



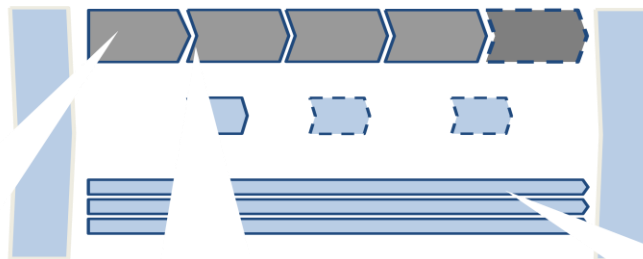
## Management Associates Program (MAP)

BMW Financial Services China is part of the financial services division of the BMW Group.

Offering a full range of finance and insurance products to prestige vehicle owners, the company also provides wholesale and capital loan facilities to the BMW, MINI dealer networks.

The Management Associates Program (MAP) is aimed to recruit and develop people with a high likelihood to become future executive. An 18-21 months program will give you insight into a very strong business area in the overseas market and fully prepare you for a successful career in BMW Financial Services. An experienced manager will act as your own personal mentor. After the program you will bring your knowledge and your skills learned and you're your network back to BMW Automotive Finance China. You have the assistance and encouragement to develop your very own strengths. Great perspectives are part of BMW's standard equipment, so the conditions for your career outlook are ideal.

The 3 elements of the program footprint are (as below illustration),



are the main placements with a duration of min. 3 months.

Based on these assignments, feedback from the supervisors is provided. There will be three assignments in the home country and two abroad – one of them at BMW Headquarters in Munich.

are short-term operational placements arranged individually within the home country, e.g. customer service or production. The maximum duration is 2 weeks and there will be no evaluation on these assignments.

These placements should broaden functional knowledge and raise the awareness of connected actions and links. These assignments take place in the home country.

are off-the-job training, composed by continuing elements, social activities and trainings which cover the following areas:

- BMW GROUP brand & culture
  - Networking
  - Personal & Intercultural Competence
- (Mentoring, Training, Brand and Customer Institute, Tours, etc.)

As you can see, these are optimal conditions to begin your career with BMW Automotive Finance China. Engage the gear, look into your future, start rolling – then see for yourself just how far and how fast you can go. After a successful program you will work in the area you already focused on during the program, like **Sales & Marketing** (Sales Management, Business Development and Product Development), **Risk Management, Operation** (Credit Acceptance, Settlement, Collection and Process and Quality Management), **Finance** (Controlling or Accounting) Business.

The role will suit an individual,

- Excellent academic degree
- International experience of min. 4 months (normally gained during studies and internships abroad) and intercultural competence
- Relevant practical experience
- Extracurricular activities
- English, Chinese fluent, German is an advantage
- Confident appearance, strong personality
- Clear leadership competencies
- High motivation and performance orientation
- High mental adaptability and flexibility
- Comprehensive / systemic thinking and acting
- Self reflection / Feet on the ground
- High customer and quality orientation
- Ability to work in a team
- Strong communication capabilities

The application is completed by 15 July, 2012. Please email your CV with subject 'Name - MAP – Degree - Major – City' to [sfresume.cn@list.bmw.com](mailto:sfresume.cn@list.bmw.com) .

