

At Smurfit Kappa, we open the future for talented engineering graduates keen to start their careers within an innovative and excellence-driven organisation

Our International Graduate Programme offers a unique opportunity to develop a wide variety of technical, managerial and leadership skills while gaining on-the-job experience within an enriching multi-national environment.

Once on board you will:

- Carry out **three projects** over a two year period, in **three different locations** within Europe.
- Undertake projects designed to challenge you – that will cover a range of technical areas such as production, maintenance, equipment, R&D and energy systems. These assignments will be based on **real business issues within Smurfit Kappa** where your input could **make a real difference**.
- Be **continuously assessed** with **support and mentoring** to steer you towards getting the most of this unique opportunity.

As well as equipping you with the technical know-how to launch you into a successful career in engineering, within the two year programme we have designed a development plan covering the essential core business understanding needed to work in Smurfit Kappa.

Successful completion of the programme will give you the potential to carry on with a fulfilling and promising career within Smurfit Kappa, one of the world leaders in paper-based solutions.

What can you expect?

- Three rotations of 8 months in three different locations
- Mentoring programme
- International career
- Being part of innovative projects that have a key focus in the company
- High visibility which provides opportunities to learn from our leaders
- Fast track to a challenging and exciting career within a market leader in the paper & packaging industry

Are you the candidate we're looking for?

- Master's degree in engineering and a maximum of 2 years of relevant working experience
- Proven leadership capabilities, i.e. during your extra-curricular activities
- Ambitious and driven young professional
- Passion for the paper & packaging industry
- Strives in a fast-paced and flexible environment
- International experience
- Fully mobile
- Fluency in English and one (preferably two) other European languages

How to become our next graduate

- *Show us your interest and apply*
Send your CV and covering letter to our graduate recruitment centre graduates@smurfitkappa.com to show us why you are passionate about becoming the next future leader of Smurfit Kappa.
- *Introduce yourself via video recruitment*
You will be asked to answer to a couple of challenging questions via a video recruitment tool. This tool will help us to evaluate the level of fit to the IGP.
- *To get to know each other even better*
Face-to-Face interviews will be held in one of our European locations. These interviews will give you the opportunity to get to know Smurfit Kappa better and to get an answer to all your burning questions.
- *Delivering high results*
To select the top 10 candidates you will be asked to complete a couple of online cognitive tests.
- *Impress us with your capabilities*
The final stage of the recruitment process is our assessment days. During this 2 day event you will be joined by the top executives of the European Paper Division who will assess you on interesting business cases. All candidates will receive personal feedback after the assessment days.
- *We offer you the job*
Successful candidates will be offered the job and will start on the 1st September as our new International Graduates.

Applications close on the 30th April 2018.