

Merck Manufacturing Leadership Development Program (MMLDP)

Program Mission:

The Merck Manufacturing Leadership Development Program is an entry-level program designed to develop a bench of emerging talent who can prepare for leadership positions of increasing responsibility within the Manufacturing Division while contributing to key business initiatives.

Key Program Information:

Based on years of success with rotational programs, MMD is transforming to the MMLDP for an even more powerful leadership curriculum and link to core business needs. Successful candidates are new college graduates with a BS or MS in key STEM or supply chain majors, with a focus on biotechnology. They will be selected through a rigorous assessment process to evaluate academic understanding in their field as well as demonstrated leadership potential.

The MMLDP is a three-year opportunity to experience the core work necessary to manufacture and supply Merck's products. Each employee will have three, one-year rotations aligned to either a technical, business or operations focus. This track design enables deeper understanding to accelerate contribution. Throughout the program, a deliberate learning and development plan is applied to supplement the rotational experiences, specifically to fortify professional and leadership skills. Bi-annual program meetings and a cohort project complete the design to facilitate a breadth of understanding for each MMLDP member. A mentoring program is provided at three levels to coach each MMLDP member in career and leadership development. Upon completing the program, MMLDP members apply to jobs in MMD to follow the intent of developing skills to continue their successful career in manufacturing.

Examples of Rotational Assignments for Each Track

Operations	Business	Technical
Operations Support, Global Vaccines Operations Durham, NC	Site Planning Wilson, NC	Technical Operations Elkton, VA
Operations Supervision, Global Pharmaceutical Ops Millsboro, DE	Logistics Center of Excellence, Whitehouse Station, NJ	Biosterile Manufacturing S&T Rahway, NJ
Merck Production Systems West Point, PA	Quality Brinny, Ireland	Global Technical Operations External Manufacturing West Point, PA

Rotation examples are illustrative. Actual rotations will have wide variation and are based on most critical business need.

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www.merck.com/careers

Geographical Information:

Locations can include: Rahway, NJ; Kenilworth, NJ; Whitehouse Station, NJ; West Point, PA; Danville, PA; Durham, NC; Wilson, NC; Elkton, VA; Millsboro, DE. International assignments may also be included.

Employees are assigned to rotations based on business needs, and geographical flexibility is required to align with critical needs. MMLDP candidates must be willing to live outside of their home country for a period of one year although an international assignment is not guaranteed.

Targeted Disciplines for MMLDP:

Degrees:

- BS, MS

Majors:

- Biochemistry/Biological Chemistry/Biotechnology
- Bio Engineering
- Biology (including but not limited to virology, cell biology, microbiology)
- Biomedical Engineering
- Chemical Engineering
- Chemistry
- Industrial Engineering
- Material Science and Engineering
- Mechanical Engineering
- Supply Chain/Logistics

Merck is seeking individuals who are interested in establishing a career within the Merck Manufacturing Division and who possess the following characteristics:

- Minimum GPA: 3.3 overall, 3.5 in major preferred
- Must be eligible to work in the US without sponsorship
- Must be willing to be assigned to different jobs and different sites including international assignments over the first three years of employment
- Ideal candidate possesses superior communication and interpersonal skills, a team player with the ability to work independently
- Ideal candidate has demonstrated leadership experience in field of study, extracurricular activity, previous internship or undergraduate research experience

Consider joining MMLDP if you are interested in the opportunity to:

- Contribute through a diverse set of challenging assignments in core business functions within Manufacturing
- Learn and demonstrate new professional and leadership skills
- Lead people in an operations environment
- Streamline end-to-end business processes
- Apply new technologies during process development
- Gain functional knowledge while being exposed to breadth of roles
- Lead process or productivity improvement projects
- Apply innovation to strategic divisional projects
- Coach new employees
- Be an innovative leader

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