



**LET'S SHAPE THE
FUTURE TOGETHER.**

**YOUR OPPORTUNITIES
AT ILF GERMANY.**



**CONSULTING
ENGINEERS**

EXCELLENT REASONS TO CHOOSE US

FLAT HIERARCHIES

UNBUREAUCRATIC, SHORT DECISION-MAKING PROCESSES

ANNUAL SCHOLARSHIPS

VERY COLLEGIAL WORKING ENVIRONMENT

AT LEAST € 1,500 GUARANTEED ANNUAL TRAINING BUDGET

E-LEARNING-PLATFORM

ILF-ACADEMY

BIKE-LEASING

MOBILE/FLEXIBLE WORKING

ADDITIONAL SPECIAL LEAVE DAYS

HEIGHT ADJUSTABLE DESKS

CHRISTMAS EVE & NEW YEAR'S EVE OFF

GYM SUBSIDY

2 SCREENS FOR EVERY WORKPLACE

COMMUTER TICKET

NO OPEN-PLAN OFFICES

PROFIT PARTICIPATION

SUPPLEMENTARY PAYMENT FOR WORKPLACE GLASSES

HONORING OF EMPLOYEE RECOMMENDATIONS AND
PUBLICATION OF EXPERT ARTICLES

€ 528 ANNUAL ALLOWANCE

EXCELLENCE AWARDS FOR OUTSTANDING PROJECTS

CULTURAL DIVERSITY WITH 30 NATIONALITIES IN THE COMPANY

CLUB OF OUR YOUNG ENGINEERS

NUMEROUS COMPANY EVENTS

PRIVATE SUPPLEMENTARY HEALTH INSURANCE

EMPLOYEE ASSISTANCE PROGRAM

JOIN

ILF
CONSULTING
ENGINEERS

OUR

TEAM

WHEN GLOBAL PLAYER AND FAMILY BECOME ONE

We do not sell products that spontaneously make people happy, but we have been contributing to a better quality of life worldwide with our engineering and design services for more than 55 years. As a mid-sized family business, our corporate culture is characterized by flat hierarchies, unbureaucratic and short decision-making processes, and a very cooperative atmosphere.

At five locations in Germany as well as offices in France and Spain, we develop customized solutions for national and international industrial and infrastructure projects. This enables us to push forward the energy transition, enabling a more sustainable security of supply, and promoting the expansion of mobility.

WHAT SETS US APART

- Our more than 300 experts
- Diversity in everyday life with colleagues from over 30 nations, an age range of more than 70 years, national and international locations, and versatile projects
- Collaboration at eye level
- Recognition above and beyond salary
- We value social get-togethers, e.g., at our numerous company events. We also promote our Club of Young Engineers, donate to social projects, and have our own Sustainability task force
- And, of course: 30 days of vacation, flextime, permanent employment contracts, corporate benefits, buddy program, and much more.

What we stand up for: Ethnic origin, gender, religion or ideology, disability, age, or sexual identity - are all not decisive factors for us. The most important criteria are that we are a good match and you are passionate about the job.

YOUR PATH WITH US

Whether you are a young engineer or student searching for the proper career entry or demanding areas of responsibility: We offer you the opportunity to take on responsibility within exciting projects and face challenging tasks.



“The flexibility within ILF is truly outstanding.”

Sebastian Henning, Project Engineer

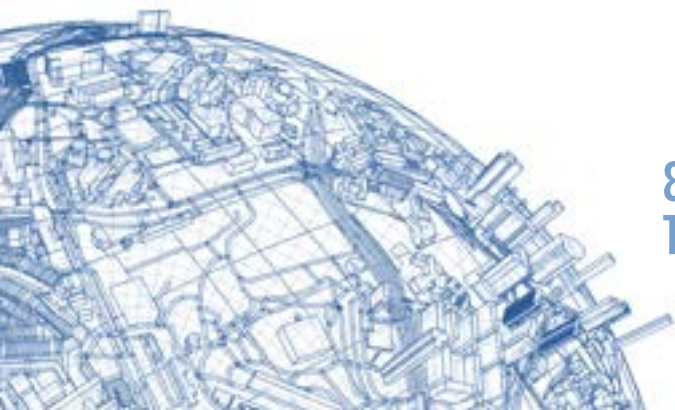
Experienced professionals can also add a new dimension to their career: Develop new business areas, take internal processes to the next level, inspire our young talents, or even open a new ILF office. You can put your years of expertise to good use in our national and international projects and advance excellent solutions together with us.

We appreciate that everyone is unique and are confident we have the right path for you, too.

WHERE WE ARE

- Berlin
- Bremen
- Hamburg
- Essen
- Munich
- Fontainebleau, France
- Madrid, Spain

81% OF OUR COLLEAGUES AGREE,
THAT WE ARE A **GREAT PLACE TO WORK.**



MORE THAN AN IDEA – ENGINEERING EXCELLENCE

At ILF, we are fully committed to our motto, "Engineering Excellence".

As part of the ILF Group, we are an internationally active, fully independent engineering and consulting company. Whether for innovative business areas, such as the production and use of green hydrogen, or the transport of electricity via underground cables. Whether for power generation from sustainable energy sources or efficiency enhancement of already existing plants. Whether for infrastructure projects in the field of mobility or energy supply: As one of the leading planning and consulting companies, we have set ourselves to develop individual solutions for our clients' demanding and challenging energy and infrastructure projects worldwide.

Our interdisciplinary teams, innovative project approaches, and proven experience ensure optimal technical, ecological, and economical solutions. The close cooperation in the ILF Group network also enables the integration of more than 2,500 experts from more than 40 countries, special experiences, processes, and tools.

OUR BUSINESS AREAS

ILF offers many exciting opportunities and projects where you can contribute to our vision of sustainably improving living conditions worldwide.

Our projects cover the four main business areas

- **Energy & Climate Protection**, for example solar energy, wind energy, hydrogen or energy transmission
- **Transportation & Urban Spaces**, for example railroads or roads
- **Water & Environment**, for example Water transport systems
- **Resources & Sustainable Industries**, for example pipelines, LNG or industrials

OUR SERVICES

Whether consulting, engineering, or project management, we offer our clients customized solutions along the entire project life cycle.

For example:

- **Hyrasia One – Green Ammonia Synthesis Plant (Kazakhstan)**, one of the few "giga-scale" hydrogen projects worldwide which is already far advanced on the engineering level.
Our added value: among others, conception of an energy system for an optimized mode of operation
- **HVDC transmission line SuedLink (Germany)**, Germany's largest energy infrastructure project and one of the largest underground cable projects in the world in direct current technology.
Our added value: various consulting and engineering services

- **50MWT district heating plant Esbjerg (Denmark)**, a pioneering project for a technology, where heat can be generated from renewable sources.
Our added value: among others, engineering services
- **4-track expansion of the Daglfing - Johanneskirchen rail line (Germany)**, an essential project for the city of Munich, as the development of urgently needed new residential areas requires the expansion of local transport and infrastructure.
Our added value: various consulting and engineering services
- **Photovoltaic power plant for refugee camp (Jordan)**, the PV power plant provides energy distributed to support citizens in need and refugees in Jordan.
Our added value: consulting and engineering services as well as project management.



50MWT district heating plant Esbjerg



Expansion of the Daglfing - Johanneskirchen rail line



Photovoltaic power plant for refugee camp

YOUR DEVELOPMENT OPPORTUNITIES WITH US

Your development - Our investment in the future.

The commitment and know-how of our colleagues is our strength. To keep it that way, we support our team in the best possible way to be able to develop further. We offer development and training opportunities at various levels.

To make sure you don't miss out on anything, we have summarized the manifold options for you on one page.



ANNUAL TRAINING BUDGET



Per year, we provide each employee with a guaranteed training budget of at least €1,500 (excl. travel expenses) for training, conferences, seminars, courses, qualification or development measures, and much more.

ADDITIONAL COMPETENCE TIME



Additional development time, usable, for example, for site visits, trade shows, trainings, lectures, webinars, and much more.

! Sharing is caring ! The aim of this development time is also to allow other colleagues to benefit from one's knowledge, for example, in the context of lunchtime lectures.

VARIOUS INTERNAL TRAINING OPPORTUNITIES



Our ILF-specific know-how differentiates us from our competition. Whether soft skills and hard skills within the framework of the ILF Academy, lunchtime lectures, or learning through colleagues - we encourage all employees and executives to take advantage of the diverse opportunities.

EXTERNAL TRAINING OPPORTUNITIES



Even though learning-on-the-job is our most valuable source of knowledge, sometimes it takes impetus from outside the company. Whether language courses, professional development, coaching, training, and much more, the additional external training opportunities are as diverse as they are numerous.

POSSIBILITY OF ANNUAL PERSONALITY ANALYSIS



Do you want to reconnect with your strengths and get them in writing? Take advantage of the offer of a personality analysis once a year and demonstrate your potential to yourself (and possibly others, if you choose). Discover what lies within you...





CONSULTING
ENGINEERS

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