

Job Description



Position:	Engineer Kautex Development Program (m/f)
Department:	Trainee Program
Position Holders Name:	
Substituted by Position:	
Responsibilities:	<ul style="list-style-type: none"> • Career owner: Is responsible for own development. Asking for feedback, seeking for Learning and career opportunities • To have 6month PMP target definition. Make sure to have meaningful targets. Regular Feedback discussions and final evaluation • To have a meaningful Career File. Be owner of Development Plan in Career File • Communication of Career Aspirations - lead the repatriation process - find career opportunities and discuss with managers & HR • Create and maintain network with all Kautex Development Program participants with the purpose to share knowledge and experiences and build also on future network in the company • Provide continuous feedback to HR about Program in order to constantly improve • Know shopfloor environment • Know all interfaces and interdependencies between different functions and areas of the company • Complete 4 x 6 month rotations. At least a minimum of 3 x 6 month rotations in different functions or areas • Complete projects (A3) defined by Management and documented in PMP system during every rotation. • Have complete understanding of daily operational tasks and processes of the functions / areas of respective rotations. • Support common task within the Trainee - Team (location / global) e.g. best-practice sharing between locations or between different functions or between different Trainee Programs, organize social Team or Networking Event, Trainee Newsletter, • Work in line with all EHS Standards and Textron Ethics and Values
Experience:	<ul style="list-style-type: none"> • University degree in Business Administration / Sciences / industrial engineering / Operations research or comparable education • First working experience, e.g. internships is desirable; Extracurricular volunteering • International experience by studying or working in foreign countries is desired • Fluent English language skills are required, an additional language would be an advantage • Geographic mobility
Competencies: 	<ul style="list-style-type: none"> • Compassion • Ethics & Values • Self Development • Willingness and ability to learn on the fly • Priority Setting • Drive for Results • Decision making
Date:	
Sig. Supervisor	Sig. Position Holder