GRADUATE DEVELOPMENT PROGRAM
Graduate Development Program at Henkel

Are you somebody who cannot wait to put knowledge into practice? Someone who just graduated from university or about to graduate? Somebody who is full of energy and wants to make a real impact? Somebody who takes on new challenges and loves to work on own projects? If you want to experience the flair of an innovative and international brand leader and if you are an ambitious person that combines enthusiasm and imagination, it could be you that we are looking for.

Discover a World of Excellence

- Henkel is looking for high calibers to join its Graduate Development Program.
- Our aim is to recruit people capable of reaching a junior management position within two to three years senior management within ten to twelve years.
- Join us for a one year assessment period, during this time you will:
  - Report to a senior/upper or middle managers in the organization.
  - Work on assignments and projects that are important to the company that will help test you and enable you to demonstrate your potential to us.
- During the year, you will be regularly assessed on your performance, delivery, personal skills and you should be able to prove that you can fit within our organization and add value to it.
- You will be given regular feedback and have the opportunity to attend professional training and skill development program.
- At the end of one year (possibly sooner), successful entrants will be offered permanent positions in Henkel at one of its centers across the MEA Region.
- Competition for Graduate Development Program is intense so the performance and potential you demonstrate will be vital if you are to be offered a permanent contract.
• You will be responsible for challenging tasks and interesting projects that will inspire you to develop your professional skills and gives you exposure.
• A graduate development program makes it possible for you to find out whether you would like to work with us in the future. It also makes it possible for us to find potential future managers.

We offer the program in all our three business sectors and in a variety of functions:

- Marketing / Sales
- Finance / Controlling / Accountancy
- Logistics / Supply Chain / Purchasing
- Corporate Communications
- Production / Engineering
- Research & Development
- Human Resources
- IT
- and many more...

Graduate Development Program is available in MEA Region in the following countries since 2010:

- Algeria
- Egypt
- Iran
- Jordan
- KSA
- Lebanon
- South Africa
- Syria
- Tunisia
- United Arab Emirates
Henkel has been successful as an innovator for well over 130 years now. We occupy worldwide leading positions in three business sectors: Laundry & Home Care, Cosmetics & Toiletries and Adhesive Technologies. The company is ranked among the Fortune Global 500 companies. Today, Henkel manages successful brands worldwide – available in more than 125 countries. For this, at Henkel we need people who are willing to see, think and act across frontiers; who feel at home in a world that is constantly coming closer and closer together. An Innovative Company.

Our vision at Henkel is to make people’s lives easier, better and more beautiful with our brands and technologies. Innovations are the basis for successfully turning this vision into reality. They assure our future viability and our capacity to adjust proactively in a world where change is a perennial requirement. A big part of working at Henkel is having the ability to see into the future by keeping eyes open and paying close attention to all the details. This is how we generate ideas. It is this spirit that ensures consistent quality and innovations people can trust all over the world.
Successful Company

Fritz Henkel founded the company in 1876. And in the long history of Henkel, many talented minds have contributed to making his vision a reality. To give just three examples: Henkel developed the first self-acting detergent, introduced the first solvent-free glue, and launched the world’s first re-nature hair cream. Henkel owes all these innovations to people who think differently.

Henkel MEA Region

Henkel operates in a wide variety of countries and cultures. Since 1963, Henkel in Middle East and Africa has been expanding its presence and has been growing steadily since then. This dynamic expansion drive aimed at opening up new markets is still continuing, and serves as the guarantee of a successful future. Today we have over 6,000 employees across Henkel Middle East and Africa. We operate in Algeria, Egypt, Israel, Jordan, Kenya, Lebanon, GCC (Gulf Cooperation Council incl. KSA, UAE, Qatar, Kuwait, Bahrain, Oman), South Africa, Syria, Tunisia and Turkey.

Social Responsibility

For more than 130 years, Henkel has worked toward achieving sustainable development. Sustainability is part of our DNA. Through our brands and technologies, and as an employer, we work to meet the needs of people today without compromising the development opportunities of future generations. Every day, millions of customers and consumers around the world choose Henkel brands and Henkel quality. Our products and technologies are our core contribution to society.

Through them, we support climate protection, resource conservation, and social progress. We are convinced that our continued focus on sustainability will help grow the long-term value of our company. Our goal is to drive change toward sustainability, working hand in hand with our industrial customers, our retailers and our consumers – worldwide, today and tomorrow.
READY FOR THE NEXT CHALLENGE.

Moncef, R&D, Laundry & Home Care
Our Talents at Henkel MEA Region

“One of the key values of the Henkel company is: ‘We value, challenge and reward our people’, I can strongly confirm that this value is very much lived at Henkel and I encourage you join us to be part of our successful and growing team.”

My name is Ashraf El Afifi, I am 39 years old, an Egyptian citizen, married since ten years and a father of two lovely boys. I graduated in June 1991 from the American University in Cairo with a major in Business Administration. I started with Henkel in Egypt in 1992 which was the year when the company started business in the Egyptian market.

Since then my career with Henkel has been very exciting. I worked with two divisions within Henkel (Laundry & Home Care and Personal Care), I moved to the Henkel Headquarters in Düsseldorf Germany twice where I have lived there for a total of 5 years. I moved in jobs on the local, regional as well as global levels. I had the chance to meet and work with very diverse group of people through which I created a lot of friends and I also learned a lot. Currently I am the President of Henkel MEA Region as well as the Regional VP for the Laundry & Home Care division of Henkel in the MEA Region. In this part of the world which is characterized by fast growing economies, young populations and strong entrepreneurial attitude, sourcing and retaining talent is clearly our top priority in Henkel. Having been personally working in our headquarters in Düsseldorf twice, I am convinced that such an exchange is the best way to accelerate knowledge transfer to the region and more importantly to attract and retain our top talents.

At Henkel we have worked very hard on this topic in the past years and this is reflected through the increase of international transfers from/to the MEA Region: In 2006 we had 29 International Transfers and in 2008 this number doubled to reach 60 transfers.
My name is Moncef Barhoumi, 33 years. I am Tunisian and I am currently the Head of Research & Development for Laundry & Home Care in the Middle East & Africa (MEA) Region based in Egypt. I am married and have one child. I started my career in Henkel Tunisia in 2002 as a fresh graduate. I graduated from “L’école d’Ingénieur de Gabes” (ENIG) where I was majoring in Chemical Processing Engineering. I firstly joined Henkel Tunisia as a “Detergents Formula Responsible” in the Research & Development department where I started working on vital projects that helped develop my experience within Henkel. In November 2006, I moved to Egypt, where I joined Henkel MEA Regional Hub as “Product Development Manager” Home Care. My responsibilities were widened where I got the chance to work in Data Management and thus I successfully established the data management team within R&D MEA in 2008.

Not only, I had the luxury of working within the MEA Region but I was later transferred in an assignment to Düsseldorf to take the responsibility for the Development of High Suds Detergents within Global R&D Chemistry Laundry and Home Care.

In 2009, I returned back to the MEA Hub where I was in charge of several projects during my job rotation within both “Purchasing” and “Market Research” departments to help me better understand the cross functional responsibility and relationships between the different departments of the company. Not only had that benefited me in my career but also the Henkel way of developing the people within the organization through training and development as well as on job training built me up in taking over my new role as “Head of Research & Development” in MEA Region.

“During my experience in MEA Region, I learned that a successful and strong team at Henkel is a team of diversity and challenge where people will be able to join their efforts to attain their greatest triumph. At Henkel, we all have the necessary confidence to evolve into a better team.”

Moncef Barhoumi
Head of R&D
Detergents
MEA Region
My name is Rabab Zaki, 30 year old, married with one child. It all started after I finished my studies of Economics in FEPS, I applied for an entry level job at Henkel in the marketing department in 2003.

As any fresh graduate, it was a dream to work for Henkel, the well-known German company. From the very first interview, I was very confident that if I prove myself in the company and show the potential that I have got, I’ll find the career I always looked for at Henkel. Since then, it has been such a great experience. The company really assess your performance all the way, direct you, develop and invest in you (International Training, Local training & on the job training).

One of the key things I love working at Henkel is feeling you’re part of a big family. The level of exposure at Henkel is one of the keys behind success. Hierarchies are there to put things in proper prospective, direct you, appreciate the good work and support you, it has nothing to do with blocking the junior team from expressing there point of view and having an input on the business. When you’re exposed to top management and senior management and see the level of open mindedness, dedication, passion and hard work they offer the company, you come to feel you should even work harder because you want to be like them one day.

I am currently the Marketing Manager responsible for and heading marketing cosmetics and personal care with a portfolio of more than 100 skus under the umbrella of seven main Schwarzkopf & Henkel brands (Fa, Palette,Taft, GLISS, Right Guard, Bonawell & Glatt).

“Now, I have to say that I value and enjoy the life and professional experience I gained through out my eight years of experience at Henkel. So, it’s your turn to join the winning team and make a difference.”

Rabab Zaki
Marketing Manager
Cosmetics
Henkel Egypt
“Henkel Corporation has allowed me the opportunity to work on challenging projects with the help of a dynamic team consisting of many different nationalities. For me, this diversity helps to improve my communication skills, find different point of views, and secure my future career.”

My name is Homer and I recently graduated from American University in Dubai (AUD) with Bachelor of Business Administration – Management. During my last semester at the AUD and as part of university activity, with help of Career Service, I was interviewed and granted a six month internship in the purchasing department at Henkel Dubai. Because of my strong interest in working for an established multinational company, I was delighted by the opportunity.

One of the fascinating things I noticed instantly was the availability of experienced people in the office. Working in such a professional environment helps me to fill the gap between university and business experience as much as possible. Although there is a complex matrix organization structure to the eye of outsiders, the cooperation between business units and departments makes the process smooth and flexible. This means the teamwork not only results achieving targets and goals, but also add value to whole organization.

Throughout my internship my sole responsibility has been to work in purchasing department – Adhesives Division and to be in contact with other regional offices from South Africa to Iran. Still, my task wasn’t limited and I had the opportunity to work in other business units such as Detergents, Cosmetics and also with other departments like Supply Chain, Human Resource, etc. These experiences have helped to gain and understand my responsibilities and increased my knowledge about other functions of Henkel.

After my internship, Henkel offered me a full-time position in Dubai Office as Regional Assistant Purchasing Manager. In parallel, I’m also a team member in Industrial Packaging category for MEA Region. This second role helps me to be in contact with our affiliates outside the region and furthers my understanding of global business.
Requirements for Graduate Development Program

- You should have completed your undergraduate studies or due to complete them.
- Hold a Degree or about to qualify.
- Fluent in English.
- Mobile and can travel across MEA Region.
- Convince us with your personality: You will need to possess a high level of personal commitment and initiative and convince us with your analytical, conceptual and leadership skills. We are looking for candidates who are ambitious, handle stress situations well and are team players.
- Previous practical or international experience – either through studies abroad or internships – can be a further advantage.

It’s easy to apply online – just go to our job portal: www.henkel-mea.com/careers or via career fairs.

FAQ

What areas are available to me for a Henkel graduate development program?
Henkel offers opportunities in several areas. In the business area: marketing, sales, purchasing, financial management/accounting, controlling, research and development and HR. Manufacturing area: production, engineering, and supply chain.

How long will the Graduate Development Program last?
The program lasts for one year from your first join and followed by permanent contract if you demonstrated the capabilities we are looking for.

Can I apply for a graduate development program at any time? Are there application cutoff dates?
Normally, the application process remains open and flexible. Be sure, however, to apply three to six months before the date you wish to start your Henkel work-study experience.

How much will I earn at Henkel?
Henkel offers good salaries to the graduate development program entrants and they will depend mainly on your function and qualifications. For more information on this topic please talk to the contact person for your country.

How do I apply?
If available in the country of your interest please use the online application tool on our job portal for your application. Include your CV and complete contact information with your application. The document you submit with your application may be in MS-Word, GIF- or PDF-format.

I am interested in more than one position. Will just one application be enough?
Yes, at the same time please make sure that you clearly indicate what function and country you are interested in.