The FMC Technology Council’s mission is to foster greater innovation by:

- Leveraging cross-fertilization of technology and innovation best practices.
- Establishing a strong intellectual property strategy.
- Setting directions for expanding science resources in rapidly developing economies.
- Establishing proactive approaches to attracting, growing and rewarding talent across the globe.

In 2013, the Technology Council described the various positions and career directions available to employees through the Technical Professional Career Program. This roadmap is designed to empower employees to own and drive their development paths as well as to attract talented people to FMC. It provides a framework for consistent knowledge- and competency-building, performance reviews and understanding of FMC’s technical career opportunities.

Manufacturing Career Paths

The Manufacturing Council is responsible for developing the processes, tools and talent that enable operational excellence at FMC manufacturing and contract manufacturing locations. It:

- Ensures effective management of talent across our enterprise.
- Identifies future leaders at early stages of their careers so they can grow into broader roles.
- Prepares a slate of “ready-now” candidates to fill key manufacturing leadership positions.

In 2013 the Manufacturing Council focused on preparing a strong pipeline of global manufacturing and engineering talent, a key component of which was to hold meetings at FMC locations globally to foster networking and relationship building. To get to know people from the different businesses who work in these areas, the Council held both formal presentation sessions and informal meet-and-greets. The engagements allowed employees from around the world to meet and share ideas in person.

Creating Global Consistency and Interaction

To foster collaboration, innovation, communication and movement across businesses and geographies, we began creating a more uniform employee experience. This effort represents an evolution toward greater consistency in role definitions, onboarding processes, fundamentals training, ongoing coaching and performance review standards around the world. Although we are in the early stages of creating this level of uniformity, we have achieved success with the immediate immersion of new employees and newly acquired businesses into our safety and ethics cultures.

Encouraging a Diverse Workplace

We rigorously screen internal and external candidates to match the best talent with each position and consider diversity a vital aspect of our strategy. A gifted and diversified workforce enables us to compete more effectively in today’s complex global marketplace by attaining more balanced insights into stakeholder needs and a multiplicity of perspectives on new products, services and processes.

One high priority element of FMC’s diversity emphasis is increasing representation of women in professional and leadership positions. As we continually seek the most qualified individuals to join our team, women are increasingly filling senior leadership positions throughout the company - on our Executive Committee, our Board of Directors and in key business and functional roles. We have offered training internships to recent female graduates in the U.S., many of whom we were introduced to through a relationship with the Society of Women Engineers. We continue to monitor recruitment progress and