



WELCOME TO DIVERSITY

*THE DRUBBA BUSINESS GROUP
AS AN EMPLOYER*



*“We like the idea of being able to further
develop ourselves in collaboration with others,
without losing our own sense of identity.”*





Yesterday. Today. And tomorrow?

Global tourism has grown considerably in the last few years; in the High Black Forest, we can profit from this growth in a special way.

Here, guests from all over the world discover what has made us stand out as hosts for generations and what makes the Black Forest one of Germany's most popular havens: Tradition, openness, friendliness and a conscious way of dealing with nature and resources.

"Green Tourism"; the worldwide longing for a clean environment and traditional ways of life, will place high demands on all our business areas in the future, when paired with the amenities that come with excellent tourism service.

We are already well positioned for this thanks to our strategy of sustainable company growth and our outstanding, interculturally experienced staff.

Founded in 1956, the DRUBBA BUSINESS GROUP is still a family-run company. It all began with a small kiosk and a boat rental service on Lake Titisee. Today, the business is made up of three continuously growing business units in the tourism and retail sector in four locations. We plan to further expand our activities at Lake Titisee.

Our business: as diverse as the wishes of our guests

Our guests come from all over the world. At Lake Titisee, we are mainly visited by tourists from Asia, China in particular. They love to go on boat trips and enjoy the pure air as well as extensive shopping in one of our branded specialist shops.

The Hofgut Sternen or Black Forest Village at the foot of the Ravenna gorge is particularly popular with tourists from India and North America. Is it not uncommon for them to fall in love with a Black Forest cuckoo clock and send one back home to North Dakota or Uttar Pradesh.

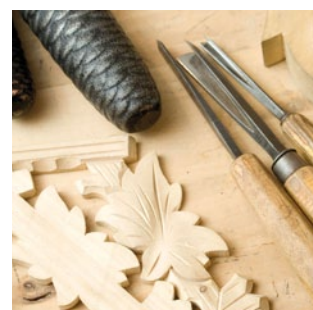
Hotel Alemannenhof, on the other hand, is highly popular among individual travellers from Europe, who can be described as connoisseurs of good food and drink, seeking leisure and relaxation.

...Variety, also known as diversity, is the basis of our business and the intercultural competence of our team is the prerequisite that makes this business that little bit better every day. We are looking for people like you!

Welcome to diversity!



In 2016 alone, guests from 46 nations visited us, most of whom were Chinese. Correspondingly, our staff also have a multitude of multicultural backgrounds; from Germany, Eastern Europe, China and other nations, for example.





16
JOB
DESCRIPTIONS

275
EMPLOYEES

49%
MEN
51%
WOMEN

The DRUBBA BUSINESS GROUP employs up to 300 employees from 31 nations during seasonal peak times. Most of these employees, namely 101, work in HOFGUT STERNEN: 52% of the workforce are employed there at the BLACK FOREST VILLAGE and the rest work at the Best Western Hotel HOFGUT STERNEN. Around 14% are administrative staff and tradespersons.

98
EMPLOYEES
HAVE CHILDREN

30
APPRENTICES
& STUDENTS

DIFFERENT
NATIONALITIES

31

AVERAGE
AGE OF
35.6

*No two days
are the same*

Diversity stands for a profound global change in order to discover and benefit from common ground that can be found within people's cultural differences. This is because equal opportunities and gender equality, the right to self-determination and constructive interaction between different cultures are becoming increasingly important in the world of work.

By taking advantage of the intercultural diversity of our employees from 31 nations, we are creating an unlimited potential of talents, experiences and competencies and ensuring our competitiveness. And because what human beings have in common is that we are all different, our management team is encouraged to pay particular attention to the following four management principles for each individual employee:

- *nurturing and challenging individual talents and skills*
- *intercultural exchange and mutual as well as specialised learning*
- *social benefits beyond performance-based pay*
- *the balance between family, work and leisure time*

Diversity is not a Zeitgeist phenomenon or even an end in itself for us – variety has always been a decisive factor in our company's success as well as in our company culture.

Every individual employee is part of this success & this culture.

Our employees can do everything. Because we have confidence in them.

Would you like to work or learn in an intercultural team and profit from the social advantages of a stable business group? Do you see yourself as the author of your own success story and would like to further develop yourself through your involvement? You can find specific job openings on our career portal at karriere.drubba.com

Apprenticeships

In the tourism sector, everything revolves around the guest. From welcoming guests to tasting to service provision, we offer a wide range of apprenticeships with the best career prospects:

- Retail clerk (m/f)
- Cook (m/f)
- Restaurant specialist (m/f)
- Hotel specialist (m/f)
- Hotel clerk (m/f)
- Warehouse logistics specialist (m/f)

Dual course of study

Anyone looking for a career in the hotel and tourism sector completes a dual course of study. This means, gaining professional experience while obtaining an academic degree at the same time. We would be happy to provide information on our various study and time models.

- Dual course of study in hotel management
- Dual course of study in business administration – trade
- Dual course of study in business administration – human resource management

Full-time and part-time job opportunities

Our job offers cover a vast range, but can be roughly divided into three categories: Retail & Sales, Administration, Hotel Business & Catering.

Check out our current job openings at karriere.drubba.com, perhaps the perfect job for you will be among them? You are also welcome to submit an unsolicited application via our career portal.

“My goal as a chef is to offer varied, modern, traditional cuisine with a fresh interpretation. Through continuous support from the management, I have the opportunity to express my creativity in the kitchen in order to constantly inspire our guests with new dishes.”

Matthias Hering - Chef
Boutique-Hotel Alemannenhof
employed with the company for 15 years



“During my apprenticeship, I had the opportunity to acquire knowledge about all the high-quality product lines in our retail sale. The diverse product line, the international environment and the family atmosphere are what make doing an apprenticeship at Drubba unique.”

Melina Ketterer - Shop assistant in the retail sector
Drubba Shopping
employed with the company for 3 years



“I love the fact that I am able to expand my experience in dealing with our international customers every day. I'm proud to contribute to the success story of the company through my work.”

Jipeng Zhang - Sales Assistant
Drubba Moments
employed with the company for 1.5 years



“As a father of two, I find that working in the hotel & gastronomy business doesn't have to be a disadvantage. The Drubba family has become extremely flexible with regard to family friendliness in the past few years, especially when it comes to individual working time models. And the most important thing for me is that the discussed arrangements are respected.”

Roman Murch - Hotel Manager / Inspector at
the German Chamber of Commerce (IHK)
Hofgut Sternen
employed with the company for 15 years

“For us to be able to delight our customers from all over the world with different wishes is a new challenge for me every day. Here, I do not only have the chance to further develop my professional skills, but encountering various cultures on a daily basis is also a personal enrichment for me.”

Joice Rehfeld - Head of Department
Fashion & Accessories
Drubba Shopping
employed with the company for 7 years



“In my 30 years at the DRUBBA BUSINESS GROUP, I was allowed to take on responsible tasks even when I had just started and use my abilities across all areas of the company. The feeling of being able to be used in a multifaceted way still motivates me to this day.”

Christa Harter - Human Resources Administrator
Drubba GmbH
employed with the company for 30 years



“Our colleagues from 15 different countries make working at the Black Forest Village an enjoyable experience through their respectful and harmonious interaction with one another.”

Dave Harper - Area Sales Manager
Black Forest Village / Hofgut Sternen
employed with the company for 20 years

Your point of contact

If you would like to know more about the work and career opportunities at the DRUBBA BUSINESS GROUP, please visit our career portal: ***karriere.drubba.com*** or contact us:

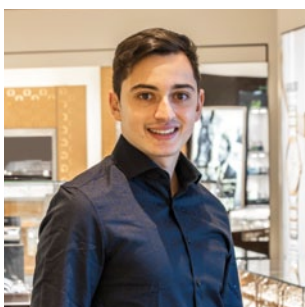


Michael Krefß

Recruitment for Retail & Central Administration Services

☎ **+49 7651 9812-338**

✉ ***karriere@drubba.com***



Marco Schindler

Recruitment for Hotel Business & Catering

☎ **+49 7651 9812-331**

✉ ***karriere@drubba.com***



Visit us at:
karriere.drubba.com

