

BMW PACE PROGRAM.

LAUNCH YOUR FUTURE.





The PACE (Professional Accelerated Cross-functional Experience) program provides an unparalleled opportunity to prepare you for a successful career in the automotive industry. We seek talented, motivated individuals who bring fresh and innovative ideas to our company. At program completion, the core placement functions are engineering, manufacturing, and supply chain management. Additional career paths may be offered in finance, human resources, information technology, and other plant support areas.

Professional

The PACE program provides recent college graduates challenging work experiences in professional roles with both operational and project responsibilities. You will be an integral member of the team in the working areas to which you are assigned and will be given regular direction, training, and performance feedback to launch your professional career with the BMW Group. Each PACE Associate also receives formal mentors at various levels in the company.

Accelerated

One of the most beneficial and challenging aspects of the PACE program is that you will change assignment work areas and roles every 8 months during the 2-year program. This will require you to quickly become proficient in each new function and start making valuable contributions to the team immediately. You will see more, and grow faster, than if hired into a position in which you have years to master the function.

Cross-functional

A unique feature of PACE is the ability to work in 3 different areas at Plant Spartanburg in your first 2 years with the company. This will allow you to expand your network and skills rapidly, while also trying out different positions to learn more about yourself. Past graduates routinely tell us this rotational nature of the program was invaluable in helping them determine the type of position in which they wanted to launch their career at program completion.

Experience

In addition to the work experience in 3 different departments and roles in the company, the PACE program includes a rigorous and comprehensive development curriculum in German language, technical skills, leadership, professional development, project management, communication and professional presentations, personality assessment and feedback, community service, and corporate culture. As part of your onboarding you work a few weeks as a Production Associate, personally building the Ultimate Driving Machine.



Program Requirements:

- **Bachelors or Graduate degree in Engineering, Supply Chain Management, Business, Human Resources, Information Technology, or related field.**
- **Minimum cumulative overall GPA of 3.0**
- **Minimum 3 months of Intern or Co-op experience in a related field, preferably in a manufacturing environment**
- **Demonstrated leadership experience**
- **Willingness to work night shift and travel as needed**
- **German language skills (preferred)**

**Apply online at
bmwgroup.jobs/us**



Our Current Product Models.

The X3

The BMW X3 is the car that launched the midsize Sports Activity Vehicle (SAV) segment in 2003. With the third generation X3, BMW writes the next chapter of this success story with an even more striking, dynamic design language, powerful and efficient drive systems and luxurious appointments. Like all members of the successful X family, it blends outstanding driving qualities on any terrain.



The X4

The BMW X4 combines the hallmark features of the successful BMW X family with the sporting elegance of a classical coupe, and introduces the unique Sports Activity Coupe concept to the premium mid-size segment. Its dynamic pedigree is underlined by a wide range of cutting edge high-performance engines, the xDrive all-wheel-drive system and an exclusive spread of standard equipment features.



The X5

The fourth-generation BMW X5 offers customers an all around package equipped to meet the most exacting and varied demands. Its design language has been given a modern and eye-catching update. The X5, founder of the Sports Activity Vehicle segment, is the best-selling car in its class worldwide.



The X6

The extrovert design of the BMW X6 blends the robustness and versatility of a BMW X model with the sporting elegance typical of the brand's Coupes. The interior combines generous space with model-specific sports features and a luxurious ambience, while attractive design and equipment packages further highlight the exclusive style of the BMW X6.



THE X7

The groundbreaking BMW X7 combines innovative design and inspiring existence. Its radiating presence and roominess are the prominent key features of the BMW X7. Exclusiveness aligned with the sporty driving characteristics of a Sports Activity Vehicle (SAV) make this youngest, but also largest model of the X family all the more special. This unprecedented statement of sovereignty and presence has opened up a whole new dimension of luxury experience.





We Build the Ultimate Driving Machine.

Welcome to BMW Manufacturing, the Spartanburg plant is the BMW Group producer of the BMW X3, X3 M, X5, X5 M and X7 Sports Activity Vehicles and X4, X4 M, X6 and X6 M Sports Activity Coupes. With more than 25 years of world class manufacturing experience, our associates take pride in building premium quality vehicles.

BMW is proud to call South Carolina home where quality jobs, revenue generation, and investment are helping lay the foundation for an even brighter future. Some of the plant's highlights and milestones include:

- The BMW Group has invested more than \$11 billion in the plant since 1992 and it has gone through six major expansions.
- 11,000 jobs are onsite with over 40 suppliers in South Carolina and 300 in the United States.
- Since the start of production in 1994, the plant has produced over 5 million vehicles
- More than 1500 vehicles are produced daily
- 70% of production is exported to 125 world markets



“Moving to a state where I knew absolutely no one was daunting, but meeting a group of 8 other people in a similar position to me was indescribably helpful. Our group has celebrated birthdays, weddings, and new houses together and we can’t wait to add our graduation to that list.”

- **Carrie Rakowicz**



“The PACE program has provided the best way to start my career at BMW. It gave me the opportunity to explore all facets of the automotive manufacturing environment, and it provides a pathway to finding a role where you best fit in a field that you are most passionate about.”

- **Mark Newton**

BMW Manufacturing is conveniently located off Interstate 85 between Greenville and Spartanburg, South Carolina. The work/life balance is easy to maintain in the beautiful mountain areas of the Upstate. Downtown and surrounding areas offer activities that will entertain and provide relaxation. The following sites will provide you with more information about the Greenville-Spartanburg area:

www.visitgreenvillesc.com and www.cityofspartanburg.org.



BMW Manufacturing Co., LLC

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Apply online at bmwgroup.jobs/us

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