

Management Trainee Program

Are you early in your career, looking for challenges, would like to make a meaningful impact and grow into a leadership role? If the answer is yes, then the Management Trainee program at DLL is your ticket for an exciting and high profile start of your career. As a Management Trainee, in 18 months you will not only get in touch with all aspects of the international leasing business, but also go through an intensive development program that is designed to increase your financial, commercial and managerial skills, as well as to stimulate your personal development. We will support you to realize your full potential through different assignments which you could grow into a key position in our company and become a successful leader. Our Management Trainee program enables 'best-in-class' graduates to make a flying start in a high-profile career. Some highlights we are very proud of:

- Incredibly high engagement globally: 83% of our employees said they are proud to work for DLL!
- Certified "Great Place to Work" award in United States (2018)
- Winner of "Top Work Places" award in Philadelphia (2016-2017)
- Certified "Great Place to Work" award in Brazil (2017 -2018)

Your Function:

Rotate, explore and make a change!

During the 18 months program, you will get to know our people, our products and our business. The program encompasses rotations within and across functions, so you get the chance to lead the change in 2-3 assignments in different areas of our business. Assignments will be in sales or other areas. Ultimately, the rotations will be determined by business need and candidate's preference.

You will be challenged to get the best out of yourself and show your analytical thinking, entrepreneurial skills, customer focus, excellent people skills and leadership ability. We expect you to take responsibility for your work and be fully involved from day one. Your manager will provide feedback on day-to-day responsibilities.

Your personal and professional development

The Management Trainee program strongly focuses on your personal and professional growth and it is built around you. You will participate in customized training programs based on your individual development plan and learning objectives. You will also receive guidance from a mentor (senior leader) and a program manager who will introduce you to the organization, intensively coach you, help to set your development path and inspire you. Your program manager will be your first point of contact, to whom you can turn anytime. We believe in your qualities, ambitions and capabilities. We also believe that you determine your own development needs and create your own career. In other words, you are in the driver seat and it is up to you how successful you will be.

Your Profile:

We operate in an international, competitive, fast paced and exciting environment which requires an extensive skill-set. We depend on our passionate members who are agile, think differently and tread their own path. Want to know if you fit the bill?

We are looking for candidates who have the following qualifications:

- Completed Bachelor's degree required; Master's Degree preferred
- 0-5 years of working experience
- Driven and ambitious
- Has a desire to be exposed to diverse projects and gain cross functional experience

- Enthusiastic with high level of initiative, flexibility and willingness to embrace change
- A self-starter that needs little direction
- Entrepreneurial and thinks creatively to solve problems
- Eager to learn and apply the knowledge you will acquire, you have capacity for critical reflection
- Has a strong customer focus and look beyond quick fixes to deliver sustainable solutions
- Possess strong analytical and quantitative skills
- Has a positive attitude, excellent communication and interpersonal skills, and have the confidence and credibility needed to build relationships with clients
- Exhibits the highest commitment to integrity and ethical decision making
- Extracurricular experience or volunteer work; preference for studying/ working abroad
- Excellent communication skills; professional working proficiency in English

We Offer:

Our Culture

At DLL, we see more than a customer, and work harder as a partner. We achieve this by being a genuinely networked organization. That's why we encourage you to seek out the best skills across all our offices. We also consider our people to be our biggest asset, so you'll be treated as a member, not just an employee. Together we create an informal, yet professional atmosphere that is hard to find elsewhere.

All Members Enjoy:

- Two working days per year volunteering for a local charity
- Full Service Cafeteria and Fitness Center on campus
- Career development opportunities: online learning, member development programs, Tuition reimbursement program.
- Company matching 401k program
- Industry leading Paid Time Off package
- Outstanding Medical, Dental, Vision benefit programs