



## **International Management Trainee Program**

### **Global company, Local focus**

Meltwater News is a company born of entrepreneurial attitude, strong work ethic and genuine team spirit which has catapulted a small team from Oslo, Norway into an internationally recognised, global player within the sphere of electronic media monitoring.

With the growth in market share has come a global promise from CEO and Founder Jorn Lyseggen to ensure that people development shall remain at the forefront of our focus. Developing trainees in a personal and professional capacity, integrating them within current sales and management environments, Meltwater News are looking for the next generation of aspiring leaders, to join our internationally successful management trainee program.

### **Why Meltwater News?**

Ever wanted to experience the thrill of competing at an executive level, only to be told that you lack business expertise? Ever wanted to show case your ability to manage people, only to be told you lack experience? Ever wanted the ability to prove that you can be just as successful, providing you were given the right opportunity with the right employer? If you have answered YES to any of the above questions, Meltwater News can proudly state that our Management Trainee program is based upon recruiting people who have potential rather than experience. We recruit driven people, with a strong academic background and resourceful nature. Graduates of our program have a diverse and eclectic mix of academic disciplines and outstanding accomplishments. We look at the individual on a case by case basis and invite candidates to apply irrespective of the course studied. Thus Meltwater News creates and environment which is truly international, fusing a number of different cultures and attitudes, to create a winning team.

### **What Does Recruitment Mean To Meltwater News?**

Meltwater has a very different philosophy on recruitment compared to traditional corporate practices. We do not use a human resources department or engage

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recruitment firms with the task of finding suitable candidates. At Meltwater News, we believe the process of finding talented management trainees should rest with current senior managers, managing directors and area directors. It is this very team that are involved at various stages of the recruitment process, from writing and placing advertisements, to actually participating during the interview sessions. Thus you will gain a very accurate impression of Meltwater News employees and our culture throughout the recruitment process. We value the opportunity to select our future colleagues, therefore being placed in a position where we chose individuals that we are collectively passionate about and look forward to developing, is a unique virtue and a responsibility which truly inspires us.

### **What Is Meltwater News?**

We deliver business-critical information to over 12 000 companies globally, from start-ups to Fortune-500s. We provide real-time intelligence on our clients' media exposure, their competitors, industry trends and any other subject they want to track tens of thousands of publications and 26 languages globally. Our service provides clients with the ability to access information relevant to their needs via the internet, thereby ensuring that online media monitoring remains accessible to all forms of industries.

### **How Global Is Meltwater?**

Meltwater was founded in 2001 and grew from a humble beginning of just four people, a small office and an important coffee machine! However, since our inception, through a combination of grit, business intelligence and passion for success, we have become the leading player within Europe and progressed to new markets covering North America, Africa and Asia-Pacific. We have continued to gain a large market share with every expansion and experienced phenomenal growth rates. During the last three years, we have consolidated our position in Scandinavia, United Kingdom and Germany by opening new offices in Sydney, Hong Kong, Cape Town and the United States. We have opened 40 offices and continue to grow month by month as a direct consequence of managers developed via our trainee program. Meltwater has a global appeal which encourages entrepreneurs to progress and take management opportunities on an international basis.



## **What Makes A Meltwater Employee?**

A Meltwater News employee is a highly motivated, intelligent, personable and curious individual with sky-high ambitions. He or she has exceptional interpersonal, analytical and relationship-building skills and has the ability to communicate with people on all levels in a team environment. The Meltwater News employee has completed a university degree and has proven intellectual qualities along with outstanding academic or athletic achievements. He or she thinks and acts differently from the rest and refuses to play for anything but a winning team. It is important that you are ambitious, fearless, goal oriented and persistent. We want to be an unprecedented success story and expect the same from our employees!

## **What Are We Looking For?**

We are looking for driven individuals, who possess the ability to tackle a challenge with a positive attitude. Meltwater News provides an organic outlook, priding ourselves on a humble philosophy, developing people based upon their individual needs rather than adopting a generic corporate approach. Therefore we require candidates to display an aptitude for flexibility, willingness to learn and a genuine interest in entrepreneurship and sales. You will need to be practical in thought and nature, willing to learn and possess the ability to adapt to different situations. Overall, Meltwater News is looking for a person who can contribute towards a business environment but still be equally comfortable towards adding to a team environment via their personality and social being.

## **What Can I Expect?**

Trainees can expect a management team which will remain steadfast in their commitment towards developing candidates on a personal and professional level. Working within small teams, you will have a dedicated manager who will aid your development at every stage of your Meltwater training. There will be a genuine team ethic and words of encouragement from all within the office.

All trainees begin their career working with business to business sales. Meltwater believes that the key skills associated with sales, are vital for the 21<sup>st</sup> century business leader. Thus the art of negotiation, communication, presentation skills,

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meeting deadlines and assessing client needs will create the framework for your future role as manager within Meltwater News. Sales are the most crucial aspect of any business. This is where results are created and money is made. A thorough understanding and knowledge of the sales process is essential for any leader responsible for the results of a company. At Meltwater News you start as a Key Account Manager targeting your chosen industry and building your own customer portfolio.

Therefore you will work closely with your team to identify client needs and negotiate long-term contracts with company executives, directors, and senior personnel. You will work with budgets and have the autonomy to approach clients which you believe have a genuine commercial potential of becoming a future Meltwater News customer. It is important that you are driven, willing to handle setbacks, with a hungry attitude for success!

Those who show management potential, contribute to the office environment and generate shall enter the second phase of the management trainee program, where upon you will become a Sales Manager responsible for developing people and provide contribution within an office management forum, tackling the key challenges associated within a functioning office. Meltwater News shall also introduce future Sales Managers to the recruitment process in order to help aspiring leaders understand the key qualities we look for in an individual.

If you succeed as a Sales Manager, you will have the opportunity to establish and lead one of our domestic or international offices as a Managing Director.

Does establishing and running business units in London, New York, Munich or Tokyo sound appealing? How about Hong Kong, Stockholm, Cape Town or San Francisco?

Your imagination and hard-work are the only limitations...



## **Does An International Career Appeal To You?**

Meltwater News has a proven track record of promoting managers on an international basis. We offer rapid growth and development on a multiple range of skill sets. We encourage a dynamic background and recruit, develop and promote based upon potential rather than experience. We offer an accelerated management program set within a culture revolving around our three founding principles: Fun, Winners and Respect. We want you to enjoy the office environment and to learn by doing. We offer attractive benefits and a partnership program for successful candidates. In general, Meltwater News does things differently. Our competitors are humbled and our customers are satisfied. If you think you will fit into the Meltwater News culture, we encourage you to prepare your application and apply!

## **How Do I Apply?**

Applicants must be fluent in the local language of the office they are applying, as well as English.

In order to be considered for the position of International Management Trainee you MUST submit:

1. A cover letter
2. A copy of your resume/ CV
3. A completed copy of the questionnaire (can be downloaded from <http://meltwater.com/careers>)

Please email applications to the office where you are applying, specified on the website. Mark the e-mail "International Management Trainee".