

INTERNATIONAL

LEADERSHIP TRAINEE PROGRAM

by Coca-Cola HBC

BRING
YOUR
own.
magic!

**Join a top-notch
program that will
fast-track your
international career!**



**Coca-Cola
HBC**



JOIN US AT COCA-COLA HBC!

The Leading 24/7 Beverage Partner

We are Coca-Cola Hellenic, a growth-focused consumer goods business and strategic bottling partner of the Coca-Cola Company.

We bottle, distribute and sell an unrivalled range of products in 29 markets in Europe, Africa and Eurasia. As we do, we create value for all stakeholders, support socio-economic growth and build a more positive environmental impact.

Our **portfolio** offers consumer-leading brands, starting with the sparkling category (world's most iconic beverage brand Coca-Cola, global brands as Fanta and Sprite, as well as Schweppes, Kinley and Three Cents) and continuing to other global and local brands in juice, water, energy, ready-to-drink tea, coffee, sport, plant-based and premium spirits categories.

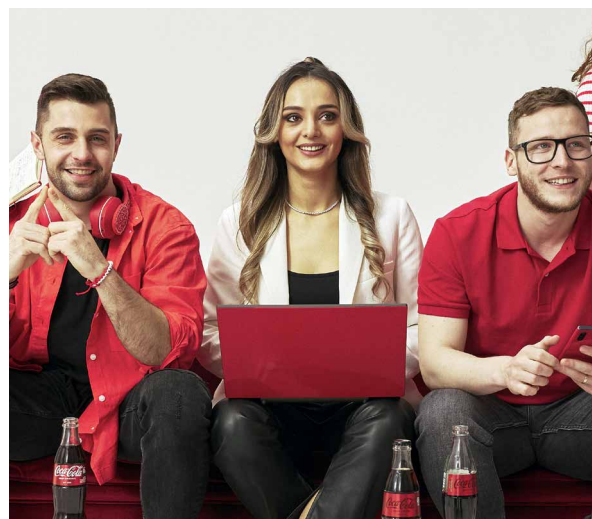
We've got a lot to be proud of, big plans for growth and an absolute **determination to care for the world around us.**

To help us meet our growth and sustainability ambitions, **we have a clear vision and purpose, and values that we all share:**

- **Our vision** is to be the leading 24/7 beverage partner.
- **Our purpose** is to Open up Moments That Refresh Us All. With each twist of a cap, or pull of a tab, we open up opportunities that delight everyone. And we really do mean everyone: our customers, our investors, our stakeholders, our partners and our colleagues.
- We know that **our values** will drive impact: Customer First, We Over I, Deliver Sustainably and Make it Simple.
- Our **Leadership Model** defines our picture of success, that is, who we want to be as leaders, and the things we value and want to develop.

Everyone working for Coca-Cola HBC shares a deep-rooted responsibility to lead our industry and our communities into **a more sustainable future.**

If you share our passion and commitment and you are looking for a career that will bring out the best in you and allow you to make a positive difference, then **look no further.**



With each twist of a cap, or pull of a tab, we open up opportunities that delight everyone. As one Hellenic, we're more than a bottler. We open up moments that refresh us all.

OUR PURPOSE:
OPEN UP MOMENTS THAT
refresh us all



- **29**
countries
- **715 million**
consumers
- **33,000+**
employees
- **Over 70**
nationalities
- **323**
production lines

OPEN UP AN OPPORTUNITY TO **refresh your career**



OUR VALUES



Customer First



We Over I



Deliver Sustainably



Make It Simple

We are passionate about what we do. We are motivated by our company's fast-paced learning, multi-national environment, and unparalleled professional growth opportunities.

We offer an environment in which employees feel fully understood, valued and motivated to realize their full potential with us. We are willing to take a risk on the people we believe in, even if they don't have the perfect experience. We have faith in what every person can be.

Our commitment to high performance drives us to continuously stretch ourselves and maximize our potential. Supportive leadership encourages us to take full ownership of our work and our career paths. Talented people around us are our inspiration for growth.

We also ensure that we are a community worth being part of. We are an ambitious but supportive organization where we count on and inspire each other to **make a positive impact**, together. We're proud of each team's business success, our sustainability commitments, and the support we provide for the communities we live and work in. We are ranked as the number one beverage company globally by the Dow Jones Sustainability Index in 2022.

Everyone working for Coca-Cola HBC shares a deep-rooted responsibility to lead our industry and our communities into a more sustainable future. We truly feel it is of utmost importance to embrace sustainability in our everyday behavior, because only in harmony with the environment and society can we meaningfully grow and become... **the best version of ourselves.**

If you are looking for a career that will bring out the very best of you, surround you with great people, and allow you to make a positive difference, then look no further.

INTERNATIONAL leadership trainee program

You will get the chance to drive the future of Coca-Cola HBC, working together with our senior leaders. This is an 18 to 24 months program that will fast-track you as a commercial leader.

You will join an early-talent, high caliber program that will fast-track your career like no other. You will learn and grow in an exponential rate, you will benefit from formal and informal learning opportunities and you will enjoy a complete working experience.

This program allows you to leap-jump, instead of taking each step. You will develop multiple leadership get access to skills, as well as hard skills, get certifications, excellent learning platforms and work alongside senior managers and top-in-their-field professionals.

This is once in a lifetime opportunity, do not miss it.

JOIN FROM

Austria
Bosnia and Herzegovina
Bulgaria
Croatia
Cyprus
Czech Republic
Estonia

Greece
Hungary
Ireland and Northern Ireland
Italy
Kosovo
Latvia
Lithuania
Nigeria

North Macedonia
Poland
Romania
Serbia
Montenegro
Slovakia
Slovenia
Switzerland



EXCITING BENEFITS for you



**INTERNATIONAL
ROUNDED COMMERCIAL
EXPERIENCE**



**ACCELERATED
DEVELOPMENT IN
COMMERCIAL AREAS**



**HANDS-ON MARKET
EXPERIENCE**



**DEVELOP STRATEGIC
CAPABILITIES**



**MENTORSHIP FROM
SENIOR LEADERS OF
THE ORGANIZATION**



**INTERNATIONAL EXPOSURE
AND OPPORTUNITY TO
RELOCATE**



**360° LEARNING
EXPERIENCE**



COMPETITIVE PAY

THIS IS A TOP-NOTCH PROGRAM THAT WILL ACCELERATE YOUR **career as a commercial leader**

This program is focused on commercial roles

As we are a customer-centric company, you will also get the chance to work hands-on, in the market to better understand our customers and consumers and the way they interact with our brands.

You will become a leader of tomorrow

Equipped with market and business understanding, we are expecting you to be results driven and come up with innovative solutions. This program does not prepare you for a simple execution role, but for being a leader with the ability and passion to lead the change of our organization.

No great leader works in isolation

This program is very much about collaboration. You will have a buddy and a senior mentor to guide you. You will work in a multi-cultural environment, in a cross-country format, discussing on regular basis with colleagues located in other countries.



On the job Learning

You will discover our fast-paced business through a series of job assignments, including international rotations. You will develop your strategic view through joining cross-country projects and diverse teams.

Learning from others

You will get mentorship from Senior Leaders, and receive coaching and 360° feedback.

As we are all dedicated to success, you will interact and learn from your peers daily. You will also get a buddy that would help you navigate through your new journey.

Formal Learning

This is a tailor-made learning journey to develop you into our next generation of leaders. It is delivered by a world class external business school, combined with Coca-Cola HBC functional academies. You will get valuable certifications on the road.

THIS PROGRAM IS A STELLAR EXPERIENCE of learning and practice



PROGRAM CONTENT



International campus in the first week

You will start your adventure in the program on an international campus. You will get to know the company and its leaders and meet your fellow trainees and your mentor.



Onboarding in your country

Your first three months will be an intense learning period. You will get to know the company and the stakeholders, learn on the job and also from others.



Home-country commercial assignment

Firstly, you will spend time in the market to know field sales, learn best-practices and be at the heart of our organization. You will work hand in hand with other departments.



International assignment

You will move to another country from Coca-Cola HBC group to gain experience and build a strategic understanding.



Cross-functional assignment

You will not only learn how our commercial team operates but you will explore wide organizational synergy working with other functions such as finance or supply chain.



Strategic Group project

You will grab a strategic perspective, joining projects on the group level (covering multiple markets) in areas such as Sustainability or Digital commerce.

ARE YOU the one?

We are looking for people who aspire to have an international career in the commercial area and wish to influence and make an impact in a fast-paced and diverse environment. We are interested in seeing your leadership potential, so share with us your experience leading others; on the job, in student associations, NGOs, sports teams, start-ups or any other field.



SEE IF THIS fits you

- You want to build a commercial career in a high-performance driven environment (e.g. sales, digital commerce, commercial finance)
- You are determined, curious and self-driven
- You enjoy assignments that provide variety, intensive collaboration and challenge
- You are open to different people and perspectives
- You are ambitious to lead change, projects and people
- You are open to relocate to another country to accelerate your career
- You have 1-3 years of work experience in any business-related area
- You have a university degree or you are in your last year at university and able to commit full-time (40 hours/ week)
- You are fluent in English
- You are legally eligible to work in the country for which you apply



THE APPLICATION PROCESS ITSELF IS A **learning journey**

- We have reimagined the entire recruitment process.
- Usually, when you apply to a role, you just find out if you got in or not. But this is totally different! We have designed the selection process as a learning journey, so **you can enjoy the road, not just the destination.**
- Unlocking each step of the application process, you will receive a learning gift. We have prepared exclusive webinars with our business leaders, market assignments, learning sessions and materials.
- Moreover, you will get feedback on demonstrated strengths and opportunities for improvement, as well as advice for the next step in the journey.
- Passing the Acceleration Center, you will get an individual meeting with a coach, plus written report with evaluation and development recommendations.

WHAT IS THE application process?

1.

APPLICATION

Send us your CV and answer a few questions. Once you are done, we will ask you to go through a Business Reasoning test and complete a short video interview.

2.

BUSINESS INTERVIEW & COMPETENCES VALIDATION

You will be invited for an interview with a Recruitment Manager and a Senior Commercial Leader. After the interview, you will receive extensive feedback, to support your self-reflection and prepare you for the next process step

3.

MARKET CHALLENGE & GM INTERVIEW

Let's go to the market with a business simulation. You will be supported by our Sales team, you will be asked to observe and listen, then share your reflections with the Country General Manager and the People & Culture Director during a meeting.

4.

INTERNATIONAL ACCELERATION CENTER & FINAL MEETING WITH SENIOR LEADERS

The online assessment day will be full of interactions & simulations, followed by 1-hour session with a professional coach. All this is to prepare you for the final stage – a meeting with our Group Senior Leaders.



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