

## An opportunity to become a future leader with 3663 through a fast-track development programme

The 3663 Graduate Scheme will allow you to develop and enhance your skills over an 18 month period preparing you for a career in Senior Management.

The programme will start with a Corporate Induction and will consist of three six-month development placements which will give you a grounding in Operations Management, Human Resource Management or Finance. You will be provided with a unique opportunity to work across geographical areas and business functions, to increase your skill base.

The Graduate Scheme aims to develop well-rounded, competent managers by the end of the programme. This should allow you to have everything you need to take on your first big management role. The 18 month development programme will look to develop you as a leader and will be a mix of established training and self development. We also actively support sponsored professional development where appropriate.

3663 provide an excellent Graduate benefits package, including financial assistance during relocation. As an organisation we encourage and insist on a healthy work-life balance.

### Who are we looking for?

We are looking for individuals who have drive and passion and who can demonstrate the following competencies:

- **Leadership** – Do you have the ability to provide clear direction and inspire others to succeed? Do others look to you as their role model and listen to what you have to say?
- **Commercial Thinking** – Do you focus yourself and others to deliver results? Do you understand what businesses need to do to make a profit? Do you enjoy working with data?
- **Innovation** – Are you someone who continually asks questions and seeks opportunities to implement new ideas or improvements that add value? Can you look beyond barriers to identify effective solutions?
- **Planning & Organising** – Are you someone who can plan their activity to achieve targets? Do you have the ability to organise your time, others' time and resources to achieve results? Can thrive in a busy environment?
- **Customer Focus** – Can you develop positive relationships to deliver excellent customer service? Can you communicate effectively to establish customers' needs and seek feedback?

To ensure we're the right organisation for you, we undertake a robust recruitment process to allow you to get to know us. We will assess all candidates' application forms and select individuals who we feel are a good fit for 3663. This will include a telephone interview, assessment centre and business tour.

### Minimum criteria

- You will need to be flexible in terms of hours and location, with occasional stays away from home.
- Location flexibility – as this is a mobile programme you will be expected to re-locate every 6 months
- Full UK driving licence
- Available to start in late Spring 2010

### Specific degree requirements

- Degree/Masters qualification with a minimum 2:1, ideally within a subject area relevant to 3663.

So, if you feel you have energy, enthusiasm and can add value to 3663, as well as fulfilling the criteria set out above, please complete an application form on our website [www/3663.co.uk/joining3663](http://www/3663.co.uk/joining3663).