

3M Intern Job Posting Template

Frontline Field Sales Intern for Summer 2022

Collaborate with Innovative 3Mers Around the World

Choosing where to start and grow your career has a major impact on your professional and personal life, so it's equally important you know that the company that you choose to work at, and its leaders, will support and guide you. With a diversity of people, global locations, technologies and products, 3M is a place where you can collaborate with 96,000 other curious, creative 3Mers.

“At 3M, we excel by combining our talents while leveraging creative and curious minds. This is most impactful when we center our objective at improving the customer experience. It's a privilege to work for such a great company, with amazing people, and leadership that cultivates a growth-mindset.” – Eric Hammes, executive vice president of Enterprise Operations at 3M

An internship is a temporary position within 3M. Interns typically work a full-time schedule throughout a 10-12 week assignment. This position is limited to working 899 hours per service credit year. The target dates for the internship duration is May through August. 3M provides eligible interns with temporary housing and round-trip travel reimbursement in accordance with current policy.

This position provides an opportunity to transition from other private, public, government or military environments to a 3M career.

About the Frontline Program:

The 3M Frontline Internship Summer Program offers qualified students a once-in-a-lifetime opportunity to work on the behalf of one of our Business Groups in a field sales internship position. For the 11-week assignment, the first 2 weeks will be spent attending an orientation and training program. Participants will then spend the remainder of the summer working in their assigned internship position. The internship runs from late May until the first of August.

Interns work on projects that represent real challenges faced by 3M's business units and mirror the work conducted by full-time members of the department. Through networking and corporate-sponsored events, interns are exposed to many facets of 3M.

The Impact You'll Make in this Role

As a Frontline Field Sales Intern, you will have the opportunity to tap into your curiosity and collaborate with some of the most innovative and diverse people around the world. Here, you will make an impact by:

- Working on projects that represent real challenges faced by 3M's business units
- Taking advantage of initial and ongoing training opportunities and exposure to senior leadership
- Achieving specific sales objectives and forecasted targets for assigned territory or account subset.
- Developing basic understanding of product lines, customer segments and their needs, competitive products, prices and policies.

Each internship will differ based on the 3M business group where the intern is placed. At completion of the intern assignment, each intern will be expected to have demonstrated the following skill sets:

- **Territory Management:** identify territory quadrants and create a coverage plan; conduct evaluation of competitive, penetration, and retention end-user accounts; identify appropriate key contacts within end-user accounts
- **Sales Planning:** conducted thorough end-user account research; confirm scheduled appointments; established sales call objectives; prepare questions in advance; utilize product samples and literature when appropriate
- **Customer Focus:** understand customer's organization and structure, manufacturing and distribution, brand strategy and customer

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- **Selling Skills:** understand the importance of listening skills within the sales process; ask probing questions to uncover customer needs; create a sense of urgency; gain objective factual information and details; determine end-user customer needs; maintain and grow customers through cross selling; maintain alignment between selling cycle and buying cycle, adjusting as required; relate relevant benefits and close the sale
- **Teamwork/Problem Solving:** recognized and accepted team goal(s); demonstrated respect for and worked cooperatively with other team members; identified problems and their cause; persevered in solving problems; demonstrated a positive attitude; maintain a professional manner with customers and channel partners; displayed trust in other team members

Company Vehicle

This position requires driving a company vehicle, which will require pre-employment and ongoing review of motor vehicle history for candidates who are offered and hired for this position.

Your Skills and Expertise

To set you up for success in this role from day one, 3M is looking for candidates who must have the following qualifications:

- Currently pursuing a bachelor's degree, or higher, from an accredited institution
- Current, Valid Driver's license is required, as you will be issued a company vehicle for this position

Additional qualifications that could help you succeed even further in this role include:

- Currently pursuing a bachelor's degree, or higher, Sales or Marketing from an accredited institution
- Completed a minimum of junior year (6 semesters) by the start of the internship
- Current cumulative GPA of 3.0 or higher on a 4.0 scale
- Completion of two of the required class in the major, minor or concentration
- Strong time management skills, ability to analyze and solve complex problems, communicate well both verbally and in writing
- Strong aptitude and desire for a career in sales

Location: Various US locations

Must be legally authorized to work in country of employment without sponsorship for employment visa status (e.g., H1B status).

Supporting Your Well-being

3M offers many programs to help you live your best life – both physically and financially. To ensure competitive pay and benefits, 3M regularly benchmarks with other companies that are comparable in size and scope.

Resources for You

For more details on what happens before, during and after the interview process, check out the Insights for Candidates page at [3M.com/careers](https://www.3m.com/careers).

[Frontline Field Sales Internship Position](#)

3M is seeking a Field Sales Intern for summer 2020.

At 3M, you can apply your talent in bold ways that matter.

3M Internal Use Only

Talent Acquisition

Revision: 12.1.19

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For more than 100 years, people around the world have looked to 3M for products and ideas that solve problems and make their lives easier, better and more complete. With more than 55,000 products, 45-plus core technology platforms and leadership in major markets served worldwide, 3M provides ingenious solutions to meet customers' varying needs. In addition to household brands such as Post-it®, Scotch®, and Nexcare™, the company also specializes in industries that use adhesives, chemicals and advanced materials, films, medical device products, and more.

Operated out of Maplewood, Minnesota, 3M is a multinational conglomerate divided into four core businesses: Consumer, Transportation & Electronics, Health Care, and Safety and Industrial. With over 90,000 employees worldwide and operations in 70 countries, 3M makes up one of the thirty Dow Jones Industrial Average Components.

As an intern, you can grow through challenging work, get involved in meaningful projects and receive great coaching from our leaders.

An internship is a temporary position within 3M. Frontline interns typically work a full-time schedule starting in late May through August. This position is limited to working 899 hours per service credit year. 3M provides eligible interns with temporary housing and round-trip travel reimbursement in accordance with current policy.

About the Frontline Program:

The 3M Frontline Internship Summer Program offers qualified students a once-in-a-lifetime opportunity to sell for one of our 21 divisions in a **field sales position**. For the 11-week assignment, the first 2 weeks will be spent participating in an orientation and training program. Participants will then spend the remainder of the summer selling, in a designated business assignment, for one of 3M's divisions based in the following business groups: Consumer, Transportation & Electronics, Health Care, or Safety & Industrial. The internship runs from late May until the first of August.

Primary Responsibilities:

Interns are expected to achieve specific sales objectives for assigned territory or account subset. Intern expected to develop basic understanding of product lines, customer segments and their needs, competitive products, prices and policies. Responsible for performing work as an individual contributor within a forecast target and as a sales team member.

Each internship will differ based on the 3M business group where the intern is placed. At completion of the intern assignment, each intern will be expected to have demonstrated the following skill sets:

- **Territory Management:** identify territory quadrants and create a coverage plan; conduct evaluation of competitive, penetration, and retention end-user accounts; identify appropriate key contacts within end-user accounts
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Basic Qualifications:

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- Currently pursuing a Bachelor's degree, or higher, from an accredited institution
- Completed a minimum of Junior Year (6 semesters) by the start of the internship
- Current, Valid Driver's license is required, as you will be issued a company vehicle for this position

Preferred Qualifications:

- Currently pursuing a Bachelor's degree, or higher, in Sales or Marketing from an accredited institution
- Current cumulative GPA of 3.0 or higher on a 4.0 scale
- Completion of two of the required sales classes in the major, minor or concentration
- Strong time management skills, ability to analyze and solve complex problems, communicate well both verbally and in writing
- Strong aptitude and desire for a career in sales

Location: Various US locations

Must be legally authorized to work in country of employment without sponsorship for employment visa status (e.g., H1B status)