

**FREEDOM TO GO BEYOND,
THAT'S THE BEAUTY OF L'ORÉAL.**



Join L'Oréal: As the **#1 beauty company in the world** with **40+ brands** — CeraVe, Kiehl's, Maybelline, Prada Beauty, and Redken, to name a few — we embrace **diversity, sustainability, innovation, and wellbeing** to help you **shape the future of beauty**.

Launch your career in the exciting world of beauty with L'Oréal's prestigious **Management Trainee Program!**

This **training program** is designed to develop the **next generation of leaders** within **L'Oréal Adria Balkan**. Immerse yourself in the **fast-paced world of beauty**, gain **hands-on experience** across **key functions**, and build a **powerful professional network**.

We're seeking driven, passionate graduates ready to make a real impact – are you ready to join us?

L'Oréal Adria-Balkan is looking for several

Management Trainees (m/f)

Based in our office in Zagreb

Are you ready to take on a special challenge to kick start your career?

The mission lasts **up to 18 months** and includes **various fields of business** and stepping out of your comfort zone. If you dare, you will get to explore fields like Marketing, Sales, Logistics, Finance and much more.

Your journey:

- Starting from **November/December**, 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 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**
- Is fluent in **English** and **Croatian**.

WHAT'S IN IT FOR YOU

- At L'Oréal, the **junior talent** of today are the **future business leaders of tomorrow**.
- 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.
- A place for you to **leave your comfort zone** and **grow beyond your potential** (here, you'll be encouraged to try new things and take risks!).
- **Real responsibility from day 1**, there's no sitting on the sidelines at L'Oréal.
- A place where you can **contribute to something bigger!** Many of our brands have societal /environmental causes to make concrete difference

If you are ready for this challenge apply by sending your **CV and cover letter in English** by **18.10.2026. via this [LINK](#)**.

Only short listed candidates will be contacted.
All applications will be treated in the strictest confidentiality.