A woman with a backpack is smiling in a forest. The background is a blurred forest scene with trees and rocks.

Kneipp

Grow with joy

Here's what
makes working at
Kneipp unique.



UNMISTAKABLE: KNEIPP

Our history is unique, and our future will be too. To be a great place to work, we need a shared understanding of who we are, what we stand for, and what we're trying to achieve together. This only works if there is a match with YOU, meaning: what do you want and makes you happy?

TOGETHER, WE'RE STRONG

Here at Kneipp, we care just as much about your personality as your CV, because it's the people who make our values come to life. Therein lies our strength as a team. These values are important to us and to potential new employees.

Together, we have it in our hands to create the ideal conditions for our continued global growth and to ensure we all thrive on the way.





Our employer claim:

GROW WITH JOY

In our global employer claim, we combine the four core values that distinguish us as a team and an employer: **Pride & Image, Thriving, Advancing, and Balance.**

These values have been the driving force behind our growth for many years. But Kneipp wouldn't be Kneipp if it wasn't for another factor: joy. Not only do we offer Moments Of Joy for over 130 years with bringing our products to the world, but we also need our people to feel joyful at work to become a better version of themselves. Therein lies the Kneipp purpose: "Inspired by nature, we empower people to enjoy a healthy and happy life."

Grow with joy

Our employer claim conveys how we want to work together, while connecting us with our products and their promise to deliver "happiness that works".



Pride & Image

Our uniqueness is a reflection of our history and our philosophy. With this firm foundation, we continue to grow and improve. We're working and learning together, in a collaborative process that spans all countries and divisions.



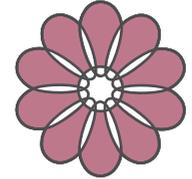
PRIDE & IMAGE

"Together, we're reaching for new heights, always tethered to our roots."

Our philosophy of five pillars – water, plants, movement, nutrition, and balance – isn't just something we say, but an ideal we're striving to live up to ourselves. In doing so, we create an atmosphere that suits and motivates us.

Thriving

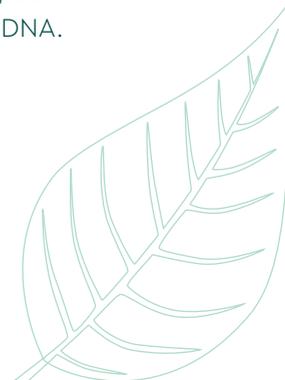
Growth requires freedom. As a member of our team, you can take on responsibilities quickly, but not without the support you need every step of the way. Only then you can become better in doing what you do best!



THRIVING

"We have the freedom to grow and thrive."

As a Kneipp employee, we want you to flourish both personally and professionally, to "thrive" on all levels. After all, our connection to nature and natural growth is part of our DNA.



Advancing

As a company, we want to drive progress and innovation. To achieve this, we need to challenge existing ways of working, look for areas of optimization, and continuously reinvent ourselves.

"We pursue our goals and tasks with passion to reap the rewards together."

Our creativity is grounded in the purpose of our work: delighting people around the world with our products. It's what inspires us daily, and motivates us to work together with joy and excitement.



ADVANCING

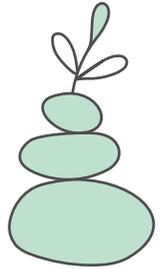
Balance

Balance is not just a pillar of our philosophy, but extends into our employer values. Because for us, balance has multiple dimensions: economically, socially, ecologically.

"We're striving for sustainable balance in everything that we do."

What's essential is that balance isn't just a short-term objective, but reflected in our actions and their impact in the long run. That's why we are always thinking holistically.

We are supporting our people with flexible working hours or part-time employment models, we're aiming to help our employees strike the perfect balance between their professional and personal lives. Those are just some examples of Kneipp's initiatives but this objective needs people's action as well. "What can I do myself to stay in Balance?" is also of great importance here.



BALANCE

WHAT DOES ALL THIS MEAN FOR YOUR DAY-TO-DAY WORK?

We want our employer values to truly make a difference in your working life and guide your actions and decisions. That's why we've asked our employees to tell us what these values mean for them, individually, in their day-to-day work here at Kneipp. Here are some of their remarks:

Pride & Image

"It's great to work for a brand backed by tradition. After all, Sebastian Kneipp, his methods, and the five pillars have existed and do exist in real life, which makes it easy to identify with your employer."

Thriving

"Gaining insights from other divisions often provides new impulses for my daily work because it gives me constant opportunities to see the bigger picture and think outside the box."



Advancing

"My contribution to product optimization and innovation, which stems from my daily interactions with customers and their feedback fills me with pride."

Balance

"For me, balance means having a good atmosphere at work, but also flexibility by working flextime and in the home office. Meaning it's OK to start a bit later sometimes, for example to juggle different appointments."

OUR EMPLOYEE BENEFITS

We want to grow alongside our employees and create an atmosphere where growth sparks joy. To this effect, we've developed a program which benefits every single Kneipp employee:

Reconcile your personal and working life with flexible working hours and home office. There are no core times at Kneipp, and employees keep their own work time accounts. We also offer a competitive amount of vacation days and holiday pay.

Develop professionally and personally through extensive onboarding, concrete development paths, and our management development program. Set your development objectives yearly and receive individual support through feedback, trainings, and e-learning. We also subsidize courses you've organized yourself, even outside your field of work.



Strengthen your physical and mental wellbeing with lots of initiatives to keep our people healthy, fit & vital.

Gain financial security with competitive perks & benefits, collective insurances e.g. pension and Kneipp products at a discount.

Participate and help shape our company in regular employee surveys, as well as through personal performance reviews, workshops, and initiatives such as "Take the lead".

Become a trusted member of our team and enjoy Christmas parties, joint and international events, and sponsorships across divisions.

Kneipp

Grow with joy