

Technical Management Development Program (TMDP)

We are looking for candidates who demonstrate the GALLO corporate values and have the key skills & behaviors necessary to excel within our full-time Engineering Rotational Program and Gallo.

EXAMPLE ROTATIONAL OPPORTUNITIES



ENGINEERING PROJECT MANAGEMENT

Manage projects from concept to startup.

Example work: Develop and lead the project's scope, cost, and schedule, purchase and install equipment, and collaborate with cross-functional partners to deliver customer requirements across Gallo's wineries, cellars, and bottling facilities.



PERFORMANCE IMPROVEMENT

Improve the efficiency of the bottling room, winery or cellar through the implementation of sustainable processes and building scalability.

Example work: Gather and analyze data to determine areas of opportunity to improve processes and reduce downtime, then lead the improvement effort.



OPERATIONS LEADERSHIP

Manage the daily operations at one of Gallo's crush facilities, including receiving the grapes, fermenting the wine, and managing solids waste.

Example work: Supervise teams of up to 30 winery workers and serve as the first-line decision makers on operations and labor issues.



THE PROGRAM

Our 3-year rotational program is based on your goals. It offers additional rotational opportunities in Equipment Reliability, Controls, Product Launches, Process Technology, and continuous improvement. New opportunities arise as the business evolves. Expect to experience 3+ roles, which can be located at one of our multiple sites in California or possibly New York or South Carolina.

Demonstrates Key Skills & Behaviors



INTRAPRENEURSHIP & OWNERSHIP

Set high expectations, drive candid discussion, focus on how to improve, drive accountability for self and others, prioritize high-value work, display an entrepreneurial mindset by driving innovation in an established company, think boldly, take appropriate risks while learning from mistakes, and show initiative.



CURIOSITY

Continuing to build knowledge and skills, applying learnings, and maintaining an interest in the broader landscape of the alcohol beverage industry are essential for success.



ANALYTICAL THINKING

Identify and define problems, generate insights and key learnings from data, develop hypotheses and recommendations, and confidently present insights and findings to the team.



BUSINESS ACUMEN

Demonstrating strong communication skills (written and verbal), effectively collaborating, identifying potential risks and opportunities, and understanding the value to the business are key components of success.

Exhibits our Corporate Values of **Integrity, Respect, Humility, Innovation, Commitment, and Teamwork.**