

⚠ The 2013 CSC Application Process is open for new applications. It will remain open til 11:59pm ET Sun May 5th. Manager certification of applications will remain open til 11:59pm ET Sun May 12th.

Excellent, you decided to apply!

The IBM Corporate Service Corps program is a competitive program which offers high potential IBMers a chance to develop their leadership skills while they perform top quality community service in growth markets in Africa, Asia, Latin America and Eastern Europe. Please fill out this application as completely as possible. Every question will be used in your evaluation and placement. Good luck!

By applying to participate in the Corporate Service Corps you agree that the information provided about you will be used by IBM on a global basis for the purpose of evaluating your participation and, in the event you are selected, administering your participation in the program.

Please note that eligible applicants are pre-executive employees (bands 6–10) who meet the following two qualification criteria:

- **At least two years of IBM tenure. The only exceptions are for IBM employees acquired through an acquisition.**
- **PBC scores of 2+ or better for two of the last three years.**

Required fields are marked with an asterisk (*) and must be filled in to complete the form.

If you see outdated information in the Personal Information section, please click the "Refresh from BluePages" button to make sure your application is routed to the correct manager. Not doing so could delay your application being processed.

[Submit](#) [Save draft](#) [Cancel](#)

Personal Information

Name	Gerry Broennimann
Title	Advisory IT Specialist
Email	gebr@ch.ibm.com
Business unit	Global Business Services
Manager email	ilario.musio@ch.ibm.com
Home country	Switzerland

[Refresh from BluePages](#)

* 1. Please select your home canton

* 2. Band

Please note that only bands 6-10 are eligible to apply.

* 3. Years have you been with IBM

Please note that at least two years of IBM tenure are required. The only exceptions are for employees who joined IBM through an acquisition.

* 4. Gender

Male Female

* 5. Country where you work

* 6. Job Family

This is a generic job family list. If you do not see your particular job family listed, please choose the job family that most closely resembles your current job.

Home | Application FAQs | Apply | Team Profiles | Partner Profiles | Country Profiles | Ask a Question | Terms of use

* 7. Languages in which are you fluent

If you do not see your language, please use the 'Other' field. CTRL + Click to select more than one language.

English fluency is required.

English
Arabic
French
German
Hindi
Italian
Japanese

Other:

* 8. Education

Please list all higher education and professional degrees, year completed and the institution.

You have 225 characters left.

* 9. Which jobs have you held, internal and external, prior to your current role?

Please list high level job descriptions for positions while at IBM and before you joined IBM.

You have 220 characters left.

* 10. Have you previously applied for the CSC program?

Yes No

If yes, what year(s) did you apply?

CTRL + Click to select more than one year.

Select Year(s)
2012
2011
2010
2009
2008

Performance

* 11. What were your last three PBC ratings?

To be eligible for the Corporate Service Corps, you must have a 2+ or better for two of your last three PBC ratings.

If you have been with IBM less than three years, please mark n/a, which is translated to 2+, next to 2010. If you joined IBM through an acquisition and don't have a PBC performance history, please mark n/a for time spent with the acquired company and tell us about your performance in the text box below.

Please explain any PBC score lower than a 2+ in the text box below.

You have 500 characters left.

2012

2011

2010

* 12. Have you been identified as a Business & Technical Leadership (BTL) resource, are you a member of an IBM talent program such as NextGen or TechGen, or have you been invited to attend a program for emerging leaders (Basic Blue for New Leaders, Leader Readiness, Emerging Leaders)?

If you are unaware of your status in any of IBM's talent development programs, please consult your first line manager.

Yes No

Volunteer Activity

- * 13. Are you currently active as a volunteer?

Yes No

If yes, how frequently?

Select one

If yes, with what organizations and in what role?

You have 225 characters left.

- * 14. Are you a member of IBM's [On Demand Community](#)?

Yes No

This program allows you to record your volunteer activity and access a wide portfolio of tools and resources.

Essay Questions

Listed below are four essay questions. Each essay has a maximum space allocation indicated; **this allocation includes whitespace**. Please be sure to answer each question asked.

At this time, all essays must be written in English.

Helpful Hints

- We recommend you write and edit your essays in a separate text editor and copy + paste them here. Be sure to check formatting.
- Use "Save draft", located at the top and bottom of the page, as much as you can in order to avoid any data loss...We know it's a long application.

- * 15. What are your overall professional development goals for participating in CSC and (how) do you see the experience building strength in your weakest of the nine IBM Competencies?

IBM Competencies

1. Partner for clients' success
2. Embrace challenge
3. Collaborate globally
4. Act with a systemic perspective
5. Build mutual trust
6. Influence through expertise
7. Continuously transform
8. Communicate for impact
9. Help IBMers succeed

[More details on the IBM Competencies](#)

You have 1500 characters (not words) left.

- * 16. Describe a situation where you were part of a team with many different viewpoints and problem solving approaches. How did your actions contribute to the team's ultimate success working through these solving differences?

If the team was not ultimately successful in solving its differences, looking back, if you had to be part of this team again, what could have been done differently to resolve the different viewpoints and problem solving approaches?

You have **1300 characters** (not words) left.

- * 17. Ginni Rometty, IBM President and Chief Executive Officer, recently described how the most successful companies achieve results by focusing on the client experience, which is directly related to engaged employees. How would a CSC experience improve your ability to contribute to the IBM client experience?

You have **1300 characters** (not words) left.

- * 18. Describe a time when you were a mentor or teacher and your approach to the role. What challenges did you face? What did you learn from the situation? How do you see yourself using this experience during a CSC assignment?

You have **1300 characters** (not words) left.

Placement

- * 19. Rank order your geographical preference for Corporate Service Corps experience.

With "1" being your most preferred and "4" being your least preferred.

1 Asia

2 Eastern Europe

3 Latin America 4 Middle East and Africa*** 20. Availability**

Please indicate if there are blocks of time between September and November 2013 or February and October 2014 when you will not be available for an overseas assignment. This information has no impact on the selection process.

You have 225 characters left.

*** 21. How did you hear about the Corporate Service Corps program?**

Once you click submit your application is final. The application will be sent to your first line manager for certification. It is your responsibility to ensure your manager certifies your application before the end of the manager certification period. The application period closes midnight ET on Sunday, May 5th. The manager certification period will remain open until Sunday, May 12th. Note that the manager certification period is open for the entire duration of the application period as well.

The next application period will be in second quarter 2014.

Just a reminder, if you see outdated information in the Personal Information section, please click the "Refresh from BluePages" button to make sure your application is routed to the correct manager. Not doing so could delay your application being processed.
