

# GE Capital

## Business Specific Hiring Requirements:

- Proven commercial experience, financial services or related industry strongly preferred
- Analytical and strategic thinking skills...financial modeling a plus
- Demonstrated experience in customer-oriented roles such as sales, marketing, consulting, banking, real estate or financial services
- Strong leadership, communication, project management and influencing skills
- Proven change agent...ability to work well in fast paced changing environments

## Program Structure & Highlights:

- **Typical Types of Rotations** - marketing, sales, risk & capital markets
- **Business Specific Training** - credit, capital markets, product, systems, sales, etc.
- **International Rotation Opportunities** – No
- **Out of Business Rotation Opportunities** – No rotations outside of GE Capital. Yes - all ECLPs rotate across multiple GE Capital businesses
- **Other Highlights** – Capital Special Initiatives ECLP teams coupled with the global ECLP Advisory Councils (the councils are comprised of senior commercial and HR leaders) ensures that ECLP is the commercial talent pipeline for GE Capital globally.

## Examples of Off Program Roles:

- Typical class off program: 55% sales roles, 40% marketing roles, and 5% other roles (risk/cap markets, asset management)
- Sales: AVP Sales, Jr. Rep role, Relationship Manager, and Strategic Sales leader, VP Sales
- Marketing: Analyst (SFE, Pricing), AVP Marketing, Marketing Manager (Strategic, Commercial, Innovation), Access GE
- Risk: Risk Associate, AVP (Risk roles are transition roles to originations job)
- Capital Markets: Associate, AVP

## US Location Snap Shot:

- **Business Headquarters** - Norwalk, CT, USA
- **Common US Locations** – Every major city
- **Common non-US Locations** – 30+ countries
- **Do ECLPs typically move between every rotation in your business?** Yes, most ECLPs move between every rotations. Some ECLPs may end up in same geographic location and just move businesses, but for majority move involves both business and city. Moves are across the GE Capital businesses (GE Capital, Real Estate, GECAS, GE Money, Global Banking and EFS) but within country of hire