

FAQ – EXCELLERATE, EXTERNAL APPLICANTS 2012-2014

- 1. How do I apply?**

Go to “How to apply” on ericsson.com/careers/excellerate and click on the country in which you would prefer to begin your employment. We recommend candidates not to apply for more than two countries. Add your résumé and personal letter (as a Word or PDF file) to your application. You can also go to “Search jobs” and type in “Excellerate” to find the ads.
- 2. What do I do if I am an Ericsson employee?**

Please apply through the internal jobs site, where you already have a profile. You might need to update your profile.
- 3. Am I supposed to enclose a personal letter together with my CV when I apply?**

Yes, please enclose both your CV and the letter as a Word document or PDF.
- 4. Should I enclose my grade transcripts together with my CV and application letter when I apply?**

No, it’s not necessary at the first stage of the process.
- 5. I would like to apply for the Excellerate program, but do not understand how. Should I apply to my home country or to the country where I wish to be employed?**

You should apply to the country in which you wish to be employed, and on completion of the program you must return to your home unit in your country of employment to take up a position.
- 6. Is it possible to apply for more than one country?**

Yes, it is possible. However, we recommend candidates not to apply for more than one or two countries.
- 7. The advert mentions open positions in different countries. Are these vacancies or trainee positions?**

The open positions are full-time employment positions. When you have completed your 18-month program, you will return to your country of employment.
- 8. Does the program take place in the country I apply for or in my home country?**

There are three job rotations of approximately six months each, all in different countries. The first rotation of six months will be in the country for which you have applied and are employed in. You will return to your country of employment on completion of the program.
- 9. What kind of employment should I sign up for?**

You should sign up for full-time employment.
- 10. Will I get a salary during the program?**

Yes, you will receive a salary.

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11. Must an applicant be a citizen of one of the countries mentioned to be eligible for the Excellerate Global Leadership Program?

No, you do not need to be a citizen. However, a valid work permit is preferred.

12. Does the program design differ between the countries?

The program is run centrally and so it is similar in all the countries.

13. I would like to know where the positions are based in the various countries.

It depends on the location of the employment unit and will be taken up for discussion in the interview.

14. If I apply for one of the program positions in Europe, do I have to speak the local language fluently?

In some countries, speaking the local language is a requirement. The minimum requirement is that you are fluent, both in speaking and in writing, in English and at least one more language.

15. How does the remuneration for such a program work; will it be incentive-based or a fixed package?

The remuneration will be a competitive package and might vary from country to country, based on local policies and guidelines.

16. Is there any limit regarding the applicant's age?

No, there are no age limits.

17. There are more positions available in Sweden; does this mean that I will have a better chance of being selected if I apply to Sweden?

No, the chances are no different.

18. What position will I get when I complete the program after 18-24 months?

The position you get will depend on several factors such as your own initiative, your performance during the job rotations, and the availability of the position you are aspiring to. This will be discussed and decided upon with your line manager in your country of employment, 2-3 months before your return from your third rotation. It is not possible to guarantee that the position you seek will be available immediately when you return to your home organization. You will, however be supported by your line manager, the Excellerate HR Program Partner and the Excellerate program director in finding a challenging position.