



ISS Finance Graduate Programme



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Are you ambitious enough to move our vision forward – to become the world’s greatest service organisation? Do you want to challenge yourself, develop your talent and kick off an exciting, international career in finance?

Our vision in ISS is to become the world’s greatest service organisation, an ambition that can only be driven forward by talented, focused people. The ISS Finance Graduate Programme provides a stepping stone for finance talents to become future leaders in ISS, one of the world’s largest service organisations with around 500,000 dedicated employees operating in more than 50 countries.

The two-year Graduate Programme is anchored in Group Finance at the global Head Office in Denmark and followed by an international assignment. It is your first step in launching a challenging and rewarding career, offering you a unique chance to use your master’s degree and learn through hands-on experience. Are you ready to embark on this journey?

Group Finance

In Group Finance we aim to be world class in everything we do – nothing less. We are shaped by ISS’ strong performance culture: Our eyes are always on delivering results through teamwork, discipline and a constant focus on achieving our key objectives. It is all about managing and supporting our business to deliver sustainable value creation for ISS and our customers.

Who are you?

The programme is challenging and we set high expectations for our candidates. You must hold a master’s degree in a relevant subject, for example within Finance, Economics or Business Administration, and your academic record must be excellent. Plus, you may have a few years of work experience. Importantly, you have what it takes to become a finance leader in a global organisation: You need an international mindset, plenty of drive, strong interpersonal skills and the ability to structure and organise. If you’re also an outgoing and an energetic team player, you might be just the person we are looking for.



Sebastian Koefoed

*ISS Finance Graduate since 2016
Group Treasury Rotation
Master in Finance & Accounting*

"I've been impressed by how much pride people take in their work at ISS. Employees at the head office are genuinely engaged, and it contributes greatly to a vibrant workplace. That enthusiasm also means that you are never bored. As a Finance Graduate, you are always part of the action."

"For me, the international assignment was one of the key reasons I chose the programme. This is an exciting opportunity for me to apply what I have learned and to learn even more in a new context – and I am sure that experience will shape the direction of my career, wherever I end up going."



Anne Christine Bjerre

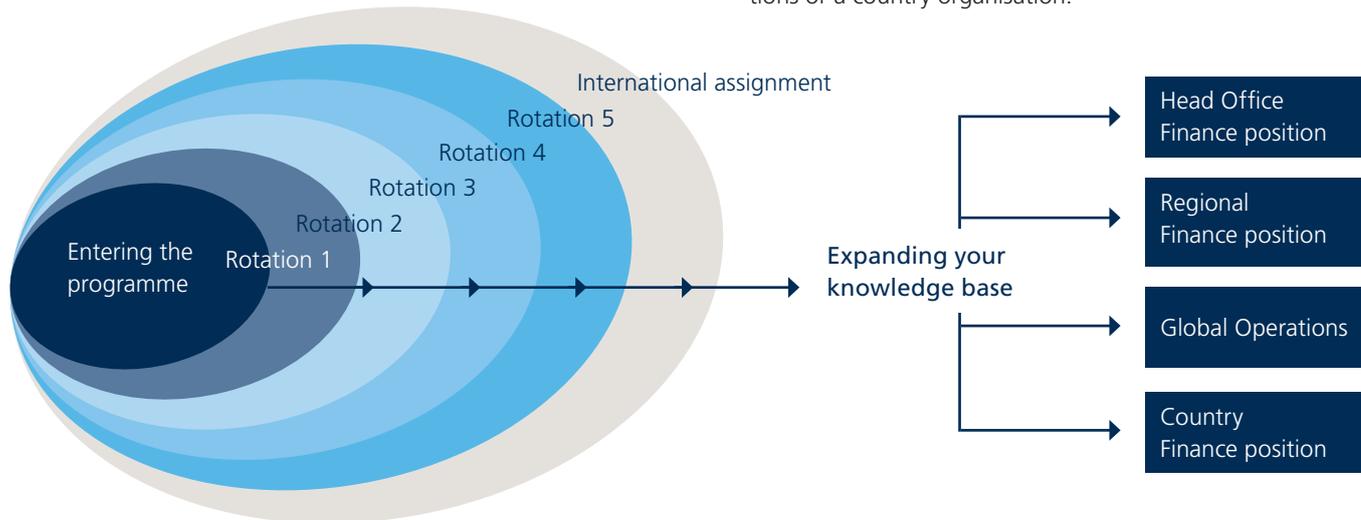
*ISS Finance Graduate since 2016
Group Controlling Rotation
Master in Finance & Accounting*

"The rotation across so many departments exposes you to many different types of teams and workstyles. Professionally, it's an incredible opportunity, because Finance touches on all the aspects of the business."

"Because of the rotations and the easy access to colleagues, I've built a broad, international network within ISS. I didn't really understand what ISS did before I joined – I thought it was only a cleaning company. Now I see the whole breadth of ISS' service offerings and the value we bring to customers."

What the programme offers

- The two-year programme aims to develop graduates and equip them for professional finance roles in ISS. The programme has run for several years and has a proven track record for preparing graduates for key finance positions within the company.
- You will learn finance in its broadest sense through five job rotations of at our innovative global Head Office in Søborg, Denmark, followed by a 6-12 months rotation to one of our country organisations or an international project.
- During the rotations you will assume a full position and develop the finance skills relevant to the function. The rotations are all characterised by a steep learning curve, and high expectations will be set for you. Your international assignment will build on this experience by focusing on Commercial Finance.
- After successful completion of the programme you will be able to assume one of the finance positions in Head Office or move into international assignments within Regional Finance, Global Operations or a country organisation.



Programme content

Each step has its own specific content to ensure your progress throughout the programme. Five rotations during the two years, followed by an international assignment will ensure you are exposed to the different roles within Finance:





People matter at ISS. They are the reason we provide consistently outstanding services to clients and continue to grow each year. At ISS you will discover a working environment in which everyone can flourish.

Working at ISS

ISS offers you a unique opportunity to develop in a professional, international and dynamic environment, where graduates work closely with top leaders within the company. ISS has an exceptionally open culture with a high degree of professionalism and drive – action and respect are deep in our DNA.

In the ISS Finance Graduate Programme, you will join 150 highly skilled colleagues at our state-of-the-art Head Office where we are creating a workplace of the future. The Internet of Things-enhanced building, with smart sensors and flexible work spaces, supports a collaborative way of working.



We offer you an attractive compensation package with a range of employee benefits, such as health insurance, access to fitness, physiotherapy, a great canteen, which includes breakfast, lunch, fruit, beverages, take-away, etc.

At ISS, employee development is a cornerstone in our strategy, and we empower our employees to develop their skills by exposing them to real-life challenges. Success is not only measured by rank. Career progression is viewed as a continuous development – a passion for performance and finding the next challenge – and we offer outstanding opportunities for those who are mobile. In fact, the ISS Finance Graduate Programme is just the beginning: After successfully completing the programme you can embark on your career at ISS, either at our global Head Office in Søborg or in one of our country organisations.

ISS has an exceptionally **open culture** with a high degree of professionalism and drive



Uffe Iversen

*ISS Finance Graduate since 2015
Global Operations Rotation
Master in Finance & International Business*

“When I joined the programme, I was surprised to learn that the top finance leaders in ISS act as mentors. We get incredible access to talented, experienced professionals, who are always willing to share their knowledge. It’s an open office and a truly open culture – I work right alongside the CEO and CFO.”

“The small size of the programme – and the relatively small head office – means that you get all the support and interaction you need. In fact, the investment in us graduates and our career development is remarkable.”



Jeppe Rud Jensen

*ISS Finance Graduate since 2015
Group Internal Audit Rotation
Master in Finance & International Business*

“Every new stage of the programme builds on the last one. Every team I have worked on stays with me. Just because I’ve moved on from Global Operations to Internal Audit doesn’t mean that I’ve closed that door. Those relationships continue.”

“The opportunities to learn and to grow are excellent, and because only two candidates are selected it’s not a one-size-fits-all approach. The options for an international placement, for example, are adapted to our career direction.”

At ISS, we take charge of our customers' service,
so they can focus on their core business.





The ISS Group

The ISS Group was founded in Copenhagen in 1901 and has since grown to become one of the leading Facility Services companies in the world, with operations in about 75 countries across Europe, Asia, North America, Latin America, and the Pacific region. ISS is listed on Nasdaq Copenhagen.

FINANCIAL INFO 2016

Founded	1901
Headquarters	Denmark
Revenue	DKK 79.1 billion
Employees	494,233
Nasdaq listing	ISS

More information about the ISS Group is available at www.issworld.com

OUR VISION IS TO BE THE GREATEST SERVICE ORGANISATION IN THE WORLD

ISS offers a wide range of services to private and public sector customers across the globe:

- Cleaning services such as daily office and facility cleaning, dust control, washroom and specialised cleaning services
- Property services such as building maintenance, technical services, energy management and ground maintenance
- Catering services such as in-house restaurants and cafés, hospital canteens, vending services and event catering
- Support services such as reception services, office logistics and labour supply
- Security services such as guarding, access control and consulting services
- Facility management services such as on-site management of facility services, change management, space management and risk management.

Our business model is based on creating value for our customers by allowing them to focus on their core business. We service and maintain their facilities, helping to create workplaces that are pleasant, safe and nurturing for their employees and visitors.

Our facility services can be delivered through either single-service, multi-service or integrated facility service (IFS) solutions, where we are able to integrate the delivery of several facility services and provide synergies.

CUSTOMERS WANT

TO **FOCUS** ON THEIR CORE BUSINESS

TO ENSURE **COMPLIANCE**

TO **SAFEGUARD** THEIR BUSINESS

TO **MAXIMISE UPTIME** OF THEIR FACILITIES

TO **MANAGE RISK**

TO **PROTECT THE VALUE** OF THEIR ASSETS

CONVENIENCE AND CONSISTENCY

SUSTAINABLE/TRANSPARENT **COST SAVINGS**

END-USER **SATISFACTION**



Programme enrolment

Programme start

1. September 2017.

How to apply

Please send your application and CV to Moment, who is our business partner in the recruitment process. Click here to apply [Apply here](#)

Please fill out the template and attach your English application, CV and complete grade transcript/Graduate diploma (as a maximum of two PDF file attachments). We will look at the applications on a continuous basis, and we therefore recommend that you apply as soon as possible and no later than 26. April 2017. All enquiries will be handled with full discretion.

More information

For further information regarding the ISS Finance Graduate Programme please do not hesitate to contact us:

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