

INTERNATIONAL

LEADERSHIP TRAINEE PROGRAM

**BRING
YOUR**
*own
magic!*

**Join a top-notch
program that will
fast-track your
international career!**



JOIN US AT COCA-COLA HBC!

The Leading 24/7 Beverage Partner

We are Coca-Cola Hellenic, a growth-focused consumer goods business and strategic bottling partner of the Coca-Cola Company.

We bottle, distribute and sell an unrivalled range of products in 29 markets in Europe, Africa and Eurasia. As we do, we create value for all stakeholders, support socio-economic growth and build a more positive environmental impact.

Our **portfolio** offers consumer-leading brands, starting with the sparkling category (world's most iconic beverage brand Coca-Cola, global brands as Fanta and Sprite, as well as Schweppes, Kinley and Three Cents) and continuing to other global and local brands in juice, water, energy, ready-to-drink tea, coffee, sport, plant-based and premium spirits categories and snacks.

We've got a lot to be proud of, big plans for growth and an absolute **determination to care for the world around us.**

To help us meet our growth and sustainability ambitions, **we have a clear vision and purpose, and values that we all share:**

- **Our vision** is to be the leading 24/7 beverage partner.
- **Our purpose** is to Open up Moments That Refresh Us All. With each twist of a cap, or pull of a tab, we open up opportunities that delight everyone. And we really do mean everyone: our customers, our investors, our stakeholders, our partners and our colleagues.
- **We know that our values** will drive impact: Customer First, We Over I, Deliver Sustainably and Make it Simple.
- **Our Leadership Model** defines our picture of success, that is, who we want to be as leaders, and the things we value and want to develop.

Everyone working for Coca-Cola HBC shares a deep-rooted responsibility to lead our industry and our communities into a **more sustainable future.**

If you're ready to open up your potential and grow with a team that constantly raises the bar, then join us at Coca-Cola HBC.



With each twist of a cap, or pull of a tab, we open up opportunities that delight everyone. As one Hellenic, we're more than a bottler. We play to grow and win, do you?

Our Purpose:
Open up moments that
refresh us all



29
countries

715 million
consumers

33,000+
employees

Over 70
nationalities

323
production lines



We play to
grow and win,
do you?



Our Values



Customer First



We Over I



Deliver Sustainably



Make It Simple

We are passionate about what we do. We are motivated by our company's fast-paced learning, multi-national environment, and unparalleled professional growth opportunities.

We offer an environment in which employees feel fully understood, valued and motivated to realize their full potential with us. We are willing to take a risk on the people we believe in, even if they don't have the perfect experience. We have faith in what every person can be.

Our commitment to high performance drives us to continuously stretch ourselves and maximize our potential. Supportive leadership encourages us to take full ownership of our work and our career paths. Talented people around us are our inspiration for growth.

We also ensure that we are a community worth being part of. We are an ambitious but supportive organization where we count on and inspire each other to **make a positive impact**, together. We're proud of each team's business success, our sustainability commitments, and the support we provide for the communities we live and work in. We are ranked as the number one beverage company globally by the Dow Jones Sustainability Index in 2024.

Everyone working for Coca-Cola HBC shares a deep-rooted responsibility to lead our industry and our communities into a more sustainable future. We truly feel it is of utmost importance to embrace sustainability in our everyday behavior, because only in harmony with the environment and society can we meaningfully grow and become... **the best version of ourselves.**

If you are looking for a career that will bring out the very best of you, surround you with great people, and allow you to make a positive difference, then look no further.

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You will get the chance to drive the future of Coca-Cola HBC, working together with our senior leaders. This is a 18 to 24 months program that will fast-track your leadership career.

You will join an early-talent, high calibre program, where you will learn and grow in an exponential rate.

This program allows you to leap-jump, instead of taking each step. You will develop multiple leadership and hard skills, get certifications, access to excellent learning platforms, and work alongside senior managers and top-in-their-field professionals.

This is once in a lifetime opportunity, do not miss it.

JOIN FROM



Austria

Bosnia and Herzegovina

Bulgaria

Croatia

Cyprus

Czech Republic

Estonia

Egypt

Greece

Hungary

Ireland and Northern Ireland

Italy

Kosovo

Latvia

Lithuania

Nigeria

North Macedonia

Poland

Romania

Serbia

Montenegro

Slovakia

Slovenia

Switzerland



Exciting benefits *for you*



**INTERNATIONAL
ROUNDED EXPERIENCE**



**SENIOR LEADERSHIP
MENTORSHIP**



HANDS-ON WORK



**COMPLEX LEARNING
EXPERIENCE**



**LEADERSHIP CERTIFICATE
BY HULT INTERNATIONAL
BUSINESS SCHOOL**



**CULTURALLY DIVERSE
ENVIRONMENT**



**TRAVEL AND WORK
ACROSS EUROPE**



COMPETITIVE PAY

This is a top-notch program that will accelerate your career as a *leader*

Growth in a commercially-driven company

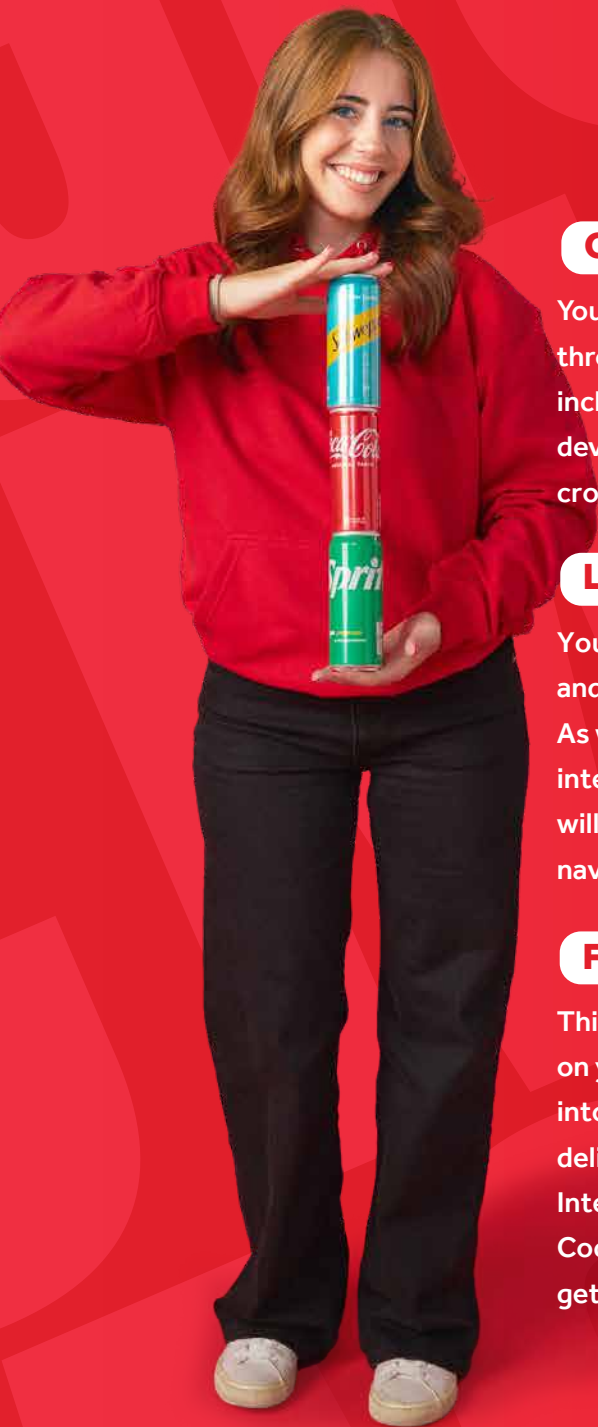
As we are a customer-centric company, you will also get the chance to work hands-on, in the market to better understand our customers and consumers and the way they interact with our brands.

You will become a leader of tomorrow

Equipped with market and business understanding, we are expecting you to be results driven and come up with innovative solutions. This program does not prepare you for a simple execution role, but for being a leader with the ability and passion to lead the change of our organization.

No great leader works in isolation

This program is very much about collaboration. You will have a buddy and a senior mentor to guide you. You will work in a multi-cultural environment, in a cross-country format, discussing on regular basis with colleagues located in other countries.



On the job Learning

You will discover our fast-paced business through a series of job assignments, including international rotations. You will develop your strategic view through joining cross-country projects and diverse teams.

Learning from others

You will get mentorship from Senior Leaders, and receive coaching and 360° feedback. As we are all dedicated to success, you will interact and learn from your peers daily. You will also get a buddy that would help you navigate through your new journey.

Formal Learning

This is a tailor-made learning journey, based on your career aspirations, to develop you into our next generation of leaders. It is delivered in collaboration with HULT International Business School, combined with Coca-Cola HBC functional academies. You will get valuable certifications on the road.



International
travelling



Complex
learning
experience

Connect with
senior leaders



Work with
amazing brands



**This program is a stellar
experience of *learning
and practice***





Program *content*



International campus in the first week

You will start your adventure in the program on an international campus. You will get to know the company and its leaders and meet your fellow trainees and your mentor.



Onboarding in your country

Your first three months will be an intense learning period. You will get to know the company and the stakeholders, learn on the job and also from others.



Home-country commercial assignment

Firstly, you will spend time in the market to know field sales, learn best-practices and be at the heart of our organization. You will work hand in hand with other departments.



International assignment

You will move to another country from Coca-Cola HBC group to gain experience and build a strategic understanding.



Cross-functional assignment

You will not only learn how our commercial team operates but you will explore wide organizational synergy working with other functions such as finance or supply chain.



Strategic Group project

You will grab a strategic perspective, joining projects on the group level (covering multiple markets) in areas such as Sustainability or Digital commerce.

Are you *the one?*

You have up to **3 years of experience** after graduation – maybe in management, economics, finance, engineering, or a related field (but your background doesn't have to fit a box). You already show a **spark for leadership** – whether through student organizations, NGOs, sports, start-ups, or other initiatives where you took the lead.





Send in your application

if you:

- **Want to gain experience in a high-performance environment** (e.g. sales, digital commerce, commercial finance, logistics)
- **Are determined, curious, and self-driven**
- **Thrive on variety, collaboration, and challenging assignments**
- **Value diversity** and are open to different people and perspectives
- **Are ambitious** to lead change, projects, and people
- **Are open to relocating** internationally to accelerate your career
- **Have 1–3 years of work experience** in a business-related field
- **Hold a university degree** or are in your final year and ready to commit full-time (40 hours/week)
- **Are fluent in English**
- **Are legally eligible** to work in the country where you apply
- **Bring international exposure** – through work, study, or living abroad (an advantage)



The application process is a *learning journey*

We've reimaged the recruitment experience.

In a typical process, you simply apply and wait to find out whether you got in or not. Ours is completely different.

We've designed a **selection journey that's enriching at every step** – so you gain valuable learning and insights, no matter the outcome.

■ **Learn from those who've been there**

Our current trainees will share their experiences and tips to support you throughout the process.

■ **Get closer to our business**

You'll be invited to **exclusive webinars with senior leaders**, offering first-hand insights into our culture, strategy, and ways of working.

■ **Discover commercial insights**

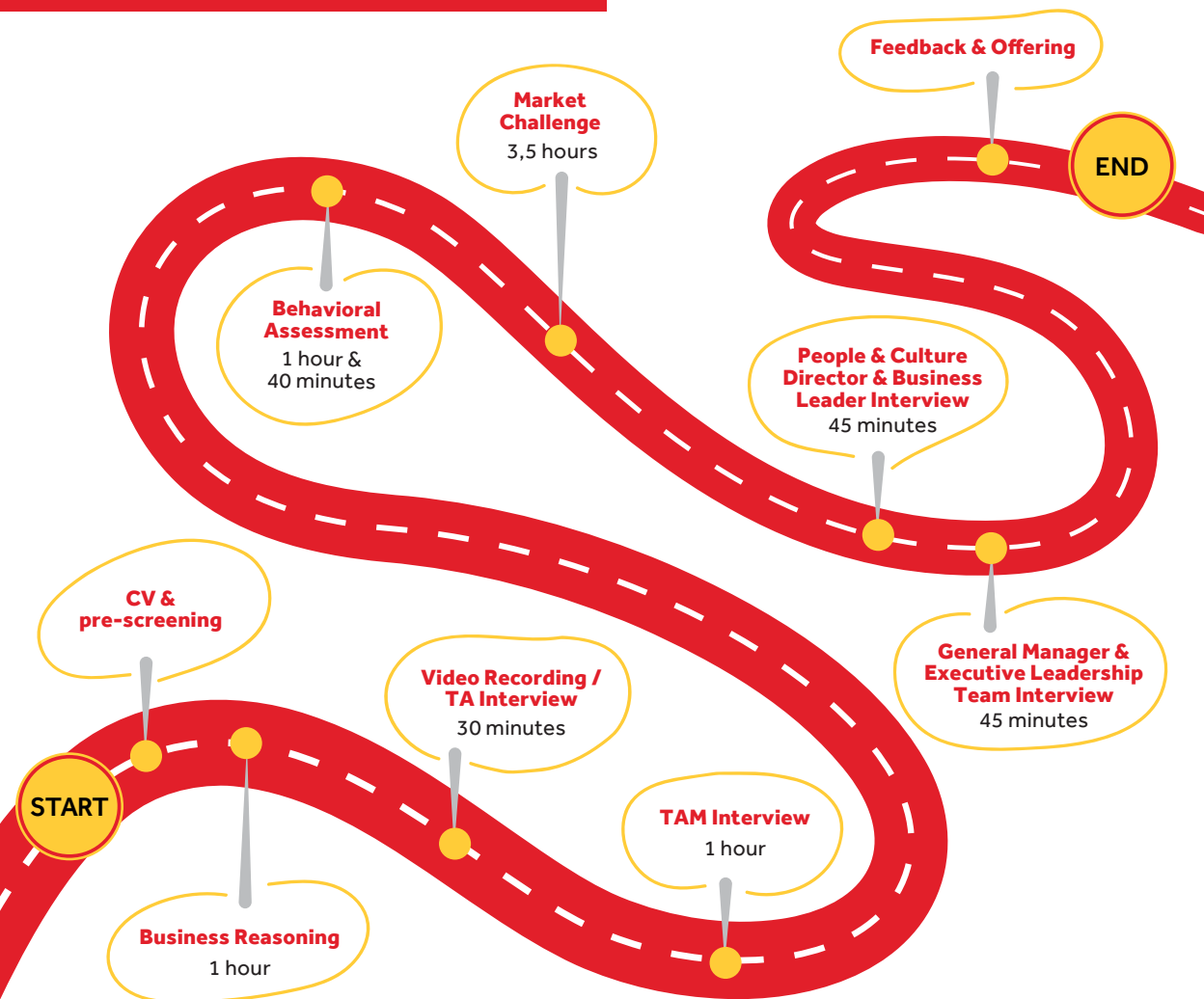
You'll get hands-on experience during our One Day Market Exploration - it's a unique opportunity to learn, engage, and get a taste of the real business before the program even begins.

Whether you're accepted or not, this isn't wasted time – it's a **learning journey** that helps you better understand our business while strengthening your own skills.

Your candidate *journey*

Admission is competitive and the journey demanding – but the rewards are transformative. Ready to take on the challenge?

September 2025 - April 2026



Frequent Questions

Is this an internship program?

No, it is not. This is a flagship development program aimed at boosting your leadership career at Coca-Cola HBC. You will be offered a permanent contract from the beginning.

How long is the program?

The program lasts 18 to 24 months and starts in April 2026

In which country I can apply for?

It is better to apply in the country where you are based or where you have a visa. We will support your relocation for international assignments during the program.

To which country I will be relocated during the program?

International assignments will be decided during the program based on the competencies you need to develop and the opportunities available in our markets.

Are you providing any certifications?

Yes. Thanks to our partnership with HULT International Business School, we offer a blend of academic excellence and practical business approaches.

What are the positions I can take after the program?

During the program, you will have the opportunity to gain various experiences (assignments, projects), tailored to your career aspirations in one of our functions (Commercial, Finance, Supply Chain, Digital, People & Culture, Corporate Affairs). These critical experiences will support your growth.

Which are the selection steps and how long they take?

Please visit dedicated section to know more about this.

Stories *from within*

- Our current trainees will keep you up-to-date with their own journey. You will get to see their videos, their stories and discover how the program is really like.
- Watch their journey on the social channels.



<https://www.instagram.com/cocolahbccareers/>



<https://www.linkedin.com/company/coca-cola-hbc/>



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We play to
grow and win,
do you?



APPLY HERE