



Your personalized
development journey
starts here!

FRANKE GRADUATE AND EARLY CAREER PROGRAM (GEC)

Make an impact. Move your ideas forward.

Do you want to make a difference,
turn your ideas into action and
transform opportunity into success?

At Franke, we understand how important it is to get exposure, learn, and develop early in your career. We support and prepare you to take on a key role in one of our divisions or matrix functions after successful completion of the GEC program. We encourage you to take charge of your career.



Our 12-18 month tailored GEC experience enables you:

- You will deliver projects with impact on our local and global business – from the very beginning
- We will increase your responsibilities and assign challenging projects to you to accelerate your professional development and personal growth
- You will have the opportunity to influence stakeholders, bring your strategic thinking and your creativity into play and challenge the status quo

You will receive:

- A set of challenging projects to lead with continuous exposure to senior leaders
- Access to the FRANKE ACADEMY with a broad range of trainings to improve technical as well as soft skills and general knowledge of the company and products
- Individual coaching and support
- Individual mentoring from a senior leader
- Shadowing a senior leader
- Support from a growing GEC community



GEC – An inspiring experience for business or engineering graduates

LEARN AND GROW – BE PART OF A GLOBAL TEAM

GEC positions are available in all our divisions and group functions at our major locations around the globe.

Personal requirements:

- You have completed your Master’s degree in Business Administration or Engineering and gained your first working experience
- Languages: Fluent in English (written and spoken) is a prerequisite, other languages are an asset
- You demonstrate genuine interest in our business and are eager to discover and learn about different functions and roles within Franke
- You demonstrate strong interpersonal, collaboration and communication skills
- You are a team player and an agile learner
- You are willing to push yourself out of your comfort zone



Check out our GEC opportunities on our [Job Portal](#).

Our recruitment process:



Apply online



1st virtual interview with HR



2nd virtual/ personal interview with senior leaders & HR



Virtual/ personal case study



Start at Franke

Contact us to learn more:

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Visit our Careers page '[Why Franke](#)'

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