



# Compelling Opportunities



## Engineering Development Program

Do you consider yourself to be *Extraordinary Talent*?

The Leadership and Development programs at Owens Corning provide an opportunity for highly qualified and motivated candidates to engage in a dynamic learning experience while directly participating in our company's change agenda: Winning with Our Customers and Growing Our People. As a program participant you will be encouraged to find innovative ways to achieve results while constantly striving for improvement.

**Program Description:** Engineering Development Program (EDP) participants are placed at an Owens Corning manufacturing plant for training for one year. During this time the participant will be mentored by seasoned technical professionals and be motivated by the vast technical challenges found in a manufacturing environment. Participants will also be expected to develop strong leadership capabilities among plant colleagues as well as learn how to develop trust and build rapport in a team.

Formal training includes:

- Safety leadership
- Manufacturing processes and product
- Applied statistics
- Leadership development
- Lean Six Sigma Green Belt



In addition, the candidate will be expected to develop the following competencies essential to being an effective manufacturing engineer:

- Creativity
- Customer driven
- Analytics & decision making
- Rapport building & teamwork
- Elevates performance

At the conclusion of their training, the EDP graduate is placed in a full-time assignment as a Manufacturing Engineer at an Owens Corning manufacturing plant. The training provided in the EDP will directly prepare candidates for the position's scope of work, including:

- Statistical evaluation of product and process data using Six Sigma methods
- Identifying and eliminating causes for lost productivity in the process
- Developing control schemes for improving process control
- Understanding process and product capability and work on improving it
- Working with Science and Technology on trials and new process/product introduction
- Working with operators to develop Operator's Control Plans
- Working on profit improvement plans



**Selection Criteria:**

- Superior academic performance
- Previous relevant internships/co-ops in a manufacturing setting
- Demonstrated leadership in professional, service, or social organizations
- Willingness and flexibility to relocate

**Education:** A Bachelor's Degree in Mechanical, Chemical, Electrical, Ceramic, Industrial Engineering or Manufacturing Technology from an accredited engineering school is essential.

**Location of Assignment:** Various locations throughout North America, including: Amarillo, TX, Delmar, NY, Fairburn, GA, Waxahachie, TX, Irving, TX.

**About Owens Corning:** Owens Corning (NYSE: OC) is a leading global producer of residential and commercial building materials, glass fiber reinforcements and engineered materials for composite systems. A Fortune 500 company for 56 consecutive years, Owens Corning is committed to driving sustainability through delivering solutions, transforming markets and enhancing lives. Owens Corning makes homes and buildings more energy efficient, comfortable and attractive with its insulation, roofing, and masonry products. The company's composites systems provide a broad range of high-performance solutions for transportation, wind energy, electronics, telecommunications, infrastructure and consumer markets. With sales of \$4.8 billion in 2009 and about 16,000 employees in 28 countries on five continents, Owens Corning is a leader in nearly every market it serves. By delivering solutions that conserve energy and protect the environment, Owens Corning is helping make the world a better place, one community at a time. Additional information is available at [www.owenscorning.com](http://www.owenscorning.com).



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