Leadership Development Programs
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A reputation of differentiated innovation and expertise.

Rexnord is a growth-oriented, multi-platform industrial company with leading market shares and highly trusted brands that serve a diverse array of global end markets. The Rexnord standard focuses on driving superior customer satisfaction and financial results by targeting world-class operating performance throughout all aspects of our business.

Our goal is to consistently create superior value for our customers, shareholders and associates.

Delivering lowest total cost of ownership
Highest quality products designed to help prevent equipment downtime, increase productivity and deliver dependable operation.

Providing valuable expertise
An extensive product offering accompanied by global sales specialists, customer service and maintenance support, available anytime.

Enhancing ease of doing business
We have a commitment to offering transactional experiences that are easy for Rexnord customers. Our professionals and eBusiness solutions provide support and innovative tools. They save time, reduce costs and boost productivity.

Rexnord Business System
The Rexnord Business System (RBS) is the system on which Rexnord operates. It is designed to achieve world-class excellence in customer satisfaction. It is largely based on the principles of the RBS Blueprint, which is the framework for how Rexnord does business. It drives the alignment of our cultural and business values, along with process improvement tools that provide ways to consistently deliver value to customers, shareholders and associates.

Rexnord Locations:
(as of 9/2015)

North America
43 Locations

Europe
14 Locations

Asia
8 Locations

Africa
2 Locations

South America
2 Locations

Australia
3 Locations
Platforms and products

Headquartered in Milwaukee, Wisconsin (USA), Rexnord is comprised of two strategic platforms: Process & Motion Control (PMC) and Water Management (WM), with approximately 8,000 employees worldwide.

Process & Motion Control Platform

The PMC platform designs, manufactures, markets and services specified, highly-engineered mechanical components used within complex systems.

- Bearings
- Couplings
- Gear Drives
- PT Drive Components

- Industrial Chain & Conveying Equipment
- FlatTop Chain & Components
- Aerospace Bearings, Gears, and Seals
- Specialty Components

Rexnord Industrial Services

Water Management Platform

The WM platform designs, procures, manufactures and markets products that provide and enhance water quality, safety, flow control and conservation.

- Water Control & Safety Products
- Commercial Brass
- PEX Piping
- Water & Wastewater Treatment
- Specification Drainage

Industries Served

When it comes to providing highly engineered products that improve productivity and efficiency for industrial applications worldwide, Rexnord is the most reliable in the industry. Our commitment to customer satisfaction and superior value extends to every area of our business.

- Aerospace
- Agri-Farm
- Air & Fluid Handling
- Automotive
- Beverage & Liquid
- Cement
- Energy
- Food
- Forest Products
- Marine
- Metal Processing
- Mining
- Pulp & Paper
- Warehouse & Distribution
- Wastewater Treatment
Promoting Continuous Improvement

Rexnord is a global industrial leader with a diverse team of experienced and passionate associates, dedicated to building upon our legacy of success.

Aligning for success requires having the right goals and the best talent within the organization. To continue developing cutting-edge products that drive the future, Rexnord strives to attract and retain top-notch talent. We offer intensive and rewarding Leadership Development Programs (LDPs) with opportunities that few other companies can match.

Rexnord is a great place to begin your career. Not only do we offer long-term career development programs, but Rexnord is committed to investing in the personal growth of its employees and recognize talent with growth opportunities.

Our vision is to drive growth and innovation through the Rexnord Leadership Development Programs. The core value of “Continuous Improvement” is rooted in the foundation of this ongoing effort.

How to get started on a Rexnord Career


Benefits offered:

- Competitive salary
- Matching 401(k) contribution
- Medical/dental/vision insurance
- Paid time off
- Educational reimbursement
- Short-term and long-term disability insurance
- Life insurance
- Flexible spending accounts (medical and dependent care)
- Community involvement opportunities
- Professional development opportunities and networking events through Rexnord Drive, an emerging professionals organization
- Matching gift program
- Wellness programs, including free flu shots, WeightWatchers® discounts, 5k Club, Healthy Rewards Program, and free health screenings/assessments
Rexnord offers five unique Leadership Development Programs

Finance and Accounting LDP
Accounting majors: supplement your Certified Public Accounting or Certified Management Accounting training with a comprehensive development program that gives you on-the-job experience with a global company and the proven Rexnord Business System (RBS). The LDP includes a two-year assignment that will expose you to general and operational accounting, corporate finance, auditing, and other aspects or large-scale financial planning and business development. Mentored by a member of the Rexnord Finance leadership team, you’ll gain valuable exposure to the practice and culture of continuous improvement and an understanding of superior shareholder and customer value.

Sales, Engineering and Leadership (SEAL) Program
Designed for newly graduated engineering majors, the SEAL program is a challenging, 9-12 month program that completely immerses participants in a business-oriented, cross-functional understanding of Rexnord and its primary corporate and industrial sectors. Not only will you apply engineering principles to real-world product design and application issues, you’ll gain valuable, detailed insights into the industry, building upon cross-disciplinary communications skills, product knowledge, and high-level sales techniques. Upon graduation from the program, SEAL participants emerge with a career-forward advantage and placement at Rexnord in a Sales or Engineering role.

MBA LDP
Are you earning or do you have your MBA? Thinking of taking your degree to the next level? Rexnord offers a program for individuals who have earned their MBA that exposes participants to some of the most dynamic technologies in an expanding geography of global markets, including aerospace, energy, and water management. Develop your future with a wide-ranging variety of 4-6 month assignments. They include one-on-one mentoring and guidance from top Rexnord executives and business rotations throughout the company.

Supply Chain LDP
Rotational assignments can help build the career of Supply Chain graduates in alignment with Rexnord strategic initiatives. Qualifying participants learn RBS, take part in acquisition initiatives, participate in product marketing efforts, and rotate through multiple company divisions to develop a well-rounded career. This is an amazing opportunity for leadership-minded individuals.

Technical Excellence Program (TEP)
Engineering graduates in the TEP are focused on developing competencies within manufacturing, application, design/new product and research/test engineering. The program combines a “learn by doing” approach with career mentoring and select leadership and professional development training classes to accelerate associates’ early career development. Program graduates will have fundamental system level engineering competencies and a foundational business knowledge base, allowing them to proactively make innovative contributions in any of the four core engineering functional areas across Rexnord.

Visit www.rexnord.com/careers for more information on our open positions and programs.
The Finance and Accounting Leadership Development Program (LDP) is in place for Rexnord to attract and develop talented people to support our business and grow their careers.

Finance and Accounting LDP candidates go through a challenging two-year rotational program that provides a breadth of experience with rotations focused on:
- Financial Planning and Analysis
- Corporate Finance and Accounting
- Internal Audit
- Operational Accounting and Finance
- Corporate Development
- Corporate Tax

During the program, associates have mentors to guide them in becoming future financial leaders who support our strategic initiatives.

Upon program completion, associates work with program leadership to select opportunities for a successful career.

“The Finance LDP program was an opportunity to gain a wide variety of accounting and finance experience in a short amount of time. I was exposed to many of the systems and applications within Rexnord, and also developed an understanding of all of our product lines within both the Power Transmission (PT) and Water Management (WM) platforms. The program allowed me to develop connections with Rexnord employees globally, and also gain a variety of perspectives within accounting and finance processes.”

— Finance and Accounting LDP Graduate
The MBA Leadership Development Program (MBA LDP) is in place for Rexnord to attract and develop future business leadership to support our strategic initiatives. We are seeking talented people to support our business and grow their careers.

MBA LDP candidates go through a challenging three year rotational program that provides a breadth of commercial, operational and management experience.

- Rotations are based on development opportunities and business needs
- Each candidate is assigned an Executive Mentor
- Upon program completion, associates work with program leadership to determine opportunities for a successful career
- Program is managed through Corporate Human Resources

“There is a lot to learn about Rexnord’s product portfolios, business system and channels to market. But do not let that intimidate you — everyone at Rexnord, especially the leaders, are more than willing to take the time to help you navigate these complexities, learn and grow. All you have to do is put your hand up and ask.” — MBA LDP Graduate

MBA Leadership Development Program Overview

Program Details

Participants will have the opportunity to gain experience in the following areas:

- Rexnord Business System (RBS)
- Obtaining unique opportunities to be part of our global acquisition strategy
- Rebuilding vertical market specification driven business model
- Developing product marketing skills within our Product Life Cycle Management team
- Focusing on operational or commercial excellence with a product group within one of our Process Motion Control or Water Management platforms
The Sales, Engineering and Leadership (SEAL) development program is in place for Rexnord to acquire and develop talented people to support our business.

SEAL candidates go through a challenging 12 month program to:

- Achieve a business-oriented, cross-functional understanding of Rexnord and our core values
- Learn the fundamentals within our sales, engineering and marketing sectors
- Develop and demonstrate critical skills to provide customers with Total Cost of Ownership (TCO) solutions using Value Selling
- Provide differentiated business and product knowledge in real world applications and scenarios
- Apply engineering principles to solve real application issues
- Develop relationships with departments within Rexnord to promote open communication

“Take advantage of every opportunity you get at the plants! Not only will you build the internal relationships you need to help with difficult accounts, but you will also build invaluable tools to help other Account Executives and future SEALs.” — SEAL Program Graduate
The Supply Chain Leadership Development Program (LDP) is in place for Rexnord to develop talented people within the Supply Chain function to support our business and grow their careers.

Supply Chain LDP candidates go through a challenging, 24-month program that consists of four six-month rotations within four of five areas of focus:

- Corporate Procurement
- Warehouse Operations
- Transportation Services
- Operations Materials Management
- Operational Purchasing

Participants in the program will develop a business-oriented, cross-functional understanding of Rexnord, while learning the fundamentals within Supply Chain. Upon completion of the program, both parties will evaluate and match candidates according to their skills and career interests based on available opportunities within the company.

“Take full advantage of your mentors and networking opportunities that this program presents. Never be afraid to try something new or move to a new location during one of your rotations.” — Supply Chain LDP Graduate

Program Details

Participants will have the opportunity to gain experience in the following areas:

- Onboarding
- Rexnord Business System (RBS)
- Process Improvement
- Lean Principles
- Core Values
- Leadership
- Strategic Thinking
- Strategic Sourcing
- Communication Skills
- Teaming Behaviors
- Analytical Ability
- Project Management
- Strategic Procurement
- Business Acumen
- Technical Skills
- Business & Financial Analysis
- International Import & Export
The Rexnord Technical Excellence Program (TEP) is a 20-month, full-time rotational training program focused on developing high potential, entry-level engineering associates. The program combines a “learn by doing” approach with career mentoring and select leadership and professional development training classes to accelerate associates’ early career development. Program graduates will have fundamental system level engineering competencies and a foundational business knowledge base, allowing them to proactively make innovative contributions in any of the four core engineering functional areas across Rexnord.

The program includes four rotations designed to teach fundamental competencies in each of Rexnord’s core engineering functional areas:

- Manufacturing Engineering
- Application Engineering
- Design/New Product Development Engineering
- Research/Test Engineering

“During the Technical Excellence Program, I strived to learn as much as possible while completing projects in different engineering fields. I also made it a priority to create and maintain relationships with Rexnord associates, customers, and vendors across several different industries. The combination of building up technical proficiency in various aspects of the Rexnord Process & Motion Control (PMC) and Water Management (WM) platforms combined with a strong network allowed me to effectively add value to the customer.” — TEP Graduate

Program Details
Participants will have the opportunity to gain experience in the following areas:

- Delivering project results in accordance with unique goals at each rotation
- Building and leveraging a strong professional network across Rexnord
- Cross-functional engineering across a variety of product lines
- Project management
- Kaizen event participation and planning
- Rexnord Business System (RBS)
- Technical communication
Rexnord Company Overview
Rexnord is a growth-oriented, multi-platform industrial company with leading market shares and highly trusted brands that serve a diverse array of global end markets.

Process & Motion Control
The Rexnord Process & Motion Control platform designs, manufactures, markets and services specified, highly engineered mechanical components used within complex systems where our customers’ reliability requirements and the cost of failure or downtime are extremely high.

Water Management
The Rexnord Water Management platform designs, procures, manufactures and markets products that provide and enhance water quality, safety, flow control and conservation.