



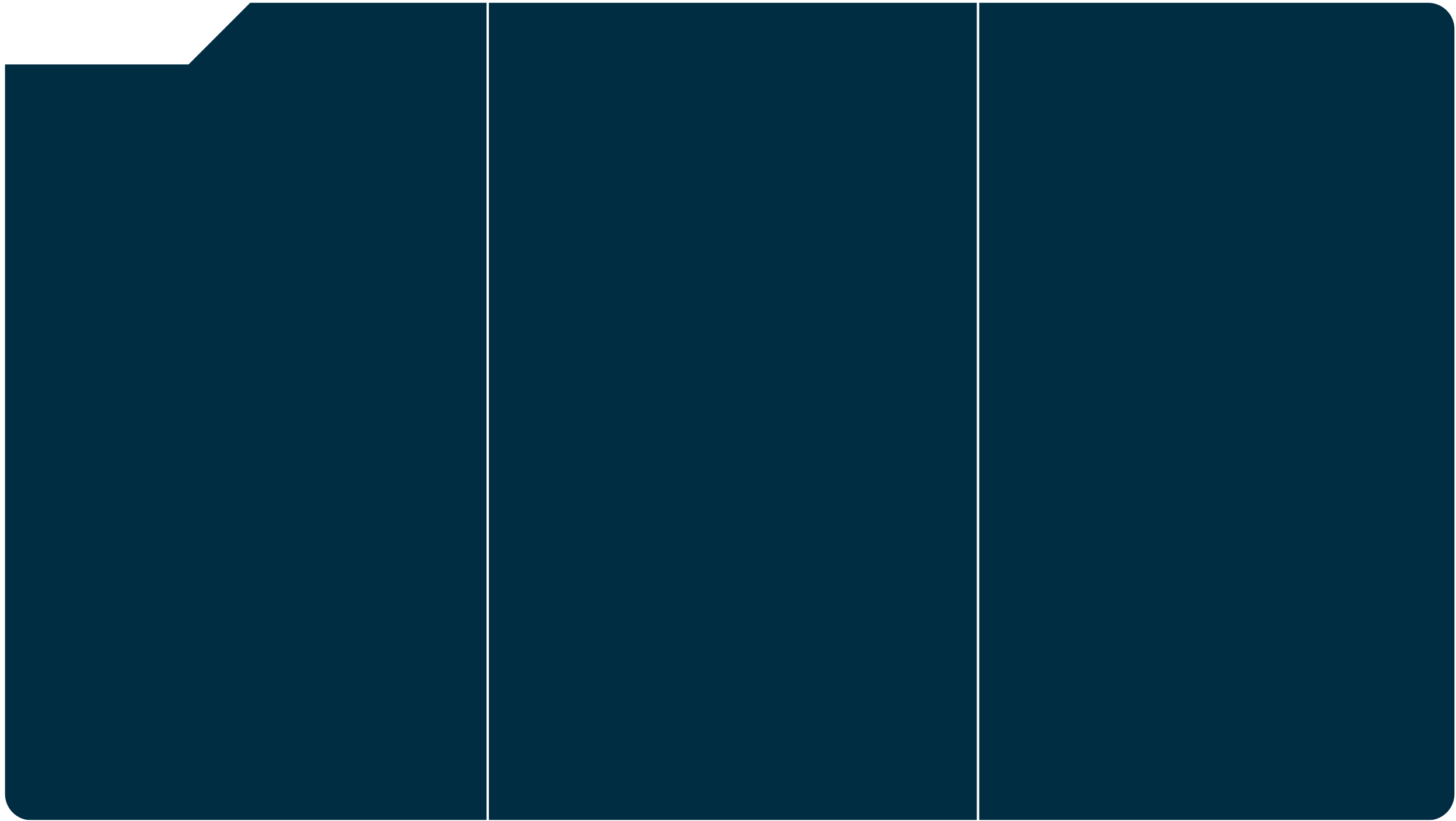
Future Talent Starts Early: Turning Early Career Programs into Strategic Talent Pipelines

*Finding the next Yamal
in Central Eastern Europe*

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Recruitment



Academy



Guidance

THE **SIX** DIFFERENTIATING FACTORS



Community



Exposure



Placement

IN CLOSING

The La Masia of CEE

Recruited. Coached. Developed.

More than a trainee programme — a strategic effort to bring fresh talent in from the market. It had to succeed.

In two years we built an environment where top-tier talent from across the region is recruited, coached and developed — setting the stage for the next generation to make a real impact.

FROM An empty field



TO A team that wins



A strong early career programme is what happens in between.

Put the trainee at the centre of every decision — and stay adaptable. That is what makes all the difference.