

Future

within SCA



**with the SCA Personal Care
Graduate Development Program
(Sales & Marketing)**

SCA at a

glance

SCA is a global hygiene products and paper company with annual sales of 11 billion euros and 50,000 employees worldwide. Millions of people around the world use our products every day.



We sell our products – personal care, tissue, packaging, publication papers and solid wood products – in 100 countries around the world. More than half of our revenue comes from the sale of fast-moving consumer goods. Some of our well known consumer brands include TENA, Tempo, Tork, Edet, Libero and Libresse.

Sustainability is an integral part of SCA's operations: we have an excellent reputation when it comes to environmental and social responsibility. SCA is recognised as one of the world's 100 most sustainable companies, and has been named one of the world's most ethical companies and second greenest company in the world*.

Improving everyday life with our personal care products

SCA has developed and manufactured personal disposable hygiene products since the 1940s, starting with feminine protection, adding baby diapers in the 1950s and incontinence protection in the 1960s.

Since then these products have set the standard for hygiene in modern society and have become an essential feature of daily life. Through innovations in materials and product design, we have continuously increased the performance, reliability and convenience of our well known personal care brands to give consumers protection, discretion and freedom of movement.

Today SCA is the world leader for incontinence care with the global brand TENA. We are also a leading player in the European market for personal care products with strong regional brands such as Libero (baby diapers) as well as Libresse, Body-form, Nuvenia and Nana (feminine protection).

* SCA was named one of the 100 most sustainable companies in the world for the sixth year in a row by Canadian Corporate Knights (2010); named one of the world's most ethical companies for the third consecutive year by the Ethisphere Institute, USA (2010); named the world's second greenest company by Eiris (Ethical Investment Research Services) and the British newspaper The Independent (2007).



Shape your

At SCA we take pride in providing essential products that improve everyday life for the millions of people around the world who use them. To do so we depend on our most valuable assets: the thousands of people behind our successful products and brands.

SCA is dedicated to investing in and securing the professional growth and development of our employees worldwide.

The SCA Personal Care Graduate Development Program (Sales & Marketing) aims to develop future leaders who will be capable of steering the market development of our personal care product brands towards the highest possible ambition levels.

As a future manager or specialist in the area of sales and marketing, you will be expected to:

- lead key projects such as the the launch of new products and development of marketing communications
- create high-impact campaigns to promote our leading personal care brands

- manage and service the needs of our major business customers
- drive profitable results for the portfolio of brands and products under your responsibility

Assuming a challenging leadership role of this kind – within a world-class sales and marketing environment such as in SCA – naturally demands unparalleled abilities and strategic proficiencies.

The SCA Personal Care Graduate Development Program (Sales & Marketing) is designed to develop relevant key competencies in recruited candidates through a unique combination of on-the-job training, establishing formal networks and personal development.



On-the-Job Learning:

Sharpen your sales and marketing expertise by working closely with other professionals on a day-to-day basis.

Personal Development:

Shape your management aptitude and develop your leadership skills by participating in defined training modules at regular intervals.



International Exposure:

Acquire a broad perspective through interaction with people from different cultures, and from what you will experience by working in different geographies.



Mentorship:

Gain business insights and fuel your growth under the guidance of a senior manager who will support you with your career development.



future

Start a

that is exciting, challenging and rewarding!

Here is your ticket to a local adventure with a global perspective.

As a multinational company with an attractive portfolio of fast-moving consumer goods and brands all around the globe, SCA offers a dynamic and stimulating environment in which competent and motivated individuals can excel.

And while no adventure comes with a guarantee, this one does come with extensive opportunities for professional and personal development.

The SCA Personal Care Graduate Development Program (Sales & Marketing) is a unique opportunity for young professionals. As a candidate in this program, there will be unlimited variety in your everyday tasks.

You could help to implement and follow-up on marketing plans, provide analytical support for market monitoring activities, and be responsible for coordinating projects. This means

that you will be deeply involved in our day-to-day sales and marketing operations, and play a critical role in contributing towards our business success.

Over the course of 24 months, you will increase your knowledge and experience through on-the-job learning as well as structured training – building a solid sales and marketing career path for yourself while you progress. As you successfully develop your professional expertise and leadership skills to the fullest, you will be assigned your own projects.

Upon successfully graduating from the two-year SCA Personal Care Graduate Development Program (Sales & Marketing) you will have the chance to take on a challenging role in SCA, leveraging all you have learned during the program to deliver your strongest performance.

Requirements

To qualify for the SCA Personal Care Graduate Development Program (Sales & Marketing), you should have:

- a degree from a recognised university in Business Administration, Marketing, Controlling or a related field, with very good results
- a high working level of proficiency in English. Knowledge of more than two languages will be an advantage
- a maximum of two years working experience since graduation. Relevant sales and marketing or international experience will be a distinct advantage
- the willingness and flexibility to travel for business, and even work abroad



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career

Are you ready to shape your future?

Put your skills, energy and dedication to the test.

To succeed in the SCA Personal Care Graduate Development Program (Sales & Marketing), you need to:

- be customer-focused and action-oriented
- be comfortable with complexity and conceptual ideas
- cope effectively with changes in a fast-moving environment
- be result-oriented
- learn quickly when facing new problems
- have strong communication skills

Most important, we must be able to depend on you – living our core values: Respect, Excellence and Responsibility.

There are different paths for this journey. SCA will guide and support you on your way.





Welcome

to the world of SCA!



Shape your future now

If you would like to apply, please visit:

www.sca.com/gdp