



# CONTACTO '19

SONAE TRAINEE PROGRAMME

Join the next generation  
of Sonae Contacto Trainees

Maia, 6 March 2019

Trainees Programme is looking for high-potential talent

## CONTACTO PROGRAMME SEEKS INTRAPRENEURS FOR SONAE COMPANIES

- **Sonae seeks young talent willing to develop innovative ideas and projects within the Group**
- **Applications are open to recent graduates and Bachelor's and Master's finalists until 17 March**

Sonae Companies intend to offer internships to recent graduates and Bachelor's and Master's finalists in the 2019 edition of the Contacto Programme, appealing to the intrapreneur spirit that has always characterised the Group's growth. This is a pioneer initiative in Portugal to attract high-potential young adults, already in its 33<sup>rd</sup> edition, which aims to recruit young adults with an entrepreneur and innovative spirit to develop projects and pursue their careers at Sonae Companies.

Applications to the Contacto Programme are open until 17 March and will offer those selected the chance to explore different opportunities and live diversified professional experiences, across the heterogeneous multiple businesses held by the Group. Interested applicants should register at [www.sonaecontacto.com](http://www.sonaecontacto.com), upload their CV and answer the "Are you an intrapreneur?" challenge. Answers should be submitted by filling in the template available at the Programme website.

Ana Vicente, Head of Talent Management & Development at Sonae, tells us, "Sonae values the entrepreneurial, creative and innovative abilities of young adults, as well as their life experiences, regardless of their academic background or nationality. The company seeks young talents that are dynamic, creative, and collaborative, with a tremendous will to learn and eager to step into the world of opportunities Sonae has to offer across its several businesses and geographies."

*Intrapreneurs* are young innovative people, characterised by a nonconformist, proactive and challenging spirit, who are willing to develop projects and businesses within Sonae. These are agile, astute talents, mastering communication and persuasion skills. Analytical thinkers and organised, they have a mind of their own, having developed a solid network, with energy, passion, and tolerance.

This profile is in line with Sonae's values and culture, namely with the legacy of Belmiro de Azevedo, who was himself an "intrapreneur" at Sonae, promoting innovation, knowledge and



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continuous learning – a legacy Sonae wishes to perpetuate by fostering the growth of its businesses and people as well.

Pioneer in Portugal, the Contacto Programme aims to attract and integrate young talents in Sonae Companies. Likewise, the Programme also fulfils the goal 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 is open to high-potential young adults, finalists and recent graduates from Bachelor's and Master's degrees in any area of expertise, such as Management, Economics, Finance, Engineering, Psychology, Human Resources, Marketing, Information Technologies, Law, Biomedicine, Sociology, Geography, Quantitative Methods, Statistics, Mathematics, among many others.

The selection process will take place over the next few weeks. In this period, both Sonae and applicants will have time to get acquainted, as applicants will also be able to know the Leaders they might work with. The paid internships are nine months long, throughout which trainees will have the opportunity to develop their duties while also working in a strategic project at Sonae Companies.

Since its creation in 1986, Contacto has received over 45 thousand applications, which led to the selection and participation of over 4,600 young talents from different fields of expertise and nationalities on Contacto Day, of whom hundreds eventually joined Sonae Companies' teams.

## **Main dates:**

**By 17 March:** Application period.

**18 to 22 March:** Applications' appreciation and phone interviews.

**22 March:** communication to selected applicants.

**3 April:** Assessment Day – throughout this day, the near 120 final applicants participate in challenges and dynamics (presentation pitch, collaborative dynamics, interviews, networking moments, etc.), which allow them to become acquainted with Sonae, its businesses and leaders, while also revealing more about themselves. This day is organised so that both applicants and leaders are able to know each other more, so they can select their preferences at the end of the day. Allocating trainees to projects is done using a matching logic between the preferences of both parties. This format is based on the belief that the success of a mentorship process is proportional to the empathy and relationship developed between mentor and mentee.

**30 May:** Contacto Day – selected applicants have the chance to know more about the Leaders they'll work with and their teams, in addition to exchanging experiences with trainees from the previous edition.

**July/September/November:** Internships begin, over the course of which trainees will be in contact with Sonae leaders and work in a strategic project in one the Group's businesses.



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