



Press Release – April 2018

### **Recruitment Programme at 9 events**

## **Navigator to take on 80 student interns**

- ***Employability rate of 100% in 2017;***
- ***Management, Marketing and Industrial Engineering are the most popular areas***

The Navigator Company, the leading European manufacturer of uncoated printing paper, is launching its recruitment and employer branding programme. The Company is present at nine job fairs, organised by leading universities in Lisbon, Aveiro and Porto. Over this period, around **80 students will have the chance to launch a career in the multinational's Management, Marketing and Industrial Engineering divisions.** This is a unique challenge, given that last year, all 16 of the students who joined the trainees programme went on to permanent jobs in the company, representing an employability rate of 100%. Most of the trainees benefited from international experience in one of the Company's divisions, not just in Portugal but also in a foreign country, in locations as varied as Amsterdam, Cologne, Geneva, London, Madrid, Moscow, Paris, Warsaw, Verona, Vienna, Greenwood, Norwalk, Istanbul, Casablanca and Maputo.

The recruitment programme was launched in 2015 with the aim of reaching a university audience, so as to attract top talent to join the Company's workforce. It also opens the door to continuing training and the possibility of work experience abroad. In addition to continuous on-the-job training, the trainees are each provided with a training plan and benefit from mentoring by senior professionals in the Company.

According to Paula Castelão, Talent Management and Organisational Development Manager, *"our recruitment programme has so far proved a success. We have been able to attract talented young people, train them and retain them in our organisation. We believe that continuous encouragement and a sense of being valued have been crucial to this result. At the same time, the whole workforce has been committed to involving these young Trainees, which has helped to integrate this new talent into the Company structure."*

In 2017, the programme attracted 1100 applications, more than half (56.08%) from young people with an engineering background. In total, 91 students had the chance to gain work experience at the Company through the Professional, Summer and Curricular Internship schemes, with the opportunity to join the Company's staff.

With the slogan "*Fly higher*", this year's campaign reaches out to university students and challenges them to secure "*a Future that measures up to your ambitions*". The initiative aims to get up close to the target group, to make them ask questions and to feel part of their own career choices.

The Recruitment/Employer Branding Programme offers an excellent opportunity for starting a successful career in a company which is an international market leader, selling its products over five continents to more than 130 countries. The programme provides trainees with the chance to sample life in different business areas operated by the company, in a truly international setting.

### **Three types of internships**

Offering around 80 vacancies this year for nine-month placements, the interns programme is designed to smooth the path from university to work, giving trainees the chance to develop on-the-job projects. These projects may involve all the Company's sectors, with a special focus on Production, Maintenance, Procurement, Financial, Forestry, Supply Chain, Logistics and Marketing. As well as offering experience and training, a professional internship can be a fast track to an entry-level job or to the trainees programme, with a retention rate above the market average.

With duration of 1 month, in July and September, summer internships are an opportunity to experience the world of work and a great way to complement an academic CV. Opportunities are announced and applications are processed in June each year.

Lastly, curricular internships allow students to develop their skills while they write their dissertations and to apply what they learned at university in a real working situation. The placements have a duration of three to six months and involve contact with different areas of The Navigator Company.

### **Entry level**

Another door into the company is entry level recruitment. This year Navigator plans to hire six high-potential young people looking to grow professionally in a company in a continuous process of development and expansions. These positions will be above all in the engineering sector.

The skills that applicants are asked to demonstrate will be adaptability and flexibility, analytical skills and critical spirit, teamwork and cooperation, communication and influence, and pro-activity.

**Learn more** <http://www.thenavigatorcompany.com/Pessoas/Trabalhar-na-Companhia/Programa-de-Recrutamento>

## **About The Navigator Company**

The Navigator Company is the new face of the former Portucel Soporcel group, since its rebranding in 2016.

The Company is Portugal's third leading exporter, and the exporter generating the highest level of national value added. The Company accounts for approximately 1% of Portugal's GDP, around 3% of the country's total exports of goods, close to 8% of all containerized cargo and 7% of all containerized and conventional cargo exported through Portuguese ports.

In 2017, The Navigator Company recorded turnover in excess of €1.6 billion, sustained by strong performance in sales of pulp, energy and tissue.

Having consolidated its position as the leading European manufacturer, and the fourth largest in the world, of uncoated woodfree (UWF) printing and writing paper, the Company is also Europe's top producer of BEKP (Bleached Eucalyptus Kraft Pulp), and the fifth largest in the world. In the tissue market, turnover grew by 9%.

The Navigator Company has successfully pursued a strategy of innovation and development of its own brands, which today account for 62% of sales of manufactured products. Special mention should be made of the Navigator brand, the world's best-selling product in the premium office paper segment.

The Company sells its products to 130 countries over five continents, with a special focus on Europe and the US, giving it the broadest export base of any Portuguese company.

As a vertically integrated forestry Company, it has its own forestry research institute - RAIZ. It manages vast tracts of forest in Portugal certified under the FSC® and PEFC™ systems (FSC license C010852 and PEFC license 13-23-001), and boasts annual production capacity for 1.6 million tons of paper, 1.4 million tons of pulp (of which 1.1 million is integrated into paper) and power generation of 2.5 TWh, adding up to annual turnover approximately of approximately 1.6 billion euros.

The Navigator Company operates one of Europe's largest nurseries for forestry plants, with annual production capacity of approximately 12 million certified plants of various species, destined for use in renewing Portugal's woodlands.

[www.thenavigatorcompany.com](http://www.thenavigatorcompany.com)

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