

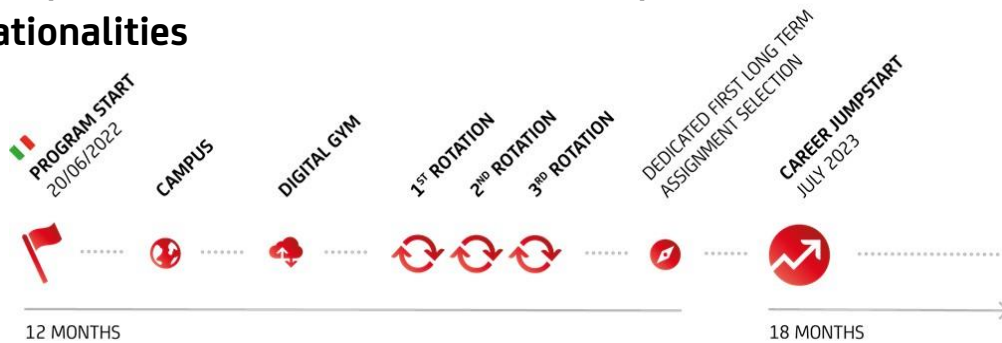
JOINING

OUR MISSION

*“Impact is the **single Group Graduate Program** to attract, select and develop the best fitting graduates and build a community of skilled, committed, forward looking and rounded profiles with the potential to become the leaders of the future”*

WHAT WE DO

- **30 months program** with 12 months **cross functional rotations** and a **first long term assignment** (18 months) out of several national and international opportunities
- **8 Impact editions** overall with **~290 Impacters** hired overall with **+20 nationalities**



HOW WE DO IT

- **Group Employer Branding** campaign leveraging international network
- Selection process with **~1.000 candidates** from online applications to digital assessment days, with involvement of **managers and previous Impacters**
- **Tailor-made Learning & Development** initiatives will be provided during the Impact journey (e.g. Onboarding path and campus, Listening and Networking, Coaching, Skills path, Digital gym)

