

Professional Areas of Opportunity

Accounting/Finance

- Bachelor's degree in Accounting.
- Preparation and analysis of financial statement.
- Participate in forecasting and budgets.
- Strong communication skills, Excel and/or Access experience.
- Maintain confidentiality.

Customer Satisfaction

- Associates degree.
- Assists with planning and executing all aspects of customer support.
- Frequent contact with outside consumers (phone, email and written correspondence).
- Excellent interpersonal, written and verbal communication skills.
- A working knowledge of all products manufactured by the corporation.

Engineering

- Bachelor's degree in Engineering (IE, ME, EE, ChemE, AgE).
- Engineering projects to ensure the objectives of quality, time and cost.
- Microsoft Office applications and AutoCAD required. Microsoft Project preferred.
- Opportunities in Operations and Product Development and Quality.

Human Resources

- Bachelor's Degree.
- Provide human resources knowledge, support and guidance.
- Builds relations within the area to best understand, address and meet the needs of team members.
- Drives and supports HR objectives to improve effectiveness and efficiency of support and services.

Information Technology

- Bachelor's degree in computer or related field (MIS or Computer Science or equivalent).
- Tightly partner with other Pella business functions.
- Leverage integrated systems to provide a 360 degree view of our customers.
- Work with key industry partners (Oracle, HP, Microsoft, Cisco).
- Ongoing career development targets.

Manufacturing Management

- Manage, coach and develop 30-40 hour team members.
- Ensure the safety, quality and productivity of your department.
- Support and participate in continuous improvement events.
- Maintain a high level of team member morale.
- Communicate one-on-one with team members.
- Lead your business unit.

Marketing

- Bachelors degree in business, marketing, marketing research, economics, statistics, or the social sciences or related experience.
- Must have demonstrated strong mathematical skills. Advanced mathematical/econometric/statistical skills a plus.
- Opportunities in Business Insights and Marketing Communications.

Pella Installer

- You will receive profitable work without investing in advertising or selling.
- Competitive installation rates.
- Flexible installation scheduling to work around your business.
- Pick up construction materials locally to minimize your expenses.

Sales

- Execution and measurement of lead generation programs for the consumer window replacement market.

- Market planning efforts of the Pella Direct Sales Network across North America.
- Identification, development and implementation of programs, policies and procedures that support total customer satisfaction.
- Independently execute business/sales plans.
- Plan and carry out sales activities in accordance with territory plan.
- Foster relationship with key decision makers.

Production Areas of Opportunity

We are people of character who are honest, principled and stand behind our products.

- Assembly
- Logistics
- Maintenance

Student Areas of Opportunity

- Accounting/Finance
- Engineering
- Human Resources
- Information Technology
- Manufacturing Management
- Marketing

Internship program

- Competitive pay
- Leadership development
- Professional development
- Diversity
- Mentoring
- Community relations

- Learning opportunity for college students
- Real-world exposure to classroom learning
- Academic credit where applicable