

**job description**

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| **Title:**  | Management Trainee | **Salary Grade Code:** |  |
| **Department:** | Various | **FLSA Status:** | [x] Exempt [ ] Non-exempt |
| **Location:** | Various | **Reports To:**  |  |
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***Broad Function and Purpose of Position***

The Management Trainee program at Sika Corporation is an 18-month rotational program for high potential candidates holding a bachelors’ degree or higher education, with little to no- industry experience. The training program allows them to learn different aspects of Sales/Marketing, R&D and Operations in our sales and/or manufacturing environments to help build a foundation for a career at Sika Corporation, During the rotational program, trainees are mentored by a member of our Leadership Team. Learning occurs primarily through on the job projects assigned to each trainee. The program requires the trainee to work at three Sika worksites during the program, so relocation may be required.

Some locations may include but are not limited to:

* Lyndhurst, NJ
* Marion, OH
* Canton, MA
* St. Louis, MO

Throughout the program, the Management Trainee will gain skills for developing new business and maintaining current relationships both internal and external. Responsibilities will also include cost control ideas and good understanding of what it takes to run a profitable business. The Management Trainee will learn how to effectively communicate and interact with all types of customers and co-workers.

***Qualifications/Experience:***

* Bachelor’s degree in a related field
* Ability and willingness to work at any location in the US
* Valid Driver’s License
* Good communication and interpersonal relationship skills
* Goal oriented with a take charge attitude
* Self-motivated and able to take ownership of projects
* Internship or entry level experience in a manufacturing company a plus
* Professional appearance

Approved: TM/Dep Head Date Approved: HR Date