



Make a difference - Join a team that's making healthcare safer and more productive.

Finance and Accounting



CardinalHealth

Essential to care™

Developing world-class finance leaders

Build your financial acumen and business skills with Cardinal Health, a nearly \$87 billion global company with a compelling and inspiring mission: **To make healthcare safer and more productive.**

Cardinal Health employees are driven by a desire to become the premier global healthcare company as recognized by customers, employees and shareholders. Developing capable leaders is a clear priority in our vibrant, dynamic organization.

A career with Cardinal Health offers opportunities to explore various disciplines within finance and learn best practices at a Fortune 18 company. We are proud of our tradition of building strong finance leaders through on-the-job learning and growth opportunities. Full-time, entry-level jobs and a select number of rotational positions are available in finance and accounting at Cardinal Health locations worldwide.

If you join us, there are two programs designed to help you develop your skills and grow your career at Cardinal Health: the **Financial Development Program** and the Cardinal Health **Emerging Leaders Program**.



Financial Development Program

For high-caliber new college graduates

The **Financial Development Program** is a program for high-caliber new college graduates in finance and accounting. Participants have the opportunity to develop strong enterprise-wide knowledge and relationships through exposure to challenging assignments and diverse experiences.

Participants “graduate” from the program with the background needed to fast-track their careers, with additional skills and expertise earned through a training curriculum designed to accelerate the learning process. In addition, a mentoring program more firmly grounds participants in Cardinal Health and Finance team perspectives and approaches.

Opportunity to grow

In addition to leadership skills-enhancing workshops, conferences and e-learning opportunities are a host of rotational work opportunities offering broad professional experiences to participants. These opportunities help participants develop technical, financial and business skills foundational to career advancement. Rotations include:

- Corporate audit
- Corporate development and strategy
- Corporate finance
- Cost accounting
- Credit research and analysis
- Customer and channel profitability analysis
- Distribution finance
- External reporting
- Financial modeling
- Financial planning and analysis
- International
- Tax

Requirements

- Bachelor's or master's degree in accounting or finance
- GPA of 3.5 or above (on a 4.0 scale)
- Relevant internship experience and analytical skills
- Established record of achievement
- Willingness to consider relocation during program
- Strong leadership, communication and analytical skills

“The ability to develop a solid foundation from the start, the unique experiences offered and the lasting relationships built while in the program are what make Cardinal Health's Financial Development Program a tremendous launching pad to a successful career.”

Jay Schomaker

Manager, Corporate Development

“Cardinal Health's Financial Development Program offers a unique opportunity to experience many segments of one of the world's largest companies. In addition to the program's exceptional business opportunities, participants are able to utilize leadership and development programs designed to provide skills required for success in today's business environment.”

Dave Yarber

Distributor Management Group Financial Analyst

Emerging Leaders

For high-potential enterprise leaders

Emerging Leaders is a two-year program for high-potential managers and individual contributors already employed at Cardinal Health and new MBA graduates with professional experience. The program is designed to build leadership competencies and enhance understanding of the way leaders “live” Cardinal Health’s values.

Emerging Leaders includes:

- Leadership skills development
- Quarterly workshops and reconnect sessions
- Action learning projects
- Mentoring relationships with senior leaders
- Individual coaching and personal development planning
- Opportunities to build business acumen
- Community service collaboration in healthcare

Emerging Leaders objectives are:

- Attract and retain the best talent; “fast track” top talent
- Build capabilities of high-potential leaders; equip participants to apply learning in real-world situations and develop business acumen
- Reinforce skills, attitudes and behaviors of leadership competencies through action learning projects
- Facilitate networking across business lines
- Empower high-potential leaders to drive workplace change

Emerging Leaders criteria

Finance employees who meet the following criteria may be nominated for **Emerging Leaders**:

- High-potential Analysts, Senior Financial Analysts, Accountants and Managers
- Must rate highly in the following leadership competencies: Inspirational leadership, results orientation, customer focus, disciplined execution and team interaction
- Must be an early adopter, change agent and vocal leader



What's an action learning project?

- Senior leaders identify real business problems or issues that teams can solve
- Teams collaborate to plan and develop solutions
- Participants leverage new leadership skills and tools learned in program workshops to bring measurable results
- Teams present results at end of program to senior leadership
- Both the business and participants benefit through positive results and accelerated development through real-world learning

“*Emerging Leaders creates a win-win scenario for both participants and Cardinal Health, as great careers are built and great leaders are developed.*”

Jeff Henderson
Chief Financial Officer



*Your development, your well-being,
your opportunity starts here.*

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