



BUILDING VALUE SINCE 1906

Consider applying here, if you want to:

- Have the opportunity to build a satisfying career.
- Develop lasting relationships with great people.
- Work in a dynamic and collaborative environment.

Management Development Program Offer:

- Leadership and career development opportunities.
- Cross-functional exposure within and across business functions to provide a holistic view of the organization.
- Rotational opportunities in diverse functions including but not limited to; Manufacturing, Marketing, Operations, Finance, Supply Chain, etc...

Management Development Program:

The Management Development Program combines responsible and important job assignments with educational training. The Program begins with the Field Analyst role and through job rotation within various segments of the organization provides associates with broad and valuable management experience. Throughout the program, employees will enhance their general management and leadership skills, gain exposure to core operations, interact with executive leaders and receive frequent developmental feedback while establishing a leadership career path. Following this first rotation, Management Development Associates typically transition to a front line supervisory role (e.g. Manufacturing, Customer Service, etc.) before moving into staff or project management positions within other corporate departments or divisions (e.g., Marketing, Operations, Finance, etc).

As an associate in our Management Development Program, you will have the opportunity to learn about what it means to be part of the Bobrick family through an on-going rotational program. You will gain valuable experience working alongside mentors on real-life projects and exposure across various business functions, while developing management and leadership skills.

1st Rotation (Field Analyst):

The Field Analyst position is part of a centralized resource team responsible for providing a variety of services to field sales representatives, sales managers, architects and US & Canadian customers. As the internal liaison for this customer base, the position requires exceptional customer service and strong problem solving skills while ensuring diplomacy and good judgment are a part of every solution.

Examples of a Field Analyst's daily functions are:

- Assisting in the pricing effort and competitor analysis.

- Participate in cross-functional teams and projects in various areas of the company (e.g., Marketing, Operations).
- Experience-hands-on training needed to learn business systems and processes.
- Identifying areas for process improvement.
- Responding to customer information requests.
- Developing product knowledge.

Required Qualifications:

- Bachelor's degree (minimum) and at least a 3.0 GPA.
- Master's degree in Business Administration preferred, but not required.
- 2-3 years of work experience preferred, but not required.
- Has demonstrated the ability to effectively lead others (e.g. based on prior work experience, extracurricular activities, community programs, athletics, etc).
- Has strong critical-thinking skills, including experience working on complex problems that require quantitative analysis.
- Communicates clearly and persuasively both orally and in written forms.
- 1 – 3 years of leadership experience and has the desire to learn, develop and grow within the company.
- Strong problem-solving and organizational skills.
- Microsoft Office Programs.

About the Company:

Bobrick, headquartered in North Hollywood, CA, is the industry-leading manufacturer of Stainless Steel commercial washroom accessories with 100+ years of experience (back when it was a start-up, Bobrick invented the lavatory-mounted soap dispenser!). A mid-sized, privately owned company, Bobrick includes brands such as KoalaKare, operates 6 manufacturing facilities throughout the US and Canada, and conducts business in over 85 countries worldwide.

Bobrick's Culture:

We view our culture as a competitive advantage and a foundation for continued success. Our positive and supportive culture encourages our people to do their best work every day. Bobrick respects work-life balance, has a strong commitment to employee development and attributes its success to four core values and their alignment with its employees, suppliers, sales representatives, distributors and other channel partners.

We are dedicated to:

- Doing the right thing: Conduct all aspects of business honestly, ethically, and responsibly.
- Offer the best value: Provide products and services which best meet each customer's needs.
- Treat each employee with dignity and as an individual: Help each employee develop and achieve the maximum of their potential.
- Continuously improve everything we do.