

Louvre Hotels Group boosts the hotel employment market with its Graduate Program

Until May 31st, Louvre Hotels Group was busy selecting candidates for the second year of its Graduate Program, *Fast & Curious*, designed for recent masters program graduates. Veritable springboard, F&C identifies new talent to accompany the group's development. It also is an important element of the insertion policy, the cornerstone of the Group's social policy. On June 1st, the final selection was made during group recruitment day in Paris.

Launched in October 2009, *Fast & Curious* puts careers on the fast track. Twenty-five participants from the first year have already signed on with the Group in permanent positions. This program has a highly selective recruitment process for talented young people with masters degrees, speaking fluent English and with definite interest in the hotel sector.

After filling out their application on the candidate page of the Louvre Hotels Group website, candidates must first pass a telephone interview, before being invited to a group recruitment day. Individual interviews are then conducted with operational and HR management. Before definitively validating participation in the program, candidates participate in an integration day in one of the Group's hotels.

For these young talents, integrating *Fast & Curious* is a way to develop their skills to take on new responsibilities. The lucky graduates who make the cut will benefit from a 4-step training program:

- To begin, a 6-month mission as deputy director in a "classic" hotel in France
- Second, a 3-month mission abroad
- Third, a 3-month apprenticeship in a so-called "atypical" hotel (high turnover)
- Finally, a short on-the-road mission with a Regional Manager followed by a 6-month solo mission in the role of hotel manager

The objective is to prepare candidates for a management position after 12- to 18-months of both practical and theoretical training, in France and abroad. A personalized tracking system is set up to help the program participants to shape and realize their professional projects. This program is based on the hotel culture, management and methods of Louvre Hotels Group.

"We are looking for people with strong career potential, "atypical" profiles, able to bring a fresh point of view to the hospitality profession. Our Graduate Program is unquestionably a pool of talent, but also an excellent means to select future management, loyal to the Group," explains Céline Lemercier, Group HRD.

At the end of the Graduate Program, Louvre Hotels Group organizes a final evaluation in order to validate participants' hire as Hotel Manager and assign them to a hotel.

Louvre Hotels

GROUP

About Louvre Hotels Group

Louvre Hotels Group is a major player in the global hotel industry, currently boasting 1,181 hotels for a total capacity of nearly 100,000 guest rooms in 51 countries. It features a comprehensive hotel offer ranging from 1- to 5-star and including 6 brands: Première Classe, Campanile, Kyriad, Tulip Inn, Golden Tulip and Royal Tulip. Louvre Hotels Group is a subsidiary of Jin Jiang International Holdings Co., Ltd., one of China's largest tourist and travel conglomerates. Jin Jiang is the 5th largest hotel group in the world. www.louvrehotels.com/fr

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Campanile

Kyriad


TULIP INN


GOLDEN TULIP


ROYAL TULIP
LUXURY HOTELS