



Kickstart your career adventure with our **Management Trainee Program, L'Oréal SeedZ**. With a stimulating learning program, exciting, personalized experiences, and exposure to our leadership teams this is **the opportunity you've been waiting for!**

Accelerate your potential and join our **cross-functional project-based development program**, where you'll learn from multiple functions and land in your future role fully prepared with an in-depth understanding of **the L'Oréal business and of our culture**.

L'Oréal Adria-Balkan is looking for

Management Trainees (m/f)

Based in Zagreb!

Are you ready to take on a special challenge to kick start your career? We think you are!

The program lasts **12 months** and includes several aspects of business and stepping out of your comfort zone. If you dare, you will get to explore various marketing and digital functions and go beyond by **taking charge of a project of your own**.

Your journey:

- Starting from **October/November**, you will work with colleagues from different departments and be **given specific performance objectives**, with support of your Manager and HR department.
- You will develop your **professional competencies** and learn about our **various roles and business models**, discover our **unique brands & build your own network**.
- You will broaden your **soft skills** and gain an **overview of L'Oréal, our culture**, and our **working environment**.
- At the end of the Program, upon successful evaluation, you would be ready to **take over a new position** within L'Oréal Adria Balkan.

Our ideal Management Trainee candidate:

- Recent graduate from a bachelor's or master's degree **or** student in final years of study with the ability to work full time
- Has **maximum 1-2 year** of professional experience
- **Is proactive and not afraid to challenge status quo in a work setting**
- Is passionate and motivated
- Is business driven & analytical; able to switch between operational and creative tasks
- Has highly developed professional communication skills
- Works with transparency, integrity and with respect
- Is able and willing to travel and has a valid driving license
- Speaks **English** and **Croatian** fluently and lives in Croatia

What's in it for you?

At L'Oréal, the **junior talents** of today are the **future business leaders of tomorrow**.

With us you'll **strive and drive**. You'll try, fail, try harder and ultimately succeed; all with the **support** of your colleagues.

As a leading multinational company, we are **pushing boundaries** of what is possible with a **spark for genuine creativity**. There are **no two days alike** and that's what gets us excited every morning.

We are **one group, but with many opportunities** - discover **our 37 iconic international brands** that are present through **150 countries worldwide** and test your skills in the **9 markets of Adria-Balkan**!

Join L'Oréal! Lead the change.

Apply with your **CV** and **Cover letter** in **English** via following link:

<https://careers.loreal.com/global/en/job/216374>

latest until **22nd of September 2025!**

Only short-listed candidates will be invited for the next step of a selection process.

All applications will be treated in the strictest confidentiality.

