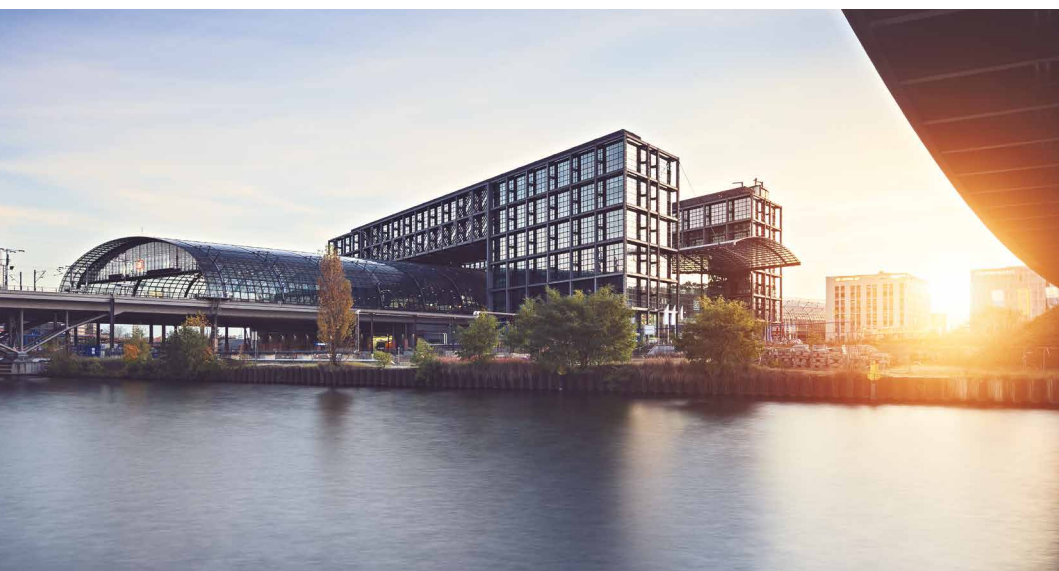




RENAULT NISSAN MITSUBISHI

ROTATIONAL DEVELOPMENT PROGRAMS

2018



SET OFF ON AN ACCELERATED PATH TO YOUR CAREER SUCCESS !

Our rotational programs are 5 years in length, designed to develop our future leaders across the Renault-Nissan-Mitsubishi Alliance, allowing you to experience at least 2 different regions in both mature and emerging markets.

It will consist of 3-4 different rotations that balance both participants' needs and that of the business, with opportunity to move to all brands within the auto industry's longest-lasting and most productive cross-cultural alliance. The program aims to accelerate your development through high-impact stretch roles, executive mentoring, engagement with HR and business leaders, cross regional experiences, a strong alumni network and customized development planning. Join to demonstrate your potential to excel as a global business leader where you define your own success!

Different tracks are available as follows:

- _Global (ARDP-G)
- _Americas (NRDP)
- _AGO (ARDP-AGO)
- _China (ARDP-C)

THE ALLIANCE

In 2017, the Alliance sold 10.608 million cars in nearly 200 markets. It represents one car over nine sold worldwide and makes the Alliance the number one automaker. Created in March 1999, this unique partnership respects and reinforces respective brands and culture. With 10 major brands, we are leading the electric revolution, pioneering innovations, and maximizing synergies with 1 purpose: to provide mobility for all.

Nissan Leaf



GRADUATE TESTIMONIALS



Meet **Eduardo Martins**, Deputy GM, Alliance Costing, Renault

"Having 10 years of professional experience in Finance before joining the ARDP-G, the program allowed me to develop different skills and perform some tasks that I couldn't imagine before. The ARDP-G made me believe that the doors are opened for many opportunities but you need to take the risk and be confident to do something new and different in your life."



Meet **Diana Torres**, Director Controller Sales & Marketing Finance, Nissan North America

"The ARDP-G program was not only challenging, but it also allowed me to have a holistic view of the Alliance as I went from a controlling role in one of the best manufacturing plants to Sales and Marketing, followed with a move to the Nissan Global HQ to experience how strategic decisions are made."



Meet **Charbel Abi Ghanem**, General Manager, Digital Marketing, Nissan Europe

"The program taught me to be flexible and open by being exposed to different functions and cultures. We are expected to perform in a short period of time and those two qualities are instrumental to be accepted by your team and succeed in doing the job."

Renault Zoé



PROGRAM CRITERIA

For more details on the different tracks available, please contact our regional management teams

- _ 5-7 years of work experience
- _ Globally or regionally mobile for 5-year duration of program
- _ Previous experience in a complex, multi-cultural environment preferred
- _ Fluency in English is mandatory, other languages may be required for some regions
- _ Currently enrolled in a top tier MBA program
- _ Strong desire to learn and contribute quickly to deliver results
- _ Demonstrated leadership abilities and drive to be a business leader
- _ Exceptional communication, analytical, and organizational skills.

Mitsubishi i-Miev



FAQ

If I graduate in the spring, can I still apply ?

Due to the targeted nature of our program we conduct recruiting once a year in the fall. Outside of this timing there could be other opportunities within the Alliance you may want to consider. All globally open positions are listed on our career websites.

Is this similar to an internship program ?

This is not an internship but rather a full-time rotational program focused on placing you in real, high-impact, business relevant roles. Your role is not short-term project based but focused on key performance metrics and achieving concrete business results.

What is the selection process ?

Applications are submitted via our partner school job portals and then on-campus interviews are held for those selected. For those continuing to further rounds will interview with key business leaders and HR executives. Final offers will be delivered by the end of November.

Is automotive experience needed or preferred ?

Previous automotive experience is not necessary for this program. We are looking for individuals from all sectors who have shown a proven ability to learn quickly and execute major projects successfully. Previous experience being a leader who can inspire vision and high-caliber work output in others is critical. Previous work in complex multi-national or global companies is preferred.

Why is this a 5 year long program?

Many rotation programs focus on short project-based roles with quick movement. This may be best for someone who is looking for a wide-company overview or unsure which function they want to specialize in. For our program, we choose roles that are highly complex and aligned to a long-term career path. The added complexity of experiencing different cultures and regions means you staying longer in the role is necessary to add value and demonstrate mastery.

Is this program only for one company within the Alliance or can I rotate to other brands?

This program allows movement to all brands within the Renault-Nissan-Mitsubishi Alliance including but not limited to Infiniti and Datsun. Experiences within the Nissan or Renault headquarters (Japan and France respectively) are also possibilities.

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GRUPE RENAULT



NISSAN MOTOR COMPANY



GROUP.RENAULT.COM

NISSAN-GLOBAL.COM

MITSUBISHI-MOTORS.COM

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Can I be placed in a country where I don't speak the language?

Yes, the program does offer language training as a benefit to positively support your daily life and learning but speaking a foreign language is not necessary for working abroad as English is used in all offices.

What are the benefits or support provided for the program participants?

Within the program you will be provided with an executive mentor, training and development opportunities, individual career path planning and executive committee exposure and guidance.

What makes someone successful in this program?

A truly open mind and cross-cultural curiosity are necessary for this program. The ability to adapt quickly to changes and strive to deliver results are essential qualities for future Alliance leaders. A desire to be a part of a company who is helping shape the future is a must!

Do I have to arrange my own housing in every rotations?

One benefit of the rotational program is continual support with relocation needs and company housing is included with each rotation.

What happens after the program ends?

Based on your career path and performance you will graduate the program into a key leadership role within the Renault-Nissan-Mitsubishi Alliance. Geography and position will be determined throughout the program to ensure alignment between your personal goals and the needs of the Alliance.

Does the program give me a choice in deciding my rotations or assignments?

Rotational decisions are guided by several factors including; 1:1 discussion with program management, executive steering committee guidance, alignment with accelerated career paths and critical business opportunities and needs. Ongoing discussions and open feedback are a critical part of this program to determine next steps and long-term career goals.

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WWW.ALLIANCE-2022.COM



CONTACT

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