

As a **Global Management Trainee**, in 18 months you will not only get in touch with all aspects of the international leasing business, but also go through an intensive development program that is designed to increase your financial, commercial, and managerial skills, as well as to stimulate your personal development. We will support you to realize your full potential through local and international assignments, through which you could grow into a key position in our company and become a successful leader. DLL is a global vendor finance company. Our asset-based financing programs help our customers grow market share, enhance profitability, and achieve strategic goals. DLL is committed to incorporate Corporate Social Responsibility into its business model. We are a fully owned subsidiary of the Rabobank Group, the world's most creditworthy privately held bank. Our global reach and broad scope also offer exciting career opportunities for enthusiastic, talented people looking for an international career. Some 45 nationalities are represented within DLL. Many of our employees enjoy the chance to gain professional experience outside their home country. We support our people in reaching their full potential through career development programs.

Our Global Trainee program enables 'best-in-class' graduates to make a flying start in a high-profile career. Some highlight we are very proud of:

- High engagement: We are very proud that over 83% feel proud to work for DLL and are feeling motivated to contribute more than go beyond the formal job responsibilities.
- Best place to work award in US
- DLL continues to ensure that we attract and retain the top talent in our industry.

Key Responsibilities:

By joining our Global Management Traineeship, you will be part of a top talent group of 5 international trainees, who will take part in challenging program to become a future leader at DLL. You will take ownership of your career through a structured and highly effective development program.

Rotate, explore, and make a change!

During the 18 months long traineeship program you will get to know our people, our products, and our business in one of our starter's jobs. The program encompasses rotations within and across functions, so you get the chance to lead the change in 2-3 assignments in the commercial, operational or group domain.

Some example assignments you could get on board:

- Junior program manager of an international lease program
- Project leader of a new system implementation
- Support expanding DLL to a new country/area, explore market opportunities

We have starter's jobs based in Europe; others are based in the United States. You will be assigned to your starting project based on your personal development plan and preferences. You will be challenged to get the best out of yourself and show your analytical thinking, entrepreneurial skills, customer focus, excellent people skills and leadership ability. We expect you to take responsibility for your work and be fully involved from day one. Your manager will provide feedback on day-to-day responsibilities.

Go international!

Since the Global Traineeship program at DLL is focused on international mobility and growth, we offer you the opportunity participate in at least one international assignment abroad for a period of about 6 months. DLL operates in more than 30 countries, so you might do a project in for example Poland, Nordics, Mexico, Australia, etc. We expect you to be highly mobile, flexible, and able to step out of your comfort zone to tackle all cultural challenges.

Your personal and professional development

The DLL Global Traineeship program strongly focuses on your personal and professional growth, it is built around you. In the beginning, you will participate with your fellow trainees in a learning event to learn about DLL, the basis of our company and the industry we operate in to lay the foundation of your professional career. Later, you will

participate in customized training programs based on your individual development plan and learning objectives. You will also receive guidance from a mentor (senior leader) and a trainee coordinator who will introduce you to the organization, intensively coach you, help to set your development path and inspire you. Your trainee coordinator will be your first point of contact, to whom you can turn anytime. A corporate trainee steering committee will keep track of your development progress and provide you feedback.

We believe in your qualities, ambitions, and capabilities. We also believe that you determine your own development needs and so on create your own career. In other words, you are in the driver seat, and it is up to you how successful you will be.

Your future at DLL

After rotating between different projects, you will have a better understanding of our business and build up a valuable network, which will enable you to grow into a professional leader role. Our intension is that once you've completed the DLL Global Trainee Program, it will bring you to a fast-track career path within DLL.

Stay connected!

After your trainee program has ended, you can join to the DLL Talent Community where we will keep you informed about upcoming events and opportunities that match your interests. You can also expand your talent network and get to know our previous trainees.

Essentials:

We operate in a highly competitive, fast paced, and exciting environment which requires an extensive skill set. We depend on our passionate members who are agile, think differently and tread their own path. Want to know if you fit the bill?

To be a successful management trainee you will need:

- To be driven and ambitious person with genuine interest in the financial services sector
- Willing to be exposed to diverse projects and gain cross domain experience
- You have an international focus: you are highly mobile, willing to work and live abroad
- You are enthusiastic with high level of initiative, flexibility, and willingness to embrace change.
- You are entrepreneurial; you think creatively
- You are eager to learn and apply the knowledge you will acquire; you have capacity for critical reflection.
- You have a strong customer focus and look beyond quick fixes to deliver sustainable solutions
- You possess strong analytical and quantitative skills.
- You have excellent communication and interpersonal skills, and have the confidence and credibility needed to build relationships with clients.
- You exhibit the highest commitment to integrity and ethical decision making.

Your Profile:

- Master's degree with excellent scores
- 0 - 2 years of working experience; but no more than 3 if already graduated.
- Extracurricular experience abroad as part of degree course or (voluntary) work
- Excellent English communication skills

We Offer:

- Two working days per year volunteering for a local charity
- Flexible hours with possibility to work from home (within job scope)
- Career development opportunities: online learning, member development programs
- Highly competitive benefits