PRESS RELEASE



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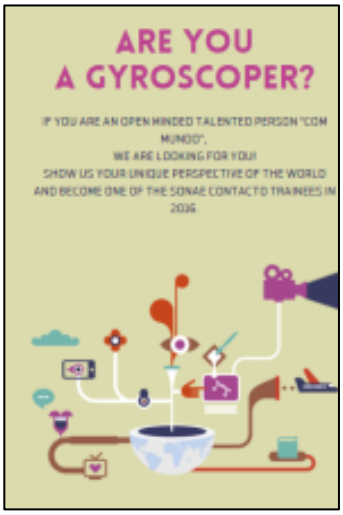
Programme to recruit young talents with high potential celebrates 30 years

SONAE COMPANIES RECRUIT YOUNG TALENTS

- **30th anniversary edition intends to select dozens of young 'gyroscopers'**
- **Applications are open until April 10**

Sonae Companies have just launched a new edition of the ***Contacto Programme***, a pioneer initiative in Portugal to draw young people with high potential, celebrating its 30th anniversary this year. Created in 1986, it is the mission of the *Contacto Programme* to attract and integrate, in the different Sonae Companies, young talents with different basic training, who aspire to have access to the best leaders and wish to develop ambidextrous competencies, while also cultivating an extensive business network.

Part of the Programme's mission is also to, year after year, strengthen the long and strategic partnership Sonae has established with Universities, thus contributing to an effective connection between the academic world and the labour market.



Overall, Sonae has received more than 40 thousand applications to the *Contacto Programme* since its creation. This has led to the selection and participation of over 4,500 young people of different fields of expertise and nationalities in the *Contacto Day*, of whom hundreds eventually joined the ranks of Sonae Companies.

Sonae Companies are looking for young undergraduate and master's finalist students who prove to be dynamic, creative and collaborative, with a tremendous will to learn and ability to see the world from another perspective.

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Accordingly, for this *Contacto* edition Sonae Companies are looking for 'Gyroscopers', seen as open-minded talents with a global perspective.

In order to foster the ability to draw this global talent, the 2016 edition of the Programme is being innovative, providing two moments for the trainees to join the company – September and November.



Young applicants have until Abril 10 to register via sonaegyroscoper2016.com, submit their CV and answer the question, "What does it mean to you to 'have world'?". Answers can take the form of a text, picture, video, game or any other digitally creative format.

Based on the answers given and on curricular analysis, about 80 young candidates will be invited to take part in the Assessment Day, on April 21. On this day, they will be challenged to discover Sonae by facing several challenges and dynamics related with the topic of "having world".

Those who excel will have the opportunity to be invited to the *Contacto* Day and complete a 9-month internship at Sonae Companies.

Maria Antónia Cadilhe, Talent Management Director at Sonae, tells us, "Sonae is recognised as a school of leaders and, throughout the past 30 years, the *Contacto Programme* has played an important role in recruiting young people with leadership potential. Faithful to its original mission, the Programme has been able to renew itself and overcome the challenges brought upon by the different generations of young talents. On this 2016 edition we wish to attract and incorporate young and diverse talents regarding academic backgrounds, nationalities, extracurricular activities and life experiences, who are able to carry into their everyday work life the best experiences they have lived in the relationships they forge with the world."