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Leadership with JUMP

In addition to GRASP, which has been designed for those who are seeking a specialist career, Bosch offers another standardized program for qualified graduates and young professionals. The Junior Managers Program (JUMP) was created to enthruse young people for a management career at Bosch. After being successfully employed in Germany for many years, the training program was launched worldwide in April 2007. This year, approximately 220 new JUMP candidates are to be employed. The global program is the result of a sub-project of the Bosch Human Resources System.

interviewing and hiring of applicants. However, Zahnert stresses that "the participants must be selected according to standard criteria." One of the stipulations, for example, is that applicants must have the potential to fulfill roles in the first exempt income bracket (SL1). Eventually, participants will also be able to pursue management positions.

Practice-oriented program

The program, which lasts between one and a half and two years, is offered in the areas of Controlling, Logistics, Purchasing, Production, Technical Sales, Marketing and Sales, as well as Research and Development. One of its important features is that the practical, on-the-job training is individually tailored to each participant. At the beginning of the program, a plan is devised outlining the specific stages that the future specialist must pass through, and there is also a possibility for the participant to spend some time working abroad.

The dizzy heights of success: Bosch on top of Mount Everest!



Some 8,848 meters above sea level, the highest place on earth: David Cole from Bosch Chassis Systems in Dalian, China has conquered Mount Everest. His Bosch flag is a sign of integration. The Dalian plant was put into operation in 2005 by the Australian Pacifica Group, of which the Bosch Group acquired a share in excess of 75 percent last year.