

www.theheinekencompany.com/careers/graduates



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





HEINEKEN