INTERNATIONAL TRAINEE PROGRAM

An 18 months traineeship that gives you a head-start in your career. Aimed at understanding business and making an impact. Challenging projects throughout Europe, training days on both professional and personal development and ongoing mentoring guarantee a steep learning curve.

Broadview Holding

Broadview Holding - owned by HAL, one of the leading European investment companies - is a growing industrial holding with a portfolio of eight international companies focused on premium building and furniture materials, personal protective equipment and small scale LNG distribution.

International Trainee Program

The International Trainee Program is an 18-months traineeship in which you work on two or three challenging projects at companies of the group. This helps you discover what work you are good at and enjoy. At least one assignment will be abroad. As the long term goal is to add analytical capabilities to the group, this traineeship prepares you for interesting career steps within one of the companies.
**Challenging projects**

You will be working on key strategic commercial projects for which a strong analytical approach is required. Your contribution really matters and visibility to senior management is high. There are two main challenges in the projects: creating valuable insights from a large amount of data and translating these into realistic recommendations. From puzzling out ways to gather relevant data, managing stakeholders and planning a project to conducting interviews and giving presentations. A clear analysis is worth nothing without understanding how things work in the real world and the other way around. We are convinced this combination will give you a head-start in your career.

**Your development**

To ensure a steep learning curve, you will have an extensive evaluation with your coach on the project. During your entire traineeship, one of the HR Directors will serve as your mentor to support you on your personal and professional development. Quarterly Business Analytics Labs (on content) and Skills Labs (on personal development) with all group trainees will further accelerate your growth.

**Profile**

Candidates (nearly) possess a Master degree in an analytical study (economical or technical). They have experience living abroad, already gained some leadership experience and have a good command of English. Dutch, German, French and Italian are considered an asset. To be successful in this traineeship, you need to have an analytical and curious mindset, good common sense and well-developed communication skills. You are ambitious and very driven to get the most out of yourself on a professional and personal level. To fit within the company culture, you should recognize yourself in our values ‘behave with integrity, take responsibility and be transparent’.

**Application**

You can contact us in case of questions or apply directly by e-mailing to traineeship@broadviewholding.com. Applications should include a motivation letter, a résumé and a transcript of your university grades. Part of the selection procedure are a cv screening, skype interview, online assessment and a face-to-face interview combined with the presentation of a business case (based on provided data). We are looking forward to receiving your application!

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**TESTIMONIALS**

“After projects in Italy and The Netherlands, I am currently in my third project in New York for Arpa. With my experience from the previous projects, I now contribute to structuring commercial activities in an overseas branch. I enjoy the broad scope (from market mapping and streamlining customer services to forecasting and warehousing), the impact I have by creating transparency and the chance to learn about myself in a different context both culturally and by the fact that I am at a distance from the headquarters. I learnt that it is the combination of analytics and the curiousness to understand business that adds value. I got used to establishing goals, choosing a way to achieve them and learning how to face daily challenges. Every four months I meet the other participants in dedicated training sessions held around Europe. Broadview offers a structured environment with smart and motivated people from all over the world. Especially working closely with several CEO’s gave me the opportunity to learn about leadership styles. Now I am excited to start as a business controller at Arpa soon.”

Edoardo Allione

“On the contrary to Edoardo’s projects within the companies, I started my traineeship at the holding level. In these first six months, I am looking from the shareholder perspective (Broadview) at long-term strategic scenarios involving several of the group’s companies. My daily activities consist of supporting decision making with thorough risk and impact analyses on topics like production structure and commercial synergies. The program forces me to quickly gain real responsibility on strategic business projects with a significant economical and organizational impact. I discovered here that my engineering mindset is seen as an asset, as I am able to break down complex problems into analyses and syntheses. After doing this from the shareholder perspective, I look forward to gaining a deeper all-round perspective inside one of the group’s companies in my next project. This is the kind of career start I was looking for when I was at university: developing myself and making a difference based on creative, analytical and realistic thinking, inside a highly challenging and demanding work environment.”

Leo Trueba van den Boom