

# Boost your career!





Boost your career!

# Ready to drive the future?

You are a graduate with a technical or business degree. You are now ready for a real challenge in the automotive industry? You want to develop your skills in a highly professional and creative environment around the globe? You also want to work for the most renowned vehicle manufacturers all over the world – and shape the future of mobility in a position of high responsibility? **Then boost your career with the Graduate Program of BorgWarner!**

## Welcome to the global product leader!

For more than 100 years, **BorgWarner** has continually moved the automotive industry forward with groundbreaking powertrain technology for engines, transmissions and all-wheel drive systems. Today, we are still a global product leader, strategically focused on innovation and the development of new technology as the means to drive our growth.

The **BorgWarner Turbo Systems division** develops and manufactures innovative exhaust gas and electric driven turbochargers. We produce turbocharging systems that play a crucial role in improving driving comfort, fuel consumption and environmental friendliness of vehicles all over the world. As the global technological leader we are the preferred partner of almost all vehicle manufacturers around the globe.



Boost your career!

# Get ready for management in 24 months: The BorgWarner Graduate Program

## Join us as a management candidate

Our Graduate Program offers you the chance to get off to a flying start in a leading management position at a global product leader. We are looking for dynamic young people who are highly motivated and who can see themselves working at a **high responsibility** level in an **international environment** with **flat hierarchies**. Are you a team player with a passion for technology and cars? Do you have a degree in technical or business studies? Then apply today and boost your career at BorgWarner! All career opportunities can be found on our careers site:

[www.borgwarner.com/careers](http://www.borgwarner.com/careers)

## Objective of the Graduate Program

With our Graduate Program we support young high potentials to prepare for a **leading management position** at BorgWarner. By the end of the program, you will have built up a **global network** within our company and acquired all the necessary skills to enable you to take up a responsible position within our management anywhere in the world.

## The program

During the Graduate Program you will gain **comprehensive insight** into the management tasks of our company by working in **three eight-month job rotations**. You will actively work on important projects and become a part of our management team. The program will offer you opportunities to train your skills in cross-functional and cross-geographical work. On- and off-the-job trainings, for example at our Turbo Academy, and graduate development in Product

Technology Leadership, BorgWarner Core Programs and in Functional Role will strengthen your practical knowledge.

Start and boost your career in a responsible position at BorgWarner! The chart shows an example of a training plan for our management candidates. Your plan will be coordinated in line with your individual knowledge and targets.

Possible assignments include areas such as Engineering, Manufacturing, Supply Chain, Sales & Program Management and Business/Finance.

## Examples of assignment



### Engineering

- PD-Tech Center
- Design
- Applications



### Manufacturing

- Operations Leadership
- Manufacturing Engineering
- Quality



### Supply Chain

- Purchasing
- Supplier Development
- Logistics



### Sales & Program Management

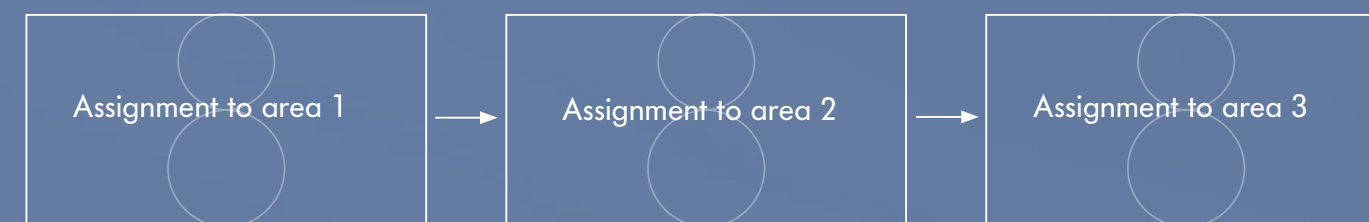
- Account Management
- Market Intelligence
- Customer Management



### Business/Finance

- Cost Accounting
- Operational Analysis
- Forecasting

## Example of a training plan for our management candidates



Three eight-month job-rotations with one fixed and two flexible assignments. On- and off-the-job training, cross-functional and cross-geographical work, specific graduate development in functional role and technical skills.

"I worked at BorgWarner as a graduate after my mechanical engineering studies. I had the opportunity to play an active role in structuring and evaluating tests. **Interesting projects and the prospect of working independently while taking on responsibility at an early stage in my career convinced me that BorgWarner is the ideal employer for me.** Today, I work as a program manager in a cross-functional team. It's a truly fantastic feeling knowing that I tested dual-clutch modules that are in hundreds of thousands of vehicles on the road today."





Boost your career!

# One company. More than 70 locations. A thousand opportunities.

**BorgWarner** is a global company with strong roots in the U.S., Europe and Asia. With approximately 30,000 people working all over the world we drive the future of the automotive industry.

Our **BorgWarner Turbo Systems division** is the global technological leader in developing and producing innovative turbocharging systems, engineered to significantly improve dynamic driving and fuel economy. With talented employees and a global network of locations all over the world

we locally support our customers to realize tomorrow's powertrain technology.

As a **global company**, we offer **many career possibilities**. No matter what your specialty is, you can make your ideas and ambitions come true in a variety of fields.

We offer challenging work, support professional growth and provide the opportunity to play a role in shaping the future of the automobile and commercial vehicle industry.



BorgWarner Turbo Systems:  
Locations worldwide



As a global company,  
we offer many career  
possibilities



Play a role in  
shaping the future  
of mobility



## Our beliefs

- Respect for each other
- Power of collaboration
- Passion for excellence
- Personal integrity
- Responsibility to our communities



"We really enjoy the Graduate Program at BorgWarner Turbo Systems because our varied range of tasks allows us to keep developing and improving ourself. **Due to the multinational nature of our project teams, we are constantly in contact with colleagues in Germany, Poland and the U.S., so we can continue to enhance our intercultural skills.** The flat hierarchies and our corporate philosophy allow us to present ideas directly to the plant management. Their constructive feedback boosts our development and gives us fresh motivation every day. **BorgWarner beliefs are not just an empty word here, but a philosophy that is genuinely lived.**"



Boost your career!

# Apply now!

Boost your career in the field of turbocharging at the worldwide technological leader – with an array of ambitious and challenging tasks. Prepare for a management position and develop your professional and personal skills in your preferred area of expertise. We offer you the chance to take on responsibility quickly, develop successfully and enjoy a career in an international environment.



## Your contact:

BorgWarner Turbo Systems GmbH  
Mannheimer Strasse 85/87  
67292 Kirchheimbolanden  
Germany

Telephone +49 (0)6352 403-1465

E-mail:  
[EHD-engineering@borgwarner.com](mailto:EHD-engineering@borgwarner.com)

All positions vacant at  
BorgWarner can be found  
on our careers site:  
[borgwarner.com/careers](http://borgwarner.com/careers)



Layoutalternativen



# Boost your career!



# Boost your career!







Boost your career!

"I started out as a production technician on the line after having been trained as an operator. I then changed over into production planning where I was able to get a better overview of the processes and working together to get the best fit for our production. I did that for two years during which BorgWarner supported me in my continuing education classes. I received my Mechatronics & Production Management Diploma and I was promoted to production engineer. For the last two years I have been working as Operations manager. At BorgWarner – if you are up to continually challenging yourself, you grow as the job changes and opportunities open up."

## Ready to drive the future?

You are a graduate with a technical or business degree. You are now ready for a real challenge in the automotive industry? You want to develop your skills in a highly professional and creative environment around the globe? You also want to work for the most renowned vehicle manufacturers all over the world – and shape the future of mobility in a position of high responsibility? **Then boost your career with the Graduate Program of BorgWarner!**

## Welcome to the global product leader!

For more than 100 years, **BorgWarner** has continually moved the automotive industry forward with ground-breaking powertrain technology for engines, transmissions and all-wheel drive systems. Today, we are still a global product leader, strategically focused on innovation and the development of new technology as the means to drive our growth.

The **BorgWarner Turbo Systems division** develops and manufactures innovative exhaust gas and electric driven turbochargers. We produce turbocharging systems that play a crucial role in improving driving comfort, fuel consumption and environmental friendliness of vehicles all over the world. As the global technological leader we are the preferred partner of almost all vehicle manufacturers around the globe.



# Boost your career!



Join the  
**BORG WARNER  
GRADUATE  
PROGRAM**  
of the global  
product leader

 **BorgWarner**



Boost your career!

# Ready to drive the future?

You are a graduate with a technical or business degree. You are now ready for a real challenge in the automotive industry? You want to develop your skills in a highly professional and creative environment around the globe? You also want to work for the most renowned vehicle manufacturers all over the world – and shape the future of mobility in a position of high responsibility? **Then boost your career with the Graduate Program of BorgWarner!**

## Welcome to the global product leader!

For more than 100 years, **BorgWarner** has continually moved the automotive industry forward with ground-breaking powertrain technology for engines, transmissions and all-wheel drive systems. Today, we are still a global product leader, strategically focused on innovation and the development of new technology as the means to drive our growth.

The **BorgWarner Turbo Systems division** develops and manufactures innovative exhaust gas and electric driven turbochargers. We produce turbocharging systems that play a crucial role in improving driving comfort, fuel consumption and environmental friendliness of vehicles all over the world. As the global technological leader we are the preferred partner of almost all vehicle manufacturers around the globe.