

Engineering

The Rockwell Automation Leadership Development Programs offer entry-level professionals a challenging, career building platform to apply engineering or business backgrounds in functional areas across our business. Interest tracks in Engineering, Operations, Supply Chain, Engineering Services, and Information Technology provide challenging rotational assignments, performance coaching, technical skill and leadership development to launch a career as a future technical or business leader of change.



Rockwell Automation Leadership Development Programs

Program Overview

The Rockwell Automation Leadership Development Programs are unique, two-year programs, composed of four rotations (six months each). The programs provide career development challenges through a powerful combination of targeted training, mentoring, coaching and robust rotational assignments.

The programs provide you with an opportunity to match your background, skills and interests in an environment that will prepare you as a leader of change. The programs also support professional growth with an individualized approach through mentoring, networking and interacting with leaders across the organization.

Relocation flexibility throughout the United States is important to succeed in these programs.

After successful completion of the program, members work in Rockwell Automation sites throughout the United States.

You will obtain

- Functional experiences in key areas throughout Rockwell Automation that will expose you to experiential learning and state-of-the-art technologies to enhance your professional growth
- Opportunities to network and interact with business leaders to enhance your understanding of global business and strategies
- Mentoring and coaching to support your personal and professional development as a leader of change

Six distinct Interest Tracks are available:

Engineering Services, Architecture & Software Engineering, Control Products & Solutions Engineering, Operations, Supply Chain, and Information Technology.

Each provides the opportunity to work with a diverse group of leaders and professionals to broadly experience the functional areas and develop professional competencies.

Provide a career building platform with

- Three to four functional rotations that build capability within a functional area
- Training and development in core competencies as well as sessions with business leaders across the organization
- Coaching and mentoring by business leaders through planned interactions and project involvement
- Networking with professionals across the organization
- Opportunities that involve working globally across Rockwell Automation

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Leadership Development Program Tracks

Track	Description	Rotations Include	Examples of Rotation Assignment
Architecture & Software Engineering Computer Science, Electrical, Mechanical, or Computer Engineers	Provides members with core experiences in developing and bringing products to market, ensuring product quality and enhancing the customer experience. Assignments within different business units and geographic locations (possibly international), provide members with a diverse background of unique leadership experiences.	Product Development Quality Assurance Product Marketing Commercial Engineering Commercial Marketing Project Management Sales Others (based on interest)	<ul style="list-style-type: none"> Manage product lifecycle, provide forecast, financial analyses, and commercial launch material Provide application & product support by developing proof of concepts, (and delivering) training material and composing technical white papers Manage anomaly resolution process by leading quality reviews and conducting root cause failure analyses across functional engineering teams.
Control Products & Solutions Engineering Electrical, Mechanical, or Industrial Engineers	Provides members with core engineering experiences involved in developing and bringing a product to market, ensuring product quality and customer involvement.	Product Development Quality Assurance Product Marketing Commercial Engineering	<ul style="list-style-type: none"> Conduct market research & analysis on prices and functionality for product introduction Apply Lean Six Sigma tools to improve an audit process to account for items on parts Management Agreements Manage a global project team to implement a major product design and develop prototypes
Engineering Services Electrical, Industrial, or Manufacturing Engineers	Program members learn the skills and competencies necessary to efficiently design and launch products into production. Assist with preparation of samples for analysis. Members will also learn the key characteristics in the electronics industry of components.	New Product Design Test Engineering New Product Industrialization Component Engineering	<ul style="list-style-type: none"> Work on part modeling for new product development and understand how development and manufacturing work together Participate in the design and construction of hardware required for new product releases and for the development of entry level software routines used in product monitoring and control Learn the Poke Yoke assembly process, conduct Process FMEA, and assist with Printed Circuit Board prototype and pilots
Operations Operations & Supply Chain, Industrial & Manufacturing Engineers	Provides members with experiences and skills to efficiently maintain and improve manufacturing processes, manage the supply chain and initiate change within a manufacturing facility. Opportunities for developing competencies in plant leadership include supervision experiences.	Manufacturing Engineering New Product Industrialization Supervision Materials Management	<ul style="list-style-type: none"> Lead a project for a specific product line to improve roll-through, output yield, and on-time delivery Plan and execute the transfer of product lines from one facility to another Plan and lead the deployment of a new scheduling process for parts within a manufacturing facility Production supervision and responsibility for an identified assembly line
Supply Chain Operations & Supply Chain Majors	Program members manage the flow of materials, products, services and equipment across the organizations with continuous emphasis on time, cost, and quality improvements. This track is open to engineers or non-engineers with a supply chain management background.	Operational Purchasing Strategic Sourcing Logistics Materials Management	<ul style="list-style-type: none"> Member of Sourcing team to identify vendors and negotiate a contract for indirect commodities Evaluate supplier performance and develop strategy to ensure parts quality and availability for manufacturing
Information Technology MIS, Computer Science, or Computer Engineers	Working with internal customers, members develop proficiencies to apply and implement the latest IT capabilities to enhance the competitiveness of our business.	IT Security & Controls SAP Implementation Architecture Applications IT Operations	<ul style="list-style-type: none"> Support the implementation of Rockwell Software within our enterprise Evaluate, compare and recommend open source solutions to meet organizational goals Implement common global processes for the organization using SAP

Program Qualifications

If you have a strong desire to achieve, drive and leach change, and have a global mindset to thrive in a diverse organizational environment, these are the fulltime opportunities for you.

We are looking for enthusiastic, energetic candidates who have the following qualifications:

- Excellent academic record with a minimum cumulative GPA of 3.0
- Pursuing a bachelor's or master's degree from an accredited college or university in the above listed fields
- Experience in leadership roles in school, work, or community
- Related Co-op or internship work experiences
- Self-starters with strong analytical and problem-solving skills
- Results oriented individuals with strong communication and interpersonal skills
- Candidates must be prepared to relocate as required throughout the program