**Junior Managers Program**  
**Functional areas**

Controlling  
My background is in business administration, economics or industrial engineering, and I have chosen controlling as my major. As a controller, I am comfortable dealing with numbers at an international level. Terms like worldwide controlling, variance analysis as well as budget planning and tracking are nothing new to me. I have an interest in global issues such as supply-chain management, production logistics, value stream analysis and in-plant logistics concepts. As a future manager, I want to play a significant role in shaping the way Bosch does business.

Your Junior Managers Program could look like this:  
- You complete an international Junior Managers Program lasting 18 to 24 months, which we design in consultation with you.  
- You receive intensive preparation for international executive responsibilities.  
- During the first year, you get to know the underlying business principles of a production plant in production controlling, logistics and purchasing. In the second year, you take over responsibility in these functions at divisional and corporate level and as well as in a foreign assignment.  
- In 4-6 placements, you perform responsible tasks both on projects and in day-to-day operations.  
- The program is rounded out by individual supervisor and training measures to meet your needs.

Examples of subject areas covered within this framework:  
- Value based management  
- Business planning  
- Target costing  
- Supply-chain management  
- Controlling  
- Purchasing  
- Production  
- Research / Development  
- Computer Technology  
- Distribution  
- Marketing / Sales  
- Human Resources  
- Technical Sales
Junior Managers Program | Functional areas

**Purchasing**
I have studied industrial engineering, mechanical engineering, electrical engineering or economics. I approach negotiations with enthusiasm and find it exciting to see how relationships with suppliers are developed. My ambition is to work within international teams to identify the optimum savings opportunities and then – without comprising quality standards – to cooperate with suppliers to achieve them. As a future purchasing manager, I want to play a major role in shaping the purchasing strategy of a division.

**Your Junior Managers Program could look like this:**
- You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
- You receive intensive preparation for executive responsibilities at home and abroad.
- In 4–6 placements, you gain insights into various areas of purchasing, e.g. specialized purchasing of selected material groups, resources and services; project-related purchasing for new products; strategic purchasing management in Corporate Purchasing and in related areas, e.g. Controlling and Logistics.
- Your program includes a placement abroad.
- A posting to Sales provides a shift in perspective.
- You take on responsibilities of your own on projects and in day-to-day operations.
- The program is rounded out by individual guidance and training measures to meet your needs.

**Examples of subject areas covered within this framework:**
- Supplier relationship management
- E-procurement
- Life cycle costing
- Negotiating strategies

**Production**
I have studied electrical engineering, mechanical engineering or a comparable subject. I am interested in the mass production or batch production of technically high-grade materials and products. Production plants are like a second home to me. As a problem-solver, I roll up my sleeves and shift into top gear when production is grinding to a halt. At the first sign of quality concerns, I resolve them rapidly with the customers’ best interests in mind. I want to work in an executive capacity within the Bosch international manufacturing network.

**Your Junior Managers Program could look like this:**
- You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
- You receive intensive preparation for global executive responsibilities.
- Depending on your qualifications and strengths, you enter production planning, process development or quality assurance.
- In 4–6 different placements, you gain insights into production processes and related functional areas, e.g. product development, technical sales or corporate sectors.
- You gather experience at home and abroad.
- You take on responsibilities of your own on projects and in day-to-day operations.
- The program is rounded out by individual guidance and training measures to meet your needs.

**Examples of subject areas covered within this framework:**
- Production planning and implementation
- Coordination of worldwide manufacturing
- Quality assurance
- Lean production
Research / Development
I am currently completing a degree or a doctorate in mechanical engineering, electrical engineering, sciences (physics or chemistry) or a comparable subject. Fundamental research opens up whole new worlds to me. In product development, I can create innovations for the future. On application projects I am the interface between our development teams and our customers. I am passionate about research or development – but my ambitions don’t end there. In the future, I want to assume responsibility for initiating and managing international research and development projects with my team.

Computer Technology
My background is in computer science, physics or business-oriented computer science. As a research-oriented computer scientist, I love tinkering with product solutions for software-intensive systems, e.g. in mechatronic engineering, digital hardware engineering and human-machine interaction. I take great pleasure in the goal-driven application of software engineering methods. As a business-oriented computing expert focusing on the application side, I am committed to coordinating worldwide rollouts of new application systems, e.g. SAP. For me, IT security is the top priority in the ongoing battle against unauthorized access. As a future Bosch executive, no IT project can be complex enough for me.

Your Junior Managers Program could look like this:
- You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
- You receive intensive preparation for global executive responsibilities.
- Depending on your qualifications and strengths, you complete 4–6 placements in the areas of research, advance engineering, product development or applications.
- During this period, you gain insights into such areas as production, technical sales or a corporate sector as interfaces to development.
- You take on responsibilities of your own on projects and in day-to-day operations.
- Your program includes a placement abroad.
- The program is rounded out by individual guidance and training measures to meet your needs.

Examples of subject areas covered within this framework:
- Requirements engineering
- Model development (empirical, numerical, analytical); simulation
- Materials development, process development
- Hardware development, software development, mechatronic engineering, hardware/software codesign

Your Junior Managers Program could look like this:
- You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
- In 4–6 placements, you receive intensive preparation for global executive responsibilities.
- Depending on your qualifications and strengths, you may work in research to explore, test and evaluate new software technologies, for example, and then perhaps become familiar with a business field analysis in vehicle networking. After next gaining insights into the problems involved in software-intensive systems, you could end up applying what you’ve learned in manufacturing at one of our international production locations.
- In IT support, you assume responsibilities for international IT projects, collaborate on the development and rollout of global SAP R/3 applications, monitor operations at data centers, and develop communications networks and desktop applications, applying the highest standards of data security and data protection.
- You gather experience at home and abroad.
- You take on responsibilities of your own on projects and in day-to-day operations.
- The program is rounded out by individual guidance and training measures to meet your needs.

Examples of subject areas covered within this framework:
- Software engineering
- SAP projects
- Business process modeling
- System and network infrastructure
**Distribution**
My background is in business administration, economics or industrial engineering, and I have chosen logistics as my major. As a logistician, terms like supply-chain management, production logistics, value stream analysis and in-plant logistics concepts are nothing new to me. I have a interest controlling, budget planning and variance analysis. As a future distribution manager, I want to play a significant role in shaping the way Bosch dues business.

Your Junior Managers Program could look like this:
- You complete an international Junior Managers Program lasting 18 to 24 months, which we design in consultation with you.
- You receive intensive preparation for international executive responsibilities.
- During the first year, you get to know the underlying business principles of a production plant in production controlling, logistics and purchasing. In the second year, you take over responsibility in these functions at divisional and corporate level and as well as in an foreign assignment.
- In 4-6 placements, you perform responsible tasks in both projects and day-to-day business.
- The program is rounded out by individual supervisior and training measures to meet your needs.

Examples of subject areas covered within this framework:
- Value based management
- Supply Chain Management
- Business planning
- Production logistics

**Marketing / Sales**
Sales and marketing fascinate me. I have just or am in the process of completing my studies in business administration, industrial engineering or economics. I cannot imagine anything more interesting than developing international marketing and sales activities, ensuring compliance with best-practice methods, and preserving the competitive edge of Bosch as a global player. And I would like to experience these things with the most diverse products and markets, such as the worldwide first from Bosch Power Tools – the Ixo lithium-ion cordless drill/driver.

Your Junior Managers Program could look like this:
- You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
- You receive intensive preparation for global executive responsibilities.
- You complete 4-6 placements in various divisions with responsibilities including customer service and care, marketing, service, sales management and sales strategy.
- You gather experience at home and abroad.
- You take on responsibilities of your own on projects and in day-to-day operations.
- The program is rounded out by individual guidance and training measures to meet your needs.

Examples of subject areas covered within this framework:
- Product management
- Brand management
- Field service
- Sales controlling
- Service
Human Resources
I derive satisfaction from dealing responsibly with people. I have just or am in the process of completing my studies in business administration, economics, industrial engineering or psychology. My strengths include an open and natural manner, empathy, decisiveness and assertiveness. I am interested in operational personal topics and I am looking forward to winning over high potentials for Bosch at recruiting events, then expertly advising and supporting them in their careers. My medium-term goal is a position as human resources manager at a Bosch location in Germany or abroad.

Your Junior Managers Program could look like this:
• You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
• You start in a personnel department at one of our production locations and get to know operational HR work at first hand.
• After that, you move on to a corporate-level HR unit, e.g. Personnel Marketing or International Assignments.
• You are posted to one of our regional subsidiaries abroad to apply what you’ve learned.
• If you are interested in other commercial functions, you have the opportunity to spend a number of months working in another area, such as Controlling or Purchasing.
• The program is rounded out by individual guidance and training measures to meet your needs.

Examples of subject areas covered within this framework:
• Recruitment
• Personnel marketing / university marketing
• Personnel service and support
• International personnel exchange

Technical Sales
My background is in mechanical, electrical or industrial engineering, physics or a comparable subject area. Cars and automotive technology have always fascinated me. Sales and negotiation are in my blood. My customer base encompasses the entire automotive industry. I win over customers for new projects and convince them of the merits of our services. My diplomatic negotiating skills guarantee successful price negotiations every time. As a future sales manager, I will have the ability with my team to inspire enthusiasm in our customers.

Your Junior Managers Program could look like this:
• You complete an international Junior Managers Program lasting 18 to 24 months, which we map out in consultation with you.
• You will work in a product development or product management department.
• After that, you move on to bring in your experiences in one of our regional subsidiaries abroad.
• You finish the program in a key account management or marketing department.
• If you are interested in other commercial functions, you have the opportunity to spend a number of months working in another area, such as Controlling or Purchasing.
• The program is rounded out by individual guidance and training measures to meet your needs.

Examples of subject areas covered within this framework:
• Time to market
• Customer project management
• New business / bidding processes
• Sales controlling
• Product marketing