



## Junior Managers Program

**Success stories don't just happen.  
They are made.**



**BOSCH**  
Invented for life

Bosch's Junior Management Program (JMP) is a 18 months or 24 months rotational program custom designed for Master's level candidates. The objective of the program is to prepare you for future leadership opportunities. This program has produced many of our top executives over the last 30 years, including our Chairman of the Board, Franz Fehrenbach.

The program consists of 3-4 cross functional / cross divisional assignments. Rotations are custom designed to meet business demands with influence from executive mentors and your own input. Assignments will be in varied work environments in Japan and internationally, including corporate offices and manufacturing facilities. You will enhance your leadership skill through independent contributions, project management, mentorship and targeted training and so on.

You will have the opportunity of broad exposure and diverse development in challenging work environments. Historically, rotational tracks have included academic disciplines in human resources, sales, marketing, engineering and finance. For example, as a JMP candidate on the finance/accounting track, you will have challenging work experiences and gain high level exposure, as you rotate through the finance departments at one of the largest privately held companies in the world.

### Mandatory qualifications

- Master's degree, MBA or doctorate degree in a business, technical or scientific field
- Foreign experience; work experience, internship, professional studies or language school abroad
- Excellent English skills (Fluent conversation and Your TOEIC score should be above 700)
- Excellent verbal and written communication skill
- Strong social skill
- Maximum of 3 years full-time work experience or less
- Geographically mobile: JMP candidates must be willing to complete an international rotation
- Authorized to work in Japan indefinitely

### Desirable qualifications

- Extra curriculum activity (e.g. coach, team player, university club activities)
- Experience in leading teams, projects, task forces e.g. university club leader