

Global Graduate Program 2024 - Change the Game

The position

We're looking for 8 young talented professionals to join the Job&Talent Graduate Program to learn and develop their careers as Analysts across the organization. If this is you, it will be the starting point for the journey that will lead you through different departments of the business: Product, Finance, Revenue, Go-to-Market Strategy & Operations, People & Culture - and others - as you build up your career with us globally. Job&Talent is not only a market leader in the industry, but also an internationally successful company renowned for innovating the work sector.

You will be part of Job&Talent's global teams to deep dive into business processes, products, and services through data analysis to improve efficiency and design creative solutions that generate a big impact on our business. We want you to come make a difference!

Program structure

The Global Graduate Program (GGP) is a 12-month program designed to grow your career whilst making a real impact at Job&Talent. During the first 6 months you will be a trainee and will be assigned to two 3-month projects across different Job&Talent teams. Successful trainees will transition to an Analyst role and be assigned to a 6-month project with another Job&Talent team. This rotation will help you understand your strengths, interests, and areas where you can truly shine and make the most significant impact. After the 12 months of the GGP you will be assigned to your J&T role based on your interests and business needs.

Historically, GGP graduates have gone on to lead teams across the organization and have been instrumental in helping us launch operations in new geographies. You can read more about some of their stories on [LinkedIn](#) #jtchangethegame.

As a remote-first company you will be able to work from wherever you prefer, although you are welcome and encouraged to work from our offices in Madrid or Barcelona to get to know the team.

What's in it for you

Our Global Graduate program isn't about tedious tasks. It's about developing your core skills whilst building the future of work with us.

- **Become a data ninja.** Master data analysis by uncovering inefficiencies, building insightful models and driving impactful change

- **Innovate like a boss.** Don't just analyze, create. Propose improvements to existing methods and be a champion for innovation
- **Launch your analyst career.** Gain the core skills you need to launch your analyst career. Use data to solve real problems, collaborate globally, and gain in-demand skills that will propel your career forward

What you'll be doing

- Deep dive into our business processes with internal business partners to help us improve our current processes and systems
- Conduct in-depth data analyzes to identify inefficiencies and areas for improvement within Job&Talent's operations
- Participate in collecting and processing large data sets critical to understanding business performance, including building SQL queries, building Excel/G-Sheets models, and other reports, translating data into actionable insights
- Propose strategic recommendations to enhance business processes and contribute to overall organizational efficiency
- Actively seek opportunities to innovate and improve existing analytical processes

You should have...

- Engineering, Mathematics or similar university degree
- Very strong data analysis skills
- Strong communication skills
- Full professional English competency (C1)

Nice if you also have...

- MA/MS/MBA
- Excel/G-Sheets/SQL/Database knowledge
- Experience in fast-paced environments
- International experience

Application and interview process

Applications are open until **April 15, 2024**. After you apply you will receive an email with more information about the recruiting process next steps.

Once applications close, we will kick-off the screening process for all candidates, which includes:

- Application Review
- 1 HR Interview
- 1 Analytical Test
- 1 Interview w/ a Senior Analyst / Manager
- 1 Interview w/ a Director

All stages of the screening process are run virtually and in separate days / sessions.

All final decisions will be made by June 15, 2024 and successful candidates will join Job&Talent to start the Global Graduate Program on September 1, 2024.

To learn more Job&Talent, the Global Graduate Program and to apply please visit the [Global Graduate Program](#) section in our [Careers](#) website.

About us

We are Job&Talent, a world-leading platform for essential workers, matching great people with great companies directly through our app. Founded in Spain in 2009, we're reshaping temporary work by tearing down the barriers to job searching and hiring, and harnessing the power of technology and data. We connect workers with back-to-back job opportunities through our platform, providing them with the stability and perks of full-time employment and helping them to feel valued, respected and integral in their roles. Having put simplicity and fairness at the core of our business model, we placed more than 310,000 workers in over 4,000 companies across a variety of industries including logistics and retail last year.

Headquartered in sunny Madrid, but home to the world, we are a remote-first company operating in 10 countries across Europe, the U.S. and Latin America. While we're distributed globally, we're united in our mission: to empower the people that make our world go round. We need a passionate team to revolutionize the employment market with us.

Join us to work on the future of work: your next adventure awaits!

What we offer

Be challenged: Make an impact through extreme ownership and develop your career, while working alongside an international, diverse and multidisciplinary team. We're driven by our mission to empower the people that make our world go round and you can play an integral role in this transformation.

Be rewarded: With financial recognition ingrained into our company philosophy, we offer our employees competitive salaries and benefits. Our Talent Acquisition team is happy to elaborate on the specific benefits for your role.

Be supported: We believe there's no better way to grow than by doing, and at Job&Talent you'll have the chance to grow along with us. As a remote-first company, we'll support you in working from wherever you thrive.

At Job&Talent we value diversity and strive to be an equitable and inclusive employer. We welcome people from all backgrounds and look forward to your application.