



# Global Operations

ASIA | 2022-2024

ASIA OPERATIONS



Application and Selection: Now-April 2022

On-Boarding: July 2022

**ESSILOR**  
SEEING THE WORLD BETTER

# *The Syllabus*

**Essilor Graduate Program**

**Your Learning Journey**

**Benefits of Joining Essilor**

**What We Look For**

**How to Apply**

**Tips for Success**





## "Essilor's mission is to improve lives by improving sight"

" Everyone should have the right to good vision. Wherever the 7.7 billion inhabitants of this planet need vision correction and vision protection – we must be there. "

- Hubert Sagnières, Chairman of Essilor -

# About Us

## ESSILOR: WORLD LEADER

Essilor is the world leader in the ophthalmic industry. Essilor is committed to providing solutions to correct and protect the visual health of the 7.7 billion people worldwide.

## A STRONG MISSION DRIVING EVERYTHING WE DO: IMPROVING LIVES BY IMPROVING SIGHT

Seeing well is crucial to us being able to learn, work, and interact with the world and people around us. One third of the global population lives with uncorrected poor vision and its consequences. Faced with a largely unrecognized global vision crisis, Essilor is working with partners to launch and scale up several inclusive business and non-profit initiatives so that in the future everyone can see well and live well. That is why Essilor teams are driven by our mission of improving lives by improving sight. Looking ahead our ambition is to eradicate poor vision in one generation.

## PRODUCTS AND SERVICES – OUR EXPERTISE AT THE SERVICE OF GOOD VISION

The Essilor Group has put its expertise at the service of good vision in designing, manufacturing and distributing quality products and services through innovative business models. Essilor provides products and services to meet the vision needs of everyone, everywhere. Today, 2.5 billion people suffer from uncorrected poor vision, 6 billion people do not protect their eyes from harmful rays and it is expected that by 2050 6.6 billion people will suffer from uncorrected poor vision.

# About Us

## BRAND SOLUTIONS

To address these growing needs we develop vision solutions at every price point and our portfolio includes the most loved eye care brands. We are close to customers and consumers thanks to a unique partnership model; we give access to the best products thanks to our advanced technologies and multichannel distribution worldwide.

## DRIVEN BY INNOVATION

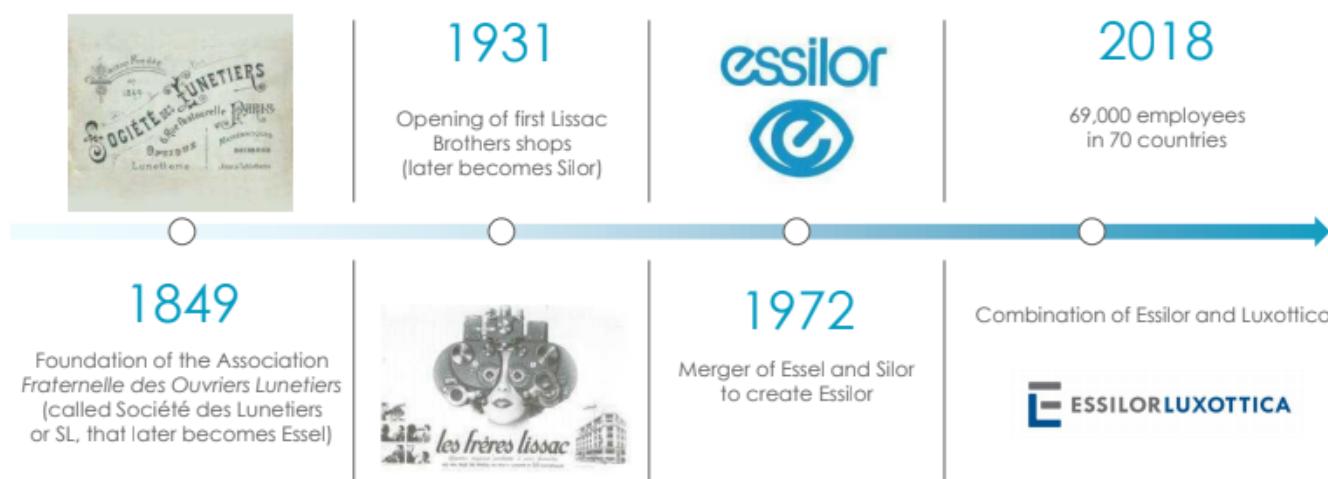
Innovation is a core pillar of Essilor that drives our growth. Partnerships with the public and private sector institutions allow us to share innovative technologies and products with more people, as well as providing inspiration for our teams to innovate even further.

## ESSILOR WORLDWIDE - ESSILOR PEOPLE

What makes Essilor are its people. Currently Essilor employs a workforce of 69,000 spread across 70 countries. Each one of them embodies the Essilor spirit; working tirelessly towards improving lives by improving sight. Employees have been at the heart of our success since the very beginning.

## OUR HUMBLE BEGINNINGS

Essilor began in 1849 as an artisanal spectacle-maker in Paris. The Essilor story is built on our history of continued excellence, which remains a part of the Group culture even to this day: innovation, partnerships, international openness, entrepreneurial spirit and human values.



# Essilor Graduate Program.

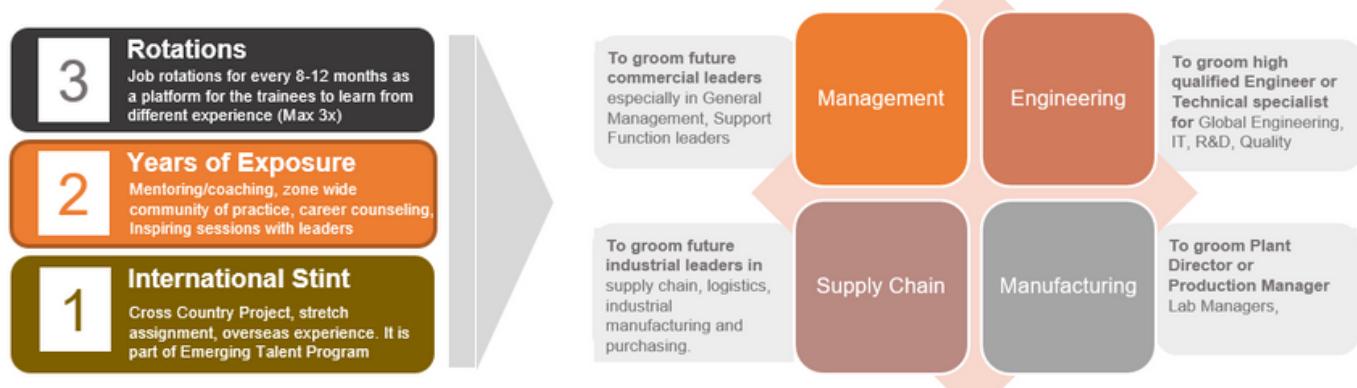
## WHAT WILL I GET FROM THE ESSILOR GRADUATE PROGRAM?

The answer is... experience is essential to help you grow professionally and continuous training to develop your skills for a career with Essilor.

Right from the start, you'll be given a challenging hands-on role, working in a diverse, global environment. You'll be welcomed into Essilor and encouraged to make your contribution to an organization built around teamwork. You'll be supervised and mentored with frequent reviews as part of a structured development program, agreed with you in advance. You'll receive world-class training in our business and your role, tailored to your skills and what you're hoping to do in your career.

There will be opportunities to develop your expertise and secure valuable professional qualifications. At the end of your time in the Program, a concise assessment of your performance and competence will confirm if you're ready for a challenging career with us.

## PROGRAM STRUCTURE



# Your Learning Journey



## A Challenging and Exciting Career

Every step of the way, we'll support you through a combination of structured training, informal on-the-job learning, regular check-ins, and inspiring mentors. Whether you're experiencing different areas of our business or different major projects, you'll always have opportunities to develop and grow. Above all, we'll help you nurture rock solid foundations for a challenging and exciting career.

### Coaching and Mentoring

At the outset, you will be assigned a senior supervisor to help guide your progression. They will agree a planned course of action with you and provide all the means necessary to achieve your career goals.

### Formal Training

To enhance your practical training, you will be enrolled onto formal learning courses specific to your area of expertise. They may include offsite or onsite learning, with accreditations at societies or qualifications, depending on your chosen discipline. The training may include all learning modules of 2 Week Base Camp, Problem Solving, Leadership Development etc.

### Job Rotations and Project Assignments

You will have the opportunity to sample two or three roles, each offering a broad range of challenging responsibilities.

### Progress Checks

You will receive regular formal progress checks (30-60-90 days) to ensure we are doing everything we can to support your learning journey.

### Final project Evaluation with management

You will be given the chance to demonstrate your new skills and commercial knowledge during assessments at the end of each year, as well as a final assignment before completing the program.



# Benefits of Joining Essilor

## Comprehensive Financial Rewards and Benefits

On top of a competitive starter salary, you'll be recognized and rewarded through performance related pay, the extent of which will depend on your role and location. Our benefits are aligned to local market practice. Some locations offer subsidized services such as medical/dental care and car parking. In some countries, you'll have the chance to be share holder through Essilor Share Local Purchase Program.

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## Diversity and Inclusion

We strive to maintain a work environment where everyone can apply and develop skills and talents consistent with our values and business objectives. This applies to every employee, regardless of location, gender, ethnicity and physical abilities. It's important to live by our values and play an active role in communities by attracting all talents and offering opportunities to a diverse range of people. The varied skills and experience of people from different cultures, gender and ages benefits our business, helping us to better understand our customers across the world and to build stronger relationships at a local level. Our focus on diversity and inclusion also means customers, employees and partners choose us more often.

## Supporting Everyone

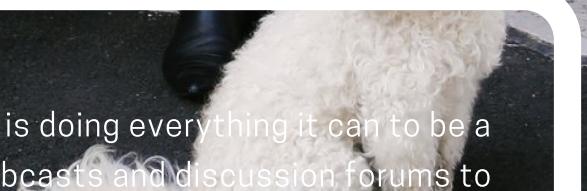
Teamwork is vital to our projects. So it's in our nature to work together towards common goals. Colleagues will always be able to help you solve day-to-day challenges. You will also be part of a connected global network. Someone, somewhere in the world of Essilor will have tackled a similar situation, problem or issue – more than that, they will be happy to share their experience.

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## Listening to What You Have to Say

We check with our employees to ensure that Essilor is doing everything it can to be a great place to work. Senior leaders hold frequent webcasts and discussion forums to obtain feedback and ideas, reflecting the fact Essilor is genuinely interested in hearing what its employees have to say.

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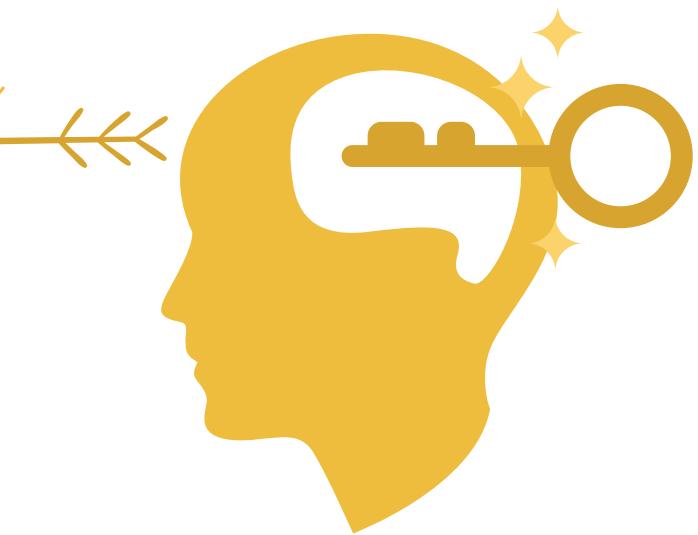
# What We Look For

AS YOU WOULD EXPECT, THERE ARE SPECIFIC SKILL REQUIREMENTS FOR EACH ROLE IN ESSILOR. BUT, NO MATTER WHAT YOUR PARTICULAR ROLE IS, THERE ARE CERTAIN QUALITIES YOU'LL NEED IF YOU'RE GOING TO SUCCEED WITH US. You should enjoy being challenged. You'll need to be good at absorbing information, analyzing problems and coming up with ideas. You should have the drive, confidence and resilience to get things done. We'll give you training, support and guidance to develop your potential. We'll team you up with some of our most accomplished problem-solvers – dynamic innovators, helping us to deliver better energy solutions. During your application process with Essilor, we will assess whether you meet these specific criteria.

## *Ideal Candidate*

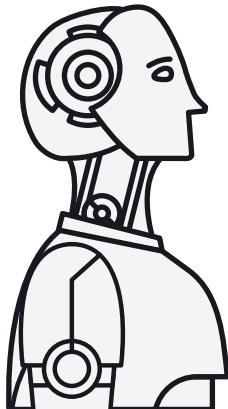
**INNOVATIVE** We're looking for people with the intellectual, analytical and creative ability to learn quickly, identify issues and propose solutions. Can you reach informed conclusions through broad thinking? Work with incomplete or conflicting data and take well-calculated risks? Have you ever identified new ways of doing things based on an analysis of current conditions, data and feedback?

**COLABORATIVE** Being able to work effectively as part of a diverse team and form mutually beneficial, long-term working relationships will be essential. Can you recall situations where you've had to influence people by adapting your communication style? What positions of responsibility have you held over the last four years? What exposure have you had to different environments and cultures?



**AMBITIOUS** We hope that the graduates we recruit will be future Essilor leaders, so we'll ask you about achievements in any areas of your life as well as your academic qualifications. Have you ever had to overcome obstacles in order to achieve? Are you good at working by yourself or within a team? Do you enjoy taking on new and unfamiliar tasks?

# How to Apply



## JOIN US!

For those who are self motivated, driven, drawn by the possibility to create your own direction, and be ready to explore new opportunities – Essilor is the right company for you. We shape the future of the vision care and operate in a dynamic and fast paced environment, thus we adjust, adapt and innovate to be ahead of the game.

### ONLINE APPLICATION & 2 MINUTES SELF INTRODUCTION VIDEO

Click on [\*\*Graduate Program\*\*](#). Complete an application form and upload an up-to-date copy of your CV/resumé. Make sure you are eligible to work in the country you're applying to.

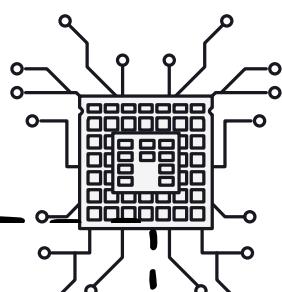
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**ONLINE ASSESSMENT** Once your application has been successfully processed, you'll receive an email notification with instructions on how to complete an online assessment. This has two parts. Each must be completed and submitted within time limit. Practice tests are available online.

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**PART 1** Competency-based questions. The first part of the online assessment. Once completed and submitted, you'll receive an email notification of the outcome. Candidates who successfully complete section one will then be sent a separate email to complete part two.

**PART 2** Decision-making and problem-solving tasks. The second part of the online assessment consists of two tasks: a decision-making task that assesses how you respond to common situations that Essilor graduates may face; and a problem-solving task that assesses your capacity for solving numerical problems.



# How to Apply

**AN INTERVIEW** If you are successful in passing the second online assessment, you may be invited to an interview. This takes place either face-to-face or over the phone. It is an opportunity for you to tell us more about why you are applying to Essilor, share your achievements, outline the challenges you've faced and demonstrate how you've shown the qualities we're seeking.

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**CASE STUDY PRESENTATION** If you are successful with an interview, you will be invited to join our group case study activity at Essilor or online. There will be numbers of judging committee from various departments in Essilor. The judge will calibrate your performance during the activity then specify their preference for the selection process.

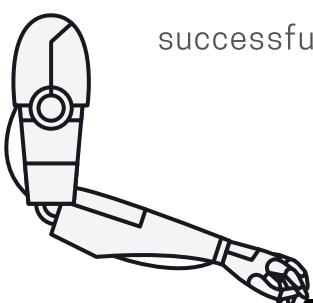
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**OFFER** After successfully completing your interactive activities, you could join our Graduate Program where there are suitable places and we'll be in touch to let you know the final outcome.

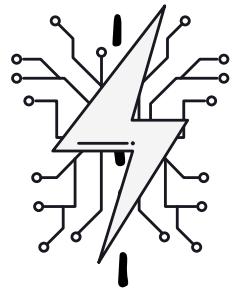
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**ON BOARDING** Your on boarding date would fall on the first week of July so before applying to this program, you must make sure that you will be graduated in time. You will be joining the 2 week base camp to learn more about Essilor and its businesses as well as learning more about how to be a successful Essilor employee.

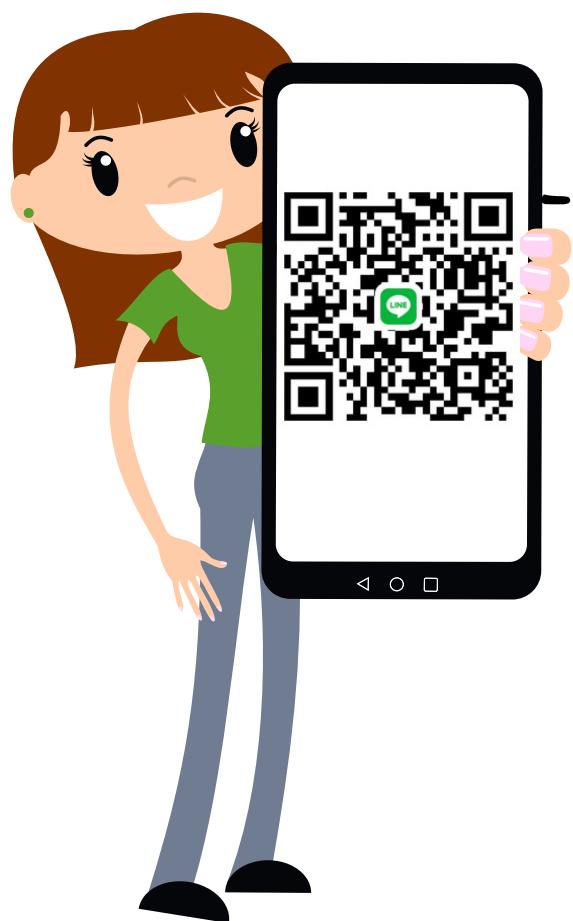
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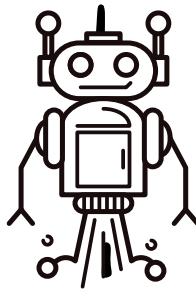
# Ready to Apply?



Scan this QR code to  
access application portal



Scan this QR code to  
access Young Talent  
Program Line Group



# Tips for Your Success

## WRITING A GREAT CV

When you complete your application form, you'll need to upload a record of your personal, education and work history – your CV/Resume. It is a platform to demonstrate your achievements and a key step in any application process.

**Here are a few handy tips to help you present yourself in the best possible way:**



**Make sure your CV/Resume is up to date.**



**Try to restrict it to two pages and keep the layout simple.**



**Use headings like “Education” and “Career History” to highlight different sections.**



**Don't just make general statements about your qualities – support them with evidence. For example, explain what you may have done to date that illustrates the qualities you have.**



**Try to link your skills and experience to the requirements of the role you're applying for.**



# Tips for Your Success

## PERFORMING WELL AT AN INTERVIEW



**Do your homework by researching Essilor and gaining familiarity with Essilor operations, projects, sites and values.**



**Learn about the capacity, achievement and relationships criteria we use to assess candidates.**



**When you're being interviewed, think carefully about the question.**



**Gather your thoughts before you answer - don't just dive in.**



**Framing your answer to provide evidence of what the interviewer is looking for.**



**Always focus on what YOU, not other people, have done.**



**Always be enthusiastic about your achievements.**



**Keep your answers relevant to the question and come to the point.**



**Provide sufficient background information to set the scene, but be careful not to wander away from the question.**



**Think of some questions in advance to ask at the end of the interview so you conclude on a positive note.**



# ESSILOR

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SEEING THE WORLD BETTER