In ECCO, we see a journey...

An ECCO journey is a journey of growth. Every step leave footprints of conquered challenges, learning from mistakes, and innovations. We walk, we grow.

For every footprint, there is a growth...

Come walk the world with us...
18,500 people worldwide...

- **570** Headquarters, Denmark
- **1.200** Shoe Production, Slovakia
- **2.900** Shoe Production and Tannery, Thailand
- **7.500** Shoe Production and Tannery, Indonesia
- **3.700** Shoe Production and Tannery, China
- **150** The Netherlands, Global Leather
- **333** The Netherlands, Global Sales
- **550** Americas sales, Canada and USA, Boston
- **800** Shoe Production, Portugal
- **800** Asia Pacific Sales, Singapore
Certified Business Administration, Master of Business Administration, Leadership Courses
Leaders for the future...

Shoe Making Academy & Leather Making Academy
Work together across nations and culture

Supervisor Training Program, Shoe Development Training Program
Passion to explore our work

People Factory...
Development for everyone
People’s footprints
People Factory...
Development for everyone

2009 Operator Category 1

2011 Operator Category 2

2013 Operator Category 3

2014 Supervisor Training Program

“Now I have more passion to explore my work... An effective preparation to become a leader”
Tri Dharma Setiawan

2006 – 2011: Production Coordinator
2011 – Now: Direct Injection Process Specialist
Certified Business Administration (CBA) Program

“For me working in ECCO is full of excitement and challenges.”
Ownership on personal learning, through continuously practicing.

Provide room for individual creativity.

ECCO is a modern shoe manufacturer, which really prioritize quality. Working in ECCO gives me opportunities to develop my knowledge, visit ECCO units in other countries, and the most important is the experience to work with family atmosphere.

Pricily Annuuru

FOOTPRINTS IN ECCO
2008–2009: Senior Supervisor QC Upper
2009–2011: Finishing Technician
2011–2013: Coordinator Technical Finishing
2013–now: Finishing Specialist
Practice for craftsmanship, creativity for innovation

Working in ECCO has a lot of challenges, opportunity to develop myself, learn to know ECCO global business, and work together with people from different nations and cultures.

Barry Irawan

FOOTPRINTS IN ECCO
2009 – 2010 : Operator Upper Production
2010 – 2010 : Operator Full Shoe Production
2010 – 2011 : Shoe Development Trainee Program
2011 – 2012 : Production Coordinator Cutting
2012 – 2014 : ECCO Leather Academy
          Master of Science in Leather Technology
          The University of Northampton, England
2014 – now : Leather Specialist

“ECCO respect the local culture and provide equal opportunities to everyone. Our quality and technology makes us the best”

Footprints in ECCO:
1978 – 2005 : Technofile Upper
2005 – 2012 : Sr. Supervisor Technofile
2012 – 2014 : ECCO Shoe Making Academy
2014 – now : Upper Specialist

Walk every step with passion, embrace change and challenge

YOHANIS NANI BATADAGA
“It is important for us to try, and gain the experience by our own. We cannot stick to what we did, just because we’ve done it that way for years.”

-Brigitte Skamrahl-
Grow...

Walk higher

In ECCO, I have an opportunity to learn and develop myself in different areas, scope and level, meet different people from around the world, which help me to keep improve and challenge myself. The most special is the sense of ownership and pride of ECCO employees. It is indescribable which is presented everywhere you go.

FOOTPRINTS IN ECCO
2004 – 2006 : ECCO Indonesia Trainee Program
2006 – 2008 : Finishing Technician
2011 – 2012 : Change Agent
2012 – 2014 : Manager QC Upper Production
2014 – now : Manager Full Shoe 1
Certified Business Administration (CBA) Program

for excellence

ECCO provides me a big opportunity to learn and have a career, positive family atmosphere, and experience of benchmarking across the countries.

FOOTPRINTS IN ECCO
2002 – 2003 : ECCO Indonesia Trainee Program
2003 – 2006 : Coordinator Upper Production
2007 – 2012 : Manager Training Center
2013 – now : Sr Manager Work Study
Certified Business Administration (CBA) Program

Dining Irma DJauhari

Davidrijanto
Life is not a problem to be solved, but a reality to be experienced.

Søren Kierkegaard - A Danish philosopher