

BMW PACE PROGRAM.

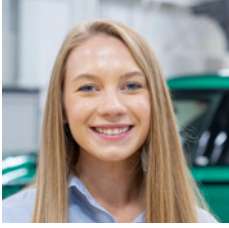
LAUNCH YOUR FUTURE.



**BMW
GROUP**
Plant Spartanburg



HOW DID PACE HELP LAUNCH THEIR FUTURE?



"The PACE program has provided me with opportunities to grow both as an individual, and a professional. I have gained a holistic view of our business by working in three distinctive areas of the plant. It has been incredibly rewarding to see the positive impact my projects have made on the plant as well as other associates."
- Hope



"Throughout my PACE rotations, I had opportunities to lead unique projects and step outside of my comfort zone. This program challenges you in the best way and at the conclusion of the program you have a dynamic portfolio. I am grateful for the program and the toolbox it's given me to be a successful associate."
- Amber



"Even outside of my direct areas of work, PACE provided me the opportunity to learn from dozens of other subject matter experts and gain critical mentorship early in my career. As someone who wasn't sure of my exact career path once I graduated, the PACE program allowed me to steer my career in the direction I wanted as I learned more about different opportunities at BMW and what I enjoyed doing."
- John





The PACE (Professional Accelerated Cross-functional Experience) program provides an unparalleled opportunity to prepare you for a successful career in the automotive industry. We seek talented, motivated individuals who bring fresh and innovative ideas to our company. At program completion, the core placement functions are engineering, manufacturing, and supply chain management. Additional career paths may be offered in finance, human resources, information technology, and other plant support areas.

Professional

The PACE program provides recent college graduates challenging work experiences in professional roles with both operational and project responsibilities. You will be an integral member of the team in the working areas to which you are assigned and will be given regular direction, training, and performance feedback to launch your professional career with the BMW Group. Each PACE Associate also receives formal mentors at various levels in the company.

Accelerated

One of the most beneficial and challenging aspects of the PACE program is that you will change assignment work areas and roles every 8 months during the 2-year program. This will require you to quickly become proficient in each new function and start making valuable contributions to the team immediately. You will see more, and grow faster, than if hired into a position in which you have years to master the function.

Cross-functional

A unique feature of PACE is the ability to work in 3 different areas at Plant Spartanburg in your first 2 years with the company. This will allow you to expand your network and skills rapidly, while also trying out different positions to learn more about yourself. Past graduates routinely tell us this rotational nature of the program was invaluable in helping them determine the type of position in which they wanted to launch their career at program completion.

Experience

In addition to the work experience in 3 different departments and roles in the company, the PACE program includes a rigorous and comprehensive development curriculum in German language, technical skills, leadership, professional development, project management, communication and professional presentations, personality assessment and feedback, community service, and corporate culture. As part of your onboarding you work a few weeks as a Production Associate, personally building the Ultimate Driving Machine.



Program Requirements:

Bachelors or Graduate degree in Engineering, Supply Chain Management, Business, Human Resources, Information Technology, or related field. Minimum cumulative overall GPA of 3.0

Minimum 3 months of Intern or Co-op experience in a related field, preferably in a manufacturing environment

Demonstrated leadership experience

Willingness to work night shift and travel as needed

German language skills (preferred)

Apply online at
bmwgroup.jobs/us





Program Distinctives:

Mentoring From:

- Assignment Supervisors
- Department Managers
- Program Operational Lead

Networking:

- PACE Group Events
- Department Overviews from Managers
- Monthly Roundtables

Technical Training:

- 8D Problem Solving
- Automotive Technology
- High-Voltage Batteries
- Design Thinking
- Data Analytics

Leadership & Professional Development:

- PACE Leadership Workshop
- German Language Classes
- Situational Leadership®
- Gallup CliftonStrengths®
- Project Management

**"We are developing you for
a career, not just a job."**

- Poul Sinonion
Manager for Talent
Programs and Training,
BMW Manufacturing



BMW PLANT SPARTANBURG.

We Build the Ultimate Driving Machine. Welcome to BMW Manufacturing. The Spartanburg plant is the global producer of the BMW X3, X3 M, X5, X5 M, X7, and XM Sports Activity Vehicles; the BMW X4, X4 M, X6 and X6 M Sports Activity Coupes.

Our associates take pride in building premium quality vehicles. BMW is proud to call South Carolina home where quality jobs, revenue generation, and investment are helping lay the foundation for an even brighter future. Some of the plant's highlights and milestones include:

- The BMW Group has invested more than \$12.4 billion in the plant since 1992 and it has gone through six major expansions.
- 11,000 jobs are onsite with over 40 suppliers in South Carolina and 300 in the United States.
- Since the start of production in 1994, the plant has produced over 6 million vehicles
- More than 1500 BMW X vehicles are produced daily
- Nearly 60% of production is exported to 120 world markets

BMW Manufacturing is conveniently located off Interstate 85 between Greenville and Spartanburg, South Carolina. The work/life balance is easy to maintain in the beautiful mountain areas of the Upstate. Downtown and surrounding areas offer activities that will entertain and provide relaxation. The following sites will provide you with more information about the Greenville-Spartanburg area:

www.visitgreenvillesc.com and www.cityofspartanburg.org

BMW Manufacturing Co., LLC
P.O. Box 11000, Spartanburg, SC 29304-4100

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