

# ELEVATOR

GRADUATE FAST TRACK

## 2020 General Manager Graduate Programme Europe, Middle East & Africa

### Do you have the ambition and potential to become a 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, Leased & Managed hotels around the world.

Elevator is a Development Programme for globally mobile graduates that will prepare you to be ready for a hotel GM position within 5-8 years of completion. It is the first step in 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 Programme cover?

The Elevator programme is designed to give you the foundation and knowledge to kick start your journey to becoming a GM through a broad learning experience across all core functions of the hotel.

It is an 18 month programme which includes two placements (each lasting 9 months) in two different countries and/or regions. It includes:

- ✓ Structured group orientation
- ✓ Tailored work 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
- ✓ A personal mentor (typically a seasoned GM)
- ✓ A competency based personal development plan
- ✓ Regular career development reviews

### What are YOUR learning benefits?

By completing the programme 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.

### Application Criteria

If you are interested and you feel that you meet the following criteria, please apply online from **30 September 2019** until **24 November 2019** via <http://jobs.hilton.com>.

- ✓ You have a true ambition to become a GM
- ✓ You graduated in either 2019 or 2020 with a Bachelor's or Master's degree
- ✓ You are available to start full time employment as of the 1<sup>st</sup> of September 2020
- ✓ You hold an EMEA passport and are willing/able to relocate internationally as required by Hilton
- ✓ You are fluent in English to business level.
- ✓ A second modern language would be considered an advantage, although is not essential
- ✓ Prior experience working in a hotel or hospitality role would be considered an advantage, although not essential

### Selection Process

There is a rigorous selection process that includes online tests, a competency-based interview with a General Manager, and an Assessment Center which will take place in March 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,  
Sr. Manager Graduate Recruitment  
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