

**Job Title:** Grad Program - 2008

**Name and description of the hiring company:**

BCE is Canada's largest communications company, providing the most comprehensive and innovative suite of communication services to residential and business customers in Canada. Under the Bell brand, the Company's services include local, long distance and wireless phone services, high-speed and wireless Internet access, IP-broadband services, information and communications technology services (or value-added services) and direct-to-home satellite and VDSL television services. For more information on our company please visit [www.bell.ca](http://www.bell.ca).

**Program Description:**

Bell is centrally recruiting graduates and undergraduates from across Universities to fill between 30-50 positions within our Grad Program. All positions are full time permanent management positions and are primarily located in the provinces of Ontario and Quebec. However there are some opportunities in British Columbia, Alberta, Nova Scotia and New Brunswick.

Our Grad Program is a three year rotational program that offers recent grads the opportunity to accelerate their understanding of our front line business while developing their careers at Bell. Within this program the grad hire will be assigned to a minimum of 2 and a maximum of 3 rotations within the program's lifecycle. Each rotation will vary slightly, based on the individual business unit needs, but will range in duration from 6-18 months. All assignments will take place within the same Bell business unit and are typically in the same city.

The hiring leader will work with the grad hire during their first assignment to find the grad their subsequent rotations. Each new assignment within the Grad Program should provide the grad with an opportunity to develop new skills while increasing their level of understanding of Bell's business. At the end of the rotations, all candidates will have the ability to influence the first role they will hold outside of the program. This role will be assigned in the same business unit as where the rotations were completed.

Once on board, the Grad Program hires will have access to a comprehensive 12 month orientation program. This "onboarding" program is supported by an interactive Grad Portal environment that promotes collaboration and support. This community of support includes a mentor(s), coach and other recent grad hires within Bell. In order to broaden the grads understanding of our front-line business, grads will also complete several job shadow assignments with front-line employees within their first year.

## **Candidate Screening:**

All candidates will go through Bell's standard formal hiring process and will be considered for employment based on their educational background, skills and experience. Please note only pre-selected candidates will be contacted.

Grad Program applications will only be received through Bell's online application system. All applications must be accompanied by the online Grad Program questionnaire. Applicants will be prompted to complete the questionnaire once they submit their resume in the system. This questionnaire will be used to screen applicants for our program. Failure to complete the questionnaire may result in your application being overlooked.

Within the questionnaire, applicants must identify the hiring wave they are applying for. Multiple waves can be selected at the time of application – therefore there is no requirement to re-apply to this yearly program.

- Wave 1 – Winter Timeframe – applies to start dates from January-March
- Wave 2 – Summer Timeframe - applies to start dates from April- June
- Wave 3 – Fall Timeframe - applies to start dates from August-October

## **Critical Qualifications/Competencies:**

- University degree – undergraduate and graduate students graduating in 2007 or 2008 are eligible to apply for this program.
- Some telecommunication experience is preferred - but not mandatory
- Work experience in the areas of project management, business analysis, consulting, or analysis etc. is preferred
- Designations in any of the following areas – accounting, engineering, human resources - is an asset but not mandatory
- Technical certifications in networking protocols and IP development – are preferred for consideration of our technical positions within the program
- Advanced working knowledge of MS Office is essential for all roles
- Bilingualism is an asset but is not mandatory
- Ability to work with and influence others in teams
- Proven aptitude for leadership capability with strong interpersonal skills
- Demonstrated ability to be collaborative in a team setting
- Capable of quickly adapting to change
- Ability to take initiative and challenge the status quo
- Demonstrate a keen interest in technology & telecommunications

**Additional Information:**

**Position Type:** Management – Manager (CP2) and Associated Director (CP3) positions. Some positions will require you to lead a team of employees.

**Number of Positions:** Hiring between 30-50 grads across all hiring waves and provinces. There is no fixed number of positions tied to any specific hiring wave or province.

**Company name:** Bell

**Resource person's name:** Donna Keough, Associate Director, Recruitment and Retention, Bell

**Application Deadline:** Bell will be accepting applications starting Sept 14, 2007 to August 29, 2008 for this program.

**Job Location:** These positions are primarily located in the provinces of Ontario and Quebec however there are some opportunities in British Columbia, Alberta, Nova Scotia and New Brunswick.

The masculine and feminine used in this job offer refer equally to employees of both sexes and in no way represent a particular distinction based on gender. Bell is an equal opportunity employer.