

## 2020 Finance Graduate Programme Europe, Middle East & Africa

### What is the Finesse Finance Graduate Programme?

Finesse aims to develop a group of talented, internationally mobile graduates and fast track them to **Finance Director** positions within 5-8 years.

### What does the Program cover?

- ✓ Finesse consists of a 36-month training program which encompasses two international 12-month placements in our hotels. Following successful completion of this 2 year program you will then be assigned into a full-time finance role in year 3.
- ✓ During your placements, you will gain all-round Finance experience whilst working in all the main Finance functions. You will also gain exposure in the other key functional areas of Operations, Business Development and Human Resources.
- ✓ You will participate in off-the-job training and have business driven projects to complete.
- ✓ During Finesse, your progress is constantly assessed, so you always know how you are developing. As the program is so flexible, it will take into account all training that you have had to date and build on it, rather than making you repeat things unnecessarily.

### What are the Learning Benefits?

- ✓ The key focus here will be for you to complete the **CIMA Professional Finance Qualification**. This is a highly regarded professional qualification with global recognition in the Finance profession. This process will be supported by Hilton in terms of both funding and learning support. The CIMA qualification typically takes 3 years to complete, so this will be completed alongside your first two placements and your year 3 finance role with us.
- ✓ During your first 24 months you will also take part in a number of other face-to-face training courses focused on other business competence areas..

### Participant Commitment

- ✓ This is a structured programme, however your drive and commitment will effect what you get out of it.
- ✓ As a Finesse participant you will have access to Hilton University, our online learning and development tool, through which you can complete e-learning courses, learn a language online and make use of our online business library.
- ✓ You will be keen to learn your craft on the job, whilst putting your learning into practice.
- ✓ Your roles and responsibilities will evolve as your confidence and capabilities grow! This means you have to be driven and flexible.

### Application Criteria

If you are interested and you feel that you meet the following criteria, please apply online from **11 November 2019** until **05 January 2020** via <https://jobs.hilton.com> or via our Facebook link (Hilton Careers). We are looking for our future leaders, so you will have proven that you too want to be world class.

- ✓ You must have graduated from a Finance and/or Economics related Bachelor's Degree in either 2019 or 2020.
- ✓ You are available to start full-time employment as of 1<sup>st</sup> September 2020
- ✓ You must speak, read and write English fluently
- ✓ You must hold a valid EMEA passport and be fully mobile to relocate internationally as required by Hilton
- ✓ You must have the desire to become a Finance Director

There is a rigorous selection process that includes online tests, a competency based interview with a Finance Director, and an Assessment Center which will take place in April 2020. This not only helps us to identify the right candidates, but if you are selected, it is the start of your personal development journey with Hilton.

### Who can I contact for additional questions?

Please contact Björn Olthof, Senior Manager Graduate Recruitment, Europe, Middle East & Africa  
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