

Supply Chain



Phil Winder
Supply Chain
Management
Trainee

Phil joined in October 2005 as a Supply Chain Trainee

I obtained a MSci in Chemistry from Bristol University and joined JohnsonDiversey in 2005. During my research on potential companies to join, I was often disappointed by the lack of genuine challenge and responsibility offered. I wanted to be given the opportunity to create an impact from day one, not join a development scheme that isolated me from business decisions during the early years of my career. In Supply

Chain Management at JohnsonDiversey I found a global company offering a role which met my expectations.

The importance of graduates to JohnsonDiversey was confirmed during the assessment process where the selection panel consisted of the Board of Directors for the UK.

On joining JohnsonDiversey I embarked on an extensive 3 month induction with the other management trainees, which gave me an insight to the different functions of the business and how they interact. I am beginning to reap the benefit of this, as the network and relationships I built are now directly influencing the decisions I make on a daily basis. By getting this total business perspective so early in my career I can appreciate what is the right decision for the business, not purely the specific function I am working in – I see this as a skill that is vital for the success of any future leader.

I am currently coming to the end of my placement at the UK manufacturing site. I have been an active member of the engineering projects team for the past year and looking back I'm astounded at the learning curve I have been on.

Initially I was involved in the commissioning of several capital expenditure projects, for example the in-sourcing of Comfort products. I was then assigned to create a standardised procedure for completing such projects which incorporated costs, health and safety, best practices and communication to name a few. My recommendations have been adopted by the engineering

function and may well have European ramifications in the near future. A prime example of how JohnsonDiversey allows you the opportunity to shine.

My biggest challenge came after six months with the company when, and with no previous experience of engineering, I was given the responsibility of managing a £250,000 project to automate an existing line - a high risk technical project with global implications. I was to lead a team of five to achieve this change and quickly had to develop my negotiating skills to deal with suppliers, contractors and 3rd parties. At the time of writing this profile I am excitedly looking forward to the culmination of the project and the fruition of my team's hard work.

Throughout my first year I have received excellent support and JohnsonDiversey has sought to actively foster my development. I've been surrounded by a team that is willing to teach and impart their knowledge which has been vital to developing my skills and competencies for the future. I am extremely happy with my choice of career and have thoroughly enjoyed my first year, although it has had its challenges! I have found a company that will recognise and reward my ambitions if I meet their high expectations and as such I am actively looking forward to the challenges of my next placement.



Offer something different through
a fresh and creative approach

Sales



Will Grayson
Sales
Management
Trainee

Will joined in October 2005 as a Sales Trainee

Having graduated with a Chemistry and Management degree from UMIST I was looking for a company which offered early responsibility and opportunities for career progression.

JohnsonDiversey was a clear choice, offering me the opportunity of a career in management where my chemistry background would be beneficial and with a company that is firmly committed to further

training and development.

The Management Development Scheme started with a detailed induction into the company – covering the different functions and giving me the opportunity to understand the processes within the company first hand. The major benefit of the induction was the opportunity to build a strong network of relationships that has proven invaluable during my first placement and is benefiting the current projects that I am working on.

From the outset the JohnsonDiversey Management Development Scheme has given me the chance to quickly gain responsibility and develop my skills. My first placement was a Technical Sales role in the Pharmaceutical team within the Food Group.

The role has seen me managing existing key Pharmaceutical and Cosmetic accounts and I have been responsible for developing a presence in the NHS pharmacy market from scratch, building key relationships and opening up the opportunity for future growth.

The flexibility of the scheme has allowed me to work on various projects along side my day to day role, for example working directly with the Food executive to develop sales policies and procedures for the Group and working on the UK input to the European marketing plan for the Pharma sector. This breadth of experience has provided me with a greatly rewarding and motivating start to my career.

One thing that is clear when you start on the JohnsonDiversey Management Development Scheme is that you have a key role from day one with the opportunity to make a real difference to the area of the business you are working in.



The Company recognises the importance of investing in people

Marketing



Alex Merckx
Marketing
Management
Trainee

Alex joined in September 2004 as a Marketing Trainee.

I graduated from Nottingham University with a degree in Economics with French and joined JohnsonDiversey in 2004.

I applied to JohnsonDiversey's Management Development Scheme as it seemed to offer all the opportunities that I sought in terms of training and career progression. I have now completed the development scheme and can happily say that it lived up to these expectations.

Joining JohnsonDiversey certainly doesn't allow you a moment to get bored. I was on the go from day one, as I embarked on an intensive induction to the company. This involved meetings with members of the UK Leadership Team as well as introductions to the factory, warehouse, customer service and technical centres that proved invaluable in providing an insight into how the various departments fit into the company. Working with the sales teams and visiting important customers and suppliers also helped further develop my insight as well enable me to develop important contacts.

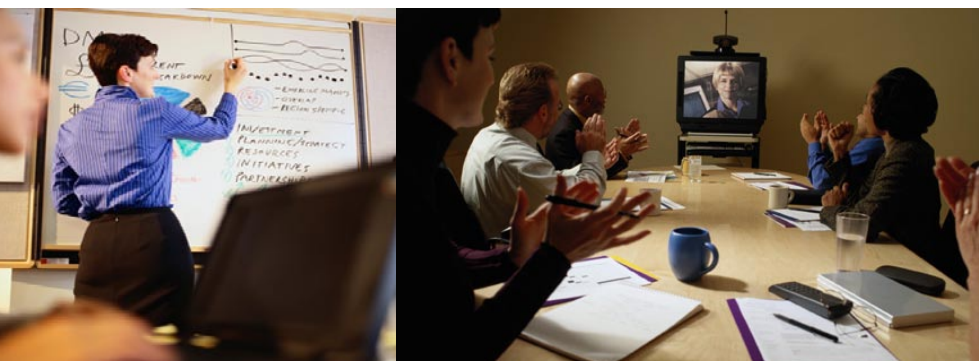
A great strength of the JohnsonDiversey scheme is the level of responsibility that you get from a very early stage. Having completed my two week induction I was immediately given a field-based job as an Account Manager, requiring me to look after all JohnsonDiversey's customers within the Institutional Sector in a defined area of the South West of England. This meant I was responsible for looking after and building the business within customers such as NHS hospitals, major hotel chains, restaurants and even prisons. The role also gave me the freedom to look for new customers. I was on a steep learning curve and rapidly extending my knowledge of our customers, products and systems. I also got plenty of opportunity to develop my presentation skills,

as well as skills in sales and customer relations. I also benefited enormously from the opportunity to attend a number of training programmes which enhanced my key sales and marketing skills as well as develop my team working ability.

My next placement involved moving into Head Office to work within the Product Marketing team. This role, again, offered me exciting opportunities both in terms of the variety of projects and the level of responsibility. The role involved delivering key products and systems to the market place through project management and core marketing activities. This entailed managing whole projects from concept to launch, hence requiring the management of technical, marketing, sales and supply chain issues, as well as working with external creative agencies. This widened my understanding of the business as well as developing my marketing and project management skills.

Having completed the Management Development Scheme, I have now taken on the role of Product Marketing Manager for the kitchen product portfolio. It is an exiting and high-paced job offering new challenges on a daily basis and demanding a high level of responsibility. I thoroughly enjoy this role and have no doubt that I would not have gained this opportunity had it not been for the varied yet relevant experience that I got from the Management Development Scheme.

I have enjoyed my time at JohnsonDiversey. As long as you are driven and keen to develop your career the opportunities on offer are exciting and varied.



Research, Development & Engineering



Stephen Dalton
UK Technical
Director

Steve joined in 1993 as a Research, Development & Engineering Trainee

I joined as a management trainee direct from University in 1993 with a first class honours degree in Chemistry and a PhD in Polymer Science.

I have worked as a Product Manager and as a Group Product Manager across various portfolios covering diverse areas such as fabric washing, food factory and farm

cleaning, together with disinfectants.

Over time, my responsibilities have included leading teams of marketers, giving me line management experience as well.

I am now Technical Director for JohnsonDiversey in the UK, responsible for Technical Service and Development. In addition, the laboratory team that I lead is also responsible for technical service support to Sweden, Finland and Ireland.

Working for JohnsonDiversey I have been involved in the development of new and novel technologies such as the microfibre system launched in the UK in 2002. This has required me to present to the Department of Health, the UK's Inspector of Microbiology as well as make an appearance on national television to promote the system.

JohnsonDiversey is a business where it is critical that technical and marketing work together which is an aspect of working at JohnsonDiversey that I really enjoy. Cleanliness and hygiene are becoming increasingly important in the marketplace which makes me feel that at JohnsonDiversey I can really make a difference - in hospitals, food factories, even on farms.

