

**OTIS**

# Build what's next

---

Join our Talent Community  
to see how you can  
#BuildWhatsNext  
for your career.





# Your career, going up

Since the New York World's Fair, we have dedicated ourselves to a single goal: moving the world. Our cities are reaching new heights. Our customers are demanding new solutions. Our world is becoming more connected. For more than a century and a half, we've been pushing the world onward. It all started more than 170 years ago when Elisha Graves Otis invented the modern elevator and forever changed the urban landscape. Today, the company that bears his name is leading the industry in the exciting, complex elevator and escalator industry. We design, manufacture and install equipment that safely and efficiently moves 2.4 billion people a day around the world. And we service and maintain about 2.4 million units globally – including iconic structures, such as the Seattle Space Needle, Empire State Building, CN Tower and Christ the Redeemer.

We help people make the most of every moment, every connection and every opportunity – whether it's our passengers, our customers or our colleagues. We continue to look for talented, creative, energetic individuals who are committed to service excellence. Are you looking for a career where you can apply your current skills and develop new ones? And if you care about health and safety, sustainability, or social responsibility, you could fit into many business functions at Otis. We are everywhere people are on the move – and our colleagues find their careers can be on the move, too. Join our Talent Community and see how you can Build what's next with Otis!

**\$14.26B**

in 2024 global net sales

**~15,900**

Americas colleagues

**2.4M**

customer units maintained

**~250**

U.S. & Canada facilities

**17**

global manufacturing locations

**>200**

countries & territories we serve customers

**34,000**

field professionals



Learn more about  
**who we are**



Early Career Talent  
Community



# We've worked on some iconic projects...





# We are reliable, smart and focused on the future



## Internships

Otis internships are rewarding, challenging and provide you with an opportunity to learn, grow and develop through meaningful projects and work. We offer full-time, paid summer internships that give you hands-on experience and broaden your knowledge. We provide continuous training and performance feedback to help you build the necessary skills to succeed. Qualified candidates must be currently pursuing a bachelor's degree.



## Field Operations & Project Management Trainee Programs

In the field, our team members build relationships with customers, gain technical and industry knowledge and develop management skills. Our Field Services team also supports Otis to ensure technical and financial standards, regulatory compliance and fulfilment of stakeholder expectations. We offer comprehensive field operations training programs that provide development opportunities consisting of classroom instruction and hands-on experience. Trainees will shadow Supervisors, Project Managers, and Technicians to obtain business and industry knowledge as well as product training. Upon completion of the program, field associates are assigned a supervisory role in a defined geographic territory managing highly skilled workforce. The positions are part of our branch operations, which are located throughout the United States.



## Sales Development Program

Our team offers unmatched sales and service excellence to Otis customers every day. Members of our high-performing sales team help us execute this vision by serving as a primary customer contact, guiding customer success and improving their experience.

We offer comprehensive 2-3 month sales training program that provides development opportunities consisting of classroom instruction and hands-on experience. Sales trainees shadow sales reps/account managers, field supervisors and technicians to obtain business and industry knowledge, as well as product training. Upon completion of the program, Sales trainees are assigned a sales role with a portfolio of accounts in a defined geographic territory. The positions are part of our branch operations, which are located throughout the United States.



**Madisyn**

**Finance**

*"My manager has been helpful. He set up meetings with different departments within the area of finance to see what I like the best to pursue in the future. All of the opportunities are what has attracted me to Otis."*



**Kenny**

**Digital Technology**

*"It has been a great experience to interact with leaders and mentor as I work to hone and improve my skills. My mentor has been very helpful and happy to give me aid and advice whenever I need it."*



**Megan**

**Sales**

*"I love my job! We like to have fun in the local office with different team outings and volunteering opportunities. I feel like I can really make a difference with customers, and I get rewarded for my hard work."*



We know what we're doing – we invented the industry. And we are reinventing it with a bold vision of the future. We offer career development and a supportive environment where employees are motivated and empowered to perform at their full potential. Otis offers different career entry points, including internships and full-time employment opportunities.



## Manufacturing

Manufacturing at Otis offers a broad array of exciting and challenging career opportunities including developing new manufacturing technologies, creating and optimizing production processes, accelerating inventory flow through our various value streams, interfacing with internal and external suppliers and managing people in a variety of environments. These roles are based onsite in Florence, SC and in Bloomfield, CT.



## Engineering

Each day, the Otis engineering team is working to meet some of the most unique and exciting challenges in our industry. In order to maintain our role as a global leader, we continue to seek talented, ambitious individuals to join our high-performing engineering teams. We offer opportunities in Software, Electrical, and Mechanical Engineering. Otis has three key locations with engineering expertise in Farmington, CT, Florence, SC and Farmington Hills, MI. These positions are onsite and hybrid roles.

# Internships & full-time careers in the elevator industry



**Sales**



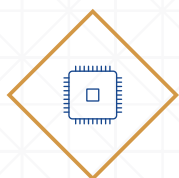
**Field  
Operations**



**Engineering**



**Finance/  
Accounting**



**Digital  
Technology**



**Communications**



**Marketing**



**Human  
Resources**



**View our current  
job openings**

In addition to our internships, field operations and sales trainee programs, we offer co-ops and other entry level opportunities across all Otis functions including but not limited to project management, operations management, human resources, communications, and more.

To learn more about our exciting opportunities, please visit [otis.com/careers](https://www.otis.com/careers)



# Investing in our people & communities

We foster a culture that embraces many voices and points of view, and we support our colleagues through training and opportunities for professional development. We are committed to creating an inclusive culture that encourages and celebrates the diversity required to innovate, connect and thrive in a taller, faster, smarter world. We engage with the communities around us by supporting causes and projects that make a difference.



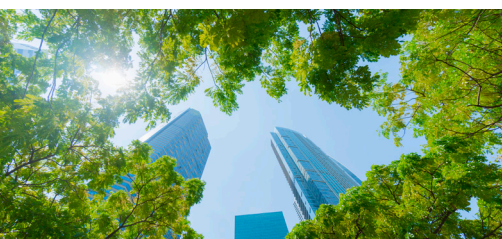
## Business Resource Groups

Through our Business Resource Groups (BRGs), our employees are leading grassroots efforts to offer new programming around well-being and an inclusive culture to increase diverse talent globally, capitalize on diversity of thought and enhance our position in the marketplace. Through our BRGs, we develop our colleagues' careers, foster an inclusive culture, and invest in the communities where we live and work to make a difference. Our inclusive teams span across affinities: Women in the field and in the office, African-American, Asian, Hispanic, Disability, Generational, LGBTQ, Veterans and more.



## Employee Scholar Program

Otis has invested \$90+ million in education and development of our employees through our Employee Scholar Program (ESP) with ~5,500 degrees earned over more than twenty five years. This program is available to all employees after one consecutive year of employment with Otis. ESP allows our employees to expand their skills, positioning them for career advancement and serving as a valuable hedge against the uncertainties of a fast-changing work environment.



## Environment & Impact Goals

In addition to innovating smarter, more sustainable and efficient technologies for our customers, Otis is focused on improving sustainability across our operations. Our goals guide our energy, emissions and waste-reduction initiatives and support our facilities' progress toward certification for best-practice environmental, health and safety standards.

## Made to Move Communities™

Through this novel program, we are engaging young minds to imagine new mobility solutions for people everywhere. Just as important, by giving these students safe, hands-on experiences under the mentorship of our experts, we aim to spark an early, lifelong interest in STEM – science, technology, engineering and math. With a solid grounding in STEM subjects, students will be better prepared for the rapidly evolving global workforce, which is estimated to have as many as 50 million unfilled STEM jobs by 2030.



Learn more about  
**what we stand for**



Learn more about  
**our awards & honors**



Learn more about  
**our privacy policy**



---

# Life at Otis

Otis offers the stability of an industry leader along with the opportunity to learn, grow, and make a difference. We take pride in offering a benefits package that is among the best around. Just as our business strives to meet the needs of our customers, our benefits are designed to meet the diverse needs of our colleagues. We like to think we go beyond just having great benefits to make sure our colleagues are happy on the job – and away from it, as well.

## Yourself

- Three weeks of paid vacation with accrual based on start of employment
- Generous paid time off, including paid holidays and sick time
- Onsite, remote and hybrid opportunities
- Dress for your day
- Flexible schedule – behind the desk or in the field meeting with customers and colleagues

## Career

- Competitive pay, with most professional positions offering a generous, performance-based incentive compensation plan
- Be a lifelong learner:
  - Utilize our Employee Scholar Program to pursue debt-free degree programs. Continue your education or pursue a graduate degree with us
  - Access to countless career paths! Progress your career through both upward and lateral growth opportunities
  - We invest in our employees with leadership training and various developmental opportunities
- Get connected! Join any of our company-sponsored business resource groups. There are plenty of networking opportunities within Otis
- Safety and performance recognition programs

## Wealth

- Set yourself up for financial success:
  - Automatic company-contributions to a retirement savings plan upon hire
  - 401(k) company match of 60% of the first 6% of your contributions, after one year of service
  - Health Savings Account and Flexible Spending Accounts with pre-tax savings
  - Save more with access to our free financial resources
  - Company-paid life Insurance

## Health

- Competitive vision, dental, and medical insurance for you and your family after 30 days of hire

## Family

- Extensive family support resources (including paid parental leave)
- Well-being benefits through our employee assistance programs to aid in work/life situations such as mental health, legal/financial questions, relationship support, and child/elder care plus more
- Access to comprehensive discounts on everyday items such as travel, automobiles, computers & electronics, cultural events and museums, and even automobile/home insurance



## Otis Elevator Company

Otis gives people freedom to connect and thrive in a taller, faster, smarter world. The global leader in the manufacture, installation and servicing of elevators and escalators, we move 2.4 billion people a day and maintain approximately 2.4 million customer units worldwide – the industry's largest Service portfolio. You'll find us in the world's most iconic structures, as well as residential and commercial buildings, transportation hubs and everywhere people are on the move. Headquartered in Connecticut, USA, Otis is 72,000 people strong, including 44,000 field professionals, all committed to manufacturing, installing and maintaining products to meet the diverse needs of our customers and passengers in more than 200 countries and territories. To learn more, visit [www.otis.com](http://www.otis.com) and follow us on LinkedIn, YouTube, Instagram and Facebook @OtisElevatorCo.