



## SALES DEVELOPMENT PROGRAM

### BRINGING OUT THE VERY BEST IN YOU:

- The Nestlé Sales Development Training Program provides you with the experience and knowledge necessary to help you become a leader in the world's largest food company, and one of "America's Most Admired Food Companies" seven years in a row. As a Nestlé Sales Development Program Trainee, you will have an exceptional vantage point from which to build a foundation that can lead to many different employment opportunities within the Nestlé Sales Division. The goal of the program is to develop future leadership and talent for the Nestlé Sales Organization.
- The ideal candidate should possess an orientation for results, a strong work ethic, creativity, confidence, and a passion for continuous improvement and excellence.
- Nestlé believes that your development will be accelerated if you have the opportunity to participate in a training program that involves you in a spectrum of business activities associated with the Nestlé Sales Division. We assign substantial responsibility early on to continually challenge and develop you.

### LEARNING OBJECTIVES:

- The Nestlé Sales Development Program (NSDP) is designed to accelerate the development and promotion of highly qualified sales professionals within the organization. Along with real, hands-on job responsibilities as a Retail Sales Representative, we will familiarize you with Nestlé's brand portfolio and key customers. As an NSDP professional you are given exposure to a wide range of Nestlé operations at an accelerated pace. The Nestlé Sales Development Program provides the opportunity to learn virtually every aspect of the food business from both a "big picture" perspective, as well as through individualized training designed to complement your specific education, background and career goals.
- Learning objectives have been developed for the various areas of the training program and contain a challenging mix of assignments and projects intended to provide key industry, organization and product knowledge.

### THE ESSENTIALS:

Upon joining the Nestlé Sales Division as an NSDP professional, you will assume the role of a Retail Sales Representative and be given your own sales territory to manage. After approximately 18 to 24 months, NSDP professionals who have successfully delivered positive results in their retail role will have the opportunity to progress into one of the following challenging positions – Business Analyst, Customer Development Account Manager, and/or Retail Sales Manager.

### COACHING AND PERSONAL FEEDBACK:

To ensure the most complete and effective learning experience possible, each NSDP professional is assigned a Training Manager who will oversee your initial sales training activities. This will help acclimate you to your new role as Retail Sales Representative and provide the functional knowledge you need to get off to a fast start. 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 a senior level sales professional who will share his/her experiences as well as provide overall coaching and guidance.

### STRATEGIC OVERVIEW:

The Nestlé Sales Development Training Program will include a comprehensive in-house training and development program. Your training plan begins with an 8-week Initial Sales Training Program that will expose you to the foundation of our business – our product categories, divisions, store call procedures, in-store activities, and various selling skills and approaches. This training is a blended learning approach utilizing e-learning tools to enhance the on-the-job training you will receive from your Trainer and Retail Sales Manager. You will also have the opportunity to attend additional sales development training sessions and workshops throughout the course of your program.

### LEADERSHIP TRAINING:

- The Nestlé Sales Development Training Program exists to develop leadership within the sales organization. You will be encouraged to attend Nestlé Leadership Development courses during your employment with the company and will also be given key projects and assignments to develop your real leadership skills.
- Later in the program, NSDP professionals will participate in state-of-the-art leadership courses focusing on management skills, leading teams and improving leadership techniques.

### IT IS ALL UP TO YOU:

- Personal responsibility is the most important challenge presented to program trainees. Successful completion of the training program can serve as a solid foundation to illustrate your commitment to excellence and your ability to demonstrate leadership.
- We strongly believe that the Nestlé Sales Development Training Program can provide you with the Very Best opportunity for personal growth and success.

Please apply through your career center and  
[www.NestleJobs.com](http://www.NestleJobs.com) (Campus Job Search).