



RENAULT NISSAN MITSUBISHI

Alliance Rotational Development Program (ARDP) – China

Purchasing/Supply Chain Track

The automotive industry will face more changes in the next 5 years than it has in the last 20. With the evolution will come new challenges: a newer and faster way of doing things, a different way of perceiving the automotive industry and new mobility services such as electrification, autonomous drive and connected vehicles. These changes create tremendous opportunities and require new skills and it is within this unique and challenging context that you will evolve and grow as the next leader. Are you ready to face the challenges and be part of the largest industry disruption to shape and execute new strategies? Here's how you can:

The ARDP- China is a highly selective program for MBA graduates, it is a newly set up First Year program in The Alliance. It is part of the buying strategy & employer brand awareness to enhance China Talent pipeline through high-impact stretch assignments both in Global & Regional offices and Mainland China entities. It takes graduates from the finest MBA programs in China on an accelerated path to China leadership roles. Expertise preferred in any of the following areas: supply chain, purchasing, quality management etc.

Program Overview

- 5 year program with 3-4 assignments specific to each participant's career path and organization's needs
- Cross-functional / cross-regional rotations ranging from 12-18 months to build the knowledge and skills needed to become a global leader
- The first rotational assignment will be in overseas office location under The Alliance companies
- Opportunities for movement to all brands within the Renault-Nissan Alliance including but not limited to Infiniti and Datsun
- Support for developing key leadership qualities through mentoring, feedback and leadership training

General Global Qualifications:

- 5-7 years of work experience required
- Previous professional experience working in an automotive industry preferred
- Must be mobile for the duration of the program to regional assignment and inside China (willing to relocate and travel)
- Fluency in Chinese & English is mandatory, other languages are a plus
- Exceptional communication, analytical, and organizational skills

- Show demonstrated leadership abilities and drive to be a business leader

Purchasing / Supply Chain Specific Qualifications:

- Past professional experience in supply chain and purchasing functions.
- Must be customer focused, strong communication and maintain strong relationships
- Understand basic knowledge of supply chain, purchasing including manufacturing life cycle, supplier selection and management, purchasing quality management etc. .
- Show demonstrated strong logic, creativity, initiative, adaptability and collaboration skills

Interview process:

Candidates selected will be invited to first-round interviews on their campus. Those moving forward after the first round will have interviews with business leaders and executives within November and December.

Please send your CV to our below Email address:

thealliance@nissanchina.cn

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Renault-Nissan Alliance: Created in 1999, the Renault-Nissan Alliance is the longest-running transnational partnership between two major manufacturers in the automotive industry. The Alliance has built a unique business model that has created significant value for both companies. Employees at Renault and Nissan have worked as partners with attitudes of mutual respect and company pride while keeping separate brands and corporate identities. In 2016, the Alliance sold 9.96 million vehicles in almost 200 countries, and is the world's 4th largest automaker. The Renault-Nissan Alliance, with Mitsubishi Motors, also cumulatively sold 424,797 electric vehicles through 2016, making it the undisputed leader in zero-emission mobility.



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Product Planning Track

The automotive industry will face more changes in the next 5 years than it has in the last 20. With the evolution will come new challenges: a newer and faster way of doing things, a different way of perceiving the automotive industry and new mobility services such as electrification, autonomous drive and connected vehicles. These changes create tremendous opportunities and require new skills and it is within this unique and challenging context that you will evolve and grow as the next leader. Are you ready to face the challenges and be part of the largest industry disruption to shape and execute new strategies? Here's how you can:

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Program Overview

- 5 year program with 3-4 assignments specific to each participant's career path and organization's needs
- Cross-functional / cross-regional rotations ranging from 12-18 months to build the knowledge and skills needed to become a global leader
- The first rotational assignment will be in overseas office location under The Alliance companies
- Opportunities for movement to all brands within the Renault-Nissan Alliance including but not limited to Infiniti and Datsun
- Support for developing key leadership qualities through mentoring, feedback and leadership training

General Global Qualifications:

- 5-7 years of work experience required
- Previous professional experience working in an automotive industry preferred
- Must be mobile for the duration of the program to regional assignment and inside China (willing to relocate and travel)
- Fluency in Chinese & English is mandatory, other languages are a plus
- Exceptional communication, analytical, and organizational skills

- Show demonstrated leadership abilities and drive to be a business leader

Product Planning Specific Qualifications:

- Past professional experience in product planning functions such as Product planning, market research, consumer market analysis, market intelligence preferred.
- Must be customer focused, data analysis and maintain strong relationships
- Understand basic knowledge of product planning including market intelligence, consumer analysis and product planning process etc.
- Show demonstrated strong logic and analytical skills, creativity, initiative, adaptability and collaboration skills

Interview process:

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Sales and Marketing Track

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Program Overview

- 5 year program with 3-4 assignments specific to each participant's career path and organization's needs
- Cross-functional / cross-regional rotations ranging from 12-18 months to build the knowledge and skills needed to become a global leader
- The first rotational assignment will be in overseas office location under The Alliance companies
- Opportunities for movement to all brands within the Renault-Nissan Alliance including but not limited to Infiniti and Datsun
- Support for developing key leadership qualities through mentoring, feedback and leadership training

General Global Qualifications:

- 5-7 years of work experience required
- Previous professional experience working in an automotive industry preferred
- Must be mobile for the duration of the program to regional assignment and inside China (willing to relocate and travel)
- Fluency in Chinese & English is mandatory, other languages are a plus
- Exceptional communication, analytical, and organizational skills

- Show demonstrated leadership abilities and drive to be a business leader

Sales & Marketing Specific Qualifications:

- Past professional experience in Marketing/Sales functions such as Product Marketing, Pricing, Sales Operations, Marketing Intelligence, Brand Management, Global Sales operation, Dealer network development preferred
- Must be customer focused and maintain strong relationships
- Understand basic knowledge of marketing ROI including budget structure, planning process and KPIs.
- Show demonstrated creativity, initiative, adaptability and collaboration skills

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Human Resources Track

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Program Overview

- 5 year program with 3-4 assignments specific to each participant's career path and organization's needs
- Cross-functional / cross-regional rotations ranging from 12-18 months to build the knowledge and skills needed to become a global leader
- The first rotational assignment will be in overseas office location under The Alliance companies
- Opportunities for movement to all brands within the Renault-Nissan Alliance including but not limited to Infiniti and Datsun
- Support for developing key leadership qualities through mentoring, feedback and leadership training

General Global Qualifications:

- 5-7 years of work experience required
- Previous professional experience working in an automotive industry preferred
- Must be mobile for the duration of the program to regional assignment and inside China (willing to relocate and travel)
- Fluency in Chinese & English is mandatory, other languages are a plus
- Exceptional communication, analytical, and organizational skills
- Show demonstrated leadership abilities and drive to be a business leader

Human Resources Specific Qualifications:

- Past professional experience in Sales & Marketing, Finance and/or any related field as well as Human Resources
- Must be customer focused and have ability to build and maintain strong relationships
- Ability to anticipate the future, collaboration and out of the box thinking
- Strong analytical skills and data-driven thinker
- Ability to adapt to a fast-paced organization

Interview process:

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Finance/Sales Finance Track

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Program Overview

- 5 year program with 3-4 assignments specific to each participant's career path and organization's needs
- Cross-functional / cross-regional rotations ranging from 12-18 months to build the knowledge and skills needed to become a China focused leader with global mindset.
- The first rotational assignment will be in overseas office location under The Alliance companies
- Opportunities for movement to all brands within the Renault-Nissan Alliance including but not limited to Infiniti and Datsun
- Support for developing key leadership qualities through mentoring, feedback and leadership training

General Global Qualifications:

- 5-7 years of work experience required
- Previous professional experience working in automotive industry preferred
- Must be mobile for the duration of the program to regional assignment and inside China (willing to relocate and travel)
- Fluency in Chinese & English is mandatory, other languages are a plus
- Exceptional communication, analytical, and organizational skills

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- Show demonstrated leadership abilities and drive to be a business leader

Finance/Sales Finance Specific Qualifications:

- Past professional experience in Finance/Sales Finance functions such as treasury, M&A, budget planning and forecasting, business operations accounting, banking, financial planning, investments, tax, etc.
- Project experience for Supplier Financing program or other Finance related is preferable
- Must be customer focused and maintain strong relationships
- Planning and organizational abilities
- Capacity to work under pressure, accuracy and attention to detail
- Show demonstrated problem solving, adaptability and collaboration skills

Interview process:

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