



*The development program will support you with a genuinely committed technical leadership team that will oversee program administration and will focus on providing excellence to your on-boarding and rotational experiences.*

### SO WHAT'S IN IT FOR YOU?

- Build foundational technical competence
- Develop and refine leadership skills
- Foster teaming skills
- Gain an understanding of the Caterpillar Product Development System
- Learn about the Caterpillar Production System
- Gain exposure to senior leadership
- Participate in excellent networking opportunities
- Develop lasting relationships with Caterpillar mentors
- Foster engagement in an intense program that invests in your future
- Work in Caterpillar's unique global culture steeped in our Values in Action

### WELDING ENGINEERING TRACK

#### ELIGIBILITY REQUIREMENTS:

- Minimum GPA: 2.8 on a 4.0 scale
- Bachelor's degree in (preferred, but not limited to): Welding Engineering, Welding Engineering Technology, Mechanical Engineering, Industrial Engineering, Metallurgical Engineering, and Materials Science
- Degree from an accredited program or university
- Passion for leadership and technology
- Hands-on experience or knowledge of welding processes
- Strong communication skills
- Team oriented
- Self starter
- Willing to relocate

#### BENEFIT FROM A TOTAL REWARDS PACKAGE:

The Total Rewards package focuses on developing and rewarding you for your contributions to the company's successes. It encompasses pay, benefits and learning and development!

This is a great time to be part of Team Caterpillar—and thanks to a global team of employees, dealers and suppliers working hand-in-hand, the future promises to be even more rewarding.

When it comes to the future, Caterpillar is interested in investing in you!

If you are interested in investing in your future with Team Caterpillar, visit:

[Caterpillar.com/Careers](http://Caterpillar.com/Careers)



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**MY ROAD TO SUCCESS  
STARTS HERE**

**LEADERSHIP & TECHNICAL  
DEVELOPMENT  
PROGRAM  
WELDING ENGINEERING TRACK**



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**CATERPILLAR®**

# MY ROAD TO SUCCESS

STARTS HERE



*Become a genuine leader for a Fortune 50 global organization, gain deep technical experience in your chosen field, and work as part of a global team...*



*The Leadership & Technical Development Program (LTDP) will provide you the foundation for future success as a selected member of Caterpillar's technical community. **Opportunities are endless.***

## LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM (LTDP)

Caterpillar hires top talent — and this program is all about grooming the next generation of industry leaders and technical experts. The purpose of Caterpillar's LTDP is to harness your ability and energy, and groom you through training and development so that you may not only fulfill your personal career and development ambition, but provide excellent service to Caterpillar and especially, Caterpillar customers.

You will gain a wealth of experience while in the development program. LTDP offers you a broad exposure to Caterpillar, presents diverse project responsibilities, engages you in global teams, provides cross-functional job experiences, and includes valuable networking opportunities with all levels of Caterpillar leadership.

**In short, as soon as you enter one of Caterpillar's global facilities... you hit the ground running.**

### WELDING ENGINEERING TRACK

## LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM

### TRAINING

- Safety
- Program onboarding
- Design fundamentals
- Technical core training
- Track specific training
- Hands-on welding experience
- Professional and leadership development
- Career development planning

### ROTATIONAL EXPERIENCE

- Three-year program
- Three rotations
- Assignments are based on business requirements and personal development needs
- Integrated technical training
- Rotation assignments include, but not limited to:
  - Research and development
  - Design and analysis
  - Structural testing
  - Automation
  - Facility welding engineering
  - Operations supervision
  - Purchasing
  - Specifications and standards
- On-the-job learning
- Challenging deliverables

### GRADUATE PLACEMENT

- Upon completion of your last rotational assignment, you will be placed in a two to three year assignment
- Placement is made on business requirements as well as personal preference and strengths. Positions may include areas such as:
  - Research and development
  - Product design and analysis
  - Automation
  - Facility welding engineering
  - Operations supervision

*The Welding Engineering community includes **design, failure analysis, manufacturing support, automation, quality control, research and development, purchasing, remanufacturing, and field service.***