



Founded in 1920, Eastman is a global specialty materials company that produces a broad range of products found in items people use every day. With the purpose of enhancing the quality of life in a material way, Eastman works with customers to deliver innovative products and solutions while maintaining a commitment to safety and sustainability. The company's innovation-driven growth model takes advantage of world-class technology platforms, deep customer engagement, and differentiated application development to grow its leading positions in attractive end markets such as transportation, building and construction, and consumables. As a globally inclusive company, Eastman employs approximately 14,000 people around the world and serves customers in more than 100 countries. The company had 2024 revenue of approximately \$9.4 billion and is headquartered in Kingsport, Tennessee, USA. For more information, visit www.eastman.com.

Graduate Trainee Technology

You have successfully graduated and now you're ready to practice what you have learned. Take the next step – with us. At Eastman, we offer an exciting Traineeship program that enables you to accelerate your career and your personal development as part of an international team.

The Traineeship

Through structured learning, hands-on projects, continuous feedback and supportive colleagues, the Eastman Traineeship will give you the chance to grow and have an impact on multiple technology and business areas.

For a period of **24 months**, you will have the opportunity to enroll in **3 different assignments in the different business and technology areas**

Right from the start you will be doing exciting work such as catalyzing the transformation from a linear to a circular economy, researching competitive landscape or playing a vital role in the digitalization journey of a Fortune 500 company. You will receive training, coaching and mentoring to help you become a fully equipped professional. Depending on complexity and length of the projects, you will be responsible for 3 projects in different departments and locations over the 2 years. Your first rotation will be based in Ghent, at our European Technology Center.

What to expect

In addition to a great international learning experience in a global matrix organization, we offer you a competitive salary and great benefits. Furthermore, you will receive guidance from a personal mentor from the company and a professional coach to define your personal learning goals and drive your personal development. You will participate in an intensive onboarding and development program to accelerate your career growth. The program offers opportunities for classroom training to develop your hard-, soft- and cultural skills.



What it takes

To be selected for the traineeship, you must meet the following requirements.

- Completed master's or PhD in sciences or engineering. An additional business degree is beneficial, but not required.
- Well-developed technological and business acumen and outstanding interpersonal communication skills
- Extraordinary interest in creating value propositions in a material innovation company
- Fluent in English and at least one other European language, preferably German, French or Dutch

To successfully enroll in this program, you need to demonstrate the following behaviors

- Empowerment and accountability
- Courageous leadership
- Optimism
- Bias for Action
- Adaptability

Interested?

Applications via <http://www.eastman.com/careers>