ASSA ABLOY

Open a door to your career



Our program has a retention rate of over 80%

Here's what some of our former Graduates think about the program...



Emilie Agerius,
Marketing Specialist EMEIA

How was the quality of mentoring and the tasks during the program?
"My experience of the mentoring and quality of tasks was really positive. I had wise guidance and always knew who to contact with questions. Everything was well organised, from tasks during the program to my three progress meetings along the way."

What did you learn on your three month secondment?
"Those three months were a fantastic experience. I had a specific product to learn about and got the chance to work in the region where it is manufactured. I also learned how different regional companies work in their daily business. I even had to learn some Spanish to help me ease into the local culture."



Josh Waites,
Senior Director & Head of Access Product Management Hospitality

Why would you recommend Graduates to join the ASSA ABLOY program?
"I would recommend the ASSA ABLOY program is because it really provides space to grow your career. As someone who wasn't sure what I wanted to do for the rest of my working life after university, I have been able to follow the things that interested me (including changing disciplines from Engineering to Product), all while furthering my career. As someone that loves to travel and experience other cultures, I have also been lucky enough to do this and go to places that I would likely never have otherwise seen."

Which particular experience during your 18 months really stands out?
"There were many stand-out experiences and joining ASSA ABLOY via the Graduate Program was particularly useful for me, as I was exposed to the wider company right from the very start of my career. This of course included the three month placement where I worked with another team within EMEIA (I was placed in Gothenburg). This opened my eyes to see what was possible within the Group, as well as provide the opportunity to make connections with people which have remained invaluable long after I finished the program."



Maartje Bastiaansen,
HR Adviser EMEIA

You have now progressed beyond the Graduate Program... So why would you recommend Graduates join ASSA ABLOY?

"ASSA ABLOY offer so many development opportunities, making it an ideal place for graduates to kickstart their careers. The company encourages both personal and professional growth, and therefore provides a dynamic environment where you as a young professional can thrive."

How has completing the program made an impact on your career?
"Completing the Graduate Program has significantly enhanced my understanding of the organization. I had the opportunity to connect with colleagues from different regions and functions, which not only helped me build a strong network but also deepened my knowledge of ASSA ABLOY's operations. This broad exposure has given me a more comprehensive view of the business, and I now feel more confident collaborating with colleagues from diverse backgrounds. The experience has undoubtedly contributed to my growth, both in terms of knowledge and interpersonal skills."



Five reasons why you should join our 18-month program

1. You will launch your career in a multinational company with opportunities in all business areas
2. You will develop, promote, sell or service exciting new security technologies and digital products
3. You get to work in a sustainable, ethical company that provides networking opportunities around the globe
4. You will benefit from professional coaching and mentoring throughout the program
5. You create unique life experiences by embarking on a 3-month international secondment

Experience a world of diversity: Your 18-Month Development Program

First 6 Months

At the beginning of the program, you are assigned a real project to deliver, along with clear objectives and expected outcomes. Your Line Manager will help you achieve your goals by offering their expertise, whilst providing close guidance and organising regular progress meetings (we recommend weekly), to ensure that you feel fully supported, are equipped with the necessary skills and have all the information you need to be successful and make independent decisions.

International Placement

You will undertake a 3-month international secondment at approximately 6 months into the program. The planning phase for your placement is coordinated by the central EMEIA HR function and begins in November. However, local HR Directors will work with you to seek your feedback to understand areas of interest.

Upon completion of your secondment, you will partake in a follow-up networking event, hosted at an EMEIA location. The Secondment Feedback event presents the opportunity to share your experiences, as well as gain deeper insight into the business, further your professional development and continue to build networks. Further details will be provided at the appropriate time.

September	October	November	December	January	February	March	April	May	June	July
Networking Event 1: Induction		Secondment Planning Begins			Networking Event 2: Virtual Development	Secondment: International Placement		Secondment: Placement Completion	Networking Event 3: Secondment Feedback	



Secondment Planning
Your first networking event takes place in September, where you, along with your fellow Graduates, are inducted on to the Program.

This is shortly followed in November/ December by the planning of your international assignments, during which time, we will agree on a suitable destination.

Mentoring
You will be assigned a specially selected Mentor for the duration of your graduate journey, via our bespoke Mentoring Scheme - 'Insights'. Further details can be found in the ASSA ABLOY Insights Mentoring Scheme brochure. Your Mentor will be a valuable resource (in addition to your Line Manager and local team), who will be able to share advice, perspective and experience outside of your immediate work domain.

Special Skills/ Languages
If any special skills are required in preparation for the placement, you will be provided with full details beforehand and the company will support you to obtain the necessary skills. You will also be required to study the native language of your placement location if it differs from your own HOME unit. Full financial support will be given.

Travel
The cost of travelling to and from your secondment will be covered and organised by the HOME business. Travel expenses during the secondment will be met and organised by the HOST unit and will normally involve a hire car. Exceptions may occur dependent on the specific location and / or personal preference. The hire car may be used for personal reasons (subject to local taxation legislation) and you will be required to fund fuel expenses incurred during personal use.

Accommodation
The cost and organisation of accommodation will be met by the HOST unit. At a minimum, this will be of a 3 star standard (or equivalent) in accordance with the local placement destination.

Working Hours
Working hours during the international placement will be determined by the HOST unit, according to local arrangements. You will receive prior notification of the working hours and any other local arrangements in advance.

Flights Home
If you are based within Europe, you are entitled to claim up to 2 flights to return home during your placement. This includes all reasonable associated travel expenses, such as taxis and mileage etc. For placements outside of Europe (such as Africa, India or the Middle East) 1 flight home will apply.

Your Path to Success: The 18-Month Development Program

Final Placement

You will return to your HOME unit to complete the final placement on your graduate journey, lasting approximately 9 months. However, your new project may be different from your original assignment. Your HOME Line Manager is responsible for setting the project objectives and providing support as required. The project assigned to you will be more stretching than the first and will include an opportunity for you to showcase and put into practice the new skills acquired during your secondment. In some cases, a different location / business unit may be considered.

August | September | October | November | December | January | February | March | April

Networking Event 4: Virtual Development

Networking Event 5: Graduation

Performance Review
Regular review of your performance will continue throughout the duration of the Program. Your placement Line Manager will complete a Placement Project Development Review to record your assigned objectives and assess performance.

Booking Annual Leave
Ideally, you will utilise your annual leave while based in your HOME unit. However, in exceptional cases, some annual leave may be booked during your placement, subject to discretionary authorisation by your placement Line Manager.

You may take all public holiday in your HOST country that occurs whilst you are on secondment. However, where public holidays differ for your HOME unit, you will not be entitled to take these holidays in addition.

Graduation
After successful completion of the 18-month program, you will be invited to your Graduation ceremony, held at a location in EMEIA. Here you will have a final opportunity to showcase your skills and experiences and present your future career plans. Like the previous events, Graduation also incorporates further professional development to equip you with vital skills for your future ASSA ABLOY journey.

Learning and Development
Once an established discipline has been identified, you are encouraged to continue all relevant professional development in your chosen vocation. Any continued development is agreed and organised by your local unit following your graduation from the program.

Working on exciting projects and products

In a vast range of disciplines and functions across our business, from product development and project management to sales, marketing, logistics and production. ASSA ABLOY's products and technologies create the future of our markets. They present a huge opportunity for high-potential candidates to upgrade their skills and aim for maximum success. It's a win–win for Graduates and our company.



Apply Now!

ASSA ABLOY is the global leader in access solutions. We aim to deliver innovative, safe and convenient security solutions that provide real added value to customers.

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and more open world

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