

GRACE

Launch Your Career Here

Grace Manufacturing Leadership Program





Manufacturing Leadership Program at a Glance

You are on your way toward becoming a leader and we are here to support you! At Grace, we offer an immersive full-time Manufacturing Leadership Program (MLP) for recent bachelor's and master's graduates who have a strong interest in the manufacturing field.

This three-year program is designed to prepare you for a critical leadership role at one of our innovative chemical processing and manufacturing sites across the U.S. Through hands-on training and guidance from senior mentors, you'll gain experience across a variety of functions at our organization, from engineering to sales and operations planning, to enhance your skills and professional development.

Here's What You Can Expect

The MLP program is a three-year program that consists of three 12-month structured rotations. Each rotation is thoughtfully designed to give you hands-on experience, guidance and training that builds upon the prior year. Within your rotations, you'll experience:

- Technical and professional training opportunities
- Hands-on project assignments
- Personal coaching from senior leaders in the organization
- Continual support from your MLP program leader
- Collaboration opportunities that support your growth as a career professional

Every year, a new role will be assigned to you to help broaden your skills and your professional network. You'll have the opportunity to live in a new U.S. community with each assignment—perhaps in a bustling city like Chicago, an industrial manufacturing hub like Lake Charles, Louisiana, or our Columbia, Maryland headquarters, with easy access to both Baltimore and Washington, D.C.! In addition, Grace offers helpful moving assistance for each rotation. After successful completion of all three rotations, you will have the chance to step into permanent placement that matches your passion and skillset.

This three-year program is designed to prepare you for a critical leadership role at one of our innovative chemical processing and manufacturing sites across the U.S.

Year One Building the Foundation for Manufacturing Leadership Success	Year Two Learning the Principles of Effective Operational Strategies	Year Three Implementing Manufacturing Leadership Strategies
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Focus Areas

Throughout your rotations, you'll gain experience in:

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| <ul style="list-style-type: none"> Process engineering Project engineering Productivity | <ul style="list-style-type: none"> Sales and operations planning Production supervision Environment, health and safety | <ul style="list-style-type: none"> Operational excellence Digitization Maintenance and reliability |
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Overview

Expand your knowledge and experience in manufacturing by joining the team at one of our innovative plants.	Broaden your understanding of operations and strategic planning by collaborating with global teams.	Make a difference at our organization by leading challenging and meaningful projects.
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Responsibilities

<ul style="list-style-type: none"> Interact and collaborate with engineers and plant leaders to learn fundamentals and improve manufacturing performance. Work on a variety of challenging plant production processes and projects. 	<ul style="list-style-type: none"> Partner closely with leaders in Process Technology, Process Engineering, Manufacturing Center of Excellence, Business Management and more. Learn about how strategic decision-making integrates with plant operations. 	<ul style="list-style-type: none"> Identify, lead and monitor the successful execution of a process improvement or capital project. Gain leadership experience by supervising a team of employees.
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Training Opportunities

Benefit from orientation sessions and training courses in safety, leadership, coaching, business writing and more.	Participate in customized process safety and technology training courses.	Earn Lean Six Sigma Green Belt certification and receive front line leadership training.
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Location Possibilities

Placement occurs in Curtis Bay, MD or Lake Charles, LA based on availability.	Placement occurs in the Columbia, MD headquarters or a plant site based on availability and your preference.	Placement can occur in: Baton Rouge, LA; Chattanooga, TN; Chicago, IL; Curtis Bay, MD; East Chicago, IN; Lake Charles, LA; Norco, LA; Pasadena, TX; South Haven, MI or Tyrone, PA, based on availability and your preference.
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What We're Looking For



Bachelor's or master's in an engineering discipline, preferably chemical or mechanical, with a cumulative GPA of 3.0 or higher.



Proven excellence in academics.



Experience in a manufacturing environment or operations preferred.



Highly motivated individuals with previous co-op or internship experience.



Demonstrated experience leading projects, student organizations or workgroups.



Motivation to continuously learn and develop.



Willingness to relocate approximately every 12 months at any Grace site or plant across the U.S., along with occasional travel.



Program Benefits

In addition to a competitive salary, Grace offers a wide variety of benefits including medical, dental, and vision insurance, a wellness program, 401k retirement plan with company match up to the first 6%, paid vacation and holidays, parental leave, tuition reimbursement, company donation match program, fully paid Lean Six Sigma Green Belt certification, relocation assistance and bonus (for qualified individuals) and more.

How to Apply

Applications are accepted on a rolling basis and are selected through an interview process. Visit jobs.grace.com to apply.

Here's What Our MLPs are Saying



"Being an MLP has opened my eyes to the variety of roles chemical engineers can hold in the company. You get a variety of experience to help you determine what your future career path will look like."

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"During my experience, the people at each site have been more than welcoming, and they provide a great support system as I am learning and figuring out how to be a chemical engineer."

Get to Know Grace

Grace, a Standard Industries company, is a global leader in specialty chemicals. Our two industry-leading business segments—Catalysts Technologies and Materials Technologies—provide innovative products, technologies, and services that enhance the products and processes of our customers around the world. With approximately 4,500 employees, Grace operates and/or sells to customers in more than 100 countries.

We invite you to learn more about life at Grace. Visit us on [LinkedIn](#) or [grace.com](#).





Visit jobs.grace.com to apply.

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