



**Do you want to do something different?**

In Imperial Tobacco Group, our key word is **Flexibility!**

This is what our **Graduates Programme** consists of:

- The aim of this Programme is to look for talented young people like you with a ***strong potential*** who are willing to join our company. In Imperial Tobacco Group we think that ***ambitious*** and ***intelligent*** people can make their mark and contribute a lot to the business.
- The Graduates Programme is a training program which offers you to ***rotate*** around different departments within 24 months while being included in ***specific projects***. This first part of the program allows you to enjoy different experiences and to put your knowledge into practice while you find out which area better fits with your interests. Once you are done with the training period, you will take part of an ***ambitious promotional plan***, starting with a permanent in market role, and continuing with the possibility to participate in international programs. The acquired experience will contribute to your professional development becoming capable to fill ***future management positions***.



- **When:**
  - Starting October 2015

- **Where:**

In one of the next departments, working on a significant project depending on *your preferences* and on the *business needs*:

- Marketing
- Sales
- Business Intelligence
- Finance
- Human Resources

- **Who:** In Imperial Tobacco Group, we are looking for passionate, achievement-oriented and ambitious people like you!

- **Why:**

- Professional development
- Continuous mentoring
- Good benefits
- Fun



- **How:**

- Register your application: [www.imperial-tobacco.com/careers](http://www.imperial-tobacco.com/careers)  
Or send an email: [graduates@it.imptob.com](mailto:graduates@it.imptob.com)
- Deadline: January 31<sup>st</sup> 2015



▪ **As a graduate you will get:**

- The chance to develop a highly rewarding international career within a world renowned FMCG organization
- The opportunity to work consistently with some of the world's most famous brands
- A formal Graduate Induction programme which provides not only a company overview but also exposure to the most senior leaders within the organization
- On the job learning and ongoing skills development
- Professional qualifications where relevant
- Real scope for networking with international colleagues
- A diversity of cultures and working styles
- A competitive local remuneration and benefit package

▪ **Join us:**

- Imperial Tobacco Group is a company where ambitious, smart and independent people can make their mark and can contribute to the success of a multinational industry leader. We are looking for passionate, achievement-oriented people who are prepared to challenge not only themselves, but also those around them.
- Our goal is to create an inspiring work environment for all our people so that they can do their best work. We support their career aspirations and build their capabilities so that their skills and talents flourish. We take the time to listen to our people, reward them fairly and respect them as individuals.



my contribution counts,  
think free, speak free,  
act with integrity



listen, share,  
make connections



see it, seize it,  
make it happen



thrive on challenge,  
make it fun



new thinking, new  
actions, exceed  
what's possible



everything is possible,  
together we win