



Machine and plant operator (m/f/d)

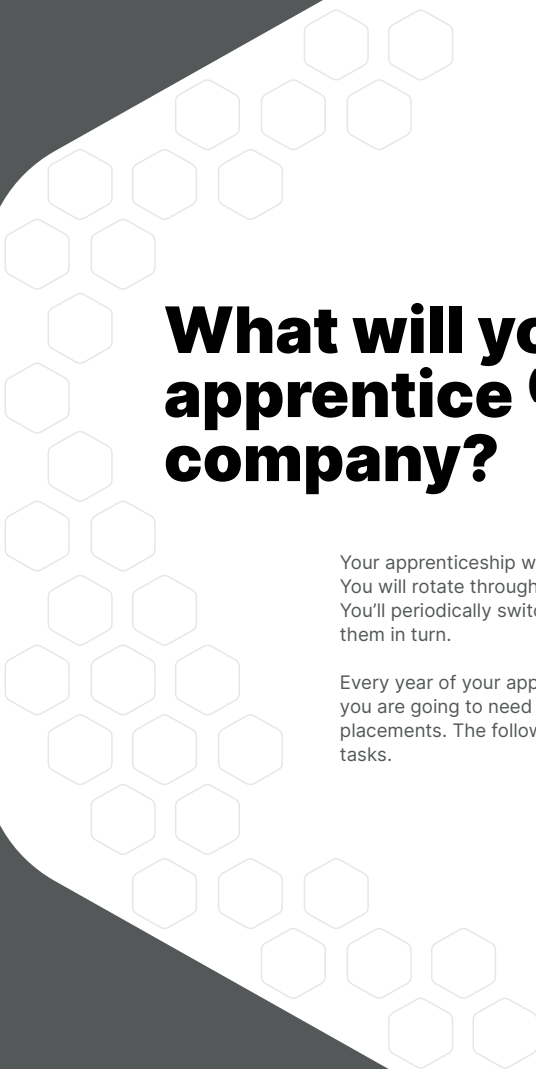
Information on the apprenticeship

A decorative pattern of white hexagons of varying sizes is arranged in a triangular shape on the left side of the slide, pointing towards the top-left corner.

What does a machine and plant operator ^(m/f/d) do?

- » Machine and plant operators ^(m/f/d) are qualified specialists who set up, commission, and operate complex machines and systems. They will plan and prepare work processes before production commences.
- » They may have to set up or convert the machines with components, adjust the production processes, or operate the machine manually.
- » They will monitor the production processes, control and monitor the material flow and perform quality assurance measures. Machine and plant operators ^(m/f/d) perform troubleshooting and remedy work for any faults or errors in production, e.g., by repairing or replacing defective components in cooperation with the technical service department.



A decorative pattern of white hexagons arranged in a grid-like fashion, tapering off towards the bottom right corner of the white hexagonal background.

What will you do as an apprentice ^(m/f/d) at our company?

Your apprenticeship will focus on metal and plastics technology. You will rotate through a number of departments in your training. You'll periodically switch departments, gaining insights into all of them in turn.

Every year of your apprenticeship will teach you all things that you are going to need for your daily work at your various training placements. The following pages provide an overview of those tasks.

Cutting

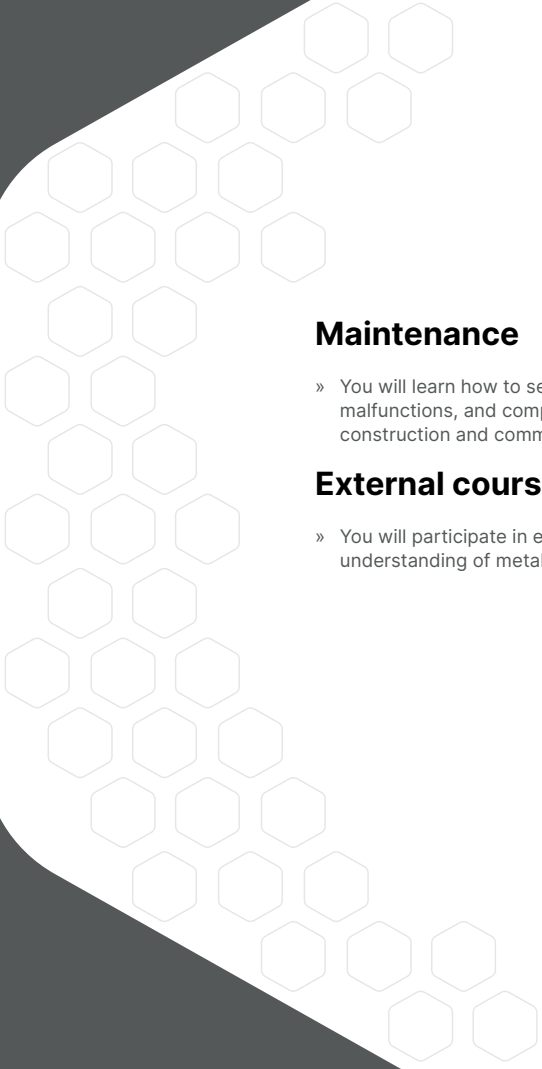
- » You will learn about the different types of flat glass and ornaments along with their uses. You will also learn how to cut these manually. Down the road, you will assist in operating the fully automated cutting machines.

Insulation glass

- » You will learn the production process of insulation glass. You will assist in operating the machines for double- and triple-glazed insulation glass. You will learn about muntin bar and pattern making, perform final inspection tasks, and package and load the insulation glass products onto racks.

Grinding shop

- » First, this station will teach you how to drill, grind, polish, and edge glass manually. Later in the process, this will be done using CNC-controlled machines. You will also perform quality control checks.

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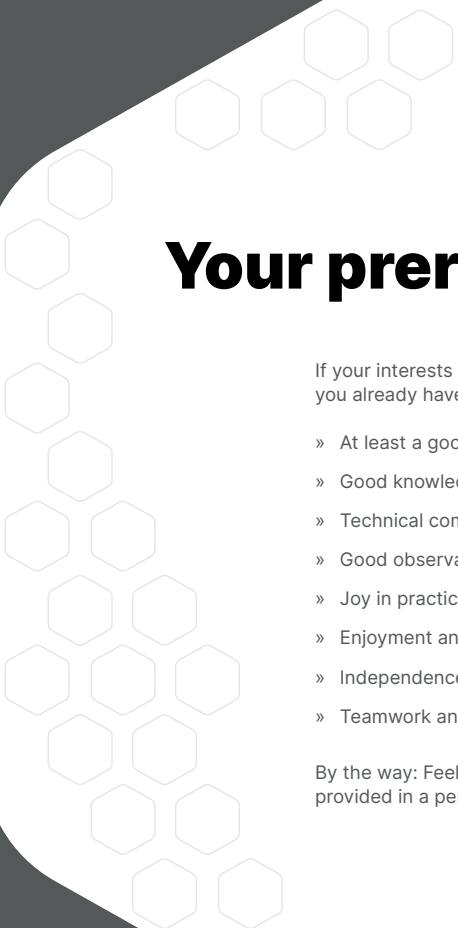
Maintenance

- » You will learn how to service machines and equipment, troubleshoot malfunctions, and complete repairs. You will gain insights into the construction and commissioning of machines and equipment.

External courses

- » You will participate in external courses to deepen your technical understanding of metal.





Your prerequisites

If your interests and favourite subjects align with the tasks of this apprenticeship, you already have the best prerequisites. The following requirements should be met:

- » At least a good secondary school leaving certificate (*Hauptschulabschluss*)
- » Good knowledge of maths and technology
- » Technical comprehension and manual dexterity
- » Good observation skills for technical processes
- » Joy in practical work
- » Enjoyment and understanding of handling of technical and electronic equipment
- » Independence, ability to work hard, and a sense of accountability
- » Teamwork and communication skills

By the way: Feel free to ask questions you may still have. Many answers can be provided in a personal conversation.

A few more details

- » This nationally regulated training programme is offered in industry and the skilled trades.
- » This is a dual training programme that takes place both in the training company and in the vocational school.
- » The training takes 2 years.
- » If you are not certain that this is the right apprenticeship for you, you can try an internship with us to learn more.

If you have any questions beforehand:

Feel free to call us on +49 (0)4963 915 1090 at any time, send a WhatsApp message to +49 (0)152 227 915 90, or email your contact Mrs Veronika Ross directly (bewerbung@hero-group.com).



**Good reasons
to choose an
apprenticeship at
the Hero-Group**

Your benefits:

- » Trainee pay above the collective bargaining rates
- » €40 net extra per month in the form of tax-free campaigns
- » Either a Netflix or Spotify account – choose which you prefer
- » Free schoolbooks – we will cover the costs for these
- » Travel subsidies for the trips to school

What we offer:

- » Introductory days with all newly started trainees
- » Periodic feedback sessions
- » Apprenticeship in a training company with over 50 years of experience and commitment
- » Trainee projects
- » In-house training
- » An opportunity for stays abroad
- » Custom further and additional training opportunities in the form of technician/master craftsman, business or commercial specialist qualifications, etc.

In addition to our trainees, all employees enjoy

- » our company health management program with, amongst other things, regular health campaigns
- » further training
- » E-bike leasing
- » corporate events
- » capital-formation benefits
- » company pension scheme
- » free electric vehicle parking spaces
- » employee discounts
- » flexible working hours

About us



Our company was founded by Hermann Ross in the 1970s. A simple glass processing company with two employees quickly developed into a company with innovative technology and personal commitment.

Today, our group of companies has a headcount of over 300 people. Personal commitment and our passion for glass haven't changed at all over the years. We are, and remain, a family-owned, medium-sized company. Good work and long-term partnerships are important to us. This applies to our customers but is also a matter of course towards our employees. Our employees are decisive for the quality of our work. This is why we place great emphasis on the quality of their training.

Summary of our features



» has always formed the basis of our glass processing business. Upon arrival, our raw material unprocessed float glass will pass through various departments to be processed precisely in a variety of ways. Our modern production facility in Dersum comprises all processing steps required for modern glass processing: cutting, insulation glass, grinding, tempered safety glass (ESG), laminated safety glass (VSG), screen and digital printing, curved glass, and frosting. Depending on order, the glass must pass through one or several departments before it reaches its final state as a high-quality product and can be shipped. The finished product is then sent to our customers throughout Germany and worldwide. Our production site in Dersum that supplies all of Hero Group offers a significant advantage thanks to short distances and efficient internal supply chains. This saves time and costs and enables us to combine the expertise of all company divisions, enabling us to implement customer projects to their complete satisfaction.

There's a lot that can be done with the material of glass. This has allowed us to grow by two additional companies over the years.



Yachtglass

- » has offered glass systems for the international shipbuilding and yacht construction industries for more than two decades. Our services comprise not only glass production, but also surveying, installation, collaboration with classification societies, and annual onboard service and maintenance. All of this always takes place with the utmost commitment to outstanding quality, complete professionalism, and discretion.



Hero-Fire

- » specialises in development of fire-resistant glass. We develop glass structures with transparent layers that foam up when exposed to heat in the event of a fire for this purpose in order to achieve exceptionally high insulation effects. This offers effective protection against smoke and heat radiation for up to 120 minutes.

Cheat sheet ;)

We have compiled a checklist of all the important things to consider to make sure that your application is well received:

- » Submit your application approximately one year before the start of your apprenticeship (you can find the precise deadlines for our apprenticeships on our website)
- » Make sure that your application documents (cover letter, CV, certificates) reach us in a complete, tidy, and clean package
- » Your cover letter should be informative and include a brief personal introduction, your motivation for the training, and a description of your skills
- » Your CV should include your special knowledge and skills (e.g., any extracurricular activities, language courses, etc.)
- » Pay attention to correct spelling and grammar
- » For online applications, email your documents in PDF format to bewerbung@hero-group.com
(There is no need to also send the originals by post)

We look forward to meeting you!



Hero-Group
Industriestr. 1
26906 Dersum

Tel.: +49 (0) 4963 / 915 - 0
E-Mail: bewerbung@hero-group.com
Web: www.hero-group.com