



GLOBAL LEADERSHIP DEVELOPMENT PROGRAMS

2015 EUROPE ELEVATOR GRADUATE PROGRAM

What is Elevator?

With our major global presence and ambitious growth plans, Hilton Worldwide needs to develop a strong cadre of future General Managers (GMs) for our Owned & Managed hotels around the world.

Elevator is a personal development program for globally mobile graduates to prepare you to be ready for a hotel GM position within 5-8 years after completing the program. It is the first rung on our talent management ladder, offering accelerated development into a first management position followed by a fast track, structured career path with ongoing development to help you to maximize your future potential with us.

It is a globally consistent program, managed on a Regional basis.

What does the Program cover?

The Program is designed to give you the foundation knowledge for your journey to GM through a broad based management learning experience across all core functions of the hotel.

It is an 18 month program based on two placements in two different countries and/or Regions. It includes:

- Structured Group Orientation
- Tailored Job Experience in all Functions, taking account of any previous experience
- Formal off-the-job learning in a range of business disciplines
- Virtual Classrooms and Hilton Worldwide University e-modules
- Two major Business Projects
- Personal Mentor (typically a seasoned GM)
- Competency Based Personal Development Plan
- Career Development Reviews

What are the learning benefits?

By attending the Program you will build critically important technical, business and leadership skills that will form the foundation of your future career as a GM. The blend of on job experience, off job development and learning, and the support and sponsorship of our business leaders will be an invaluable experience for you and your Program peers.

At the end of the Program you will be ready for your first management position as Department Manager or Head of Department.

Participant Commitment

The Program places a lot of emphasis on your ability to drive your own development. You will have at your disposal a wealth of resources, guidance, feedback and support that you can use to further your development – but it will be up to you to demonstrate that you have the ability, ambition, and determination to excel.

Application Criteria

If you are interested, please apply online via hiltonworldwide.com/careers (Job ID: EUR0124C) or via our Facebook link (Hilton Careers). The criteria are:

- You have a true ambition to become General Manager
- You have recently graduated from a well-respected Hotel or Business School and/or are completing your studies by means of an internship or working on a Part-Time base within Hilton Worldwide.
- You will be fluent in English. A second modern language would be considered a plus
- You are globally mobile, with hotel or hospitality work experience.

Selection Process

There is a rigorous selection process that includes education criteria, on line tests and questionnaires, a competency based interview with a General Manager, and an assessment centre. This not only helps to identify the right candidates, but if you are selected, it is the start of your personal development journey with Hilton Worldwide.

