



YOURS FOR THE TAKING

Challenge the world

Objective of the International Graduate Programme

 To attract, recruit and develop a pool of internationally mobile individuals with the potential, capability and ambition to become senior managers in HEINEKEN, whilst strengthening HEINEKEN's position as a strong employer of choice globally.





What does the IGP offer?

Corporate On-boarding

 Three day comprehensive induction programme in Amsterdam with Executive Committee involvement.

3 Year Programme Three one year assignments, each in different locations across the world of HEINEKEN.

Functional Specialisation

- Specialises in one function Marketing & Sales, IT, HR, Corporate Relations, Finance, Procurement, and Supply Chain.
- Exposed to learning experiences in 3 critical areas of the function.

On-going Capability
Development

 Development workshops, mentoring by business leaders, career coaching by line managers based on on-going performance discussions and development feedback.



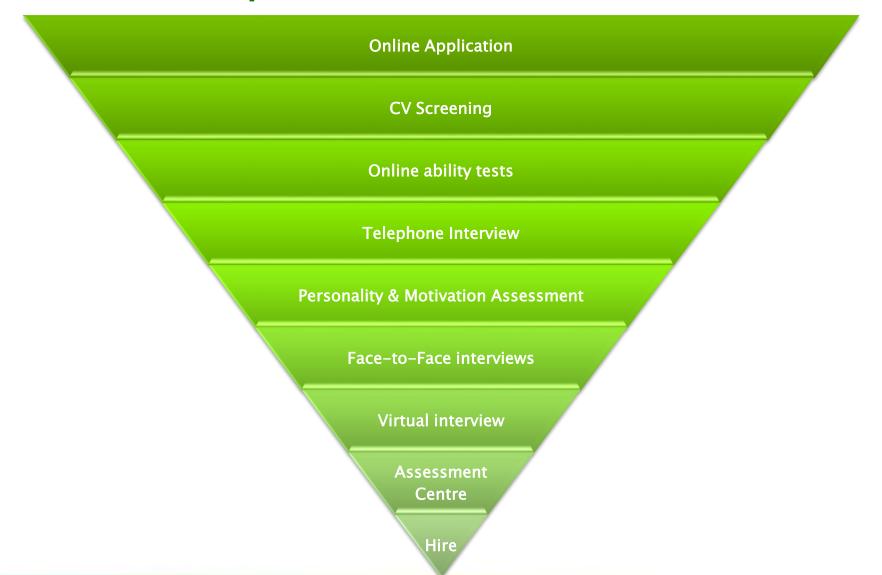
HEINEKEN IGP Target Profile*

- A degree or will graduate by August 2017 (Preferably a Masters)
- No more than 2 years of professional work experience in their chosen function (voluntary/internships don't count)
- At least 6 months gained abroad working, studying, or volunteering
- Speaks at least two languages (preferably three) in business fluency, one of which must be English
- A desire to live and work abroad
- Proven leadership skills
- Genuine interest in other countries and cultures
- Able to demonstrate their drive and desire to succeed
- Function specific requirements
- Fit the HEINEKEN culture



^{*}For some functions, a specific degree is required. Please check our website for details.

Selection Steps





So if you're ready for an experience of a lifetime...

- Visit <u>www.theheinekencompany.com/careers/graduates</u>
- ◆ Apply online beginning in January 2017! Applications will close around the beginning of February.





HEINEKEN