

Unilever Sri Lanka Management Trainee Programme

Unilever's mission is to add vitality to life. We meet everyday needs for nutrition, hygiene and personal care with brands that help people feel good, look good and get more out of life. Our brands are designed to help people get more out of life everyday.

That could be through something very simple like the refreshing taste of a hot cup of tea at the end of a long day, helping people kill germs with Vim or Lifebuoy and making people feel more beautiful and confident with Dove or Sunsilk.

We owe our success to our people.

The **Unilever Management Trainee Programme** is all about harnessing your potential. The Programme is designed to turn creative, talented and ambitious graduates into the future senior managers of Unilever.

A REAL JOB FROM DAY ONE

The most important thing about our Programme is that you will have a 'real' job with real work and responsibilities. You will do work that will make a noticeable contribution to our business and will test your skills, challenging you from the very beginning.

1. Opportunities

The Unilever Management Trainee Programme will allow you to specialise in one of 6 career areas. You will need to specify which one you want to join at the time of applying.

- Customer Development (Sales)
- Marketing
- Financial Management
- Supply Chain
- Human Resources
- Information Technology

2. Training & Development

We are looking for Unilever's future leaders. If you've got the potential and the right attitude, we will give you the required tools and training to groom and develop you to take on bigger challenges and responsibilities in your career.

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Answer to Q1

You will specialise in one of six career areas. The Management Training Programme will include different placements. You will quickly see that our functions work closely together and you'll often be part of cross-functional teams. You'll also get involved at different levels with increasing challenges which can mean managing larger budgets, bigger brands or more people.

The Programme is designed to support you every step of the way to senior management. As well as learning on the job, you'll be able to take advantage of many training and development opportunities in both general and professional skills. Much of your development however, is up to you. You'll need to be focused and ambitious to get where you want, identifying opportunities and taking responsibility of your own development.

Answer to Q2

As a graduate at Unilever, we have very high expectations of you. Your progress is reviewed after every placement/work assignment and a formal review takes place after 12 months to assess the level you are at. We base our Performance Development Plans on behaviours we see as vital to your (and our) success, called competencies.

Answer to Q3

Performance Development Plans (PDP) help you to improve your performance through honest feedback. Each PDP is individually-created, with your personal aims and skills in mind. Following each placement/assignment you will have a thorough performance review with your Line Manager to examine your strengths and weaknesses. Ultimately however, you will be responsible for your own development and will need to be proactive in securing development opportunities.

What is it like working at Unilever?

We've created an environment where people with energy, creativity and commitment work together to fulfill ambitious goals.

Encouraging Enterprise

Our continued success depends on new ideas, so we do everything to create an environment that contributes to that. Unilever people are some of the most innovative and inspiring in the industry, and we want to keep it that way. Our people have a passion for achievement, always strive for outstanding results, and build effective relationships inside and outside our company.

The space to flourish

Our recruitment policy is one of diversity, of both culture and background. We always support the individual in realizing their potential and we recognize the value of "being different". As a business with millions of diverse consumers all over the world, we want to offer that same diversity in the workplace.

Fulfilling ambitious goals

Unilever is committed to providing its staff with an environment in which they can flourish. We look for people with energy, creativity and commitment and give them the tools they need to fulfill ambitious goals, whilst striving to attain the highest standards of professional excellence and integrity.

People first

As a business, we consistently rank among the world's most admired employers and have a reputation for putting people first. That's because we provide opportunities for all our people to pursue their career goals, develop professionally and maintain a healthy balance between their professional and personal lives. We're committed to our people because we recognize that our strength comes from their energy and passion. And we believe that diversity makes us stronger, through individuals working together to deliver outstanding results.

Offering extensive opportunities

Our reputation as one of the world's most admired employers is hard-earned. We've achieved it by offering opportunities for our people to pursue their goals, both professionally and personally. Because we operate a truly global business, we recognize the importance of diversity; of understanding individual ways of working, and how they can compliment each other to deliver outstanding results. Our commitment to developing strong local businesses is what makes us unique – that's why we call ourselves the 'multi-local multinational'.

Achieving a balance

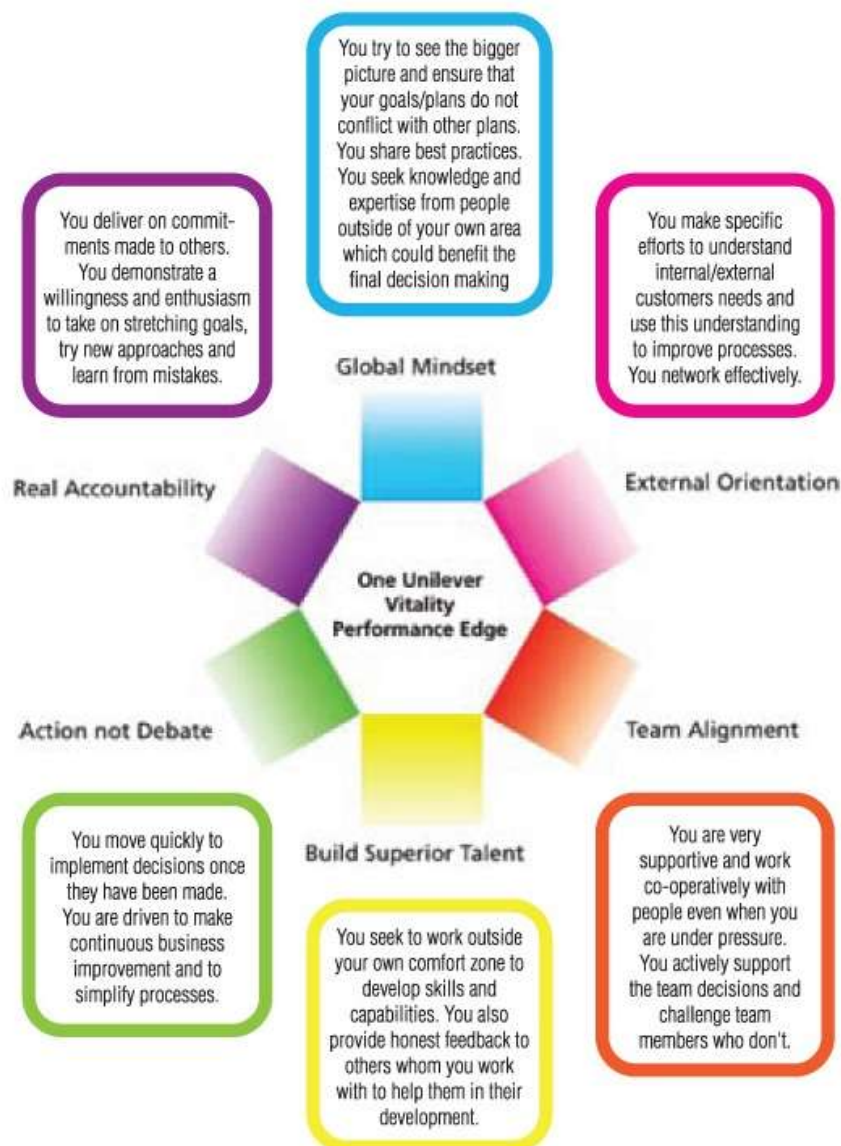
We think that working together, turning creative thought into business reality, and helping develop products you can see in your local supermarket is rewarding and fun. That ethos extends into how we work: we operate an informal culture, have casual dress code in most of our sites, and support our people in achieving a work-life balance.

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Unilever Standards of Leadership

To be a true leader, you need to **Be GREAT!** Unilever has set standards of greatness for its current and future leaders. Those are expected from our potential management trainees. **B**uild superior talent, **G**lobal mindset, **R**eal Accountability, **E**xternal orientation, **A**ction not debate and **T**eam alignment.

The 6 Unilever Standards of Leadership



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Which Job are YOU dreaming about?

Explore more about the function and job that suit you

Customer Development (Sales)



A huge amount of time and effort – not to mention money – goes into researching, developing and then making our products. So, understandably, we've got high expectations of every single one of them.

Manage relationships

Without the right promotion or position and without the right level of interest from our customers – the people who actually sell the products to everyday consumers – we're not going to realise the potential of even our most successful brands. And that's where you fit in.

It's the job of our customer development team to persuade our customers to position our products, put up new displays, participate in special promotions and take the risk of buying lots of stock of something new and unfamiliar. And when we say customers we could mean supermarkets, convenience stores, newsagents, chemists, restaurants, hotels - the list goes on. It's a fast moving and exciting place to be, but working here takes a lot of skill. You need to manage relationships with retailers and wholesalers – building business in the long term and dealing with day-to-day issues as they arise. Essentially, you need to influence a whole range of people.

Who is it for?

The kind of people who thrive here get on well – and instantly - with others, can handle tough situations, and are highly motivated. Could it be you?

Could this be you?

- Do you enjoy building professional relationships with people?
- Are you good at asking questions to find out what someone wants to achieve and what makes them tick?
- Do you get a thrill from winning?
- Do you enjoy working with others to create a solution that's good for both of you?
- Are you entrepreneurial and resilient?

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Marketing



How exactly do you make some of Sri Lanka's most popular brands even more popular? How do you take products that have a 70-year heritage behind them, and make them relevant in today's market?

Daunting or exciting?

The sheer success of our marketing team to date is impressive – think Sunlight, Signal, Lifebuoy, Dove, Lux, Sunsilk ... the list of big name brands goes on. But when you think that you could be involved in coming up with something to top these already impressive campaigns – it can either be exceptionally daunting, or extremely exciting.

If you're leaning towards the latter, you're exactly the kind of person we want to hear from. The fact is, we need to continue to re-write the marketing rulebook if we're to keep some of the world's best brands performing fabulously. And it's not always just about 'marketing'. Take our recent Dove campaign – the Campaign for Real Beauty. We commissioned extensive research that revealed how most women all over the world don't see themselves as beautiful – and actually find that pictures of stick-thin models used in most beauty campaigns were damaging to their self-esteem. So we developed a campaign that wasn't about promoting impossible ideals – or even promoting our product! –focusing instead on changing people's perception of beauty.

Thrilling challenge

Lots of factors will make this task difficult. Many markets have never been tougher than today. Competitors are becoming bigger and better, the bar is rising steadily higher and consumers grow more and more demanding. And it's a market in which things change quickly, so we need to be able to adapt. But to us, that's a thrilling challenge.

Who is it for?

You need to be passionate about your brand, able to inspire the people around you, highly analytical and creative in your thinking, and show a combination of gut instinct and crystal-clear vision. It's demanding work, and we're selective of who we take on. Could it be you?

Could this be you?

- Would you enjoy working with a wide range of people, across a variety of functions?
- Do you enjoy being part of a team and leading one (with all the responsibility that entails)?
- Do you enjoy managing complicated projects, with demanding deadlines and budgets – as well as creative challenges?
- Are you passionate about the brands you buy?
- Are you fascinated by people, what they do and why?

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Financial Management



In a large, successful multi-national company like ours, the figures you're likely to come across can be vast.

Central to brand development

How do you go beyond the huge figures associated with million rupee brands and get to the heart of what they mean? How would you transform a product that's already doing impressively into something that's truly astounding?

Finance at Unilever is absolutely central to the development of the products, the growth of the business, and the success of our teams in every part of the company. When major brands like Signal or Surf Excel or Lux need to be developed, people will turn to you. Equally, when we need a new pricing strategy, you'll be in the thick of it. The challenge for you will be to see past the figures and help the company make vital decisions, every day. For people who are interested in the financial workings of big business – and who want to get more fully involved – it's a fantastic experience. The pace is high, and because you're so deeply involved in what is a large, Multinational Corporation, your impact could be very large indeed.

Who is it for?

People who want to get to grips with the inner workings of a vast business need to be more than just analytically sound. It's about commitment, real people skills and a deep-seated interest in the business as a whole. Could it be you?

Could this be you?

- Are you comfortable delivering a message others might not want to hear?
- Can you communicate complex, detailed information in a way that's engaging to a non-financial audience?
- Are you comfortable sticking to your own opinions, even when challenged?
- Are you able to move comfortably between taking a strategic overview and getting deep into the detail?
- Could you work with a wide range of people across the business, as well as make important decisions by yourself?

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Supply Chain



How do you meet everyday needs of a nation through planning, purchasing, manufacturing and distribution? Keeping our products in stock, on the shelf and available to consumers in the right amounts at the right times of year and at the best cost is a highly involved job.

Plan, source, make & deliver

In a global company producing 150 million branded items every day, Supply Chain makes a massive impact on our success. All around the world, we face tough issues like transporting ice-lollies in China, transforming the world's largest spreads factory or bringing an innovative new product to life. So, our Supply Chain function manages all stages of the process known as 'plan, source, make and deliver' – everything from sourcing raw materials to ensuring products reaches the shelf.

Supply management

Supply Management involves astute sourcing of materials and goods – a process which can greatly reduce our costs whilst maintaining our responsiveness. Here, you'll be working closely with our suppliers, liaising and building partnerships between them and our business, and getting involved in new product roll-outs.

Manufacturing

In Manufacturing, you'll help us uphold our great reputation - some of our factories are considered the best in their country. So your challenge here will be to ensure products are made as efficiently as possible, and help factories adapt to changing consumer needs. You'll be responsible for teams running production lines, getting them to focus on quality, output and costs, and you might also spend time in Engineering, where you'll be responsible for designing, building and maintaining high-speed production lines.

Deliver

In Deliver you may be working in warehousing and distribution where you'll play a lead role in ensuring the finished products are delivered to our retailers, while consistently promoting great customer service. Alternatively you may be part of the customer supply chain team responsible for working with our customers to deliver excellent customer service day in day out whilst also collaborating on supply chain initiatives which will improve the performance of the supply chain into the future and drive advances through the industry.

Plan

In Plan this all gets pulled together to ensure we have a responsive, cohesive, well oiled supply chain doing the right things at the right time to drive customer service excellence. We use thousands of materials to make thousands of products – all of which have to be delivered to the right place in the right quantity. You'll be responsible for developing

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plans and working as a central part of an extended team to make this happen, using the most advanced technology.

Who is it for?

We have a strong preference for a degree or masters in Engineering, Supply Chain, Logistics, Operations Management, Maths, Science, Finance or Business Administration. You'll also need to be passionate about delivering for the business, have clear thinking which will guide you to make sound decisions, have an ability to work with a real cross section of people and have a desire to develop your potential as a future leader in Unilever's supply chain. Could that be you?

Could this be you?

- Do you often see ways of doing things better? And can you then take action and influence others to make these ideas happen?
- Would you get a buzz out of seeing the results of your hard work on the supermarket shelf?
- Can you analyse facts and come to important decisions based on them? And can you stand by those decisions?
- Are you a natural leader, able to work with people at all levels in a business and build relationships across departments and countries?
- Would you enjoy doing a range of jobs - such as leading a team of people on night shift or planning the launch of a new product?

Human Resources



Human Resources (HR) is about creating a winning organisation: generating outstanding business performance through the development of people and teams.

High profile & rewarding

Working in HR is rewarding and demands the ability to take tough, insightful decisions – and translate them into action.

Unilever's success depends on the performance of all our people. HR promotes the capabilities needed to turn strategy into business results. We achieve this through developing the leadership qualities, skills and workplace culture that enable every individual and team to give their very best performance.

We strive to be at the forefront of recruitment and development and are committed to creating an environment in which people realise their potential and apply their passion. We believe in investing in the personal and professional growth of all Unilever people, facilitating the development of their skills and competencies.

Transforming HR

We're transforming the way HR delivers value to the business by transforming the HR function and the way we operate. In addition to having dedicated HR Business Partners supporting our business units we have implemented a Shared Services organisation in each country and a global HR Expertise Organisation that provides expert solutions and advice in the areas of Leadership Development, Reward and Organisation effectiveness.

Who is it for?

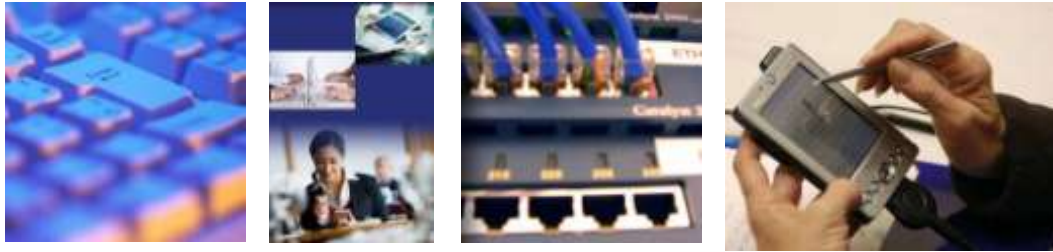
Individuals who are passionate about people and about developing capabilities to achieve greater organizational goals. Could it be you?

Could this be you?

- Would you enjoy working with a wide range of people, across a variety of functions?
- Do you have a real interest in how people drive the business?
- Can you be an employee advocate, while ensuring the best interest for the organization?
- Have strong interpersonal and leadership skills?
- Are you able to move comfortably between taking a strategic overview and getting deep into detail?

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Information Technology



Collaboration with all areas of the business

How exactly would you solve a huge technical conundrum for these teams? How would you use it to help produce some of the most popular brands in the world? The answer is not being technical.

Information Technology graduates at Unilever aren't a technological clique: they collaborate with every area of the business to improve how we work, give us smarter more efficient systems, and deliver better results. IT alters our business, often dramatically, so we need people who can work with technical teams closely, understand what they are doing and then translate the importance of technology changes to people in the business at all levels, convincingly.

Working here is both varied and challenging: with each new project you'll go through a sharp learning curve, quickly assimilating information about the function, its business needs, the recruitments of the people within it, and the technology that can improve how it works.

What will you do?

You'll undertake a great variety of projects, in around two or three placements: you could be finding new ways to present business information, helping business communicate better or working side-by-side with brand teams, for example. Your brief will be to identify how technology can improve us, and then make it so, acting as the interface between internal clients and teams of technical specialists. Projects will focus on developing different skill areas including business knowledge and analysis, technical analysis, service delivery and overall project management. That will often mean working in cross functional teams.

Who is it for?

This won't suit people wanting to work as hands-on technical specialists. We're looking for graduates who have the tenacity to push change through, the ability to organise highly complex projects, the skills to communicate to a huge variety of people and the kind of passion for technology that can't help but inspire others. Could that be you?

Could this be you?

- Are you someone who enjoys building strong professional relationships – and getting results from them?
- Are you always the one organising the next big night out?
- Could you, for example, explain to your parents how to use the computer or digibox without falling out with them?
- Are you passionate about making changes for the better (and getting them done?)
- Do you enjoy coming up with creative solutions to tricky problems?