

Boost your career!



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Ready to drive



the future?

Are you a graduate with a technical, engineering or business degree? Are you ready for a career opportunity within a globally diverse organization? Would you like to develop your skills in a highly professional and creative environment across the globe? Would you like to work for one of the most renowned, respected organizations in the automotive industry? **Then boost your career with the Turbo Graduate Program at BorgWarner!**

Welcome to the global product leader!

For more than 100 years, **BorgWarner** has continually moved the automotive industry forward with groundbreaking powertrain technology for engines, transmissions and all-wheel-drive systems. Today, we are still a global product leader, strategically focused on innovation and the development of new technology as the means to drive our growth.

The **BorgWarner Turbo Systems** business unit manufactures innovative exhaust gas and electric driven turbochargers. We produce turbocharging systems that play a crucial role in improving driving comfort, fuel consumption and environmental friendliness of vehicles all over the world. As the global technological leader, we are the preferred partner of almost all vehicle manufacturers around the globe.



Boost your career!

Boost Your Career with the Turbo Systems Graduate Program

Join the BorgWarner Team

Our Turbo Graduate Program offers you the chance to get off to a flying start in a leading position at a global product leader. We are looking for dynamic people who are highly motivated and can see themselves working at a high level in an international environment. Are you a team player with a passion for technology and cars? Do you have a degree in technical or business studies? Then apply today and boost your career at BorgWarner Turbo Systems!

Objective of the Graduate Program

With our Turbo Graduate Program we support young high potentials with extensive professional, technical and management training to prepare for meaningful leadership opportunities at BorgWarner Turbo Systems. By the end of The Program, you will have built up a global network within our company and acquired all the necessary skills to enable you to take up a responsible position at BorgWarner.

The Program

As part of the Turbo Graduate Program you will gain comprehensive insight into key roles within our Turbos organization by working three, eight month job rotations. You will actively work on important projects that directly impact the business. The program will offer you opportunities to enhance your skills in cross-functional and cross-geographical assignments. In addition to the “on-the-job” training you will receive, you will be exposed to extensive development programs: Turbo Academy Curriculum, Product Technology Leadership Training, BorgWarner Core Leadership Programs, and in Functional Role Programs will expand your professional development.

Here is an example of a training plan for our Graduate Program participants. Your plan will be coordinated in line with your individual knowledge and goals. Possible assignments include areas such as Engineering, Manufacturing, Supply Chain, Sales & Program Management and Business/Finance.

Examples of assignments



Engineering

- PD-Tech Center
- Design
- Applications



Manufacturing

- Operations Leadership
- Manufacturing Engineering
- Quality



Supply Chain

- Purchasing
- Supplier Development
- Logistics



Sales & Program Management

- Account Management
- Market Intelligence
- Customer Management



Business Support

- Finance
- Human Resources
- IT

Example of a training plan for our Graduate Program participants



Three eight-month job rotations with one fixed and two flexible assignments.

"After my mechanical engineering studies, BorgWarner gave me the opportunity to play an active, critical role in structuring and evaluating product performance and durability testing. **Interesting projects** and the prospect of **working independently** while taking on responsibility at an early stage in my career convinced me that **BorgWarner is the ideal employer** for me."



Boost your career!

One company. More than 70 locations. A thousand opportunities.

BorgWarner is a global company with strong roots in the Americas, Europe and Asia. With approximately 30,000 people working all over the world, we drive the future of the automotive industry.

Our **BorgWarner Turbo Systems** division is the global technological leader in developing and producing innovative turbocharging systems, engineered to significantly improve dynamic driving and fuel economy. With talented employees and a global network of locations all over the world we locally

support our customers to realize tomorrow's powertrain technology.

As a **global company**, we offer many **career possibilities**. No matter what your specialty is, you can make your ideas and ambitions come true in a variety of fields.

We offer challenging work, support professional growth, and provide the opportunity to play a role in shaping the future of the automotive industry.



BorgWarner Turbo Systems:
Locations worldwide



As a global company,
we offer many career
possibilities



Play a role in
shaping the future of
mobility

USA

Auburn Hills, Michigan
Arden, North Carolina

United Kingdom
Bradford

Germany
Kirchheimbolanden

Poland
Jasionka

South Korea
Pyeongtaek-si

Japan
Hakusan

China
Taicang
Ningbo
Shanghai

India
Chennai

Hungary
Oroszlány

France
Le Pecq

Brazil
Itaíra

Mexico
Ramos





Our beliefs

- Respect for each other
- Power of collaboration
- Passion for excellence
- Personal integrity
- Responsibility to our communities

"At BorgWarner Turbo Systems a varied range of tasks allows us to keep developing and improving ourselves. **Due to the multinational nature of our project teams, we are constantly in contact with colleagues in Germany, Poland and the U.S., so we can continue to enhance our intercultural skills.** The flat hierarchies and our corporate philosophy allow us to present ideas directly to the plant management. Their constructive feedback boosts our development and gives us fresh motivation every day. **BorgWarner beliefs are not just an empty word here, but a philosophy that is genuinely lived.**"



Boost your career!

Apply now and get started!

Boost your career in the field of turbocharging at the global technology leader – with an array of ambitious and challenging tasks. Prepare for a position that will expand your knowledge in your functional area of expertise and will develop your personal, professional and leadership skills. We offer you the chance to take on responsibility quickly, develop successfully and enjoy a career in an international environment.



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Learn more about our Turbo Graduate Program and apply now:

<http://www.turbos.borgwarner.com/en/career/graduateProgram.aspx>



borgwarner.com/careers