



Great brands for everyday

# SHINE

MANAGEMENT  
TRAINEE  
PROGRAM

# OUT

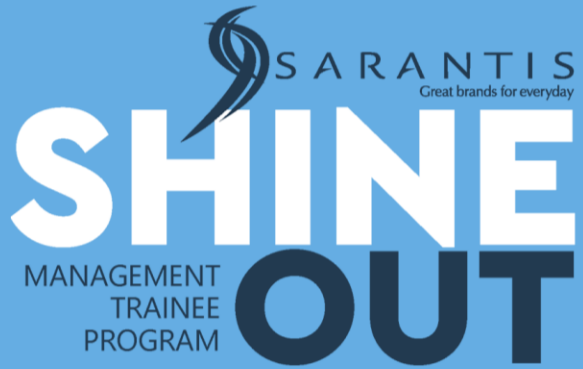




# The Program

**SHINE OUT** is our **Management Trainee Program** that welcomes young people with great potential to gain a **realistic and on the job experience in one of the leading companies in the FMCG sector**. It focuses on the **Commercial** division.

*“A unique career starter for young people with great aspirations and prospects”*



# What's in for you?

Our goal is to hire the **best young candidates**, coming fresh out of universities, in order to **grow and enhance our talent pipeline**, and define the company's **future employee generation**. We **provide** our participants a significant and **challenging experience** so as to **develop their capabilities and talents**.

## \_\_\_\_ Trainee \_\_\_\_



Explore your interests



Learn about corporate life



Establish professional network



Develop your professional experience and skills



Strengthen your resume

## Program Selection Process



### Application

Send us your CV



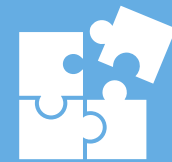
### Online Assessment

Complete our  
Psychometric Tools



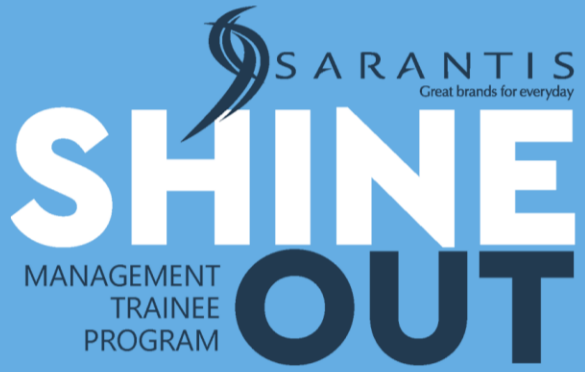
### Structured Interviews

Let's get to know  
you better



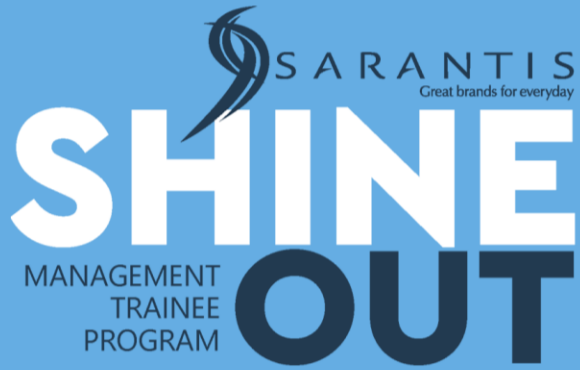
### Assessment Center

Get to know our  
business and  
participate in case  
studies



# Pillars





# Participant Profile

Bachelor's Degree

Master's Degree

Up to 2 years Working Experience

Fluent in English & PC Literacy

**BUSINESS ACCUMEN**

**LEADERSHIP**

**CREATIVITY**

**IMPACT & INFLUENCE**

**TEAMWORK**

**DRIVING PERFORMANCE**

**ADJUSTING TO CHANGE**

**ETHOS**

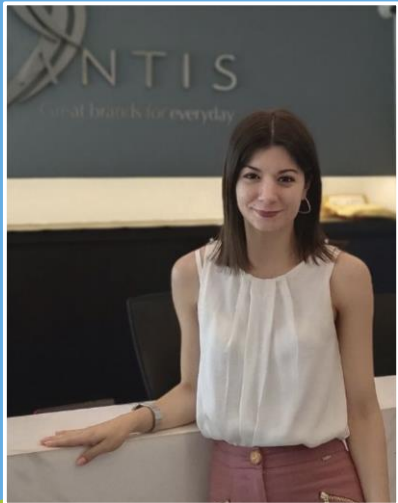
***our values***

\*Military Obligations Completed

# Let's hear it from our Trainees

## Mirsini Samiou

“The **SHINE OUT** program for me is an exciting journey and a unique opportunity to follow the product's cycle until it enters the market. During my training program I managed to take on initiatives and to obtain a complete experience. At the same time, I've had the chance to engage with lots of the Group's brands and work with excellent people that became my personal mentors, whose guidance will help me to develop, both, professionally and personally. ”



# Let's hear it from our Trainees

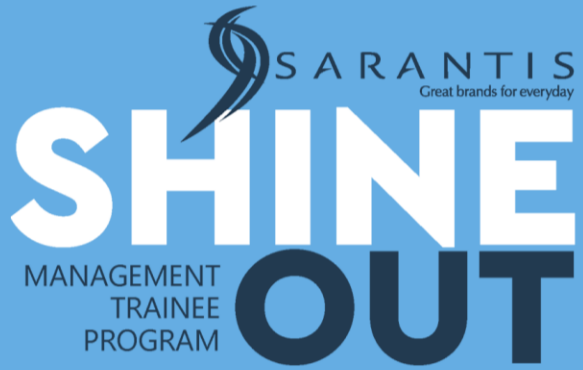
## Maria Baxevani

“The **SHINE OUT** program gives me every day the opportunity to discover my professional identity and my potentials. My experience in different departments, was truly exciting and educational. I received guidance and support from acknowledged professionals who have entrusted me with responsibilities and that gave me confidence. In addition, learn by doing while have a direct interaction with the brands, developed my ability to shape a clear image about branding strategy.”



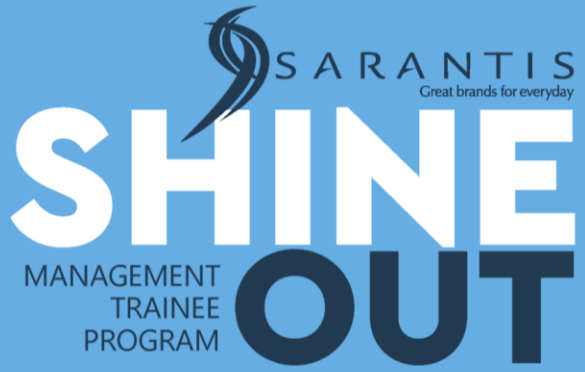
 SARANTIS  
Great brands for everyday  
**SHINE**  
MANAGEMENT  
TRAINEE  
PROGRAM **OUT**





Are you interested to start  
your career with us?

Then send us your application  
[here!](#)



Thank you