



UG Supply Chain Leadership Development Program Manufacturing Focus

ECOLAB OVERVIEW

With annualized sales of \$11 billion and more than 38,000 employees, Ecolab Inc. is the global leader in water, hygiene, and energy technologies and services. Founded in 1923 and headquartered in St. Paul, Minnesota, Ecolab delivers comprehensive programs and services in more than 160 countries. Around the world, businesses in the food, hospitality, healthcare, industrial and oil and gas markets choose Ecolab products and services to help keep their environments clean and safe, operate efficiently, and make the world better.

We have been recognized as one of Industry Weekly's "100 Best-Managed Companies" and rank among the "100 Best Corporate Citizens" according to Business Ethics Magazine, one of only 16 companies to make the list for eight consecutive years. We are also proud to be a member of the Forbes Platinum 400. In this kind of environment, leadership comes naturally.

SOFTWARE ENGINEERS operate within the Research, Development and Engineering group. This position supports all business units of a globally diversified technology/service company, creating a dynamic, challenging, and varied work environment. Challenge yourself to create innovative control and dispensing systems that improve the user experience, safety, and value for our customers.

This position will entail a variety of software engineering work with a focus on new product development. You will work on embedded control systems utilizing microcontrollers and Linux-based microprocessors. This work will include design, analysis, system level testing, manufacturing transfer, and post launch support.

MAIN RESPONSIBILITIES:

- Participate in the design and development of new products.
- Research, design, develop, debug and validate software for Ecolab's chemical dispensing and control systems.
- Ensure compliance with design criteria and standards.
- Test, evaluate and analyze systems to determine or prove performance and reliability.
- Identify and evaluate technologies to advance the performance and reliability of existing and new products.
- Work with and support cross-functional teams and business units in development of new product offerings.
- Occasionally provide direction to testing and lab support personnel.

BASIC QUALIFICATIONS:

- Bachelor's or Master's degree in Computer Science
- Legal authorization to work in the United State

PREFERRED QUALIFICATIONS:

- Experience programming in C/C++ , Java, or C-Sharp languages.
- Experience programming embedded controls and/or Linux OS.
- Experience with communication over Ethernet, RS-485, wireless.
- Experience programming with OOD or OOP
- Effective oral communication skills, organizational skills and attention to detail.



- Demonstrated initiative and ability to work independently and as a member of a multi-disciplinary team while handling multiple tasks or projects.
- Demonstrated project management and leadership skills.

Our benefits go beyond caring for your health - they provide for your financial well-being. For today, we offer medical, dental, vision, life insurance, and disability coverage. For tomorrow, we help you share in Ecolab's success through a matching 401(k) and stock ownership opportunities. For your individual needs, we offer you tuition reimbursement plans and voluntary personal plans.

UG LEADERSHIP PROGRAM

The primary purpose of this program is for participants to cultivate and refine their leadership skills in preparation for a future career in Supply Chain management. Participants will receive assignments within a variety of Manufacturing focused positions such as Production Supervisor or Production Planner. Those with an engineering background will also have an assignment within the engineering field. You will have a dedicated manager, mentor and peer associate to support your development and technical training in a complex Lean Six Sigma operation as you achieve green belt certification. This 6-year program will give you a broad perspective of the company as well as provide an opportunity to gain detailed knowledge in many of the fundamental areas needed for future success.

As your future with Ecolab unfolds, expect initial relocation to one of our key plants which may include locations such as Joliet, IL (**Chicago**), Greensboro, NC (**Raleigh**), Garland, TX (**Dallas**), or McDonough, GA (**Atlanta**) and subsequent relocation in 2-4 years. You will be supported with a relocation allowance.

Potential assignments within the program could include:

▲ PRODUCTION SUPERVISOR

In this role you will drive daily manufacturing operations to deliver targeted safety, quality, production, and cost results. You will gain knowledge in executing the plan, functional area knowledge, production procedures, and managing, assets and quality. You will also develop your management skills as you learn the skill of leading and motivating your team to be successful to execute the plan.

▲ PRODUCTION PLANNER

As a production planner you will identify strategies for the on-time delivery of product based on trends in material supply, manufacturing capacity and customer demand. You will gain knowledge in creating a plan, capacity review and management, demand planning, parameter management, forecasting systems, product life-cycle, root cause analysis and new product introduction.

▲ QUALITY ENGINEER

In this role you will promote continuous improvement in quality, process control and material efficiency based on statistical analysis of manufacturing and systems capabilities. You will gain knowledge in quality process and metrics, problem solving driven from complaints, ISO systems and producing products within specifications.

▲ PROJECT ENGINEER

As a project engineer you generate ideas, develops capital approval requests and ensures assigned projects are implemented on-time and within budget. You will gain knowledge in project planning, project management, managing external resources, and equipment reliability, while you create a vision and implement best practices.

BASIC QUALIFICATIONS



- ▲ Pursuing a Bachelor's degree in Supply Chain Management, Operations Management, Chemical Engineering, Mechanical Engineering, Industrial Engineering, or related major with an anticipated graduation date of May/June 2011, December 2011 or May/June 2012.
- ▲ No immigration sponsorship provided for this role.

PREFERRED QUALIFICATIONS

- ▲ Demonstrated leadership and project management skills.
- ▲ Strong computer proficiency with MS Word, Excel, PowerPoint and Access.
- ▲ Excellent communication skills, both written and verbal.

Regardless of where you start your career, expect to be challenged and stretched to reach your greatest potential. As you prove successful in your assignments, you will be positioned in strategic leadership roles to bring our Supply Chain leadership depth to world-class status. At Ecolab, the solution is YOU!