



A skilled workforce is at the heart of the Mercedes-Benz plant in Düsseldorf. Our biggest plant for van production is the global leader within the Mercedes-Benz Vans production network also in terms of expertise.

Almost 275,000 employees around the world are committed to our success. They've got a multitude of talents, qualifications and ideas, and all of them are pursuing the same goal: putting our growth program into action.

Motivated and High-performing Employees. Driven by passion.



“Our internationally oriented human resources activities are not merely accompanying the growth campaign – they are actively supporting it.”

Our vehicle portfolio is thrilling customers all over the world. In order to optimally respond to this tremendous demand, we are expanding our production capacities as part of the “Mercedes-Benz 2020” offensive. That will make our research and development, our production and our sales network increasingly international. As a result, we will need committed employees at all of our business sites. Through precisely targeted measures, we recruit the most talented employees all over the world and provide them with excellent qualification programs at all of our locations.

An international HR standard for our new locations.

As we create new Group facilities, we specifically rely on the combined knowledge and the support of our experienced employees. The “Global HR Blueprint” program plays a central role here. It includes the core processes of our human resources organization and defines the most important milestones for a successful start of production activities. The “Global HR Blueprint” currently serves as the guideline for the establishment of the HR department at the new car assembly plant in Itapetininga, Brazil.

Education, qualification and training of the teams.

The expertise of our specialized employees is based on a first-class training and qualification program. We provide this

program through a dense network of educational institutions. At the same time, we train our international teams at the production plants in Germany. For example, the car powertrain plant in Stuttgart is a Center of Competence and is responsible for part of the training program aimed at the new young employees at the Romanian production locations in Cugir and Sebes, the first Mercedes-Benz powertrain production plant outside Germany. In addition, the Mercedes-Benz Qualification System (MBQS) is now available to the international cars plants. This program provides the preconditions for efficiently establishing the qualification courses that are required at each location.

Recruiting and developing managers.

We also want to adequately cover our need for young employees who are capable of performing international leadership tasks at both the management level and in production. In order to do so, we are relying on the recruitment of local experts at our business locations and on the advanced development of high-potential individuals through programs for young and talented employees. The Mercedes-Benz Qualification System (MBQS) is the world standard for the development of managers in the production business units, as demonstrated for example by the programs for master craftspeople and team leaders. The MBQS program is currently undergoing a pilot run at the plant in Tuscaloosa, Alabama (USA). In the future, it will be used all over the world.



Upper picture: Our specialized employees ensure outstanding results at the new engine plant in Beijing. The Mercedes-Benz Qualification System sets the standards for their outstanding qualifications.
Lower picture: Talented young employees receive first-class training at the Mercedes-Benz plant in Untertürkheim.