



FREQUENTLY ASKED QUESTIONS

What is Ascend Graduate Programme?

The Ascend Graduate Programme is an exciting one-year career journey within the ENL and Rogers Groups, consisting of at least two job rotations.

What is the purpose and strategic aim of Ascend Graduate Programme?

The Ascend Graduate Programme aims to increase our pool of potential future leaders and specialists at ENL and Rogers. We focus on attracting, recruiting and retaining young talents who will eventually rise to significant roles within the organisation.

This is done by selecting dedicated and highly motivated graduates from global universities and assigning them increasingly complex challenges while providing them with opportunities to develop a strong professional network.

Can I apply to the Graduate Programme before officially graduating?

Yes, as long as your graduation expected to take place within the same year that you are starting in a graduate position. Should your official graduate diploma still need to be in hand, you remain eligible to apply for the programme, provided you have completed your studies and are simply awaiting the formal documentation.

What if I graduated a year ago and had been working elsewhere for a year?

The Ascend Graduate Programme is primarily designed as an entry-level position, typically attracting individuals immediately after completing their Bachelor's degree. However, we also encourage applications from candidates with 1-2 years of post-graduation work experience.

Is the Graduate Programme a full-time paid position?

Yes, the Graduate Programme is a full-time position offering a competitive starting salary. The compensation and benefits package includes elements such as pension and health insurance.

How many job rotations will I undertake, and what is their duration?

You will undergo at least two job rotations, each lasting six months.

Will I be assured a position within the ENL and Rogers groups after the completion of the programme?

The programme is designed to prepare you for a fulfilling career within the groups. As such, the programme coordinator will support you in securing a position within the companies after the programme based on your performance.



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What kind of work will I be doing during the rotations?

You will play an integral role within the different host department within the ENL and Rogers Groups where you will be treated equally among the team. Throughout your rotations, your managers will trust you with important responsibilities and engaging tasks. They will expect you to deliver high-quality work while prioritising your personal and professional development.

Will there be any mentorship or guidance provided during the programme?

Absolutely! Throughout the programme, you will have the support of a dedicated mentor. Additionally, the Programme Coordinator will arrange several checkpoints throughout the year to provide guidance and ensure your success.

Can I apply if I have more than two years of experience after graduation?

While the programme is primarily designed for recent graduates who join immediately after completing their Bachelor's degree, we welcome candidates with over two years of post-graduate experience to apply.

Is there a deadline for applying to the Graduate Programme?

Applications for April 2025 graduate positions will open in February 2025.

What are the working hours during the programme?

Once selected, you will be assigned to a specific business unit within the ENL and Rogers Groups and will be considered a full-fledged employee. Your working hours will depend on the business unit you are assigned to. Typically, the working hours span from 08:30 to 17:00. We strive to maintain a healthy work-life balance to ensure your overall well-being.

Can former Ascenders reapply for another intake?

To ensure the Ascend Graduate Programme reaches and benefits as many individuals as possible, each intake is exclusively reserved for new applicants.