

\*\*\* Currently, we are not accepting applications for our Operations LDP position as all of our 2018 positions have been filled. Please contact us via email, [ad.usa.uncampus@averydennison.com](mailto:ad.usa.uncampus@averydennison.com), if you have any questions. \*\*\*



## Company Description

Avery Dennison (NYSE: AVY) is a global leader in pressure-sensitive and functional materials and labeling solutions for the retail apparel market. The company's applications and technologies are an integral part of products used in every major industry. With operations in more than 50 countries and more than 25,000 employees worldwide, Avery Dennison serves customers in the consumer packaging, graphical display, logistics, apparel, industrial and healthcare industries. Headquartered in Glendale, California, the company reported sales of \$6.1 billion in 2016. Learn more at [www.averydennison.com](http://www.averydennison.com)

## What we are looking for

Avery Dennison's North America Operations Leadership Development Program (OLDP) has a single business focus to build talent for our rapidly growing organization. With a concentrated blend of experiential on-the-job learning, classroom and virtual training, the OLDP serves as the talent pipeline for leadership roles throughout the organization.

We are looking for agile problem solvers who enjoy working in a dynamic and collaborative environment to be our next Operations Associate. OLDP Associates receive in-depth exposure by rotating through two different assignments over the course of 30 months. We are looking for individuals who would be open to relocating during the duration and upon graduation of the program.

The OLDP Associate will typically rotate through the following roles which may include:

- Process and Quality Engineering
- Operations Team Leadership
- Enterprise Lean Sigma

## What you will be doing

The primary role and responsibility of this LDP position will be:

- Lean and Six Sigma: Lead and conduct problem solving efforts and propose resolutions utilizing these tools
- Product Development: Continually improve and optimize current products through variability reduction. Provide support for new products as they arise by interacting with marketing business teams
- Process Improvement: Initiate and support new equipment and process upgrades to minimize scrap, increase productivity and improve quality. Assure improvements are sustained.
- Ensuring Quality: Plan, develop, enhance and implement control systems to ensure product, material, process and procedural compliance with quality standards
- Maintain Performance Standards: Provide on-machine expertise to operators and other staff personnel to ensure manufacturing capability and capacity are meeting delivery and performance targets

## **What sets us apart**

Avery Dennison's Leadership Development Program (LDP) is unlike any other with its emphasis on networking, community and support. From Day 1, networking is encouraged, promoted and expected within the program. As you are on-boarded with other LDP associates from the various tracks, you quickly develop a community with both new, current, and recently graduated LDPs, all willing to go the extra mile to make sure you have what it takes to succeed.

In addition, a core component of the curriculum is the mentoring program. Paired with another leader within the organization, the program focuses on the transition from college to corporate, leveraging strengths and defining your career path. Associates may have an opportunity at a permanent role after graduating the program.

## **What you will need to bring to the program**

**Avery Dennison has a long history of being a market leader. Your history is important to us. It should include the following:**

### **Education**

- Bachelor's Degree in Engineering, with a focus on Chemical, Mechanical, Industrial or related field
- GPA of 3.0 or higher

### **Skills**

- Leadership experience via student organizations, athletics, intramural sports, volunteerism or similar activities
- Previous internship or co-op experience preferred

## **Travel**

- Flexibility and willingness to relocate during and after graduating from program
- Ability to travel up to 20 percent of the time (up to 1-2 weeks per month)

## **Additional information**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability, protected veteran status or other protected status. All your information will be kept confidential according to EEO guidelines.