

Early Career Program : Operations



Who we are?

Avery Dennison (http://www.averydennison.com/avy/en_us/) is a Fortune 500 MNC, based out of California with presence in 61 countries across the world. Amongst its many businesses in Asia, it operates in [the Label and Packaging Materials](#), Retail Information System, [Performance Tapes](#), [Graphics and Reflective spaces](#). We have manufacturing and distribution presence throughout Asia.

The present opportunity you are reading about is from the Materials Business of Avery Dennison, which encompasses the Labels, Graphics, Reflective and Performance Tapes Business.

Why anyone should apply for ECP Ops ?

Avery Dennison Asia has been growing at a rapid pace and our growth fuels a need for leaders at every level. We believe that in grown accelerated talent is more suited to lead our organization in this growth journey than lateral market hired talent. Therein lies the philosophy of our Early Career Programs(ECP). We will continue to be expanding significantly and this growth will call for more leaders at every level in areas of Plant Management, Quality, Process & Engineering.

Specifics of ECP Ops

The Early Career Program Operation is spread over a 24 months structured plan period wherein an associate is taken through at least 2 rotations of 11 month or 3 rotations of 8 months each through various departments of Operations – Quality, Plant Management, Process and Engineering etc.

We believe in giving an all round exposure of different areas of Operations (Production, Quality, Process and Engineering etc) in order for you and the organization to together discover where your strengths lie. Also the rotations will all be on the job with clear accountability and not just observation / supporting roles thereby giving you an opportunity to not just learn but also contribute and taste victory.

What makes ECP different from any other rotation based GET/MT Plan out there is our performance oriented culture where every rotation has an objective not just in terms of learning but also in terms of business results. The locations of these stints for the 1st 24 months will be across the country, in order to add to your learning of the differences in the dynamics between different regions.

You will be guided by your manager and mentored by a member of the Leadership Team but you will be accountable for business results from Day 1. Every 6 month you will be reviewed by the ECP Panel that constitutes of the Head of Operations, and Head of HR.

What after the 2 year Rotational Program?

Early Career Program has 1 single objective: build leaders at every level to lead Avery Dennison's market expansion journey. For each ECP Specialization we have a structured Career Path in each country for each stream which are expectations of growth/ reaching a certain organizational level over time from each ECP. To know more reach out to the Talent Acquisition Team Member of the country you are applying for.

Who are we looking for?

We are looking for ambitious and intelligent young men and women with Bachelors in Production and or Chemical Engineering.

The first 24 months of the program are rotational and hence the applicant must be ready to relocate across the country/ region. (Relocation expenses shall be provided for as per Company Policy.)

Eligibility Criteria

60% / equivalent CGPA throughout academic career

Must not have any backs in any papers in the course presently being pursued

Competencies you will be assessed for?

Intelligence

Curiosity

Initiative

Ability to rally and enthuse people with one's energy

Problem Solving

Inter Personal Communication

Skills

Computer Proficiency (MS Office)

Statistics/ Analysis

Written / Spoken Communication in English