

Media Information  
11 November 2019

## **Career opportunities without management responsibility: Expert Career at the BMW Group**

International rollout begins in autumn 2019

Horstmeier: “BMW Group offers career path equal to management track that will secure strong position as an attractive employer”

**Munich.** The BMW Group’s Expert Career offers highly-qualified employees an attractive development alternative without management responsibility. The international rollout will begin in early November in 40 countries. In parallel with the classic management track, employees following the Expert Career will focus on technical, project or corporate topics without disciplinary responsibility.

“The Expert Career offers a career path that is equal to the classic management track, with attractive development opportunities for our employees,” explains Ilka Horstmeier, member of the Board of Management of BMW AG, responsible for Human Resources. “In this way, we are securing our strong position as an attractive employer.”

Young talents in future areas of activity, such as automated driving and connectivity, in particular, are less interested these days in the classic management track. At the same time, future technologies require a high level of expertise and new forms of collaboration. The Expert Career has been tailored to these requirements. This broader approach to career development will make it easier for the company to recruit and develop talented technical, project and corporate experts, and expand their key future competences for the BMW Group on a selective basis.

The Expert Career will be offered across all areas of the company and is not restricted to certain divisions or qualifications. With two career paths, employees can be optimally deployed according to their strengths. Suitable employees can switch between the classic management track and the Expert Career at any time; both development paths are equal and open to one another. This enables targeted, flexible employee development, in accordance with the employee’s own development goals and the company’s requirements.

## Corporate Communications

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**The BMW Group**

With its four brands BMW, MINI, Rolls-Royce and BMW Motorrad, the BMW Group is the world's leading premium manufacturer of automobiles and motorcycles and also provides premium financial and mobility services. The BMW Group production network comprises 31 production and assembly facilities in 15 countries; the company has a global sales network in more than 140 countries.

In 2018, the BMW Group sold over 2,490,000 passenger vehicles and more than 165,000 motorcycles worldwide. The profit before tax in the financial year 2018 was € 9.815 billion on revenues amounting to € 97.480 billion. As of 31 December 2018, the BMW Group had a workforce of 134,682 employees.

The success of the BMW Group has always been based on long-term thinking and responsible action. The company has therefore established ecological and social sustainability throughout the value chain, comprehensive product responsibility and a clear commitment to conserving resources as an integral part of its strategy.

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