



GRADUATE
PROGRAM –
GROW@HILTI





GROW@Hilti

What are we looking for?

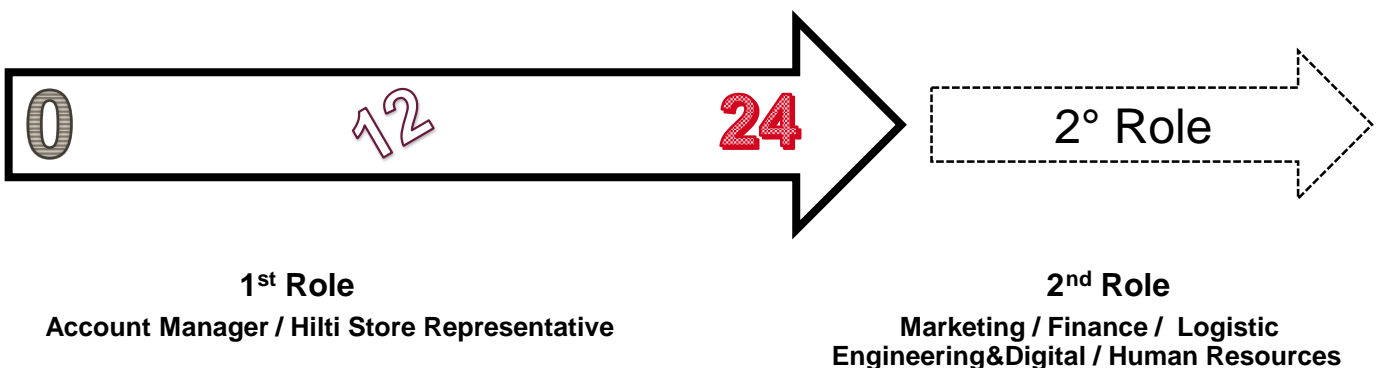
Are you a recent graduate looking for an opportunity to grow in a multinational company? Or are you already in the workplace but wanting a more challenging and rewarding role, with high exposure to senior management and fast-paced every day? GROW@Hilti is a program designed for you: you will challenge yourself throughout an individual path that will allow you **to achieve ambitious targets and to develop you career within the company.**

Who is Hilti?

We believe that with the right tools, you can build a better future. That's why our products, systems and services are all built with the construction professional in mind. But Hilti is far more than a manufacturer of tools and equipment: for the people we serve every day, we're partners. No other company offers as much in the way of service, education, training, technical data and support. We have developed our solid worldwide reputation in more than 75 years of activity, offering the construction professional innovative solutions with outstanding added value. With 24,000 people working in more than 120 countries, we are the ideal company to value your potential: within Hilti you will have the opportunity to learn, grow and build-up your career!

What's the GROW@Hilti program?

Within the global framework of our Business Strategy, you will start with a first role in Sales for a period of 12/24 months. As Account Manager or Hilti Store Representative, you will be responsible to manage and develop your Customer Platform, that can include business experts, project managers or company owners. We believe that this high dynamic role is the best and fastest way to understand how our business works. It's also a great place to improve your technical and commercial skills and to show us (and yourself) what you're made of. You will be assigned to a personal coach that will support you in the path and will allow you to go deeper into our strategies and vision. Later on, your next step might be in **marketing or finance, engineering & digital or sales, logistic or human resources.**



Your career path will be **tailor made** and it will take you in a short time to cover **roles of responsibility**, working into a national and international context. Whatever your path, we will offer you all the training and support you need to craft your own career. Moreover, you can live an exceptional combination of independence and belonging to a close-knit team, managing your own agenda and collaborating with all the departments. You will also participate to networking events while being exposed to our Top Management.



What does the first role involve?

Account Manager

As an Account Manager you will be out and about visiting our customers, wherever they are busy working, to find out how we can help them. You could find yourself on construction sites or in offices and warehouses. Ours is a model of professional consultative selling and it is a really hands-on job. It means rolling up your sleeves to demonstrate some of the most pioneering products in the industry, while selling our state-of-the-art software along with all the services and after-care that come with the Hilti name. Far from traditional cold calling, it's about nurturing relationships with warm and responsive customers, and helping them find the most innovative and cost-efficient solutions for their needs.

Hilti Store Representative

You will manage the assigned Hilti Store from an operational and strategical point of view, in close synergy with other Hilti sales channels and in line with the commercial and marketing strategies. You will be the consultant for the clients about the full range of solutions and services, aiming to achieve specific qualitative and quantitative targets. You will also be responsible for the development of your customer platform.

In both roles as Account Manager and Hilti Store Representative, you will be in charge of managing new projects related to process optimization and innovative solutions.

Curiosity: Most of our employees are promoted to a Manager position between 25 and 30 years and the 80% of managerial positions are filled in by internal candidates.

Why should you apply?

Thanks to this program we'll give you lots of responsibility from very early on, along with all the training and support you need. Moreover, you will have the opportunity develop new competences useful to successfully cover different roles within Hilti. By managing customer relationship you could improve your soft skills, work on your communication style and problem solving capability, while strengthening your technical and business skills. Deliver consistently strong results and we'll give you every opportunity to broaden your role.

What you need is:

- Master degree in Engineering (Civil, Management, Mechanics) or Economy; Master or MBA is a plus
- Excellent English level
- Business acumen and strong analytical skills
- Multilevel communication skills and strong customer orientation
- Entrepreneurial spirit, courage and flexibility
- Nation and international mobility

Within the recruiting process, we will offer you the opportunity to spend a day in a van with a Sales colleague in order to understand the role and get in touch with our culture. We look forward to your application!

(infobox) Graduate Program | GROW@Hilti

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Submit your CV & Motivation letter at carriere@hilti.com