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Contacto Programme focused on recruiting high-potential young adults

SONAE COMPANIES SEEK YOUNG TALENTS

- **Applications are open to undergraduate and master's finalists until April 2nd**
- **Sonae Companies recruit "game changers" through Contacto Programme**

Sonae Companies have just launched a new edition of the Contacto Programme, a pioneer initiative in Portugal to recruit young people with high potential. Undergraduate and master's finalists, as well as recent graduates, have until April 2nd to apply to the programme and have the opportunity to complete an internship and develop a career at one of Sonae Companies.

Created in 1986, the mission of the Contacto Programme is to attract and integrate young talents in Sonae Companies, of different nationalities and academic training, who aspire to work with renowned leaders and to develop ambidextrous competencies, while also cultivating an extended business network.

Likewise, the Programme also intends to consolidate the long and strategic partnership Sonae has established with Universities, thus contributing to an effective connection between the academic world and the labour market.

The Contacto Programme seeks young and diverse talents in their academic backgrounds, nationalities, extracurricular and life experiences, who prove to be dynamic, creative, and collaborative, with a tremendous desire to learn.

Where are the "Game Changers"?

Maria Antónia Cadilhe, director of Talent Management at Sonae, tells us: "Game Changers are young adults who question the way things are done; who build and use a learning network to change their course and of those around them, in a positive and constructive manner."

In 2017, the Contacto Programme is thus looking for "Game Changers" among young talents. Applicants should register on the www.sonaegamechanger.com website, upload their CV and answer the "Are you a Game Changer?" challenge. Answers can be submitted via text, image, video, game or any other creative digital format, and address their personal take on the concept of "Game Changer".

Next stages of the 2017 Contacto Programme

Applications end on April 2nd, as the first selected candidates will be announced until April 10th. The Assessment Day will take place on April 20th, when the selected applicants will have the opportunity to introduce themselves and get to know Sonae Companies and their leaders, participating in various challenges and dynamics. This process rounds off with a shared choice, where leaders select the trainees they would like to welcome into their team and trainees reveal which companies they would like to join. Following the agreed match, the chosen trainees will be invited to take part in the Contacto Day, on May 18th, which will mark the beginning of the 9-month internships at Sonae Companies.

Over the course of the internships, trainees will be able to come into contact with Sonae leaders and to work in a strategic project within Sonae Companies.

Since its creation by Sonae, the Contacto Programme has already received more than 40 thousand applications, which led to the selection and participation of over 4,500 young people from different fields of expertise and nationalities in the Contacto Day, of whom hundreds eventually joined Sonae Companies' teams.