



Operations Leadership Rotational Program

Why Watlow?

The world's leading companies start with Watlow. Watlow®, a privately owned global company, is the industry leader in the design, manufacture and integration of complete thermal systems including electric heaters, temperature sensors, temperature controllers, power controllers and supporting software.

At Watlow, we are constantly driven to do more to help our customers. We take on big technical challenges. We are committed to projects that help our fellow human beings and we strive to learn more. From single components to high performance systems, we bring our thermal expertise to numerous applications, including semiconductor processing, energy processes, diesel, foodservice equipment, life sciences and others.

Tell me more about the program!

We are building the next generation of leaders in operations. It's just that simple. We created the **Operations Leadership Rotational Program (OLRP)** to build a strong foundation of operations expertise and leadership. From the start, you will collaborate with mentors and team leaders while you rotate through continuous improvement and leadership projects. Along the way, you will realize Watlow's culture of self-actualization and fun is on a level you've never imagined.

The Operations Leadership Rotational Program is a **two-year rotational** commitment. Your first rotation will focus on learning **continuous improvement** in areas of operations, quality, and supply chain at a Watlow manufacturing facility. Building a foundation in continuous improvement will set you up for success as you transition into your second rotation as a **production team leader (PTL)**. As a PTL you'll experience one of the most critical roles to the organization. We'll help take your leadership skills to the next level as you lead a production cell.

Don't worry – as you move through the rotation you won't be alone. A program sponsor, team leader, and continuous improvement (CI) sensei will help mentor and be by your side to keep you on the road to succeed. PLUS – you'll be building long lasting friendships with other new leaders in the Operation Leadership Program.

Following the completion of the program you'll take the CI and leadership skills gained from the rotation and transition into a full-time, non-rotational role as senior CI facilitator or PTL II. As you grow in your new role our goal is to continue to develop and fast track your career into other operations leadership roles such as – material managers, quality managers, manufacturing managers, operations manufacturing leaders.

Who are we looking for?

Business or Technical Expertise — Business degree? Awesome. Engineering degree? Awesome. We need smart people who want to put their degrees to work while developing their understanding of operational leadership.

Team Players & Collaborators – Solving the world’s toughest thermal challenges is hard and involves our brightest minds working together cross-functionally. We’re all in this together.

Leaders & Initiators – Love having the autonomy to make decisions? Good – because we do too! We’re looking for leaders and self-driven individuals who aren’t afraid to ask questions, make mistakes, and leap into the heart of a problem.

Communicators — Great things happen when people communicate. This is especially true when it comes to operational improvement. Bring your curiosity and educational insights to the game and you will score. Big time.

What will you be doing?

Growing Your Operational Expertise – You’ll be gaining exposure and understanding on how continuous improvement impacts production and develop a strong foundation in operations and leadership.

Learning How to be an Awesome Leader – We want our leaders to be great, so we give them the best tools, resources, and support to do great things. You’ll learn from the best as you learn how to manage great team members and help develop them into their best selves.

Year 1 – You’ll start the program as a CI facilitator and be exposed to projects in supply chain, safety, quality and process engineering. You’ll be learning and mentored by our best – a CI sensei, which will mentor you for your entire rotation.

Year 2 – You will transfer to a different Watlow site and apply the skills you learned in your first rotation to lead a production cell - how to ensure your team is safe, a quality product is being produced, budgets are on target, products are going out on time, and we are keeping customers delighted.

Applying Classroom Theory to Real Life – Using the learned theory and applying to real life projects and building mastery. Finding solutions to problems that don’t have defined solutions. Working on strategic initiatives to the business and vision. Real deadlines. Real customer interaction. Real solutions.

What are the qualifications to apply?

- Bachelor's degree in operations management, business, engineering management, industrial engineering, or a related degree
- Availability to start in January 2020
- Prior internship/co-op experience preferred

Additional Requirements

- You have a strong interest in operations and management
- Ability to relocate for second rotational experience
- Able work in the U.S. legally without employment sponsorship

Potential Rotational Locations:

- St. Louis, MO
- Columbia, MO
- Hannibal, MO
- Richmond, IL
- Winona, MN

Other Stuff

As you join Watlow you have the opportunity to make a great living, have exceptional quality of life, and be part of a community of people — a family — who realize collaboration, autonomy, challenge, and reward are the means to self-fulfillment.