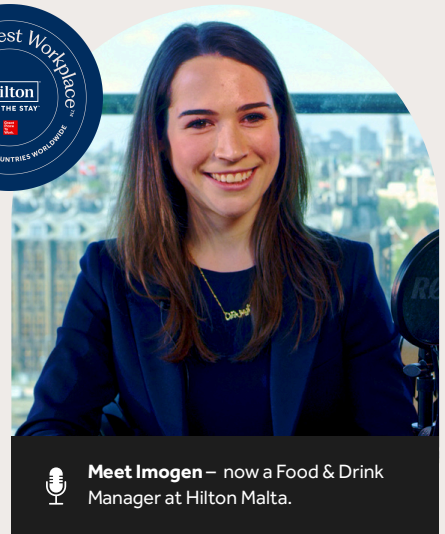


Elevator graduate programme

Elevator
GRADUATE FAST TRACK

Hilton
FOR THE STAY™



Meet Imogen – now a Food & Drink Manager at Hilton Malta.

Objective

Hotel General Manager
(5-8 years)

Duration

18-month journey

Structure

2 Placements, 2 Countries

18 MONTH
GRADUATE
PROGRAMME

2 9 - MONTH
PLACEMENTS

2 DIFFERENT
COUNTRIES

THE OPPORTUNITY

Exceptional Hospitality Starts with You

As a participant in our EMEA Hotel Leadership Graduate Programme (Elevator), you're not just accelerating your development into a future hotel leader – you're spreading the light and warmth of hospitality by delivering memorable experiences that make the stay for every guest.

Hilton offers this unique experience tailored to internationally mobile graduates, designed to catapult you into a Hotel General Manager (GM) position within 5 - 8 years of programme completion. We are offering two thrilling 9-month placements in different countries across the vibrant EMEA region, spanning Europe, the Middle East and Africa. That's an incredible 18-month journey where you will immerse yourself in the world of hotel operations, gaining comprehensive experience in all the major hotel departments.

WHY CHOOSE US

Embarking on our Elevator programme is designed to equip you with the essential foundation and knowledge necessary to ignite your path towards becoming a GM. Immerse yourself in a comprehensive learning journey that encompasses all vital aspects of the hotel's core functions. Here's what you can look forward to:

- **Accelerate your future in hotel leadership through immersive experience:** Embark on a dynamic 18-month development journey comprised of two 9-month placements in different countries within the EMEA region, designed to fast-track your path to a General Manager role in one of our hotels within 5–8 years of programme completion

- **Gain hands-on experience across departments:** Rotate through Operations (including Food & Drink, Front Office, Housekeeping and Hotel Support Services), Human Resources, Finance, Procurement, and Commercial departments (including Groups, Conference and Events, Marketing, and Revenue)
- **Work on real-world projects:** Apply your skills on the job through the completion of two major business projects, which will support you in your growth to becoming a General Manager
- **Develop your skills through world-class training and support:** Access Hilton University's e-learning modules, and business library while building knowledge through group modules and business-driven projects; Participate in tailored learning programmes and follow a flexible personal development plan designed to grow your technical and leadership capabilities
- **Grow with personalised guidance and mentoring:** Benefit from regular feedback and coaching while working closely with a dedicated GM-level mentor, a peer buddy from a previous Elevator programme class, and a VP-level sponsor to ensure your progress is supported at every stage of the programme
- **Hilton Perks:** Including our Go Hilton Team Member Travel Program, which provides you with access to heavily reduced hotel room rates for you, your family & friends

WHAT WE ARE LOOKING FOR

With our major global presence and ambitious growth plans, Hilton is developing a strong team of future Hotel General Managers. We are seeking curious, driven, and flexible individuals who embody the Hilton Values and are ready to grow their careers across borders.

We are seeking individuals who embody the Hilton Values, possess a strong drive, commitment and flexibility. Mobility holds paramount importance in this programme, as the ideal candidate is anticipated to work in a minimum of two different countries during the programme, potentially anywhere within the EMEA region, each placement lasting nine months.

To be considered, you should have:

- Completed a Bachelor's or Master's degree by the start of the programme (1st September 2027)
- Fluency in English (speaking, reading and writing). A second language would be considered an advantage, although not essential
- Eligibility to work within the EMEA region
- Full mobility across the EMEA region, along with a willingness to relocate as required by Hilton for both placements
- Aspiration to become a future Hotel General Manager
- Prior experience working in a hotel or hospitality role would be considered an advantage, although not essential
- Availability to start full time employment as of September 2027

Apply to our 2027 intake from September – 13th December 2026



Use the QR Code to learn more

[@Hilton](#) | [@HiltonCareers](#) | [jobs.hilton.com](#)



Contact us:

EMEAgraduaterecruitment@hilton.com