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HOW ESSILOR DEVELOPS YOUNG TALENT

The Emerging Talent Program is one of the ways Essilor attracts, engages and develops young talent. Two recent graduates share their views on the experience of this business rotation program for their career evolution.

Vincent Leong joined Essilor in 2016, following a degree in chemical engineering at the National University of Singapore. He's one of seven young talents in Singapore attracted by the opportunity to gain first-hand experience of different areas of the business through a series of job rotations across Asia.

"I started 2017 in Thailand, where I designed action plans to accelerate sales of high-value lenses. In the second half of the year I was working with the team in India to develop marketing materials to help staff in optical stores better explain the superiority of Essilor's products. The program gives me the opportunity to get international exposure early on and develop my ability to work effectively with people across different cultures and diverse mindsets."

Alvaro Moreno discovered Essilor at the end of his masters degree in international management at the IE Business School in Madrid. Within months he set off for the first of his 'missions' across Marketing, Business Intelligence and Project Management.

“I wanted to join a rotation program that would be a fast-track to gaining a holistic overview of a business. Currently I’m providing strategic analysis to the European Marketing team to help identify the biggest growth opportunities and develop a roadmap to reach our targets. I’ve also worked on the business potential of product innovations, tracking key performance indicators and evaluating the efficiency of marketing activities. Essilor is enabling me to develop my career abroad as well as plan my future role back in Spain. It shows the company really wants to invest in my development.”

The Emerging Talent Program gives young talents a real immersion into different dimensions of Essilor’s business through a structured two-year rotation program giving them experience in areas such as Marketing, Business Intelligence, Finance and Operations.

> [Discover the different programs launched by the Group to attract, engage and develop young talents.](#)