Accelerated Sales Engineer
Program

NALCO
Essential Expertise for Water, Energy and Air™
Program Overview

The Water and Process Services Division (WPS) manages the largest direct sales force for Nalco Company. This team of degreed sales engineers is globally renowned for building customer relationships and delivering unparalleled value. The Accelerated Sales Engineer (ASE) Program was designed with these sales engineers in mind—to continue strengthening our future by developing high-potential candidates for critical sales field roles through a fast-tracked and focused six-month training program.

The ASE Program prepares new sales engineers for extraordinary careers. We live in a “connected” work environment—a business setting that demands real-time data and a social atmosphere that electronically blends life, work and relationships. The ASE Program integrates technical and sales training with targeted social interactions to rapidly grow work experience. Sales engineers learn to solve real problems of resource management and engineering efficiency in a safe environment that encourages the triple bottom-line of economic, environmental and social sustainability. If you are interested in the challenge of the Accelerated Sales Engineer Program, apply at jobs.nalco.com.

VISION

To prepare our sales engineers for WPS deployments within six months of their start date. ASE Program candidates will rapidly develop the technical and relational skills expected of sales reps with 2-3 years of field experience.

MISSION

To develop competent sales engineers in a condensed time frame through:

- An intense six-month accelerated sales and technical training program.
- Dedicated trainers who support the ASE program, focused exclusively on technical and sales development.
- Exposure to Corporate functional and support groups, providing a connection with Nalco resources in a personal and relevant way.
- Temporary relocation at the Nalco Corporate Campus located in Naperville, Ill. for an extended period (up to six months) during the accelerated training program.
- Hands-on training for all Nalco technologies, specifically our 3D TRASAR® technology platforms.

VALUE

Value is delivered to our business and customers through:

- Accomplished sales engineers with the technical and relationship skills of sales professionals with multiple years of field experience.
- Selling new business and delivering essential expertise to our customers.
- Minimizing the challenge of account and territory transition by:
  – Positioning sales support in strategic geographies
  – Promoting a positive customer experience during periods of transition
- Implementing key technologies such as 3D TRASAR technology, improved automation and high performance chemistries.
Integrated Training Program

As a new employee, you will be enrolled in our On-Boarding Training course where all participants learn about Nalco and our key business offerings, and complete a mandatory safety training program. After the first week of On-Boarding Training, ASE candidates will begin the 24-week accelerated training program, which will include onsite customer visits and field trips while under the guidance of a dedicated trainer.

Below is a brief overview of what to expect in the Accelerated Sales Engineering Program:

**Week One – On-Boarding and Safety Training**
- Enrollment in On-Boarding Training program
- Completion of safety training program

**Week Two – Begin 24-week WPS ASE Technical and Sales Training Curriculum**
- ASE candidates follow a structured, 24-week Training Lesson Plan and Schedule focused on technical lessons, classroom interaction and hands-on field learning
- Corporate mentors are assigned to ASE candidates participating in the accelerated training program. Mentors introduce sales engineers to corporate departments such as Product and Industry Marketing, Supply Chain, Safety, Health and Environmental (SH&E), Research, Customer Analytical, Credit, Human Resources and Finance. Building key relationships and interaction with these departments and groups is critical to success in the field.

Location and Lifestyle

- ASE participants will temporarily reside in the Naperville-area near our Corporate Campus during the 24-week training program. Several cost-effective, temporary housing options are available such as extended stay facilities, group rates and corporately managed apartment leases.

- ASE participants are expected to travel throughout the program. Participants will work within various Districts and locations to build specific technical knowledge and gain sales experience. Professional development is driven, in part, by the scope of technical and relational experiences received during this part of training.

Commitment

The success of the Accelerated Sales Engineer Program benefits from our sales engineers being integrated into Nalco culture immediately. The ASE Program is challenging—reserved for the “best of the best.” The program will require long hours of dedicated study and focused learning. The benefits are beyond measure—a world-class technical training experience, an opportunity to connect and build relationships with Nalco leaders from every Group and Division, and a chance to launch a professional career without limits.
Overview

Many companies offer a variety of positions, benefits and programs. But why Nalco? Because People matter—our People matter. Our Company is built around a philosophy that begins with a commitment to our People. Our people are our greatest asset. That means that we invest in our employees, providing tools, training and resources to help them develop and achieve their personal and professional goals. We support an environment that's open, trusting and rewarding and a culture where our employees are driven to succeed—because employees who are fulfilled, innovative and productive will help drive the success of our Company.

We’re about safety. We’re about sustainability. We’re more than innovative solutions for water, energy and air. We earn customers for life and enhance the lives of our employees while protecting the planet.

Be part of our culture where you can Create your Difference… in a Company that makes a Difference. Start anywhere. Go everywhere.

To learn more about Nalco Company, visit www.nalco.com.

Company Overview

At Nalco, we are the world’s largest sustainability services company focused on industrial water, energy and air applications, delivering significant environmental, social and economic performance benefits to our customers. We help our customers reduce energy, water and other natural resource consumption, enhance air quality, minimize environmental releases and improve productivity and end products while boosting the bottom line.