The Dow Chemical Company is looking for young candidates interested in joining the Junior Account Manager (m/f) COMMERCIAL DEVELOPMENT PROGRAM (CDP) located in Gaziantep, Turkey.

The Commercial Development Program (CDP) is a 9 months induction program that aims at identifying, training, and developing the next generation of Account Managers who will be key to Dow’s sustained commercial success in the Europe, Middle East and Africa (EMEA) region.

A unique opportunity to connect chemistry, market knowledge and professional skill set to bring value to Dow and to Dow’s customers. The program sets an environment to grow personally and gain real hands-on experience working in one of the leading companies of the chemical industry. You are a young professional, aspiring to start a sales career… this is where it all begins!

The Program and its objectives:
Knowing about Markets and areas of Growth is nice, but developing motivated people to physically go after these opportunities and turn them into real business with bottom-line impact, is better…!

From day 1, the new CDP is a full-time Dow Employee, actively encouraged to network across Businesses, both locally and internationally, will learn about the Dow Chemical company, technologies, solutions and products s/he may have to sell, and above all, meet with existing and potential customers.

This “learning by observing then doing” approach is essential to anchor and strengthen the theoretical knowledge gained during trainings sessions for which CPDs gather together at the regional Headquarter and learn about the fundamental skills and tools essential to becoming a successful Sales Professional. Additionally, numerous opportunities are provided to interact with senior leaders as well as colleagues in a number of different functions.

Essential skills to become a successful Account Manager

- Ability to learn and understand the critical technical, commercial and business features related to the products they will have to sell
- Excellent communication and interpersonal skills:
  - Ability to effectively communicate, internally and externally, and act as the key touch point and connection between businesses and customers/market
  - Ability to rapidly establish productive and sustainable business relationships with existing and prospective customers and other value chain partners
- Willingness to travel across the region
- Strong ethical business standards
- Desire to work in a people-oriented environment and ability to work independently and responsibly, in perfect cooperation with and alignment to, often remote, colleagues and leadership
- Demonstrated maturity, motivation, energetic and challenge-driven attitude

Program participants are recruited with the perspective, after program successful completion, of a specific business aligned position as Field Seller. For the duration of the Program, they report centrally to the Commercial Development Program Leader, but are already located in the region for which they have been recruited. This set up provides the candidate with exclusive access to learning, training, cross-business networking and coaching opportunities, but also
immerses him/her from the start into what will be his/her future business and regional environment.

**Required Education for applying to the Program**

- Recent Bachelor (BBA or BS) graduation is an essential prerequisite
- Scientific degree (MSc or equivalent) is preferred
- 0 to max 3 years work experience
- Commercial "vibe" and interest in sales
- Perfect fluency in at least one of the main languages of the recruitment location is a must, as well as proficiency in English (written and verbal); a third/fourth language is an advantage
- Professional level of computer literacy

**To apply**

- Step 1: Visit: www.dow.com
- Step 2: Click on Careers
- Step 3: Click on Explore Available Job Opportunities
- Step 4: Click on Europe
- Step 5: Choose job requisition number 1310840

we strive. we lead. we thrive. we solve.

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