

Talent Search Retail

Number of employees: 4800+

Young Graduate Program
Integration partner: PsyBit



Customer testimonial

Head of HR
contact available
on demand

I highly recommend HR Potentials and PsyBit as reliable and professional partners for psychological assessments. Their testing – covering personality, cognitive abilities, and motivation – was thorough and insightful, helping us better understand our candidates. The team was responsive, flexible, and tailored their services to our needs. We significantly improved the efficiency of our selection process. Thank you for the excellent work!

Project Description

The Young Graduate Program is intended for career starters who have little or no work experience, have completed at least level VI of education (1st Bologna cycle), and are looking for their first full-time employment.

The customer offered curious and ambitious graduates from various fields of study an 18-month rotation program within the company, during which young talents become familiar with the operations of the stores and various departments at the company's headquarters, such as marketing, procurement, sales, sales and procurement organization, analytics, finance, etc.

Young graduates were assessed using highly reliable computer generated cognitive ability tests as well as state of art personality and motivation questionnaires (Minnesota importance questionnaire)

An international exchange is also planned during the rotation, with placements in branches in Austria, Hungary, or Croatia. The rotation program is adapted based on the current needs of the company and the preferences of the graduates.