



# Nissan's Rotational Development Program (NRDP) - AMERICAS

## NISSAN GROUP OF NORTH AMERICA



"You learn to be a leader by acting...by doing."  
– Carlos Ghosn

# The Renault-Nissan Alliance

Alliance partnership began March 1999

United for performance and linked by cross-shareholding

Respects and reinforces their respective brands and cultures

Develops synergies by leveraging strengths



The Alliance sold 8.5 million units in 2015 and is ranked among the world's top four automakers.

# Program Overview

Set off on an accelerated path to your career success! Our rotational program gives graduates from the world's top universities the chance to join Nissan's diverse global team and become our future leaders. If you share our passion for innovative products and desire to make an impact, you're at the right place.

Beginning with high-impact stretch assignments, the NRDP's **5 year** rotational program nurtures your overall business acumen in mature and emerging markets. Program participants will enjoy accelerated career paths with **3-5 rotations (every 12-18 months)**.

Become empowered through exposure to a broad range of global business styles and insightful interaction with industry leaders.

Nissan's Rotational Development Program (NRDP) is split into:

- **NRDP- Americas**: offers rotations with primary focus on the Americas along with rotational opportunities across all brands including Nissan/ Infiniti/ Renault/ Datsun in other regions of the globe. For the NRDP-Americas program, you must be authorized to work in either Canada, Mexico, or United States. For more information on NRDP-Americas, please visit Nissan's Americas careers [webpage](#).
- **NRDP-Global**: ensures rotations across a minimum of two regions including but not limited to the Americas, AMIE (Africa, Middle East, India, Europe), and Asia. Experiences across all brands including Nissan, Renault, Infiniti, and Datsun are possible. You must be willing to relocate and travel throughout your 5 year participation. For more information on NRDP-Global, please visit Nissan's Global careers [webpage](#).

# Current Program Participants

## NRDP-Americas

15 Years in Existence

**9** Current Participants

- **7** in the U.S.
- **1** in Japan at our Global Headquarters
- **1** in Mexico at our Mexico City Headquarters

**18** Current Graduates

## NRDP-Global

5 Years in Existence

**23** Current Participants

- Working in **7** different countries

**1** Graduate



# Program Evolution



- North America
- General Leadership
- Top US MBA Graduates
- 5 year: 12 month rotations

15 years ago...

- North America + **Global**
- **Global/ Regional Leadership**
- Top US + **International** MBA Graduates
- 5 year: 12 - **18 month** rotations

5 years ago...

- North America + Global  
+ **Europe + Alliance**
- **Functional** / Global/ Regional Leadership
- Top US + International MBA Graduates
- 5 year: 12 - 18 month rotations

Today.

# Not Your Typical Rotational Program



## Global/ Regional Experience

*Business Need + Career Track*

- Within/Across Regions
- Within/Across Brands
- Within/Across Alliance

## Seeking Talent with Interest in:

- Americas → Sales & Marketing, Sales Finance, Manufacturing
- Global → Sales & Marketing

## 5 Year Program

*Time in Role: 12 -18 months*

- Critical Experience
- Functional Track

## Growth Expectations

*Talent Owned*

- Demonstrated Performance
- Leadership Potential

## Program Support

*Coaching & Visibility*

- Coaching & Mentoring
- Formal Training & Development Initiatives

### **Americas:**

*Work Authorization Required - Canada or Mexico or U.S.*

### **Global:**

*Starting Work Locations are Dependent Upon Work Authorization*

We're a Rotational, **Development** Program!

# Recruiting Process for 2016 - 2017

1

First Round Interviews (September – October)

2

Leadership Assessment

3

Final Interviews: On-site at NNA HQ: Franklin, TN (November 15-16)

4

Offers submitted to talent before Thanksgiving holiday

# Frequently Asked Questions

## Selection

- **When do I have to graduate to apply for NRDP-Americas?**
  - We accept applications for NRDP-Americas for current 2<sup>nd</sup> year MBA students or recent graduates (6 months – 1 year) at targeted MBA schools in the U.S.
- **When do you recruit for NRDP-Americas?**
  - Our recruiting season is August to November. We do not accept applications outside this window.
- **I don't think you are recruiting participants for NRDP-Americas at my MBA university. Can I still apply?**
  - We typically target a limited number of top tier U.S. MBA schools. If you meet the minimum qualifications, please send an email to [NRDP@Nissan-usa.com](mailto:NRDP@Nissan-usa.com) for the link to apply.
- **What does the selection process look like for NRDP-Americas?**
  - Submit your application via your school career portal. 1<sup>st</sup> round interviews will either be held on campus or via video conference as specified by your posting. Final interviews will be held at our North American headquarters near Nashville, TN on November 15<sup>th</sup> and 16<sup>th</sup>.
- **Do you sponsor for work permits in the U.S. if I'm selected for NRDP-Americas?**
  - NRDP-Americas requires work authorization in the U.S., Canada, or Mexico. If you currently have authorization to work in one, or more than one, of these countries, and are selected as a program participant, Nissan will assist with necessary sponsorship for rotational assignments.

## Assignments

- **How are the rotations determined for NRDP-Americas?**
  - Rotations are determined by several factors: **1.** individual discussions with program participants and Talent Management **2.** NRDP Steering Committee (a guiding committee for program decisions) **3.** alignment with each participants career path and **4.** available business needs. No two program participants have the exact same path, and open discussions occur frequently between the participant and Talent Management to ensure alignment.



# Frequently Asked Questions

## Experience

- **How many years of experience do I have to have for NRDP?**
  - We target students with 5 or more years of experience and also look for two years of demonstrated leadership experience.
- **Is automotive experience required or preferred for NRDP?**
  - Previous automotive experience is not necessary for this program. We target talent from all sectors who have proven ability to learn and execute on major projects with great success.

## Success

- **What makes a program participant successful for NRDP?**
  - To be successful in this program, an open mind, cross-cultural curiosity, and the ability to drive for results while working with your team are necessary. Being able to quickly adapt to change as well as the desire to be part of a company that is shaping the future of moving people as also identifiers in success of participants.

## Program

- **What makes NRDP different from a regular, full-time opportunity?**
  - NRDP offers students the opportunity to rotate through 3-5 rotations (12-18 months each) over a 5 year period of time. In addition to rotational assignments, participants are paired with an Executive mentor, provided personalized coaching, and have opportunities for program specific development events (in addition to other Nissan Training and Development programs).
- **What happens after I graduate?**
  - The opportunities for development, roles, and mentoring provided to you throughout the 5 years of the program are aimed at setting you up for continued success after your program graduation. The ultimate goal is to prepare participants for future Global/Regional leadership roles. As a Graduate NRDP, you would continue the legacy of program participants through strong performance contributions and leadership within Nissan.

# Interested in NRDP-Americas?

## University Career Portal

- Search for Nissan's Rotational Development Program (NRDP) on your campus career portal or reach out to your on campus Career Center contact

## Website

- Visit <http://www.nissanmotor.jobs/americas/en/career-programs.html> for more information regarding careers at Nissan and NRDP specifically under Programs

## NRDP-Global Interest

- For more information on the NRDP-Global, please visit Nissan's Global careers <http://www.nissanmotor.jobs/careerarea/programs/>

# Thank you for your interest!



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