



## Leadership Development Associate

### Company Profile

75 years and countless innovations later, JCB has grown to become the 3rd largest heavy equipment manufacturer in the world providing a wide range of products across the construction, agricultural, compaction, industrial and waste & recycling industries and our people, JCB people, are at the heart of our business.

We answer to our customers, not a group of shareholders. That freedom allows us to concentrate on developing the latest technologies and incorporating them into our equipment. We focus on what our customer needs on the jobsite – a machine that holds up in the toughest environment and increases their productivity.

At JCB, we stand behind our products – and our name.

JCB is an equal employment opportunities (EEO) employer in accordance with applicable federal, state and local laws. JCB complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities.

### Our Leadership Development Program:

We're excited at offering a two (2) year leadership development program that starts with a temporary assignment at our North American headquarters in Savannah, GA where program participants will undergo hands-on training in our business, products and practices. On successful completion of the program, participants will be placed in full time positions, typically Sales and Marketing, within our organization – some of these roles may require relocation across North America.

### We're looking for YOU!

We are currently seeking individuals with a high degree of energy and enthusiasm; drive and motivation to grow and develop their career. As a participant in JCB's Management Training Program, participants will be exposed to all areas of JCB's business - domestic and international. Participants will be at the forefront of all our interaction between our JCB dealers and JCB corporate.

Through this program participants will develop effective leadership skills and gain the knowledge and experience required to be a comprehensive source of information for our dealer network by working in cross-functional areas of our business.

### Major Tasks, Responsibilities & Key Accountabilities

- Provide outstanding support and assistance to JCB's dealers
- Learn all facets of the construction equipment business to prepare for future roles within the company
- Observe experienced workers to acquire knowledge of methods, procedures, and standards required for performance of departmental duties
- Receive training in functions and operations of related departments to facilitate subsequent transferability between departments and to provide greater promotional opportunities
- Perform all other duties as assigned

### Minimum Qualifications

- Four (4) year college degree with an agriculture and/or business focus
- Must be able to work full-time
- Must have the ability to relocate

### **Preferred Qualifications**

- Previous work experience
- Agriculture background

### **Knowledge, Skills, Abilities & Competencies**

- Proficient in Microsoft Office software
- Comfortable in an office environment and operating (or learning to operate) heavy equipment
- Technical competence a plus
- Must be customer service oriented, flexible, articulate, confident, persistent, organized, and have a high energy level
- Must have excellent follow-through skills
- Must have a professional, polished, and sophisticated demeanor and be comfortable in most social settings
- Must be open to domestic and international travel

### **Job Conditions:**

- Both office environment and occasionally manufacturing/factory environment
- Subject to noise and temperature changes

### **Physical Requirements:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to:

- Sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear.
- The employee is occasionally required to stand and walk.
- The employee must frequently lift and/or move up to 10 pounds.
- Specific vision abilities required by this job include close vision, distance vision, depth perception, and ability to adjust focus.
- Must work seated at computer terminal for sustained periods of time
- Must be able to learn and operate heavy equipment

**\*\*Any temporary housing and/or relocation expenses will be covered by JCB and is assessed on a case-by-case basis\*\***