≋ BorgWarner	**BorgWarner is the recognized leader in advanced products and technologies that satisfy customer needs in powertrain components and system solutions.**

Turbo Systems Graduate Program Candidate Profile

Job Title:	Turbo Systems: Graduate Program Candidate	**Functional Department:**	TBD-depending on candidate qualifications (assigned to Turbo-HQ)
Job Location:	TBD	**Employment Status:**	Full Time
Global Grade:	Choose an item.	**FLSA Status:**	Exempt
Date:	9/1/2016	**Business Unit:**	Turbo Systems

PROGRAM SUMMARY

Objective: Develop and implement a global Graduate Program for Turbo Systems that will elevate our International Talent Pool for the future.

The BorgWarner Turbo Systems Graduate Program is an extensive two year program for promising talents who want to work for a world class organization that places a high value on innovation, creativity and operational excellence.

The program is designed to accelerate and enhance participants' experience levels and functional expertise. Every candidate will grow professionally through intensive international job rotational assignments, leadership development and specific technical training.

Participants in the program will be exposed to and contribute to business-critical projects / initiatives.

Turbo Systems program graduates will have a strong technical and business foundation to proactively and continually make innovative contributions to BorgWarner's future.

KEY RESPONSIBILITIES / REQUIREMENTS

Drive Results based on Turbo Systems Graduate Program objectives at predetermined milestones:
--Program will support our Turbo Systems technology leadership
--Program will infuse the business unit with new talent across global locations
--Program will develop young talent and contribute to business goals and growth expectations
Accept and engage in job rotations / job assignments as defined by business needs and qualifications:
--Candidate will agree to ~three ~8-month assignments (2-year program)
--Candidate will agree to work diligently on assigned project / initiative as prescribed by location (Manager & Mentor)
--Candidate will agree to International travel based on business / assignment needs
Successful Completion of BorgWarner Turbo Systems Graduate Program Development Plan:
--Work Challenge Development (rotational assignments)
--Functional Development (technical training)
--Leadership Development (key competency training, management training, mentoring)

JOB QUALIFICATIONS

EDUCATION AND EXPERIENCE (Minimum Qualifications)

- Bachelor's degree in a relevant discipline required (Product / Manufacturing Engineering, Operations-Production, Quality, Supply Chain, Sales, Program Management, Finance, IT, HR)
- Master's degree in relevant discipline preferred
- At least six months of relevant work experience (e.g. internships, training, initial professional experience)
- Automotive / Manufacturing Experience preferred
- Diverse International Work Experience preferred

- Extracurricular involvement (e.g. demonstrated leadership experience in a university, community, or work setting)
- Fluent in English
- Bilingual Language Skills preferred

CORE COMPETENCIES
Drive for Results
Functional/Technical Skills
Problem Solving
Timely Decision Making
Conflict Management
Interpersonal Savvy

Safety and Health:
Responsible for completing required safety training, reporting and correcting any unsafe practices as appropriate, completing work activities in a safe manner, and complying with safety and health requirements for respective position.

EEO STATEMENT

It is the policy of BorgWarner to provide equal employment opportunity to all applicants/employees regardless of age, color, national origin,

citizenship status, physical or mental disability, race, religion, creed, gender, marital status or any other characteristics covered by federal,

state or local law.