

BAT is evolving at pace - truly like no other organisation.

To achieve the ambition, we have set for ourselves, we are looking for colleagues who are ready to live our ethos every day. Come, join us in this journey!

FUNCTION: Human Resources

LOCATION: Belgrade

JOB TYPE: Fixed Term

ROLE POSITIONING AND OBJECTIVES

BAT has currently an exciting new opportunity for a Global Graduate Programme candidates in the HR Department in Belgrade.

Getting the right start is fundamental to build a successful career. The Global Graduate Programme provides a foundation for your functional, managerial, and business awareness skills development early in your career.

What's in it for YOU in the Global Graduate Programme?

This is an 18-month, fast-track development program to a management job for high potential fresh graduates and young professionals! The program aims to raise the future leaders of BAT!

What YOU will experience during an impressive 18 months career journey?

- Be part of an international development program that combines a real job from day one with structured development through world class trainings aimed at strengthening your commercial acumen, leadership skills and operational knowledge.
- Fast-track career progressing from Graduate to manager in 18 months
- Explore diverse business functions through rotations and gain valuable experience
- Broad your horizons with international experience opportunities
- Develop your project management skills across a diverse range of projects.
- Get support from your coaches and mentors throughout the program
- Participate world-class global leadership training with other GGs across the globe and local programs
- Join a global network of graduates and senior leaders, providing valuable connections and insights.

Essential Experience, Skills, and Knowledge to make a real difference:

- Bachelor or Master Degree in Economics/ Management or Human Resources areas area
- A maximum of 3 years of relevant work and/or internship experience
- Driven, ambitious and proactive
- An inspiring and engaging individual with strong interpersonal skills and the ability to engage with business partners at all levels
- Able to bring both an analytical attitude and a creative problem-solving & growth mindset approach
- Leadership demonstrated through extra-curricular activities
- Proficiency in English
- Excel advanced level, Microsoft Power Point advanced level
- International Experience is considered as a plus
- Valid Driving License B

Benefits and Perks

- Competitive salary
- Annual bonus
- A real job with real impact from day one under the supervision of your dedicated Coach & Mentor
- Diverse, open teams, ready to embrace your ideas with a high level of engagement spirit
- Leadership Training sessions

... we are looking forward to your application to experience #lifeatbat!

Good luck!

WE ARE BAT

At BAT, we are committed to our Purpose of creating A Better Tomorrow. This is what drives our people and our passion for innovation.

See what is possible for you at BAT.

- Global Top Employer with 53,000 BAT people across more than 180 markets
- Brands sold in over 200 markets, made in 44 factories in 42 countries
- Newly established Tech Hubs building extraordinary capabilities for innovation in 4 strategic locations
- Diversity leader in the Financial Times and International Women's Day Best Practice winner
- Seal Award winner – one of 50 most sustainable companies

BELONGING, ACHIEVING, TOGETHER

Collaboration, diversity and partnership underpin everything we do here at BAT. We know that collaborating with colleagues from different backgrounds is what makes us stronger and best prepared to meet our business goals. **Come bring your difference!**