

**Rotations:**

- Call Center Operations
- Sales: Consumer and Business to Business
- Marketing
- Process Improvement
- Contractor Relations
- E-Commerce and Social Media
- Product Strategy and Development
- Graduate into a call center operations or corporate-based leadership role

**Requirements:**

- Memphis-based rotation
- 12-18-month rotational experience
- Some travel required

## Information Technology

**Rotations:**

- Application Development
- Infrastructure
- Enterprise Architecture
- IT Security and Compliance
- Project Management
- Graduate into Project Manager / Enterprise Architect

**Requirements:**

- Memphis-based position
- Desired majors in IT, MIS, Computer Science
- 24 month rotational experience

**Rotations:**

- Field-based technical training
- Inside and outside sales
- Service management
- Sales management
- Graduate into Branch Manager role

**Requirements:**

- Field-based positions
- First 18 months at training branch
- Ability to relocate nationally
- Strong internal career pathing

## Finance

**Rotations:**

- Internal Audit
- Treasury/Investor Relations
- Accounting
- Financial Planning and Analysis
- Tax
- Mergers and Acquisitions
- Graduate into Financial Analyst role

**Requirements:**

- Memphis-based position
- 24 month rotational experience
- Desired majors in accounting, finance, economics

## Franchise Services Group

**Rotations:**

- Market Expansion
- National Accounts
- Marketing
- Operations
  - ServiceMaster Clean
  - ServiceMaster Restore
  - Merry Maids
  - AmeriSpec
  - Furniture Medic
- Franchisee Field-Based Experience

**Requirements:**

- Memphis-based position
- 12-18 month rotational program
- Some travel required