

Make a meaningful impact

WHO WE ARE

We provide global opportunities to develop your career, make your community a better place, and work alongside today's most innovative thinkers to solve the world's toughest problems. We believe in flexibility for you to explore your passions and make an impact through meaningful work within our diverse workforce.

swe.cummins.jobs





Our company consists of five complementary business segments:

Engines
Accelera
Distribution
Components
Power Systems

—
2024 NET INCOME
\$3.9 billion

2024 REVENUE
\$34.1 billion

—
WORLD HEADQUARTERS

COLUMBUS, INDIANA



—
More than
69,000
EMPLOYEES
WORLDWIDE

as of December 31, 2024.



WHAT WE POWER



STATUE OF LIBERTY
New York, U.S.



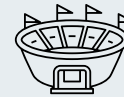
HIGH-SPEED PASSENGER RAIL
India & around the world



ROUTEMASTER BUS
United Kingdom



CLEAN BUS POWER
China



WRIGLEY FIELD
Chicago, U.S.



A HOST OF MARINE APPLICATIONS
Oceans across the globe

A FEW OF OUR AWARDS

Listed as one of the **2024 BEST PLACES TO WORK** by Glassdoor.

Listed as one of Ethisphere's **WORLD'S MOST ETHICAL COMPANIES** for a 16th consecutive year.

Forbes recognizes Cummins as one of **THE BEST EMPLOYERS FOR WOMEN** in 2023

Cummins was named a **2023 BEST PLACES TO WORK FOR DISABILITY INCLUSION** by the American Association of People with Disabilities and Disability:IN.

Cummins received a perfect score in the Human Rights Campaign Foundation's **CORPORATE EQUALITY INDEX**.

Cummins was also named a **2023 BEST PLACE TO WORK FOR LGBTQ+ EQUALITY**.

Cummins was named as one of **AMERICA'S BEST LARGE EMPLOYERS** in 2023 by Forbes magazine and Statista.

Cummins was named a **2023 MILITARY FRIENDLY EMPLOYER**.

WHY WE EXIST

MISSION

Making people's lives better by powering a more prosperous world

WHAT WE WANT TO ACCOMPLISH

VISION

Innovating for our customers to power their success

HOW WE WILL DO IT

VALUES

Integrity

Doing what you say you will do and doing what is right

Diversity & Inclusion

Valuing and including our differences in decision making is our competitive advantage

Caring

Demonstrating awareness and consideration for the wellbeing of others

Excellence

Always delivering superior results

Teamwork

Collaborating across teams, functions, businesses and borders to deliver the best work

OUR PEOPLE

LEADERSHIP CULTURE

Inspiring and encouraging all employees to achieve their full potential

OUR CUSTOMERS

BRAND PROMISE

Powering our customers through innovation and dependability

OUR APPROACH

STRATEGY

Destination Zero is our commitment to sustainability and helping our customers navigate the energy transition while growing our business.

- Leveraging innovative technologies
- Collaborating with key stakeholders and partners
- Fostering skilled talent and leadership
- Building application knowledge and customer trust
- Balancing power of the incumbent and agility of a startup



Supporting your journey: Employee Resources Groups

We offer more than 150 voluntary, employee-led groups aligned to multiple facets of diversity. Employee Resource groups, ERGs, designed to be safe spaces and foster a sense of belonging for employees. ERGs offer mentoring, training and leadership development opportunities, as well as networking events for employees globally. Some of our ERGs:

- Women's Empowerment Network
- Working Families Support Network
- Pride
- Disability Inclusion Network
- Diversity Council
- Multi-Cultural Network
- New Starter Support Network

Our partnership with the Society of Women Engineers

At Cummins, we put a priority on maintaining a diverse and inclusive workforce not only for the advancement of the organization, but for the success of each of our employees.

Part of maintaining a diverse workforce is providing employees the resources they need to advance. To support our women engineers and technologists, Cummins has established a partnership with the Society of Women Engineers (SWE). Through this partnership, we are able to offer free memberships to SWE and connect our employees to a network of over 43,000 women and their allies around the globe. Organisations like SWE play an important role in giving women, and others underrepresented within the STEM profession, a means of connecting with like-minded peers and developing strategies and solutions to advance professionally.





Thriving together: Support programs at Cummins

REPOWER PROGRAM

The Cummins RePower Program is a paid and benefitted re-entry program that offers a structured pathway back into the workforce by providing participants with training, mentorship, and support. Participants are typically given opportunities to work on real-world projects, enabling them to re-acclimate to the professional environment while gaining experience with modern practices and technologies in their respective fields.

The program's aim is to not only help people get back to work but also to diversify and strengthen Cummins' talent pool by drawing from a wide range of backgrounds and experiences.

CUMMINS POWERS WOMEN AMBASSADOR PROGRAM

We partner with global nonprofits to address gender inequality and advance the prosperity of women and girls, reinforcing Cummins' commitment to their success worldwide.

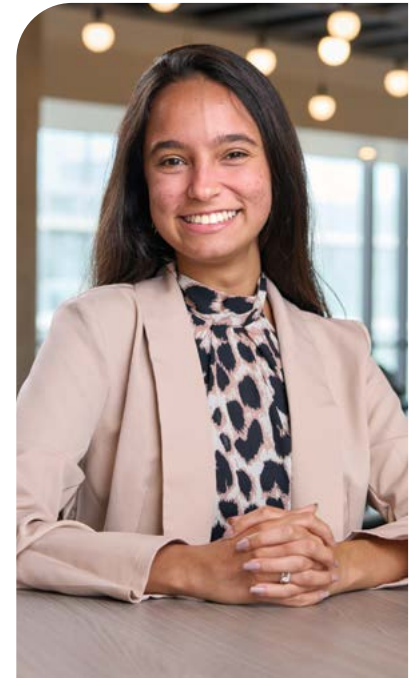
SPRINGBOARD

The Springboard Development Program was designed by women, for women to support with the specific gendered challenges they face within the workplace and in their personal lives.

Springboard gives participants time for reflection and supports them to overcome barriers, seize new opportunities and set new goals with a clear plan of action to achieve them. It is a proven, structured and supportive approach for women moving through their working life – regardless of what stage they are at in their career. It also helps women progress from the programme into skills-based training, such as leadership programmes, identifying mentorship opportunities and so on.

WORKPLACE INITIATIVES

- Uniforms specifically designed for women
- Nursing Mother Rooms
- Menopause Cafés
- It's OK' initiative and 24/7 support line



Benefits overview

Benefits and perks listed below may vary depending on the nature of your employment with Cummins and the country where you work.



FINANCIAL WELLNESS

As a Cummins employee your retirement savings plan/pension plan/superannuation will power your path to retirement and improve your financial future.



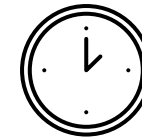
HEALTH & WELLNESS

Your wellbeing is important to us. You and your family will be cared for through comprehensive health care benefits.



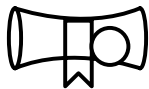
DIVERSITY & INCLUSION

We celebrate diverse perspectives and you will be part of building a more diverse workforce to enhance our competitive position and enrich our culture.



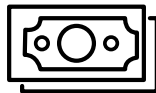
WORK-LIFE FLEXIBILITY

Your energy and commitment will be recognized through paid vacation and holidays, parental leave, adoption assistance, flexible work environments and more.



CONTINUING EDUCATION

Whether starting or completing a degree, you will be supported by tuition reimbursement opportunities or full funding.



PAID INCENTIVE

You will receive annual merit and profit sharing based on individual and company performance.



EVERY EMPLOYEE, EVERY COMMUNITY

You are empowered to volunteer at least four hours per year on company time, to give back to the communities where you work and live.



DEVELOPMENT AND GROWTH

You will learn and grow through training and hands-on experience in an environment that values curiosity and developing talent for the future.

Testimonials



"Cummins has provided a supportive and inclusive environment for women in engineering with initiatives like the Women's Empowerment Network and the RePower Program. I love being an engineer because it allows me to engage in the entire product lifecycle—from shaping the initial design to overseeing project implementation. I also enjoy connecting with customers on a personal level. The projects I work on contribute to creating a greener world, which is incredibly fulfilling."

LEVINIA M.

Electrolyzer Applications Engineer



"As a Physics graduate, I am no stranger to working in a male-dominated environment which sounds like it could be intimidating, but I honestly have found Cummins to be an incredibly inclusive and socially aware company. I have been at Cummins for 2.5 years now and have always felt supported, especially through the various groups on site, such as the Women's Empowerment Network or the New Starter Support Network. I love my job as an engineer, particularly the collaborative aspects where I talk to many different types of engineers to bring together one final amazing product. As we start to move into greener technologies, I can see a very exciting future for engineering and I'm sure Cummins will play a big part in that."

EMMA P.

Performance Validation Engineer



To learn more, scan the QR code
or visit swe.cummins.jobs

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