



Group Traineeship - Operations - Gent/regio North

EAST FLANDERS

External Description

GROUP TRAINEE - OPERATIONS TRACK

Ding-dong! Your traineeship at bpostgroup is delivered.

Opening this vacancy is like opening a newly delivered parcel. It contains **exactly what you need**, and even has some **unexpected extras**. Our operations traineeship is a 2-year adventure for freshly graduated masters who are **into the operations world, logistics and transport**. It is filled with an open-ended contract and interesting benefits, an out of the ordinary development program and the chance to be a **part of our success story as a leading international e-commerce player**.

Who are you?

- You are an ambitious graduate who's curious about different domains
- You thrive on exploring new people and new ways of thinking & working
- You can't wait to show us you have drive, courage and empathy
- You want to deal with people, not working behind a screen all day long
- You have a master's degree
- You have maximum 1 year of work experience
- Je spreekt Nederlands, vous parlez Français and you are fluent in English
- You are flexible in terms of working hours and locations, eager to discover other bpostgroup entities in Belgium and join different shifts to test or implement your project or supervise teams.
- You have a driver's license B

What's in the package?

A lot!

- **A two-year rotational program, starting in September 2025**

Are you into people management, process improvement, change management and so on? Do you see yourself working in **the operations of our sorting or mail centers, or in retail**

management? Say no more. During these 2 years, you will be taking on **different projects and roles in 3 teams**. Work in one of our sorting centers where we sort-out thousands of parcels and letters daily, get guided through the daily operations of the distribution with our mailmen, or help managing our post offices.

- **Endless challenges and even more support**

Yes, the traineeship is challenging, but you are **not in this alone**. You join a **close-knit community of young talents** and get an **experienced mentor** who will guide and support you. We believe in you as our future leaders and will do everything to help you become the best version of yourself. An extensive **skill development program, on-the-job coaching and impactful projects** will make this two-year adventure fly by.

- **A strong salary package and benefits**

You'll start with an open-ended contract and get the same benefits as all our corporate employees. This includes:

- Competitive monthly salary
- Meal vouchers
- Hospitalization-, group- and disability insurances
- A car
- 20 days of statutory leave and 7 additional extralegal days off
- End-of-year and performance-based bonus and double holiday pay
- Many benefits from more than 100 bpost-partners

Why bpostgroup?

You might be surprised about how much bpostgroup and you have in common. Just like you as a young graduate, we're in a time full of change and growth. We are Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner worldwide. All of that with a focus on social and environmental sustainability. As a Group Trainee, you will have a direct impact on decision making in this international success story.

How to apply?

Is this the challenge you've been waiting for? Send us your CV and maybe you'll be part of our Group Traineeship, class of 2025!

Our hiring process

1. CV's screening
2. Phone screening & Online testing (Reasoning & Personality)
3. Assessment's days
4. You receive your offer
5. Start of the traineeship end of September 2025

Good luck!