



ICA ACADEMY- International Career Master for talented youngsters **We're training and recruiting Country Managers and Overseas Technicians/ Salespeople**

ABOUT US

ICA ACADEMY is ICA Group's training school, established to make the most of the group's human resources and to discover new talents to be shaped, developed and steered towards exciting career paths.

ICA Group set up the International Career Master to train young people who have plenty of talent but little or no experience. The youngsters will be schooled in the culture of the group and may then undergo professional development as Country Managers or Overseas Technicians/Salespeople.

The objective of this programme is to train international managers with a view to recruiting them into the group.

ICA is a major Italian group with a 400-strong workforce. It is based in the town of Civitanova Marche (in the province of Macerata), and has three production plants in Italy and three companies outside Italy (in Spain, Germany and China). A specialist in the formulation, manufacture and marketing of special coatings for wood, with a particular focus on innovation and on reducing the environmental impact of its products, in 2014 ICA generated a total turnover of €104.7 million, of which 46% came from the group's sales in its more than 40 export markets.

WHAT WE ARE OFFERING

ICA ACADEMY provides the "**International Career Master**" in order to come into contact with and develop young talents that we can then place in stimulating international roles within the group. It is a professional Master qualification for the acquisition of a high-level understanding of the company's processes, alongside excellent management skills, through active and workshop-based training. It is a teaching program integrated with real project work, supported by the shadow training of expert personnel under the constant supervision of dedicated technical tutors.

Topics covered include: negotiation styles, leadership, teamwork, company technologies, company process management, etc.

We are offering **8 scholarships** to attend the Master and acquire the necessary knowledge and skills to fill managerial positions or technical/sales roles.

At the end of the Master, the participants may be selected for recruitment within ICA group as Country Managers or Overseas Technical/Salespeople.

All of the details of the Master are available on the ICA Academy site www.icaacademy.it.

Click here <http://www.icaacademy.it/master/?lang=en> for more information concerning: location, start date, duration, structure.

WHO WE ARE LOOKING FOR

8 young, dynamic and highly motivated graduates who want to undertake a professional career in the management or technical/sales areas in international contexts.

Minimum requirements

- Age: up to and including 28 years of age.
- Degree in one of the following subjects: Chemistry, Chemical Engineering or Management Engineering, Economics, Management, Marketing, International Business, Languages (or similar)
- Fluent English

Ideally, you will have

- Fluency in a second language
- Willingness to travel frequently or live overseas.

N.B. Non-Italian candidates should have a good knowledge of Italian

HOW TO APPLY

Send us your CV straight away – you may also include a presentation video!

CLICK HERE: <http://www.icaacademy.it/master>

Deadline: June 30, 2015

Master location: Civitanova Marche (province of Macerata), Italy at the headquarters of ICA Academy and ICA Group.

Start date: September 1, 2015

End date: January 29, 2016

(break from December 24, 2015 to January 6, 2016)

Timetable: full time, Monday to Friday.

Structure: 6 teaching modules with in-house and external tutors: 1. Getting to know the organization (objective: to get to know the company processes and operational flows) 2. Basic skills (objective: to acquire a basic understanding of commercial skills and cultural models other than one's own) 3. Technical training (objective: to get to know the company technologies through project work) 4. Specialist training (objective: to develop the technical and sales skills by shadow training in Italy and overseas with experts) 5. Language training (objective: to increase fluency in the second foreign language) 6. IT training (objective: to acquire mastery of the company management system and main applications).

The modules will be partially in Italian and partially in English.

The teaching method focuses on input from company employees and the use of exercises that will lead the students to apply and test out systematically what they have learned. The individual and group exercises will make it possible to acquire immediately the methodologies being presented.

The presence of a technical tutor facilitates the acquisition of the more sector-specific content and ensures the adequate co-ordination of the students in carrying out their project work, in which they apply the methodologies they have learned about in operational terms.

The classroom tutor, who is continuously available, even outwith lesson times, facilitates participation by supporting the consolidation of the students' skills.

The program includes an **intermediate evaluation** at the end of the 3rd module; those who pass the evaluation will continue with the Master course, at the end of which they will be given a certificate of participation.

At the end of the Master, the participants may be selected for recruitment within ICA group as Country Managers or Overseas Technical/Salespeople.