



Develop your career and make a global impact...

The Supply Chain and Strategic Sourcing Development Programs

The mission of the **Supply Chain Development Program (SCDP)** is to enhance BD's Leadership base by recruiting entry-level associates who aspire to become supply chain leaders. BD strives to develop SCDP associates who have a strong interest in supply chain and also demonstrate the potential for growth and leadership in other business process areas.

The **Strategic Sourcing Development Program (SSDP)** is designed to provide entry-level associates with exposure to multiple procurement functions and BD business segments while broadening their business experience and knowledge base. Associates gain an increasing level of responsibility through diverse strategic sourcing assignments. They also experience the challenge of working in a medical technology company.



Felicia
Strategic Sourcing
Development Associate



BD

Helping all people
live healthy lives



Value Proposition:

As an associate in one of BD's rotational programs, you will have the opportunity early in your career to work on challenging and meaningful assignments that directly impact the organization and its work addressing some of the world's most compelling health problems. Diverse rotations, combined with coaching and development, enable associates to build new skills and explore multiple career paths. These unique programs and a built-in network provide visibility and preparation for future leadership opportunities.

Supply Chain Development Program

Participants will take on diverse roles in the following areas:

U.S. Customer Service

Using SAP, you accurately receive, enter, and process orders and order changes. Provide professional responses to all customer inquiries. Creatively resolve customer issues while interfacing with other BD functional areas. Develop and improve skills in customer relations, problem solving and conflict resolution. Become proficient in our cross-divisional product offerings.

Become familiar with our customer base, BD structure and systems unique to BD.

Distribution Management

Be involved in daily activities – including receipt, storage and shipping functions to ensure efficient control and coordinated movement of materials to BD customers. Take an active role in various special projects which will improve distribution processes.

Transportation Management

Using SAP and BD's transportation management system, perform daily shipping optimization activities,

mode/carrier selection and management, and continuous improvement initiatives. Handle special projects to demonstrate leadership qualities, gain knowledge of process and internal structures.

Supply Chain

Assist in the analysis of key supply chain performance and diagnostic areas of high cost and process inefficiencies. Interface with key customers and channel partners to optimize the supply chain and create a competitive advantage for BD.

Strategic Sourcing Development Program

The Strategic Sourcing Development Program consists of three rotations.

First Rotation: Requisition-To-Pay Associate

- Approximately six months in duration
- Associate will become familiar with essential procurement processes through application of SAP and associated workflows. The associate is given specific team-based and analytical assignments that can drive process and program improvements

Second Rotation: Procurement Analyst

- Approximately six months in duration
- Associate will join a commodity team and develop a deeper understanding of the strategic sourcing process through direct involvement in auctions and other supplier-facing activities

Third Rotation: Project Team Member

- Requires relocation to another BD site
- Associate will move to a second commodity team, receive responsibility for a specific area of spend and manage it through the strategic sourcing process. The associate will utilize skills and knowledge developed early on, and continue to build a capability in strategic sourcing

Associates in the Strategic Sourcing Development Program have the opportunity to:

- Create and conduct electronic reverse auctions resulting in savings delivery in a wide range of commodities
- Develop sourcing recommendations and present to internal customers
- Participate in supplier negotiations, continuous improvement activities and audits

- Manage a portion of BD's annual spend analysis and opportunity identification
- Analyze transactional metrics and implement process improvements
- BS degree in Procurement/Purchasing or Business Logistics/Supply Chain or related area
- Minimum 3.25 GPA
 - Demonstrated leadership ability with strong interpersonal teamwork, and quantitative skills; a natural drive for results and communications skills
- Desire to learn beyond area of immediate academic focus
- Interest in career in the medical technology industry
- Experience as intern in medical/pharmaceutical company preferred
- Willingness to relocate during rotational program

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