The ITW Emerging Leaders Development Program is a highly selective 3 year development program in disciplines such as Engineering, Finance, Human Resources, and Sales and Marketing. Participants will have the opportunity to work within one or two of our business segments: Automotive OEM, Welding, Polymers and Fluids, Specialty Products, Test & Measurement and Electronics, Food Equipment, and Construction Products. ELDP’s challenging assignments will provide participants exposure within the business segments, along with developing core competencies to be effective leaders for our diverse and global organization. Software Engineering: Employees will develop technical problem-solving skills through projects, presentations and duties aligned with business objectives. Diverse project experiences may include new product development, customer-interaction, troubleshooting, product testing or quality.

Responsibilities may include:

- Participate in software product development projects from cradle to grave.
- Conduct project reviews and product testing throughout development.
- Work with all aspects of development including analysis, design, programming, documentation, training, implementation, and troubleshooting.
- Design, develop, support, and maintain custom cloud based and client based customer facing business applications.
- Participate on cross-functional teams including service, manufacturing, marketing, and management.

Responsibilities may vary slightly depending on business needs and product lines.

1st Rotation locations for engineering students include: Ohio and Wisconsin. Preferences for location will be based on business needs. Note: One rotation will include a non-metropolitan area and the other will be near a metropolitan area. Participants MUST be flexible with relocation.

A Successful ELDP Candidate: We are seeking new graduates with a degree in Software Engineering, Computer Science or Computer Information Systems with a GPA of 3.0 or better. Previous co-op/intern assignments and leadership experience is highly preferred. Candidates need to be motivated, high-potential performers who can influence and lead others in a team-oriented environment. They should have strong interpersonal capabilities, and a commitment to excellence and integrity. Must be legally authorized to work in the United States for any employer.

Illinois Tool Works is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

If you are a qualified individual with a disability and are unable or limited in your ability to use or access the online application system process due to your disability, please email corp_accessibility@itw.com to request assistance. No other requests will be acknowledged.