



OPERATIONS MANAGEMENT TRAINING PROGRAM

PROGRAM OVERVIEW:

The Nestlé Operations Management Training (OMT) Program provides the opportunity for selected college students to gain real world experience and an understanding of the role of Operations at the world's largest food and beverage company. Designed with the full support of the Senior Operations Management Team, this program will allow OMT's to get exposure to all areas of Nestlé USA operations. Each rotation will be unique and will support a specific area within Nestlé Operations:

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|--------------|------------------|
| *Engineering | *Packaging |
| *Quality | *Management |
| *Production | *Human Resources |
| *Finance | *Maintenance |

A goal of the OMT Program is to develop high-caliber candidates and get them on the fast track to management and a successful career with Nestlé USA.

PRIMARY RESPONSIBILITIES:

Each OMT is expected to take initiative and responsibility for his/her success. Applying Nestlé Operations Standards each intern is expected to:

- Analyze given data and operating conditions; make recommendations and implement process change.
- Utilize project management discipline as an approach to achieving the desired results.
- Work with other Operations team members to gain insight and understanding into Nestlé USA, policies and procedures, and culture.

CANDIDATE PROFILE:

At Nestlé USA, we look for candidates who:

- Are graduating with an undergraduate degree in the areas of Engineering, Agriculture, or Business.
- GPA of 3.0 or higher is preferred.
- Have strong communication, analytical, organizational and interpersonal skills.
- Are self-starters who are results-oriented, innovative and intellectually curious and exhibit initiative and leadership potential.

SUPERVISED, YET SELF-DIRECTED:

We believe you will gain the most from your experience by working with supervisors who are accountable for your rotation experience. With this in mind, supervisors will offer you ongoing guidance and counsel. While objectives and delivery deadlines will be clearly outlined, you will help establish project timelines and milestones.

HIGH IMPACT PROJECTS:

As a Nestlé OMT, your projects will have measurable goals and objectives, which are achievable during your tenure. They are often engaged by the request of senior management. These challenging, highly valued, projects are showcased at an end-of-rotation presentation to the Management Team.

PERFORMANCE FEEDBACK AND MENTORSHIP:

- Continuous, constructive performance feedback is critical to the success of our program. Formal evaluations will be included at the beginning, middle and end of the Program. Informal, constructive input will be provided frequently.
- In addition you will be assigned a mentor with whom you will keep in close contact throughout your time in the program. Your mentor will be an Operations professional who will share his/her overall experiences as well as provide coaching and guidance.

Come for the opportunity. Stay for the people.

With our training opportunities, community outreach and great product, it is easy to see why Nestlé USA has been named one of "America's Most Admired Food Company" in *Fortune* magazine for over ten consecutive years. The more you learn about our company, the more you will understand why people are attracted to, and valued at Nestlé USA.

Please apply through your career center and
www.NestleJobs.com (Campus Job Search).