CONTACTO
SONAE TRAINEE PROGRAMME

Maia, 10th March 2021

Applications to Trainee Programme until the 8th April

SONAE COMPANIES ARE RECRUITING 67 YOUNG TALENTS

Contacto Programme seeks young senior students and recently graduated professionals with high potential

Sonae Companies are offering 67 traineeships to senior students and recently graduated professionals with a Bachelors or Masters degree in the 2021/22 edition of Contacto Programme. The recruitment process of this trainee programme will occur exclusively online. This digital format of Contacto Programme, already used in its 2020/21 edition, was distinguished by American organisation HRO Today Association, for the quality of the trainees' experience and the use of innovative technology.

Applications to Contacto Programme will be open until the 8th April. This programme is an opportunity to join the work market for young women and men with high potential who intend to develop a career within Sonae's companies.

Those who are interested should apply on the website https://sonaetrainee.com/, by filling-in a form and uploading their CV. After the online application, they will be invited to join a set of gamified online tests, which evaluate the correspondence with the intended profile for the Programme and Sonae's values.

Contacto Programme privileges dynamic, ambitious, agile, collaborative and innovative young professionals, with a great will to learn and grow in a world of opportunities Sonae Companies have to offer.

Ana Vicente, Sonae's Head of People & Leadership, states: "Once again in a completely digital way, we open the doors to our businesses and provide these young talents to access a world of opportunities to train in sectors such as food retail, fashion, electronics, financial services, shopping centres, insurance, fitness and energy. We are looking for young people not only with academic knowledge in various areas but also with distinctive soft skills and enriching life experiences, which add value to the teams they will work with. In the end, we hope to recruit 67 young professionals, 20% more than in our previous edition".

After the application and the online tests, Sonae will select a group of applicants to participate

in Assessment, which occur between the end of April and the beginning of May. Applicants will join a sequence of stages: a pitch interview; a virtual meeting, where they can introduce themselves and interact with Sonae Companies' leaders; a set of final interviews. In May, the 67 trainees who will have the opportunity to train at Sonae, will be revealed.

Contacto Programme aims at young women and men with any kind of field of expertise, namely Information Technology, Computing, Engineering, Physics, Mathematics, Statistic, Data Analysis, Management, Economics, Finance, Marketing, Communication, Design, among many others.

Initiative distinguished internationally

American organisation HRO Today Association has distinguished Sonae for the digital transformation of the recruitment and selection process of Contacto Programme 2020/21, implemented during the Covid-19 pandemic. The group received the HRO Today EMEA award in the Best in Class category: Candidate Experience & HR Technology for the success of the innovative initiatives implemented to attract, select and integrate young talents.

In a challenging context, Sonae transformed its trainee programme, staking on technology to provide an engaging and enriching experience, both for applicants and recruiters. Trainees selected for the 2020/21 edition are currently performing their tasks in part time mode or working from home.

Contacto Programme has already received over 48,000 applications since it was created

A pioneer in Portugal, Contacto Programme's mission is to attract and integrate young talents in Sonae's Companies. It intends to consolidate the already long strategic partnership maintained by Sonae and Universities, therefore contributing to an effective connection between academia and work market.

Contacto Programme is open to young people of high potential, both senior students and recently graduated professionals with a bachelors or masters degree in any field. Since its creation, in 1986, Contacto Programme has already received more than 48,000 applications, which led to the selection and participation of approximately 4,700 young women and men with different fields of expertise and nationalities on "Contacto Day", with a few hundreds ending up integrating Sonae Companies. Last edition saw Sonae companies providing opportunities to 54 trainees when 50 were initially expected.

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