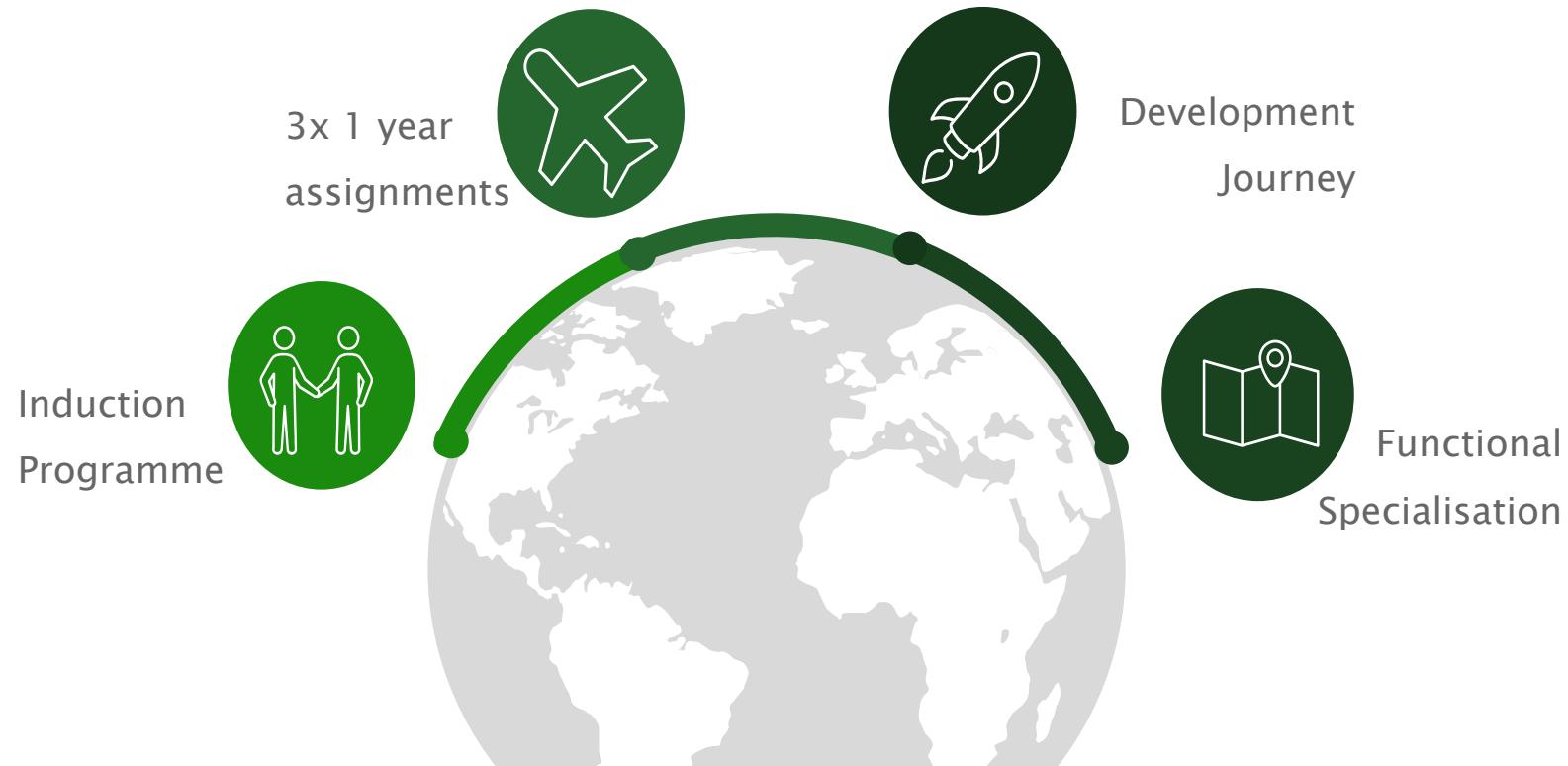


# INTERNATIONAL GRADUATE PROGRAMME

## *The aim*

Attract and develop a pool of talented graduates with the potential to become our internationally mobile leaders of tomorrow, and with the capability to add value to our business from day 1



# A Stretching Journey...



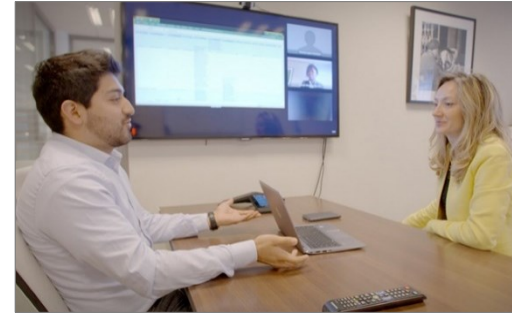
## Induction Week

You will begin the journey at our Head Office in Amsterdam where you will be introduced to the HEINEKEN history, products and values, and start meeting the people that make the company great!



## Assignments

With three one-year assignments you will have challenging and contrasting learning experiences within a Function. Every year, you explore a new country, start a new job, and learn a different culture, professionally and personally. This will test your learning agility and provide you with unforgettable experiences.



## Mentoring

Our leaders commit themselves to support you throughout the programme; each Graduate is assigned to a Senior Manager that acts as their mentor. Often, long-term valuable relationships begin here!

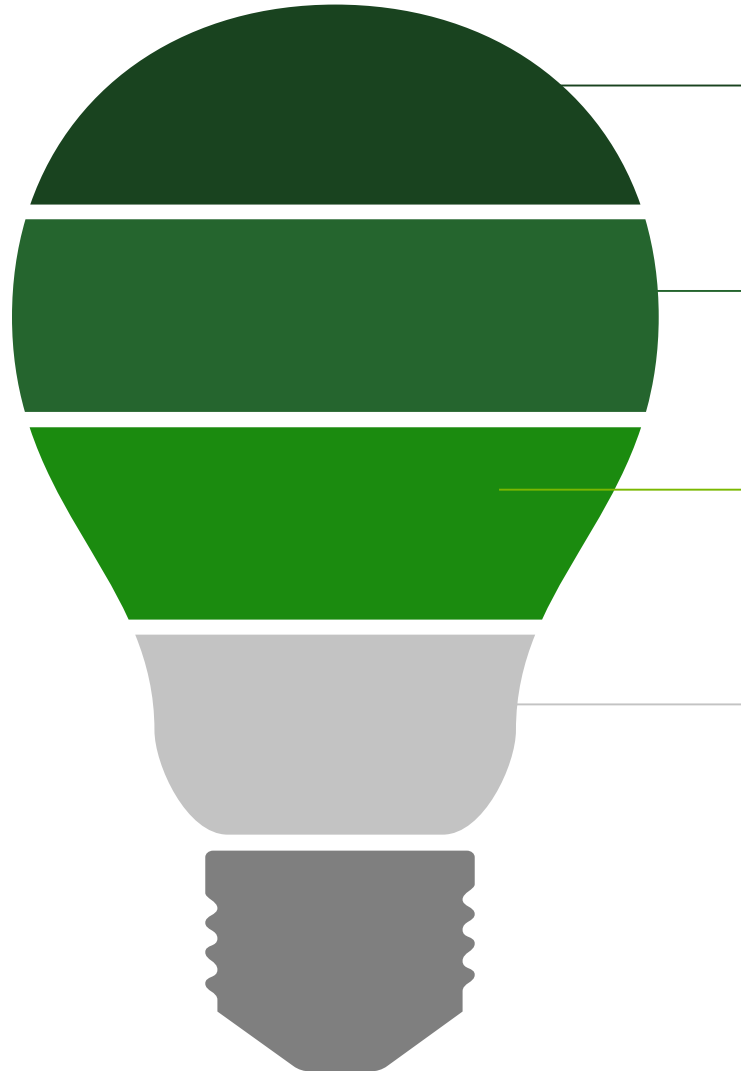


## Trainings

We'll invite you several times back to Amsterdam to meet your IG peers and take part in stimulating workshops, developing your self-awareness amongst other leadership traits. Your success is important during the programme, and also after the programme, so these trainings are developed for long term benefit.

# We look for bright minds...

Our Programme is designed for our fully internationally mobile leaders of tomorrow that will add value to our business from day 1. You need to be learning agile, self-sufficient, open to feedback, humble but also adventurous enough to take ownership wherever you are, standing true to our values and have an incredible passion to join HEINEKEN.



## Globally Mobile

Desire to have an international career  
(Preferably lived abroad)

## Leadership

To have proven leadership skills

## Language

Business fluency English  
(preferably multilingual)

## Background

< 2 years of professional work experience  
graduated before the start of the programme  
& affinity with the chosen function:

- Marketing & Sales
- Corporate Affairs
- Supply Chain
- Finance
- Procurement
- IT
- Human Resources

# Become an International Graduate in 3 steps

Applications will open the 7<sup>th</sup> of November, 2018.  
Click [HERE](#) to apply



**01 Take Off**  
Intelligence & Language Test  
Situational Judgements  
Virtual Interview  
Realistic Job Preview

01

**02 Face 2 Face Interview**

Global Functions & HR in a digital face-to-face interview



**03 Assessment Centre**

Candidates will be invited to the home of HEINEKEN, Amsterdam



**GO PLACES**