



**CREATIVITY IS OUR SUPERPOWER.** It's our heritage and it's also our future. Because we don't just make toys. We create innovative products and experiences that inspire, entertain and develop children through play. Mattel is at its best when every member of our team feels respected, included, and heard—when everyone can show up as themselves and do their best work every day. We value and share an infinite range of ideas and voices that evolve and broaden our perspectives with a reach that extends into all our brands, partners, and suppliers.

### **The Opportunity:**

The Mattel Future Leaders Innovating Play (FLIP) Leadership Program is a part of [Mattel's Play Fair initiative](#), which invests in the next generation of the Black community with intention by providing access and opportunities, and articulates the actions we are taking to address racism, injustice and violence against the Black community.

*Mattel's FLIP Leadership Program was designed and developed to provide historically underrepresented students with a multi-day experience to learn more about Mattel, on the job experience, professional development, and career progression.*

### **What You Will Experience:**

*The Mattel Future Leaders Innovating Play (FLIP) Leadership Program is a multi-day immersive experience that will introduce you to 'life at Mattel', connect you with our phenomenal employees, and equip you with the knowledge and training you need to kick off your career! **2023 Dates: August 1<sup>st</sup> & August 2<sup>nd</sup>.***

- Robust 2-day **virtual** training program to include technical and soft skills training
- Participate in a group project which will provide opportunity for additional learning
- Intern Alumni Speaker Series; career development workshops and networking opportunities
- Diversity & Inclusion discussion led by our Black at Mattel Employee Resource Group (BAM)
- **Post-program, students will have preferred eligibility and an accelerated interview for a spot in our Mattel Summer 2024 internship and be compensated for their time in the program**
- Exposure to multiple business groups (listed below)
  - Product Development & Engineering
  - Design (Product and Graphic)
  - Marketing & Marketing Communications
  - Global Technology

### **What We're Looking For:**

- You graduate in Fall/Winter 2024 or Spring 2025
- You are currently enrolled in a four-year Baccalaureate Degree program from an accredited institution. Open to all majors
- You like toys! And/or also interested in the children's entertainment industry
- You bring a racially or ethnically diverse perspective from an under-represented community
- All candidates will be selected based on their academic achievements, extracurricular activities, campus leadership



To be considered for the program, please email the following to [internships@mattel.com](mailto:internships@mattel.com) by July 5<sup>th</sup>:

- Resume
- Portfolio link/files (if applicable)
- Short Essay

### **Short Essay Details:**

We appreciate your interest in our 2023 Mattel FLIP Leadership Program! A short essay submission is required to be considered for the program. Your short essay should not exceed 2 pages (single spaced). The short essay is an opportunity to share more about yourself with us. In your essay, we ask that you answer the following questions. Select from 2-3 of the below questions.

- What personal, educational, or professional accomplishment(s) are you most proud of and why?
- Share a time you set a challenging goal for yourself and how you accomplished it.
- What qualities do you admire most about yourself?
- What are some of your career interests and aspirations?

### **BONUS QUESTION!**

- If you were one of our products, which would you be and why? To learn more about your products and brands, check us out [HERE](#).

### **What It's Like to Work Here:**

We are a purpose driven company aiming to empower the next generation to explore the wonder of childhood and reach their full potential. We live up to our purpose employing the following behaviors:

- **We collaborate:** Being a part of Mattel means being part of one team with shared values and common goals. Every person counts and working closely together always brings better results. Partnership is our process and our collective capabilities is our superpower.
- **We innovate:** At Mattel we always aim to find new and better ways to create innovative products and experiences. No matter where you work in the organization, you can always make a difference and have real impact. We welcome new ideas and value new initiatives that challenge conventional thinking.
- **We execute:** We are a performance driven company. We strive for excellence and are focused on pursuing best in class outcomes. We believe in accountability and ownership and know that our people are at their best when they are empowered to create and deliver results.

### **Who We Are:**

Mattel is a leading global toy company and owner of one of the strongest catalogs of children's and family entertainment franchises in the world. We create innovative products and experiences that inspire, entertain and develop children through play. We engage consumers through our portfolio of iconic brands, including Barbie, Hot Wheels, Fisher-Price, American Girl, Thomas & Friends, UNO and MEGA, as well as other popular intellectual properties that we own or license in partnership with global entertainment companies. Our offerings include film and television content, gaming, music and live events. We operate in 35 locations and our products are available in more than 150 countries in collaboration with the world's leading retail and ecommerce companies. Since its founding in 1945, Mattel is proud to be a trusted partner in empowering children to explore the wonder of childhood and reach their full potential.



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Mattel is an Affirmative Action/Equal Opportunity Employer where we want you to bring your authentic self to work every day. We welcome all job seekers including minorities, females, veterans, individuals with disabilities, and those of all sexual orientations and gender identities.