



DISCOVER OTP

Program structure and timeline

By joining the Operations Talent Program you will kick start your career in Operations with a unique learning path.

You will start from day-1 in a specific Function (Engineering, Manufacturing, Supply Chain & Logistics, Quality, etc.) and you will experience a job rotation inside the same Function after one year. Through this half-way change of job, you will have the chance to expand your vision and learn from different areas and acquire new technical knowledge.

All along the two years, you will be involved in a training path made up by three phases: Academy, Business School, Project Work.

The Academy takes place in the first six months and consists of activities and initiatives that will introduce you to EssilorLuxottica culture, context and top management while building a strong OTP community.

From there on, you will attend a one-year program in partnership with a top-notch International Business School where you will have the chance to deep dive into Operations management topics and to unlock your potential for a long-term career path through the improvement of soft skills.

The overall digital learning experience will be hosted by Leonard platform, EssilorLuxottica's internal Optical Business School.

The halfway touchpoint of the development program will be a Hackathon, where trainees from both Agordo and Créteil will have the chance to meet and compete together: the ideal moment to show your consolidated skills as a community.

Finally, it will be time to apply your knowledge with an individual Project Work, an opportunity to work on an innovative project and present it to Leaders.

The OTP is a unique opportunity to kick-start your career, with chances to meet, learn from, and be inspired by business leaders at every touchpoint. Once you get to the end of the 2-year journey, an exciting and challenging international assignment in one of EssilorLuxottica's Operations Hubs is your next prospect.

As a plus, you'll share the whole experience with all the OTP trainees, an international group of peers covering different roles in Operations. Sharing this experience means, on one hand, having direct and continuous insights from different Operations functions and, on the other hand, have a community with whom share the OTP experience outside the office.