



## About Oiltanking

Every industry speaks its own language; ours is that of the oil and chemical business. We are a leading independent operator of tank terminals for petroleum products, liquid chemicals and gases.

With over 70 locations in 21 countries and a total capacity of over 17 million cubic meters, we are the preferred partner for our customer. We owe our success to our distinctive customer and service orientation, high level of professionalism, and creative solutions for logistical processes.

Our group's holding company is located in Hamburg. As a company that operates internationally, we are represented in numerous countries in Europe, North and South America, the Middle East and Asia. We have a workforce of 1,271 worldwide with over 47 nationalities.

## Our strengths

- Under family ownership for over 60 years
- Independent of capital markets and industrial obligations
- Competent, multicultural and committed staff
- Independent decision-making and flat organizational structures
- Decentralized management of the individual business divisions
- Our business partners trust our capability and efficiency
- Our strategy focuses controlled growth in the future

The latter includes expanding our geographical base and extending our range of services to areas related to our industry. To meet the challenges of today and tomorrow we need **you** – interested members of staff who will help us to pursue our common goals with diligence, proficiency and expertise.

## Management Trainee

### Your Opportunities with us

You can achieve a great deal with us at Oiltanking. Our company presents wide variety of opportunities. What are the advantages for a management trainee?

### A flat Organizational Structure

Not only does our company structure allow for quick decision-making but also our organizational system in the profit centers enable us to make more flexible and direct use of global market opportunities. These strong points also benefit our employees. We provide ample scope to all people who bring professional commitment to the job in order to develop their skills and interests.

### Individual Support

The success of our company is based on the abilities and dedication of our personnel, our major assets. Encouraging the development of our people and educating new trainees is therefore of paramount importance to us. We support our trainees by offering them an advanced vocational training program which includes specially designed seminars as well as individual seminars according to the requirement of the future assignment.

### International Approach

We are a global player. Consequently, our human resources development is also international in terms of its approach. Our tank terminal organization is represented in several countries in Europe, North and South America, the Middle East and Asia. International trainees are assigned to a number of Oiltanking profit centers to gain an overview of the Oiltanking world and broaden an Oiltanking network. Worldwide opportunities at the fore!

### What to Expect when you join us

The traineeship takes about 2 years and the entry dates are not fixed, as every training phase is geared towards the individual trainee and current demands.

### Human Resources Development

The versatility of our company is reflected in the development program complemented by on-the-job training and a formal mentor process, that it offers all trainees with initiative and courage to accept responsibility.

Our aim is to entrust trainees with their own area of duties at an early stage. This gives trainees a golden opportunity to secure valuable knowledge and promising possibilities for their subsequent management careers in our company.

Individual professional development is assessed and the next steps are agreed upon during regular performance reviews conducted with each trainee. There is always a comprehensive range of prospects to consider.

We believe that all of our employees and trainees have their own individual strengths, which we are looking to hone in a specially tailored trainee program. During traineeships, participants are given various assignments both at home and abroad. These placements at our profit centers around the world furnish graduates with sound training and an excellent outlook for highly successful and rewarding career paths in our company.

### What are we looking for?

A team player that enjoys working in an international team, a forward thinker and someone who takes an innovative approach to a given work task. A person who is willing to stay for extended periods abroad during their traineeship with a view to take on a responsible managerial position in the future. Ideally, to be successful at Oiltanking you will have the following qualifications, skills and attributes:

- A Bachelor degree and/or an MBA preferably in the discipline of Engineering and Business Administration
- Excellent communication and interpersonal skills
- Conceptual, analytical, research and evaluation skills
- Willingness to learn and ask questions
- Energy, innovation and adaptability
- Competency in computer applications such as MS Word, Excel and PowerPoint
- Prior client-focused work experience would be highly regarded
- Enjoy solving technical problems and developing creative solutions
- Excellent command of both verbal and written English

We at Oiltanking would like to hear from someone like **you**.

### Interested in a career with us?

Should you have any questions or require further information, please contact:

**Oiltanking GmbH**  
Admiralitätstrasse 55  
20459 Hamburg, Germany  
Telephone: +49 40 37004-0

You can check our current Job vacancies at [www.oiltanking.com](http://www.oiltanking.com)

### What next?

#### Your Traineeship is just the Beginning...

The following bio-profiles and short interviews show the diverse career paths that await you.



#### Résumé:

- Master's Degree in Applied Economic Sciences and Commercial Engineering/BE
- Trainee Oiltanking Ghent/BE
- Sales Coordinator Oiltanking Ghent/BE
- Marketing and Sales Manager Oiltanking Houston/USA
- Manager Corporate Finance at M&B AG/GER
- General Manager Economics Oiltanking GmbH/GER
- General Manager Oiltanking Texas City/USA
- General Manager Oiltanking China/CN

#### Why did you decide to do a traineeship at Oiltanking?

I was interested in working in a business-to-business environment and Oiltanking seemed to embody and stand for many things that intrigued me at the time. The storage business is integrated in highly competitive industrial markets playing a crucial role in the chain of logistics that major oil and chemical companies rely on to be successful in their own business.

Logistics is a people's business; "making things happen" is very satisfying, especially if you can accomplish it through a combination of teamwork and a great company culture. By definition, the business is geared towards international markets and, at that point in time, the company was expanding, opening new locations all over the world. This has pressed on over the years and is set to continue. It feels good to contribute to and be part of a winning team.

Finally, I was impressed by all the huge ships and tanks I first saw in the brochures, and then in real life at the terminal, where I started out. It was simply overwhelming.

#### What was the most valuable experience you gained during your traineeship? What impressed you most?

I signed up as an "international management trainee" and I remember I had stated in my application letter that I wanted to gain an insight into all features of management from the technical aspects, operations, and logistics to the commercial and financial side of things, and ultimately general management. I was also involved in helping the commissioning of a new storage and truck loading system.

The key is to develop an affinity to the business, get your head around what it is that makes things happen everyday, who does what, etc. You tend to get a little confused at first, alternating between so many contrasting roles in a very short space of time, often in different departments and locations. However, very soon it all starts to make sense. Oiltanking is a flat organization and if you show application and an eagerness to work and learn, before long you are part of the team.

#### What advice would you give to a new trainee looking to embark on a career with Oiltanking?

It is very important to allow yourself sufficient time to master the basics at the beginning. Work in the field, get to know the operators, inspectors, truck drivers and learn from them; find out what they do and what makes them tick. In doing so, you will become proficient in the ins and outs of how our business works. Once you leave that stage in your training behind, you will not have another opening to acquire the foundations.

One of the things I like best about Oiltanking is that you cannot hide. Do the utmost you can, take it one step at a time and in the process make sure you have fun is the ultimate way to advance a successful career in the company.



JAVIER DEL OLMO

Nationality: Venezuelan

Résumé:

- Master in Mechanical Engineering Caracas/VE
- Trainee Oiltanking Houston/USA:
- Assigned to Oiltanking Houston/USA
- Assigned to Oiltanking Ebytem/AR
- Project Coordinator at Oiltanking Ebytem/AR
- Project Coordinator at Skytanking GmbH/GER:
- Assigned to Miami/USA
- Assigned to UK
- Operations Manager at Oiltanking Venezuela/VE
- Commercial Manager at Oiltanking Venezuela/VE
- General Manager at Oiltanking Venezuela/VE
- Commercial Director Oiltanking Mexico/MX
- General Director Oiltanking Mexico/MX

Why did you decide to do a traineeship at Oiltanking?

I was starting my 3rd year at university and thought that doing something completely unrelated to my degree might be interesting. Oiltanking presented itself as an opportunity to spend some time overseas and at the same time get a little taste of the oil trade, and interact with a completely unknown environment in an unfamiliar location.

What was the most valuable experience you gained during your traineeship? What impressed you most?

Diligence is key, confidence in your team and yourself is essential, getting your hands dirty and working the field will enable you to appreciate the workings of the real tank terminal business. No university in the world can give you this. The thing that impressed me the most was that everyone at Oiltanking was keen to help, teach and even go out of their way to lend you a helping hand – this willingness to give assistance was evident across the board – from the technical staff to the management – and I believe it is still the case.

What advice would you give to a new trainee looking to embark on a career with Oiltanking?

Everybody is a potential source of knowledge and tool to help you along the way, regardless of whether you are an economist, an engineer or just someone who wants to work the field. Be sure to speak your mind and ask if something is unclear or should you think there might be more to it than meets the eye – you will either get answers or more questions to figure out for yourself. As we say in Latin America, you do not have to invent boiling water, but never be afraid to query old habits or traditions.



SEBASTIAN SIRA

Nationality: German

#### Résumé:

- LL.M in Maritime and Petroleum Law, Oslo/NOR
- Trainee Oiltanking GmbH/GER:
- Assigned to Oiltanking Tallinn/EST
- Assigned to Oiltanking Sonmarin/FIN
- Assigned to Oiltanking Stolthaven Antwerp/BE
- Commercial Manager Oiltanking Tallinn/EST

#### Why did you decide to do a traineeship at Oiltanking?

To begin with, I wanted to work in a company that was operating in an international environment and where I would have the opportunity to be assigned to different locations abroad. That aside, I found the oil business to be an extremely interesting field to be involved in. Many companies offer such programs nowadays. Finally, what clinched it for me were the people I met during my job interviews. All in all I talked to persons from eight countries and four continents. This really convinced me of the truly international and open-minded culture at Oiltanking. Looking back, my first impression was right.

#### What was the most valuable experience you gained during your traineeship? What impressed you most?

The most valuable experience I got during my traineeship was surely my practical training at our terminals in Estonia and Finland during the wintertime. Working outside during the nightshifts, discharging railcars and loading ships in temperatures of -15 to -20 degrees Celsius, really gives you an idea of just how tough the business can sometimes be in practice. Coming from university, this was a great opportunity to be exposed to this intensive business at first hand. The most impressive thing here was that even though Mother Nature put up a bit of a challenge, the team spirit among us just kept on getting stronger. The zeal of our team was just extraordinary!

#### What advice would you give to a new trainee looking to embark on a career with Oiltanking?

When you start out at Oiltanking, keep an open mind; ask questions and be ready to be a team player. You will find being part of a team spirit that is unlike anything you might have come into contact with before immensely rewarding.



JAN WILLEM VAN VELZEN

Nationality: Dutch

Résumé:

- Master of Science in Economics and BA, Amsterdam/NL
- Trainee at Oiltanking Hamburg/GER:
- Assigned to Oiltanking Tallinn/EST
- Assigned to Oiltanking Sonmarin/FIN
- Sales Manager Oiltanking Stolthaven Antwerp/BE, Oiltanking Ghent/BE and Terneuzen/NL
- Business Development Manager Oiltanking Asia Pacific/SIN

Why did you decide to do a traineeship at Oiltanking?

After commencing a career as a private banker, I realized that I wanted something more tangible and adventurous. At Oiltanking I found both. Tangible because of the multiple tank terminal facilities Oiltanking runs and operates. These terminals are constantly developing and you can literally present them to business partners. Adventurous seeing that Oiltanking is a truly international company. I discovered this quite early on, since I was posted to Finland, Estonia and Germany in only my first year at Oiltanking. Now, after 3 years in Belgium, I am currently in Singapore. You can imagine the terrific exploits you can have both at and outside work. Last but not least I wanted to work for a medium-sized company with uncomplicated hierarchical structures. In view of the fact that Oiltanking is a privately held company, its straightforward culture and short communication lines are evident on a daily basis.

What was the most valuable experience you gained during your traineeship? What impressed you most?

The dynamic environment: as part of a logistic supply chain, each of Oiltanking's storage facilities is involved locally with global oil and chemical developments. Much of the world news can affect this growth in some way, and therefore our business. The fact that we are part of a "bigger picture" impressed me considerably. Another type of dynamics can be found on a company level. As many as 42 different nationalities are employed at Oiltanking, making it an extremely international and exciting environment to work in.

What advice would you give to a new trainee looking to embark on a career with Oiltanking?

If you are open to new and international experiences and have a hands-on approach, Oiltanking can be the company for you. Hard work and a positive attitude will definitely be appreciated, but the best tip I can give is set in motion new initiatives and ideas that will improve and further the company: show your entrepreneurial spirit!