

## How Does the FF Recruitment Work?

Thank you very much for your interest in the Finance Futura Graduate Program.

The recruitment process for the Finance Futura class starting in 2013 looks as follows:

1. Applications are screened for suitable candidates
2. Suitable candidates are invited to take a set of online tests
3. Candidates successfully passing the online tests are invited to attend a HUB Assessment Center taking place on a set date between January and March 2013
4. Successful candidates are invited to participate in a two-day Assessment Center at one of our properties in Brussels in late March 2013
5. Candidates are notified if chosen as a FF in April 2013
6. Selected candidates start FF program in beginning of September 2013

All external applicants must meet all the below requirements to be considered:

- EU, EEA, African or Middle Eastern nationality
- Bachelor's Degree (or equivalent)
- Fluent in English and at least one additional language
- Strong motivation to be part of the program
- Geographical flexibility to conduct the training in Europe, Africa or Middle East
- Positive "can-do" attitude
- Preferably some hospitality experience
- High energy level and passion for the industry!

All internal candidates should, before submitting their application, contact their Human Resources Department for further information on specific criteria.

**The application process for the Finance Futura class of 2012 has ended on March 1st, 2012. We will open the application process again on October 1st, 2012, when you will be able to start applying for the Finance Futura class of 2013.**

### **IMPORTANT:**

Please note that EU or EEA nationals, if successful, are not restricted to EU/EEA countries for placement as a Finance Futura but can also be placed in one of our Africa or Middle East properties.

However, Africa and Middle East nationals, if successful, can only be placed in one of our Africa or Middle East properties due to visa restrictions in EU/EEA countries.

Good luck!

Your Finance Futura Administrator

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"In the even stronger growing competition for talent, the expansion of the Best Practice Vita Futura program from the UK & Ireland to our EAME Division was something crucial for us going forward in the HR Strategy."

Martin Franck  
Senior Vice President, Human Resources, Europe, Africa & Middle East.