

Leonardo HR Graduate Programme

Smart Minds Wanted

The **Leonardo HR Graduate Programme** is a two-year training programme aimed at the best new graduate talent, preferably in Economics or Management Engineering.

The programme is aimed at developing new HR (Human Resources) professionals with strong digital skills.

The programme includes an initial **onboarding** phase to familiarise participants with the world of Leonardo, **education** provided in collaboration with IE Business School in Madrid, and **on-the-job training** in various Group companies and sites, alternating three different positions, one of which includes an experience abroad.

The new graduates will be accompanied on this experience by Leonardo **mentors** and **tutors** providing support throughout the programme and helping the students learn how to make the most of their potential.

Upon completion of the programme, participants will join Leonardo's **Human Resources professional family**, holding strategic positions in Group companies.

Requirements for participation in the selection process.

- Master's degree, preferably in Economics or Management Engineering
- Advanced English language skills
- Problem-solving ability in constantly evolving contexts and digital trends
- Propensity for teamwork
- Familiarity with the Microsoft Office package
- Familiarity with data visualisation tools (such as PowerBI, Tableau)
- Excellent written and verbal communication skills
- Experience working or studying abroad (preferred)
- Proactive attitude, curiosity, a predisposition to in depth study

Applications closed on 16th January 2023.

A 360° approach to charter new paths



2 WEEKS

Onboarding to familiarise candidates with the world of Leonardo, its values, culture and history.

Start date: April 2023



6 WEEKS

Advanced Educational Programme in collaboration with IE Business School in Madrid, focusing on key issues in HR management and new trends in the sector.



22 MONTHS

On-The-Job Training at various Group sites, alternating different positions including an experience abroad.



INTEGRATION IN THE COMPANY

Assignment of a position and site in the Leonardo Group.

FAQ

- ✓ **What kind of contract will be applied?**
Candidates accepted on to the programme will be hired with a permanent contract right from the start.
- ✓ **What activities will on-the-job training include?**
Strategic HR activities which participants may be involved in during on-the-job training include, for example: preparation of plans for development of resources, motivation and assessment of performance, mapping and management of skills, planning of teams and use of reporting systems, support identifying requirements for transformation and digitisation, programme management, preparation of business cases, benchmarking.

- ✓ **How will the selection process take place?**
After receiving applications, the HR team will assess them and identify the CVs that best meet the programme requirements (January). Candidates selected in this initial selection phase will be invited to undergo interviews to get to know them and assess their motivation and aptitude. A list will then be drawn up of candidates admitted to the next phase in the selection process, during which candidates will be interviewed in greater depth (February). In the end, the last group of positive candidates will be involved in a final collective assessment (March).