

# ELEVATOR

GRADUATE FAST TRACK

## 2019 General Manager Graduate Program in Middle East & Africa

### Do you have the ambition to become General Manager?

With our major global presence and ambitious growth plans, Hilton needs to develop a strong cadre of future General Managers (GMs) for our Owned & Managed hotels around the world.

Elevator is a Personal Development Program for globally mobile graduates to prepare you to be ready for a hotel GM position within 5-8 years after completing the program. It is the first rung on our talent management ladder, offering accelerated development into a first management position followed by a fast track, structured career path with ongoing development to help you to maximize your future potential with us. It is a globally consistent program, managed on a Regional basis.

### What does the Program cover?

The Program is designed to give you the foundation knowledge for your journey to GM through a broad based management learning experience across all core functions of the hotel.

It is an 18 month program based on two placements in two different countries and/or Regions. It includes:

- ✓ Structured Group Orientation
- ✓ Tailored Job Experience in all Functions, taking account of any previous experience
- ✓ Formal off-the-job learning in a range of business disciplines
- ✓ Virtual Classrooms and Hilton University e-modules
- ✓ Two major Business Projects
- ✓ Personal Mentor (typically a seasoned GM)
- ✓ Competency Based Personal Development Plan
- ✓ Career Development Reviews

### What are YOUR learning benefits?

By attending the Program you will build critically important technical, business and leadership skills that will form the foundation of your future career as a GM.

The blend of on-the- job experience, off –the-job development and learning, and the support and sponsorship of our business leaders will be an invaluable experience for you and your Program peers. At the end of the Program you will be ready for your first management position as Department Manager.

### Application Criteria

If you are interested, please apply online from **5 November 2018** until **1 January 2019** via <http://jobs.hilton.com> .

The criteria are:

- ✓ You have a true ambition to become GM
- ✓ You have to be graduated in the period of July 2017 until August 2019 from a Bachelor/Masters Degree and are available to start in fulltime employment in September 1<sup>st</sup>, 2019.
- ✓ You must have a MEA nationality and be willing/able to live and work in MEA countries
- ✓ You will be fluent in English. A second modern language would be considered a plus
- ✓ You are internationally mobile within MEA, with preferably hotel or hospitality work experience.

### Selection Process

There is a rigorous selection process that includes education criteria, on line tests and questionnaires, a competency based interview with a General Manager, and an Assessment Center. This not only helps 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?

If you still might have any questions, please contact Björn Olthof, Sr. Manager Graduate Recruitment (E: [bjorn.olthof@hilton.com](mailto:bjorn.olthof@hilton.com))

