment. I like the possibility to change things for a better.“

**Jutta:** Beside my specialist background as a chemist I got the chance to be involved in many distinct parts of the business process. Especially the chance of taking over staff responsibility challenges my personal development on a daily basis.

**Claas:** Our organizational structures are not too rigid. So I can pursue my own interests and strengths with the appropriate commitment. Colleagues appreciate when I contribute to a task field that doesn't correspond to their own core task.

**Liljan:** I trust in my personal strengths, I am receptive to change and I take the opportunity to get to know different business areas, currently in customer support.

**Patrik:** At Eurofins I'm gaining experience very quickly because I am very much trusted by the superiors and I am able to grow on the diverse challenges. Furthermore the possibility is offered to continuously improve my own skills by internal and external trainings.

**Daniel:** According to the Chinese proverb, "The spectator sees the chess game better than the players". As an engineer I don't bring along the professional background but new perspectives. I would therefore like to promote operational processes and thus help to make Eurofins even more attractive to its customers.

**Jan-Niklas:** No man is an island. As anyone else I have my own professional goals. But to reach them I need good teamwork, strong communication and a constant exchange of ideas and strategies.



**Jan:** „I like the very transparent and flat hierarchical structures, which enable cooperation across all employees.“

**Dominik:** Apart from the fact that analytical chemistry is basically a fascinating topic for me as a chemist, there are two points which are important to me in my working life. On the one side, I wish to take responsibility for projects and work independently. On the other side I prefer diverse work in which different subject areas like chemistry, environment, economy and many more play a role. In the projects I have been allowed to work with at Eurofins so far, these two points have always been fulfilled.

### What goals and projects would you like to address in the future at Eurofins?

**Andre:** There are many fields of work that are interesting and worthwhile. However my main area of interest circles around the development concepts to leverage synergies for all parties



**Jutta:** „Likewise I highly appreciate the reconciliation of work and family life which offers me the chance to combine both – family and career.“

involved, without sacrificing individual strengths. My current project of deploying a software solution for planning and execution of sample taking is aimed precisely at this goal.

**Yannick:** First of all I would like to conclude my current project, the introduction of eLIMS NG. When this extremely complex project is completed, I can imagine taking up another engagement in the business.

**Jan:** In the future I would like to focus on the optimization, standardization (as far as possible and reasonable) of processes in the sites of Environment North. In addition, I would like to build up a customer base as large as possible in Schleswig-Holstein, where until now our competitors dominate.

**Bastian:** Supporting the introduction of next-generation IT-systems regarding test portfolio and ComLIMS applications. Continue to help my colleagues with words and deeds in all small and big ComLIMS topics.



**Patrik:** „I've got the opportunity to work on projects independently. In addition, all superiors have an open ear for the concerns of the employees.“

**Jutta:** Facilitate key processes and improve the internal communication between the analytical service department and the laboratory is one of the most crucial tasks to improve employee satisfaction. To create an attractive working

environment I would like to improve my personal leadership skills and learn more about economic correlations and value-based management.

**Claas:** Two essential facts, which can sometimes be contrary poles, fix my personal working day:

- a.) Personal aspiration for a structured work process. This correlates strongly with the efforts of Eurofins to structure/standardize internal processes/order processing.
- b.) The interest of an account manager and sales personnel to meet customer requirements. In this area of tension, I would like to continue to supply my input, so that as a company we succeed in serving our customers personally and fulfilling their wishes and requirements while still having clear workflows. At the same time, I would like to defend certain "degrees of freedom", which are essential for customers, so that we do not overshoot the target and offer only a standard-service.

**Liljan:** In the future, I would like to take more responsibility.

**Patrik:** In the near future I would like to roll out our new offsite operations (OSO) applications in all German locations. Furthermore by means of Geographical Information Systems (GIS) I would like to develop a concept for site analysis for the setup of new laboratories. From my perspective, this technology can also be used profitably for sales (geomarketing). I think we have a lot of potential in these areas.

**Daniel:** The greatest challenge will be to achieve maximum productivity while maintaining high flexibility. Employees play a key role in achieving this. So we have to take care of laboratory and business processes without losing sight of the motivation of our colleagues and staff members.

**Jan-Niklas:** As lab production manager at Eurofins Institut Jäger my goals will be to further assure an efficient, high quality production with short TATs as well as to provide the needed analytical portfolio – together with my team.



**Dominik:**

*„Environment and recycling are two of the key issues of our time, which makes the work in this area exciting and important.“*

**Dominik:** With the new laboratory building in Wr. Neudorf, Eurofins Austria is facing an interesting time. The best possible implementation of the project, as well as the smooth transition of the laboratory operation from previous to new location are a great concern for me.

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