

GROW YOUR CAREER WITH US



Del Monte Foods, Inc.
Nourishing Families. Enriching Lives. Every Day.®

Del Monte Foods
Engineering Rotational Development Program (RDP)

Starting February and June 2022

GROW YOUR CAREER WITH US

The Del Monte Foods Engineering Rotational Development Program is designed for highly talented engineering graduates to assume leadership roles in fast-paced, results-driven engineering, operations, and supply chain disciplines.

Our People:

People are critical to our success, which is why we are investing in an extensive search for the next generation of enterprise leaders. Leaders who will drive brand evolution with a growth-oriented mindset and who are excited by the opportunity to participate in the creation of Del Monte Foods.

Del Monte is looking for individuals who:

- **Enjoy working in a fast-paced, collaborative environment** where flexible, intuitive problem-solving skills and a results-driven orientation are critical to success.
- **Want to make a tangible difference** in a flat organization that gives access and exposure to senior management.
- **Get excited about the opportunity to transform** a business and drive cost savings by implementing modern supply chain concepts and lean manufacturing techniques within plants and distribution.

Del Monte invests in our people by:

- Giving them rich experiences that include stretch assignments and rotational assignments.
- Providing informal and formal training programs.
- Offering defined career paths and developmental opportunities to lead teams across various functional areas and projects.
- Supporting a workplace environment rich in diversity — one in which individual differences are accepted and truly appreciated.
- Offering competitive salaries, a comprehensive Benefits package including Medical, Dental, Vision, and 401(k).

Del Monte invests in our communities and environment:

We are leaders in sustainable farming and manufacturing practices, and proudly support US farmers and non-GMO foods. We also give back to our communities through numerous corporate giving initiatives.

Job Description

The program is designed to equip participants with a broad overview of the plants in multiple functional areas with assignments in production, engineering, maintenance, planning, quality, manufacturing excellence, and distribution center operations. The rotational program will be over two years; each rotation will help speed the growth of the knowledge, skills, and abilities needed to become successful leaders at Del Monte Foods. Travel and shift work will be included to provide a well-rounded experience in plants/distribution centers as well as corporate setting.

The assignments will provide hands on experience with assignments of varying degrees of complexity and periodic check-ins with the executive leadership team. A critical component of the rotational program is participation in business and leadership training initiatives, both formal and experiential, to broaden participants understanding of our business environment. This program also develops critical leadership skills and will establish a professional network needed to support career growth.

Educational requirements:

Bachelor's degree in Industrial/Mechanical/Chemical/Electrical Engineering, or Food Sciences related fields with a minimum GPA of 3.0.

Experience/Requirements:

- Permanent work authorization in the US (*No sponsorship is available for these positions*)
- Co-op or internship experience
- Demonstrated skills in Microsoft Office Suite
- Strong written and verbal communication skills
- Proven track record of accomplishments both inside and outside of the educational setting
- Ability to establish and manage multiple priorities in a dynamic environment
- Exhibiting leadership qualities and guiding and directing a team toward a common goal
- Experience with lean management techniques preferred.
- Interest in a career in the CPG/Food industry

What we're looking for:

Once you start your engineering career, you will play a vital role in making sure that the products our customers want will be manufactured safely, to their specification, and within budget. This position is specifically designed to give our engineers the critical skills and industry experience needed in a “real world” setting to establish a sound future of success and development. Upon completing the internal rotations, you will have the knowledge and experience needed to make informed decisions about your career progression.



Del Monte Foods is looking to hire engineers from the upcoming graduating class.

Apply at delmontefoods.com/careers



Gain critical skills and industry experience



Hear from our RDP Engineers

“The Del Monte Foods Rotational Development Program has become my first hands-on experience in the food production industry with many opportunities to build my character and leadership skills. Within the first half of the program I have had the opportunity to take part in large capital projects and become a production supervisor during the Pack Season in our Labeling department.”

Luis Cerezo, RDP Engineer, Modesto CA

“When asked what life is like when working at Del Monte Foods, my first response is always ‘challenging, but rewarding’. Over the last few months, I have been exposed to the various functions within Del Monte stretching from consumer demands all the way to carrying out production at the plant level. The Rotational Development Program has provided me with a crash course in management, and that comes with an opportunity to grow a future within the company. To anyone that is looking not only to grow quickly within their career but also as a person, I could not recommend this program enough!”

Jonah Spiten, RDP Engineer, Plover, WI

“Working as a part of the Rotational Development Program at Del Monte Foods has been an experience unlike any of my past internships. The rotations through the different departments of the company have really helped me gain a better understanding of how everything works as a whole. I’ve found this very helpful in my projects where I can use my knowledge to find solutions that I may not have considered otherwise.”

Kaitlyn Brayer, RDP Engineer, Modesto CA

“I remember when we got to participate in an ‘Ideation’ Kaizen Blitz event here at the Plover Facility. Engineers, consultants, and supervisors from all over Del Monte Foods worked together in cross-functional teams to come up with effective solutions to some important issues that were occurring at the plant. It was a great experience being able to toss ideas back and forth in a judgment free zone where everything and anything can be considered.”

Mike Rathke, RDP Engineer, Plover, WI

“My favorite part about working with Del Monte Foods is learning something new each day. Many of my friends in engineering have a specialized job within a specific department. As a Rotational Development Program Engineer, however, I get to be hands-on with all the processes and see how all the departments work together to contribute to the final product. My time as a supervisor during the tomato season accelerated this learning and gave me invaluable management experience.”

Brady Talford, RDP Engineer, Hanford, CA

APPLY NOW

Before you consider a career with Del Monte Foods, can you answer **YES** to all these questions?

- Do you enjoy working in a team environment to solve problems?
- Are you looking for the challenge of working for an industry-leading company with unlimited career potential?
- Are you excited to move from classroom theory to the reality of design and production?
- Can you communicate easily with team members from different departments, and not just other engineers?

The rotational program will be over two years; each rotation will help speed the growth of the knowledge, skills, and abilities needed to become successful leaders at Del Monte Foods.

What you'll be doing:

- Pursuing opportunities for cost reduction and profit improvements within your operation, especially using lean management techniques.
- Development and implementation of manufacturing process improvements.
- Actively solving quality problems and designing process control improvements.
- Working with finance to learn and ensure accurate product costing is being reflected.
- Writing standard operating instructions and training operators on new equipment to meet standards.
- Leading project teams on critical manufacturing improvement projects.
- Leading or supervising manufacturing team members in a manufacturing environment.



Apply at delmontefoods.com/careers

Search for postings with the keyword "Engineer College Graduate"

Del Monte Foods Inc. Corporate HQ:

205 N Wiget Lane
Walnut Creek, CA
94597, US

DEL MONTE FOODS LOCATIONS

