

Orange Graduate Programme



Edito



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“Orange serves over 263 million customers worldwide in more than 29 countries.

Our Essentials2020 strategy makes our customers’ experience the focus of everything we do. Our purpose is to help them make the most of the digital world, harnessing the power of our superfast broadband networks.

Our professions are evolving to offer our customers an ever broader choice of digital services, including, for instance, m-banking, entertainment and connected objects.

My ambition is to make Orange the employer of choice and to attract the

talents who will build the future of our company.

Every employee is unique. This is our conviction and our promise as a digital and caring employer.

By joining the Orange Graduate Programme, you are seizing the opportunity of an exciting, open-ended career path. You are building your potential, opening up multidisciplinary options at the heart of the digital industry, across Orange’s global footprint.

I wish you success with your application.”

Choosing Orange

By joining Orange, you are:

- Deciding, with us, to help make the digital world simple and rewarding for **263million customers** around the world.
- Becoming part of an international group that operates in **29 countries** across **5 continents**.
- Working in an exciting industry at the forefront of technology and innovation.
- Enjoying many opportunities for professional development, through the **Orange Graduate Programme** and the job mobility options within the company.

155.000
employees

96.000
in France

Top Employer
global 2017

€40 billions in
annual revenues

51rd global brand

(according to Millward Brown's 2016 ranking)

160.000 km

of submarine cables

(enough to circle the world four times)

6.000
points of sale

Our new strategy: **Essentials**2020

Orange set itself a clear mission: to be always there to connect every customer to his or her essentials.



Orange has something for everyone:

price-sensitive customers, those who require the highest standard of service, businesses (from the home office to the multinational).

Orange has a clear, powerful ambition:

to offer every customer an unmatched experience, everywhere.

Our mission:

is in line with our vocation as an efficient and responsible digital enterprise.

We pledge:

to help our Orange Graduates reveal their full potential, through personalised support and immediate exposure to all our operational challenges and strategic undertakings.

More: www.orange.com/en/About/Strategy

Harnessing your commitment to drive innovation

Innovation permeates our lives.

- In the ways we communicate, share, play, define our everyday experiences with our friends and families.
- In our professional and personal lives.
- Innovation drives the digital revolution that is transforming the way we interact with the world.

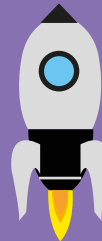
Innovation is what drives Orange.

- Would you like, in your day-to-day work, to turn a digital challenge into a human adventure?
- When you join our fast-track development programme, your natural leadership qualities will soon earn you a place at the strategic and operational decision-making table, where you will help transform our daily lives, your daily life.

6.930
patents



247
start-ups
supported
through
Orange Fab



€732
million
for research
and innovation



More: www.orange.com/en/innovation

Building your fast-track career

The exclusive and demanding Orange Graduate Programme gives you direct experience of a variety of our lines of work.

It promises speedy promotions and quick access to managerial responsibilities, in a very international working environment.

Orange will offer you **three positions within five year**, with strong exposure to emerging lines of business: big data, mobile banking, security, cloud computing...

First position

Customer experience

- A first, one-year experience focus on customers
- Orientation days and interviews
- Support from sponsors
- Conferences/meetings with the top management
- Management training

Second position

Professional training

- A second, operational position focused on a line of work
- With mentoring by an Orange Leader
- Development interview
- Conferences/meetings with the top management
- Multicultural management training

Third position

Further professional training

- Personalised feedback on progress
- Career interview
- Conferences/meetings with the top management
- Career prospects workshop



I'm Victor

I like to talk

Apply if...

- You're passionate about **digital technology** and **innovation**.
- You're keen to work in an international environment.
- You're excited by the prospect of a **first experience focused on transformin the customer relationship**.
- You hold a **master's degree** in engineering or business administration.
- At the time of joining the Orange Graduate Programme, you will have worked **no longer than 18 months**, excluding internships and sandwich courses.
- You are perfectly bilingual in English and French.

The recruitment stages

- Apply online by posting your CV and cover letter between **1st December 2017** and **28th January 2018**.
- If you are selected, take the online tests. These provide a genuine experience that will measure your compatibility with Orange's DNA.
- The most adapted profiles will be invited to the assessment day, on **28th March 2018 in Paris**, for a series of interviews and simulations.
- A few days later, the best candidates will be offered a position with a permanent employment contract.
- All candidates taking the test will receive detailed feedback, for a better understanding of their strengths and weaknesses.

I'm Marion



I'm artistic



15 years of Orange Graduate Programme

60%

of engineers and
dual business -
engineering profile

718 graduates
recruited

42% of Women

40%

work
outside of
their country
of origin

52 nationalities



In the words of an Orange Graduate

Interview with Fatou

What's your background?

After a Bachelor's Degree in Electronics and Telecommunications, I did my Master's Degree in Information & Communication Technology. I joined Orange in February 2013 within the Technical & IT Department as a Project Manager. I worked on an application designed for B2B sales advisors. My job was to factor in the professional requirements, while overseeing this project to evolve the IT system. In my second position, I wanted to deepen my insight into the B2B market and develop my understanding of the customer relationship. So I joined the Major Accounts Department as a Pre-Sales Engineer for an international account.

Why did you choose the Orange Graduate Programme?

When I finished my Master's degree, I didn't know in which area I wanted to begin my career, but I was determined to join a multinational company operating in telecommunications. The Orange Graduate Programme was perfect: it enabled me to discover various lines of

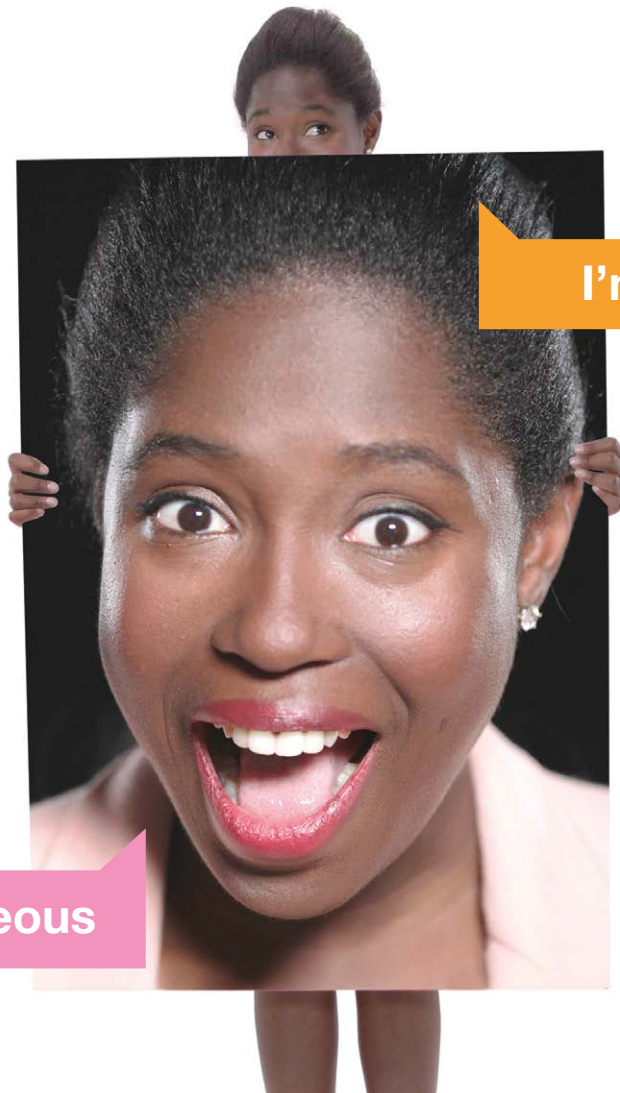
work and to enjoy exciting opportunities for promotion. On top of which, Orange operates in Senegal, where I have my roots.

What do you remember most about the selection process?

There were several stages, from my application up to my recruitment. At every stage, my desire to work at Orange got stronger. I have excellent memories of meeting with the other candidates, the former Orange Graduates, HR executives and managers.

What's special about the programme?

I find it fantastic that you discover various positions during the programme. This takes you out of your comfort zone. It shows you various aspects of the company and brings a share of new challenges every day. Also, through the programme, you build strong ties with the other Graduates. The community of Graduates is now a very strong and helpful network for all of us.



I'm Fatou

I'm spontaneous

Examples of opportunities



Orange Money Project Manager, France



Incubation Program Manager, India



Commercial Team Manager, France



Data Scientist, Spain



Security Expert, France



Project Manager on TV Services, Romania

And many others, so:

Apply

www.orange.jobs/site/en-orange-graduate-programme



#OrangeGraduate