



# GROUPE SEB GRADUATE PROGRAM

## GRADUATE PROGRAM @ GROUPE SEB FREQUENTLY ASKED QUESTIONS

### **What is a Graduate Program?**

The purpose of a Graduate Program is to recruit and develop a pool of young talents by offering recent graduates the opportunity to join a company for successive assignments and prepare them for positions that have a strong impact in the organization.

### **What is the specificity of Groupe SEB's Graduate Program?**

The Graduates are hired on a permanent contract and the programs are specialized by areas of business. The assignments change for each new cohort to offer new recruits important projects that matches our Group's strategic challenges.

The program last 2 years: 12 months in France followed by two 6-month assignments abroad in our subsidiaries.

### **How many Graduates do you recruit each year?**

We recruit around 5 new graduates each year. These small cohorts allow us to build a community with strong relationships between the graduates, even located on different sites.

### **In which countries is it possible to work?**

It's possible to work in subsidiaries where all conditions are met (appropriate local context, immigration requirements, strong assignments...).

For the first five cohorts, we opened missions in Brazil, Colombia, Czech Republic, Germany, Mexico, Portugal, Spain, Sweden and USA.

### **Is it possible to choose the countries and the missions?**

Countries and missions are defined by HR Departments and VPs depending on Groupe SEB' strategy and local contexts at the time.

To a smaller extent and to ensure all conditions are met, we sometimes decide to change the destination.

### **What kind of programs are usually available?**

For the first 5 cohorts, we opened Graduate Programs in E-Commerce, Finance, Industry, Information Systems, Marketing, Purchasing, R&D and Supply Chain.

Each year, we reappraise in which areas of business we will open programs.

### **What kind of positions can I get after the Graduate Program?**

Depending on the development of your skills and the Group's open positions at the end of your program, we will offer you a position matching your capabilities, in France or abroad.

### **Is the Graduate Program only intended for the Interns and Apprentice of Groupe SEB?**

The Groupe Seb Graduate Program is open to all young talents who represent a strong potential. We want to attract and recruit talented candidates who want to build their careers with us.



### **What kind of follow-up will I receive during my assignment?**

In addition to your local management, you will benefit from an in-depth support to help you excel: language courses, intercultural exchange sessions, a detailed program to develop your soft skills, a dedicated sponsor throughout, a detailed training plan: Edflex, Corpacademy, etc. You will also have a close follow-up with Corporate HR with regular meetings to ensure that your mission is going well and you will be evaluated on your performance and skills development during each mission.

### **What kind of training will I get during the program?**

As an employee of Groupe SEB, you will have access to a wide variety of Learning & Development tools and trainings.

As a Graduate, you will also have specific trainings to succeed in your positions.

As it's an advantage to master several languages, you will also have the opportunity to take language lessons before going abroad to improve your knowledge or make sure you have at least a basic understanding of the local language.

### **What are the differences between a V.I.E and a Graduate Program at Groupe SEB?**

A V.I.E is not an official employee of Groupe SEB and the position should be considered as a « fixed-term contract abroad ». The V.I.E will settle in a country for 12 to 24 months and will have time to discover many aspects of his position.

With the Graduate Program, you will be hired on a permanent contract and will have 3 different missions in 3 countries during the first 2 years of your career in the Group (*1 year in France and 2\*6 months abroad*).

Both programs are dedicated to Young Talents, highly valued in the Group and don't necessarily target the same profiles.

### **What is the recruitment process?**

It usually consists of interviews with Corporate HR and a final Assessment Center at our headquarters in Ecully, near Lyon, with all the shortlisted candidates, Corporate HR teams and the future managers.

The recruitment process lasts between 2 and 3 months.

### **Graduate Programs are very selective and I don't have a lot of experience, should I still apply?**

If you have a first internship or training course experience in the business area for which you're applying; You're really interested in the program and you meet the mandatory requirements written in the job description, we will assess your potential during the HR interview.

### **Where can I find other information on the Graduate Program?**

You can watch several videos [here](#).

### **I have a specific question, who can I contact?**

You can send an email to the recruitment team at [graduateprogram@groupeseb.com](mailto:graduateprogram@groupeseb.com)