



EN Hub Serbia Scholarship program

Program proposal

Student Scholarship program proposal

Why?

In order to position the Siemens Mobility Rolling Stock Engineering hub at universities in Serbia as an attractive employer and to bind the potential future employees at an early stage to the company the scholarship program is designed.

Cornerstones

- Students at 4th or 5th year in Mechanical, Electrical engineering or Information technology
- Duration of scholarship program between 6 and 18 months
- Thesis topic is defined by Siemens, or in exceptions by Students
- Scholarship refund of 25000RSD/month (~212€)/month
- Mandatory employment contract to be signed by Student after successfully completion of thesis for a minimum period of two times the time taken in the scholarship program
- Min. 200h productive time spend at Siemens Mobility during the year

Student Scholarship program proposal details

Cornerstones

- **Students at 4th or 5th year in Mechanical, Electrical engineering or Information technology**
 - Must have completed 50% of the curricula before start of program
 - Must have completed relevant subjects in design/construction and 3D modelling in Creo
 - Student need to apply for the program
 - Every candidate is interviewed by three Siemens representatives for evaluation of technical and soft skills
- **Duration between 6 and 18 months**
 - Student is setting up the schedule and milestone plan by himself
 - Supervision is guaranteed from Siemens
- **Thesis topic is defined by Siemens, or in exceptions by Students**
 - Siemens is defining the topics, respective is announcing them via the collaborating institutes
 - In exceptions students can suggest a thesis with detailed background how this helps the railway industry and especially Siemens Mobility
- **Scholarship refund of ~25000RSD (~212€/month)(nontaxable amount of 11.511RSD/month ~97€)**
 - Refund is paid for each month the student is working in the scholarship program

Student Scholarship program proposal details

Cornerstones

- **Mandatory employment contract to be signed from Student after successful completion of thesis for a minimum period of two times the time taken in the scholarship program or max. 24 month**
 - This mandatory contract is already agreed in the scholarship program contract with the student
 - In this follow-up period, the student is paid as per Siemens EN internal salary plan
 - If the student does not fulfill the agreed time frame agreed in the employment contract, payback must be done proportionally
 - If the student does not fulfill the expectations from Siemens, Siemens is entitled not to sign the follow up employment contract. In this case the student does not need to pay anything back, this is the risk of Siemens
 - During the employment contract Siemens can decide to take over the employee
- **Min. 200h productive time spend at Siemens Mobility during the year**
 - Siemens EN Hub Serbia is providing a practical work during the scholarship program. The student is obliged to perform this practical work during the year where the student is part of the scholarship program in the amount of approx. 200h at the Siemens EN Hub office (proportionally over the year, to be agreed with Supervisor and Head of EN Hub) beside the thesis
 - During these hours, the student is working on tasks, projects, so that both sides get a better understanding what can be expected!

Application schedule and selection process

Activities	2022									Remarks	
	Apr	Mai	Jun	Jul	Aug	Sept	Oct	Nov	Dec		
Competitive call for scholarship program			▲								
Application period			■								
Application review					■						Through council
Interviews							■				Through council
Selection of scholarship holders								▲			
Start of program									▲		

In order to fulfill Siemens Compliance requirements, the review of the application and the participation in the interviews must be ensured through following parties (Council):

- Siemens representative from the EN Hub Serbia organization (no family member or friend of an applicant allowed in)
- Siemens representative from the EN Hub Management organization in Austria/ Germany
- Siemens representative from the subject matter expert group in Austria/ Germany

Further cooperation possibilities with Universities

Internships (3-6 month)

Practical placement in the summer month (1-2month)

Intensive lessons in the field of mobility systems engineering

R&D support (technical, financial) in the field of mobility systems engineering

| Contact details

Milan Rakic
Head of Engineering Hub Serbia
MO RS EN EH RS
Sobovica BB
34321 Kragujevac, Serbia
Mobil: +381603173509
E-Mail: milan.rakic@siemens.com

Christian Leodolter
Engineering Hub Management
MO RS EN EH
Leberstraße 34
A-1110 Vienna, Austria
Mobil: +43 664 88 55 7107
E-Mail: christian.leodolter@siemens.com