

JOB TITLE
JUNIOR INTERNATIONAL PROGRAMME (JIP)
PROGRAMME'S OBJECTIVE
<ul style="list-style-type: none"> To develop and train people with strong potential who, by being integrated in the Group's values and culture, will grow professionally as well as personally and will potentially take over positions of responsibility in a near future
PROGRAMME'S STAGES
<p>Stage 1: JIP participants will undertake an introduction plan which will provide a general training in the designated department the candidate will be working at. Participants will be exposed to several departments to gain knowledge about all business activities. By performing basic tasks at the beginning, participants are expected to improve in knowledge and experience.</p> <p>Stage 2: Once the JIP has been assigned in a department, he or she will be assigned new projects and participate in on-going ones with the rest of the team. During the time the participant is working, specific plans will be designated according to their performance with the aim of continuing developing as a professional. The department manager as well as the rest of the team will include the international candidate in everyday tasks and provide the necessary training in order to obtain the most effective results. During this time, JIP participants may also rotate from departments and/or areas of the company.</p> <p>Stage 3: Projects with higher level of responsibility will be assigned to the participant, including defined annual objectives, aiming to prepare participants for their future roles within the Company. At any time during the program, particularly at the end, work opportunities arising in other companies or international projects belonging to the Group may be offered to participants. It is therefore vital that they have a clear and determined vocation enabling them to accept with change and moves to other countries.</p>
RELATION WITH INTERNAL/ EXTERNAL POSITIONS
<ul style="list-style-type: none"> Directly reporting to the assigned department's manager/director as well as quarterly meetings with the General Manager Daily contact with other international and local employees
SKILLS
<ul style="list-style-type: none"> Full availability to participate in international programs and career paths undertaking international moves in the present and/or future Staff management skills Problem solving skills Teamwork skills Organizational and management skills Potential to become a high-performing professional
QUALIFICATIONS AND EXPERIENCE
<p>Minimum qualifications:</p> <ul style="list-style-type: none"> University graduates Minimum B1 English level Eligible to obtain a work permit in the country of destination <p>Minimum experience:</p> <ul style="list-style-type: none"> Not requested