



# Heineken Romania Management Trainee Program

# Project Overview

## Purpose:

- Fill the talent pipeline for the future (3-5 years)

## Duration:

- 1 year (starting September 2010)

## Description:

- Departments: Supply Chain, Commercial, Human Resources, Finance
- Number of Trainees: one for each department

## Result:

- Potential **Junior Managers** with a **global perspective** of the business

# Trainee Profile

- Fresh graduate or young professional (<2 years of experience)
- High potential and interest in self-development
- Leadership skills
- Proactive
- Team player
- Results oriented
- Nationally mobile
- Proficient in English

# Trainee Program Steps



# Other relevant information

## Selection period:

- April - June 2010

## Selection responsible:

- Talent Gate & Heineken, starting with the short list

## Candidates requirements:

- The candidates should only have a preferred department – the possibility to get first job is based on the skills proved during traineeship period and company opportunities

## Number of Projects:

- 3 projects per year (1 in the preferred dept, 2 in other departments)

## Details of the Projects:

- Each project will start with the opening form (objective setting) and will end with a closing form (evaluation) – design of the forms on process