

Crown Holdings is a global leader in aluminum packaging, with a corporate culture built on operational excellence, sustainability, and the value of people.

Would you like to learn more about Crown and its employees?

Click here: https://www.youtube.com/watch?v=u1wBCQ7LJ_I

The Offer

The Future Leader Programme is a three-year development path designed for those who want to accelerate their professional growth.

We are looking for ambitious recent graduates and young engineers with initial experience in the field, offering them the opportunity to immerse themselves in an international, dynamic, and highly innovative manufacturing environment.

This is a comprehensive, structured, and progressive experience aimed at developing real skills, taking on increasing responsibilities, and building the leaders of tomorrow.

The programme starts with a hands-on operational phase directly on the production lines, allowing participants to gain a solid understanding of industrial processes and dynamics. This experience is essential to developing conscious leadership capable of managing people, equipment, and continuous improvement initiatives.

Programme Structure

- Duration: 3 years
- Internal rotations across different production areas within the plant
- Professional growth path toward the role of Shift Leader / Manager
- 70-20-10 learning approach:
 - 70% on-the-job learning
 - 20% mentoring and peer exchange
 - 10% structured training

Key Responsibilities

Reporting to the Production Manager, the selected candidate will be involved in:

- Supervising production lines, ensuring compliance with quality and safety standards

- Analyzing plant performance and proposing improvement solutions
- Collaborating with the Technical Department to optimize products and processes
- Supporting the management and development of shop-floor personnel

Skills and Experience

Requirements

- Degree in Mechanical, Mechatronics, or Automation Engineering
- Previous experience, including internships, in an industrial environment and in managing production processes
- Strong interest in the metalworking sector and manufacturing processes
- Proactivity, goal orientation, leadership mindset, and problem-solving skills
- Good knowledge of both Italian and English
- Willingness to work on a continuous cycle schedule: average 36 hours per week, 6–4 shift pattern (6 working days followed by 4 days off)

What Completes the Offer

- Structured growth path aimed at the role of Shift Leader / Manager
- Continuous technical and managerial training
- Personalized coaching focused on the development of interpersonal skills
- Direct apprenticeship or permanent contract with Crown Packaging
- Competitive salary and allowances, aligned with the national collective agreement and market standards
- Relocation support
- Welfare vouchers and company canteen
- Employee benefits and discount programs
- An inclusive, international work environment focused on continuous improvement

If you are interested in this opportunity and would like to apply, please submit your application through the following link:

<https://www.pagepersonnel.it/job-detail/future-leader-programme-percorso-crown-giovani-ingegneri/ref/jn-102025-6860498>