

Title	GRP Acquiring Talent—Leadership Development Program
Job Function	Current openings in the disciplines of: <ul style="list-style-type: none"> ➤ Operations/Manufacturing ➤ Finance ➤ Maintenance ➤ Engineering
Relocation Eligible	Yes
Minimum Qualifications	<ul style="list-style-type: none"> • BS or BA degree or equivalent with minimum of 5 years relevant experience or equivalent • Ability to communicate in the English language in written and oral form • Must be open to global transfer • Advanced degree (preferred) (MBA, MS or MA or equivalent) with 5 years relevant experience or equivalent
Job Responsibilities	GRP's Talent Acquisition program is designed to provide developmental opportunities to high potential leaders both within and external to Alcoa. These strategic positions will be in the following functional areas: Operations Management, ABS, Finance, Maintenance, Human Resources, and Engineering. Successful candidates in this program will participate in pre-determined rotational assignments across GRP's global locations. Rotational assignments will be based on the position's functional discipline.
Experience and Educational Requirements	<p>Successful candidates will exhibit proficiency in the competencies of Edge, Energy, Execute, Energize and Passion. Proficiency in these competencies are defined by the candidate's ability to:</p> <ul style="list-style-type: none"> • take and handle calculable risks • seek fast-growth, high performance innovative business challenges • thrives on action and lives continuous change • actively search for learning opportunities about business, people and customer influence, convince and gain the support of others • organize thoughts and facts and present them clearly • build trust and co-operate with internal and external partners to get his/her job done effectively • foster opinions of individuals with different backgrounds and exercise influence in a socially responsible manner • analyze complex situations based on facts • know when to stop assessing and make the decision • make tough yes-or-no decisions and put them into actions • take personal responsibility for decisions • have a heartfelt, deep and authentic excitement about his / her mission for Alcoa • be modest ("both feet on the ground")
Directions to Apply	<p>Submit cover letter and resume via email to jlgardner@yahoo.com. All cover letters must contain specific responses to the following three questions in order to be considered for selection into this program:</p> <ol style="list-style-type: none"> 1. Are you willing to relocate globally? 2. Why are you interested in this program and how does it fit with your career plans? 3. What skills/experience do you bring to this program? 4. Are you legally authorized to work in the United States [Yes/No]? 5. Will you now or in the future require sponsorship United States employment visa status [Yes/No]? 6. If you are not legally authorized to work in the United States, are you interested in working in your home country [Yes/No/Not Applicable]? <p>Internal candidates, please answer two additional questions:</p> <ol style="list-style-type: none"> 1. What are the names of your immediate supervisor and your local HR representative? 2. Have you notified your supervisor of your interest in this program?

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