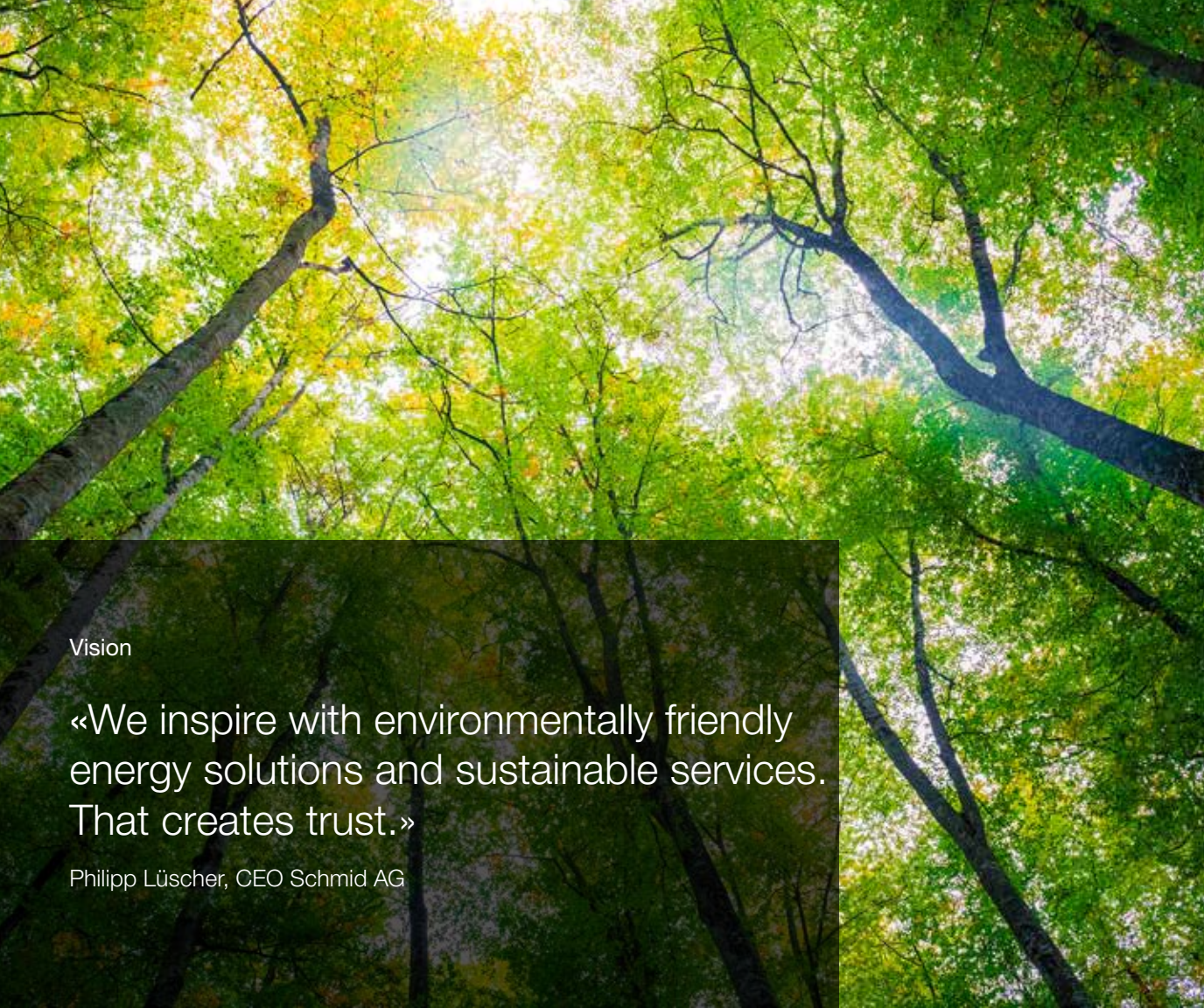


SCHMID – a strong employer



SCHMID
energy solutions



Vision

«We inspire with environmentally friendly energy solutions and sustainable services. That creates trust.»

Philipp Lüscher, CEO Schmid AG

Energy solutions of the future - Schmid a strong team

We are an internationally active Swiss family business that has been involved in the development of sustainable boilers since 1936. The consistent customer focus and the passion of our 520 employees make Schmid the technology leader and global player for renewable energies.

With a motivated and dynamic team, state-of-the-art combustion systems are developed, planned and manufactured in-house on a total area of around 22,000 m². The interaction of all the specialists involved ensures the flexibility and quality demanded by customers. Developing first-class products and meeting the needs of our customers is part of our passion. The wide range of products extends from environmentally friendly heating systems for single and multi-family homes to complex district and process heating systems. The low-emission heating systems offer the perfect solution for every situation.

Working at Schmid energy solutions

The increasing demand for innovative and environmentally friendly energy solutions requires in particular the availability of qualified personnel. Around 520 employees shape and characterize the future-oriented corporate development of the Schmid Group. Together we look for the best solutions that protect our environment, meet the needs of our customers and partners and score points with our expertise and know-how.



Mission

“As an innovative technology leader, we offer exciting energy solutions for an environmentally friendly, sustainable future”

Become part of the Schmid family

We are a strong team that works full of energy on exciting developments and sometimes tricky customer projects. Innovation is not just a buzzword for us, but an integral part of our culture and our aspirations. Our vision goes beyond simply providing jobs. We create an attractive and varied environment in which skills and talents are encouraged and developed. Schmid offers a modern working environment with plenty of variety, exciting projects and exciting career opportunities.

Only in this way is it possible to develop new technologies such as the new „Revolution adaptive“ control system for large systems or to offer unique services.

We are convinced that long-term success can only be achieved through satisfied, qualified and committed employees. That is why we invest in our workforce. Team events and celebrating successes together characterize the working atmosphere and are part of our corporate culture. In this way, we want to show our appreciation for the commitment shown on a daily basis.

Schmid is a family business where some have already found their professional „home“ and made a career. We are full of energy at Schmid!

Philipp Lüscher
CEO, Schmid Gruppe

Mission statement – values and attitude

The familiar and respectful atmosphere drives us to pursue the company's goals with passion and great commitment. This makes us a strong team that moves mountains.



Schmid energy solutions
Innovative | Sustainable | Authentic

A strong team – A strong partner – A strong employer



Team | Employees

Appreciative | Mindful | Goal-oriented

We are a cooperative team that faces the daily challenges together with commitment and motivation. Our exemplary work is based on our core values. These are appreciative, respectful, allow room for constructive input and take place at eye level. We pay attention to the well-being and safety of our employees in the workplace and pursue "vision zero for occupational accidents".



Company

Familiar | Professional | Dynamic

We are a family business that is moving into the future with great expertise, passion and a forward-looking approach. In our daily work and in the application of our processes, we focus on efficiency and effectiveness in order to achieve the desired results.



Customers | Stakeholder

Solution-oriented | Reliable | Fair

We treat our customers, stakeholders and resources with awareness and respect. Through our renewable energy solutions and our future-oriented actions, we make a significant contribution to the well-being of our environment.

Schmid in figures



1936

Founding year



3

Schmid generations



520

Employees worldwide



60 %

Employee growth
(last 5 years)



5

1 head office and
4 subsidiaries



170 000 t

Fossil fuel
savings



950

Systems sold / Year



20

Markets / Countries

All branches



Our business model

Domestic Systems

Wood boiler systems and heat pumps –
from 1.5 to 260 kW output

Industrial Systems

Biomass combustions for local and district heating
network and process steam –
von 180 to 8000kW output

After Sales - Service

Into the future with safety and optimum efficiency –
24 hours a day, 365 days a year

Professionally and regularly maintained heating systems
achieve maximum efficiency and preserve the investment.
This is ensured by competent service technicians on site and
service specialists via remote maintenance. They are pass-
ionate about their work for our customers and our products
and are highly valued for it.



„As craftsmen and interested
tinkerers, our wide-ranging
expertise is in great demand
and is highly valued by
customers and the team.“

Service technician

Local and district heating, and process steam from wood chips, pellets or special fuels

Robust and efficient wood chip firing systems are used by industry, agriculture and trade to generate local and district heating and for process steam. The large-scale plants are technologically unique and are installed by specialist planners and plant engineers in such a way that they meet the individual requirements of our customers and fulfill the desired efficiency and associated cost-effectiveness.

Biopioneers rely on wood chip combustion for heat and process steam

Biotta AG and Rathgeb Bio have been working together as partners for years. Since September 2019, the two companies have also been jointly operating a wood combustion center.

For over 60 years, Biotta has stood for a colorful range of vegetable and fruit juices - 100% natural, 100% organic. The neighboring partner company is Rathgeb Bio and produces over sixty different types of vegetables.

Wood-steam heating center in Tägerwilen

Four years before the project is implemented, the neighboring companies discuss the possibility of a joint heating center for the first time. A feasibility study for a heating center including steam generation for process heat is commissioned.

External energy experts look at the technical energy issues and come to the conclusion that wood firing with high utilization throughout the year is the best possible fossil-free option.



Heat and process steam

A Schmid UTSR-2400.42 moving grate firing system with a Denox combustion chamber for additional NOx reduction has been installed. The system supplies 3.4 tons of steam per hour and 600 kW of heat from the condensation system. The wood-fired system supplies Biotta with process steam for production (processing vegetables including decanters for juice extraction, pasteurization and bottling of juices) as well as heat for the office and production facilities. At Rathgeb, keeping the plants frost-free in winter and healthy in summer are of central importance, which is ensured by climate control in the greenhouses.

„Schmid provided us with expert advice at all times during this challenging project and enjoys our complete trust.“

Christian Rathgeb, Managing Director at Rathgeb, agrees with this opinion: *„Thanks to the exceptionally knowledgeable and committed project manager at Schmid AG, the wood-fired system was successfully realized“.*



Environmentally friendly and reliable heat from logs, wood chips, pellets or heat pumps

Wood boiler systems and heat pumps for detached houses, apartment buildings and smaller commercial properties. They boast sophisticated technologies and are economical, convenient and safe.

GOBA AG - UTSD connected in cascade - Heat from pellets

Goba AG, Mineralquelle und Manufaktur is located where its mineral spring flows - on the edge of the Gontner Hochmoor. As one of the smallest mineral water producers in Switzerland, it bottles Appenzell Mineral (loud, quiet, still), lemonades and, of course, Flauder.

The two UTSD wood combustion systems are connected in cascade and are therefore a redundant system. The boilers are operated with pellets and ensure that the building's room temperature is maintained with thermal energy all year round.

Boiler room

The existing premises have been extended to meet the specific requirements of the plant and converted to comply with fire regulations. The oil tank room was converted into a W-floor pellet store with a capacity of around 35 m³. The pellets are transported to the boilers via the suction system using a screw conveyor. The special storage tank was adapted to the available space.



Special

Electric heating inserts were pre-installed in the special storage tank to ensure that a photovoltaic system can be retrofitted.



Oasis of well-being in Zuzwil with heat pump

Räbgrueb superstructure from ED Vetter AG

„Zuzwil, lively and attractive“. The construction company ED Vetter AG has created an oasis of well-being in the Räbgrueb district of Zuzwil SG. 64 apartments, divided into eight buildings, are nestled in the idyllic landscape. The modern buildings offer every comfort for a high quality of life and ideal conditions for living and working.

Brine/water heat pump

THE NIBE F1355 is an output-controlled and low-maintenance brine/water heat pump. Its performance and combination options make it a perfect match for the modern development. Each building was developed using a borehole heat exchanger. This allows the heat pump to supply the residential units with the ideal room temperature. The necessary electricity is generated by the building's own photovoltaic system.

Remote monitoring

With the NIBE Uplink program, the entire system can be monitored remotely. Environmentally friendly heating has never been easier!



[More references](#)

Schmid as an employer

Working hours

- 42 hours per week in accordance with the provisions of the employment contract
- Flexible working hours / part-time and individual working time models
- Home office depending on the possibilities and agreement of the department
- Overtime remuneration through compensation or payment twice a year
- Bridging days are granted through compensation

Vacations and public vacations

- 26 working days until the age of 20
- 23 working days from the age of 21
- 26 working days from the age of 51
- 31 working days from the age of 61

9 paid public holidays in accordance with cantonal and country-specific regulations. A separate regulation applies to management and the Executive Board.

Unpaid vacation

Unpaid leave can be taken on request and in consultation with direct superiors and the HR department.

Service anniversary

Service anniversaries are honored with generous long-service gifts in recognition of loyalty to the company.

Daily sickness benefits insurance

Insurance: AXA
Benefit period: 730 days
Continued payment of salary: 100 % first month thereafter 80 %

Accident insurance

Insurance: SUVA
Wage payment: 100 % first month thereafter 80 %

Maternity leave

Compulsory maternity insurance (EO)
Service duration: 16 weeks
Continued salary payment: 80 % of the maximum salary insured by the EO

Paternity leave

Compulsory paternity insurance (EO)
10 days to be taken within 6 months.

Wages

The contractually defined salary is decisive. A salary structure analysis is carried out annually by Landolt and Mächler. The monthly payment is made on the 25th of the month.

The **13th month's salary** is paid in December. If the employment relationship has not lasted the whole year, the 13th month's salary is paid pro rata temporis.



„We appreciate the dynamic and modern working environment, which makes our everyday life exciting and individual.“

Internal Sales

Personnel development

- Training program (Schmid Academy)
- Language courses D / F / E on site and online
- Time and financial support for further training
- Annual assessment
- Management development and individual support programs

Occupational benefits

The Schmid Pension Fund has an attractive occupational pension plan. Possible savings plan variants are 40/60 % or 60/60 %.



Employee communication

- Personnel committee
- Moth and feedback box
- „Quiply“ digital communication tool for internal communication

Employee benefits

- Free parking spaces
- Corporate clothing
- Various benefits
- Goodies: Wedding, birth, Easter, „Chlaus“, Christmas
- Events: team events, May brunch, summer party, company outing, barbecue, Christmas party
- Individual organization and remuneration of sporting events (fitness, running events, etc.)

Company health management

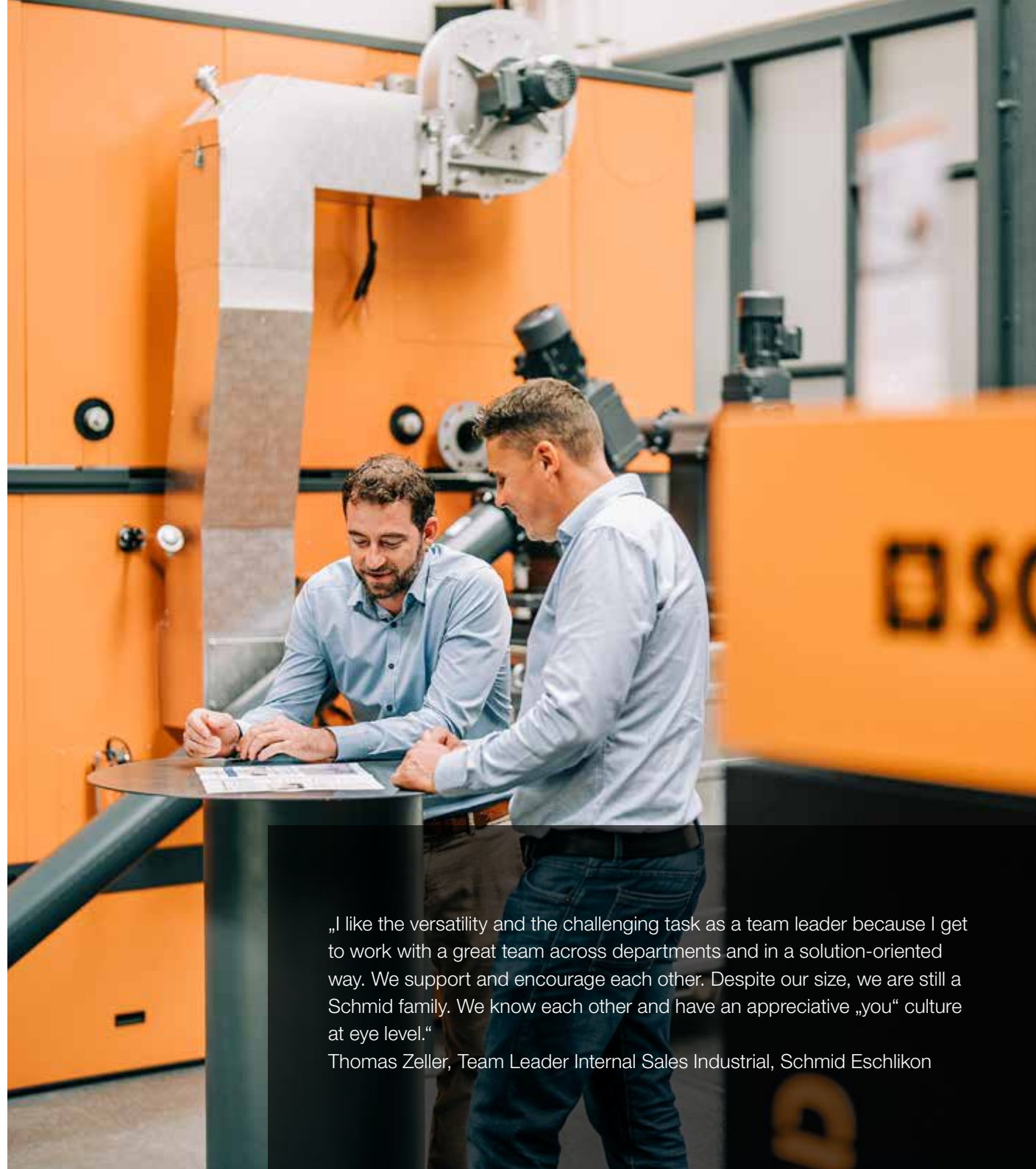
- Sports activities (e.g. yoga, fit for work, fit in your free time, B2Run, fit through the winter, etc.)
- Water stations and fruit (free of charge)

Voices of a strong team

„I started as a welder 13 years ago and am now a production manager. Working at Schmid Polska gives me the opportunity to develop my passion and build a great and dedicated team.“ Sebastian Sobotowski, Production Manager


„I can't imagine a better employer for my personal situation. The flexibility, appreciation and the great team make my day-to-day work extremely pleasant. I also like the solution-oriented cooperation with our customers, their identification with us and our product, as well as our services. I appreciate my varied work and recommend Schmid AG energy solutions as an employer and as a company out of conviction.“
Maja Schwager, Assistant Head of Customer Service

„I was there when Schmid Polska started production. So I've been there since day one and I'm very happy about it. I am proud to be part of the Schmid team and wish everyone the opportunity to encounter such an undertaking on their journey through life. My best wishes to my colleagues who work with me. It's great that we can be a team and be appreciated for it.“ Stanislaw Bednarek, Welder and Fitter



„I like the versatility and the challenging task as a team leader because I get to work with a great team across departments and in a solution-oriented way. We support and encourage each other. Despite our size, we are still a Schmid family. We know each other and have an appreciative „you“ culture at eye level.“

Thomas Zeller, Team Leader Internal Sales Industrial, Schmid Eschlikon



Corporate culture and diversity – together we are successful

„Our values and attitude characterize the Schmid culture. Our family-like, respectful approach strengthens cooperation and makes us successful.“

Natalie Schmid, Head of Marketing and family member

Corporate Culture

Schmid – a strong team – a strong employer

We identify with the company, are loyal and show our commitment. We live this as role models and always focus on a common goal within the team and across divisions.

Recognizing employees as individuals

We invest time in our employees and want to get to know them as individuals, encourage and develop them. This helps them gain self-confidence and skills. We use mistakes for constructive further development and thus create security and motivation.

Target-oriented decision-making

Thanks to our short decision-making processes, our decisions are situational, target-oriented and pragmatic. We pay attention to our strategy as well as current trends and use facts and figures to make a realistic assessment. We always take responsibility for our actions.

Practiced appreciation and cooperative collaboration

We consciously seek to engage with our employees and show appreciation in our day-to-day work. We cultivate a personal, cooperative and respectful working relationship that builds trust and provides a creative environment for new ideas.

Motivating leadership behavior

We lead in an exemplary manner with enthusiasm and drive, creating a framework in which our employees can develop their potential. We foster a „you“ culture and communicate openly, honestly and transparently. Our employees should think for themselves, act independently and feel comfortable in their environment.

Promoting leadership skills

We expand our leadership skills through targeted training and mutual, cross-level feedback in our day-to-day work. We learn from each other, use our internal and external network and align ourselves with our values and our mission statement.



„Schmid offers interesting jobs in a motivated and dynamic environment, promotes employees and enables professional careers.“

Projektleiter

Become part of the Schmid family now

Boredom and monotony do not exist with us! With us, you can expect an exciting environment, attractive employment conditions and a motivated team.

Take the next step and join us on the pioneering path to renewable energy.



Vacancies

Spontaneous applications

Was there nothing suitable in the advertised positions? We are also open to spontaneous applications

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