



**Ready for a challenge?
Join our Management Trainee
Community and enjoy
a great place to work.**



Contact

www.bat.ch

Type of employer

Industry & Commercial

Number of employees

Switzerland: 800
Worldwide: 50'000

Locations

Boncourt, Lausanne, Oensingen, Zug

Worldwide locations

We are present in several cities in more than 180 countries.

More about us

We are the world's second largest quoted tobacco group by global market share, with brands sold in more than 180 markets.

British American Tobacco Switzerland offers the widest choice of cigarettes to consumer on the Swiss market. We have a portfolio of 17 brands with biggest brands being Parisienne, Kent, Lucky Strike, Pall Mall, Select, MaryLong, Marocaine, Vogue and Dunhill. With a market share of 40%, we are also the second largest tobacco manufacturer in Switzerland and we employ more than 600 people. The administrative building is located in Lausanne (VD), and the factory in Boncourt (JU).

British American Tobacco International, our duty free business worldwide, is located in Zug. We count more than 120 employees there.

Graduate opportunities

The Challenge Initiative is our graduate development programme, extending over two years and designed to prepare our next generation of leaders. Under the Challenge Initiative, you choose the function that best suits your strengths (Marketing, Operations etc.). You will then rotate around a number of different assignments based on your individual development plan, including an abroad assignment. The programme structures your development around a clearly defined set of deliverables. You will gain support from your coach, your mentor, and other management trainees worldwide.

Application and selection

If you have decided that British American Tobacco is for you, the first step is to go on the Careers section of our website: www.bat.ch. Follow the link and instructions to complete the application form including educational experience, your motivations to join us and CV upload. If you match the skill-set we are looking for we will invite you to the next stages in the process as described below.

Psychometric Testing: This is an online numerical and verbal reasoning test.

Competency-based Telephone Interview: If you are successful in the psychometric tests, we will invite you to participate in a telephone interview in English. This interview will assess some key competencies as well as your motivations to join us.

Assessment Centre (AC): Here you will demonstrate your skills and suitability through your performance in a number of stretching, but fun participatory and individual exercises. After the AC, you will receive detailed feedback on your performance, having the chance to get to know more about your strengths and areas for improvement.










Head of Function Interview: This is the final stage in the selection process.

Timings: The whole process is likely to take approximately three months but you will receive regular updates as to the progress of your application.

Number of graduate vacancies
15

Closing date
We recruit all year long.

Core skills required

- Leadership potential 
- Entrepreneurial thinking 
- Teamwork skills 
- Flexibility 
- Creativity 
- Motivation 
- Analytical thinking 
- Problem solving skills 
- Communication skills 



CHADI ISKANDAR

UNIVERSITY Finance/Economics

JOINED 2007

POSITION Finance Management Trainee

LOCATION Switzerland

When I started my Trainee Programme in July 2007 my initial impressions of British American Tobacco Switzerland were proven true. There is a real culture of teamwork here, as well as a balance between professionalism and openness. I really enjoy the

BAT Switzerland culture: The hierarchy is horizontal meaning you can meet with a member of the top team as easily as a junior employee. The people working here also have very diverse backgrounds, so it is very interesting to work with them.

The Management Trainee Programme itself is a challenge to say the least. If you are the type of person who likes to sit down and pretend to work then this programme is not for you! People at BAT Switzerland have high expectations of Management Trainees, and you are expected to grow quickly as you spend time in all the relevant departments. Along the way you will have a coach to monitor your progress and help you achieve your objectives and a mentor specifically chosen to guide you when you need some advice (managing your relationships with colleagues, etc.).

Since you rotate approximately every four months you get to see the organization from several perspectives, which is really interesting. I first worked in Corporate Finance, then went on a two-month assignment to Financial Accounting, and now I am in Marketing Finance for six months. Did I forget to mention the abroad assignment? I am going to Amsterdam for four months!

What struck me within the first few weeks at British American Tobacco Switzerland was realizing that not only are you expected to learn quickly, but you are expected to contribute and improve the way of working by bringing about a fresh perspective. In short, it is a tough but incredibly rewarding programme to be in, especially if you are just beginning your career as the development opportunities are great.