

Détail de l'offre : Commercial Management Traineeship Programme (CMT) - France

Recruteur	AB InBev
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Titre de l'offre	Commercial Management Traineeship Programme (CMT) - France
Description du poste	#Talent

Launch Your Career with AB InBev: Commercial Management Traineeship Program

Brewing the world's most loved beers and building brands consumers love, AB InBev is where ownership, ambition, and action thrive. We empower you to dream big, lead change, and create a long-lasting legacy. We value relentless problem-solvers who take accountability, embrace challenges, and turn bold goals into results through resilience and hard work.

That's Who We Are: Come and OWN IT.

What is it?

Our Commercial Management Traineeship (CMT) programme is a

- 18-month program starting in August 2026
- As a junior talent, you will embrace opportunities at the frontline of our business, either in On-trade sales (pubs, bars, clubs) or Off-trade sales (supermarkets, retailers)
- You will be going out in the field, building relationships with our customers, but also pursuing new customers, negotiating deals with business owners, and looking for ways to activate our brands and gain market share.
- You will develop strong management skills and learn about our business strategy as we prepare you to become our Sales and Commercial future leader.
- You will have a 70-20-10 learning and development approach, where 70% Learning on the Job, 20% Exposure to Other, 10% Formal Learning & Training

Who are we looking for?

You are natural salespersons that love being at the frontline of the business, connecting with customers and merchants. You set trends rather than follow them. You are innovative, creative, a doer as well as a dreamer, with a flair for communication and relationship building.

The following qualities describe you: Proud Owner. Influencer. Curious. Ambitious. Collaborative. Resilient.

To be eligible:

- You must have graduated (before September 2026 and no more than two years prior) with a Bachelor's, Master's (or equivalent) degree.
- You should also have no more than 2 years of professional experience (internships/volunteers/student jobs not included).
- Your passion and ownership are more important than the subject you studied.
- Fluent English is needed, as well as the local language of the country you are applying in.
- A valid permanent visa/work permit is required in the country of application to be eligible for the programme.
- You should hold a full driving license.
- As part of the programme, you will be expected to be fully mobile within your country. You might be assigned a region within your country that is different from your current location.

We are looking for: Junior talent. Recent Graduate. Junior Sales Manager. Commercial Talent. Professional Trainee. Graduate Trainee.

How can you apply?

- Before you apply, check more information
https://europecareers.ab-inbev.com/programmes?utm_source=jobreqs_page&utm_medium=referral&utm_campaign=grads2025_jobreqpromo
- Please be advised that you will only be considered for the first application you submit, therefore please make sure you are completely happy with your choice as this decision is final.
- There is no need to upload a cover letter – this will not affect your application.

Good to know

- Our Commercial Management Trainee Programme is the first step to an amazing career at AB InBev.
- After successfully completing a programme, you will become eligible to pursue a rewarding career within the Sales & Commercial functions.
- Frequent positions that CMTs join after the program, include: key account manager, wholesale account manager and trade marketing executives.

What do we offer?

Next to a Competitive base salary, we put our people first by providing extra benefits, including (these will vary depending on your country of employment):

- A performance-based, competitive total compensation package to recognize your capabilities and achievements, including competitive performance bonus after successful completion of the Program

Benefits designed to support your performance and physical, mental and financial well-being (these will vary depending on your country of employment):

- Exciting Career Development through continuous learning and growth (gaining insights from job and project experiences, collaborating with diverse colleagues and teams, pursuing personalized learning opportunities, and receiving mentorship)
- Learning & Development opportunities (Workday Learning/additional training programs)
- Vouchers to taste our delicious beer at a discount
- Wellbeing support Initiatives
- Medical insurance
- Extended birth leave
- Company car + fuel card (as per policy, during the program for CMT)
- And many other

Where?

The CMT programme is available in:

- Belgium
- France
- Germany
- Italy
- Netherlands
- Canary Islands, Spain
- United Kingdom

Build your career with us

We recruit for mindset, ambition, cultural fit, and growth opportunities.

UNIQUE CULTURE

We are proud to be part of something bigger than ourselves and are passionate about building upon our company's long legacy. We believe in collaboration and candor, which results in a dynamic culture with open communication.

BRANDS EVERYONE LOVES

We are part of the collective, global history of beer. We are the proud makers of more than 500 iconic brands, from beloved international classics to local favorites.

GROWTH OPPORTUNITIES

Our people grow at the pace of their talent. We empower our people to learn, expand their perspectives, and unlock career growth. In an environment where commitment to excellence

pays off, our people are able to deepen their impact and create a long-lasting legacy.

#LI-ABI ZoneEUR

Type de contrat	CDI
Télétravail	Tidak ada teleworking
Code localisation	Union Européenne
Pays	France