



Club Med, a “learning-focused” organisation in search of talents for the 2022 spring and summer season

The French government is encouraging businesses to adopt a strong training-oriented approach when it comes to recruiting young adults and adults, in search of meaning. Career development is one of the cornerstones of the Club Med employer brand. As a learning-focused organisation, Club Med is taking multiple initiatives to support G.Es & G.Os*, qualified or otherwise, in their career progression.

Loyal to its deep-rooted principles, Club Med fully intends to embrace this approach in order to encourage new talents to join its staff. As a reference among employers in the high-end tourism sector, Club Med is launching a new recruitment campaign to meet the needs of its seaside and mountain Resorts in Europe, Africa and the Middle East.

Occupational training, a cornerstone of the Club Med employer brand

As a committed responsible employer, Club Med defines itself as a “learning-focused” company, having understood for many years that helping employees to acquire a certain savoir-faire and soft skills, along with all the necessary competency, only contributes to their sense of fulfilment. This strengthens the company’s drawing power, enhances performance, encourages loyalty, and increases career prospects for employees.



“Competency enhancement among G.Es & G.Os has always been in Club Med’s very DNA. In a general context of staff shortages in tourism and hospitality, this commitment has become even more important when it comes to attracting new candidates and encouraging employees to stay. Beyond merely recruiting talents, we guide them on their career path while offering them a unique life’s experience”, explains **Audrey Bonfillon, Club Med Corporate & Social Policy and Talent Development Director.**

The **University of Talents**, a key component of this ambitious training policy, was created over 15 years ago to diffuse the company culture and continue training all staff throughout their time with Club Med. This strategic in-house structure aims to boost employees’ sense of fulfilment, whatever their level of qualification, by inspiring them to reveal themselves and grow as they open up to new career prospects.

Delivered in the form of *blended learning*, video tutorials and onsite training, the training packages adapt to the availability and level of each individual, and also incorporate the usual career progress practices and technological evolutions. These programmes provide for continuous career development from the moment an employee joins the company.



The University of Talents runs multiple projects throughout the year, including the *Institut du Goût* by Club Med, aimed at the cuisine and patisserie specialisms. Another implemented measure, the Academy Weeks, aims to (re)unite and develop experienced teams as well as inviting new talents to undergo training in the Club Med codes of soft skills and savoir-faire. During these training weeks, Club Med employees play the role of “customers” to experience how it feels and gain a better understanding of client expectations, in order to adjust their stance in line with their specialism. The most recent Academy Weeks took place at the end of 2021, in the exceptional Club Med Arcs Panorama Resort, where 900 G.Es & G.Os, including 500 new seasonal recruits, gathered over a three week period.

GAINING NEW SKILLS WITH CLUB MED - KEY FIGURES

In 6 seasons, a chef de partie can become a head chef and take charge of a team of up to 60 people
 15% of G.Os take on greater responsibility from one season to the next
 100% of Resort directors and 70% of Resort managers arrived from previous positions within the company

In 2019 - the pre-Covid-19 reference year - in Europe, Africa and the Middle East:

700 employees trained for new posts
 500 G.Os accessed new management roles
 500 managers enhanced their competency

All examples of the means deployed by Club Med to pursue the company’s commitment to young employees. And these initiatives are paying off since, this year once again, Club Med is among the favourite potential employers of students and young graduates (study conducted by Harris Interactive, 2021).

Up to 850 G.Es & G.Os, sought this spring and summer, are set to experience a unique working environment

To satisfy the expectations of its high-end clientèle, Club Med, in preparation of the spring and summer season, is looking to recruit 850 personalities. Each will have the soft skills and savoir-faire that reflect the company’s five values: kindness, responsibility, multiculturalism, freedom, and pioneering spirit.

- 30% for seaside Resorts
- 70% for mountain Resorts

Club Med offers more than just expertise. G.Es & G.Os get to live a unique experience, filled with challenges for today that will transform their tomorrow. Employees also enjoy the privilege of working with multicultural teams and in Resorts located in the most heavenly places.

In keeping with the Club Med spirit, candidates are invited to take part in the *Meet up live* campaign that will take place simultaneously in Resorts across France at the end of March. This large-scale operation provides an opportunity to find new recruits who will take up their posts in spring/summer, or for the next winter season.

Up to 850 talents sought for 6 specialism groups, for a truly unique experience

HOSPITALITY & CATERING- 570 positions

220 positions

Accommodation
public /common areas Housekeeper,
room attendant, executive housekeeper,
butler...

160 positions

Restaurant & Bar
bartender, restaurant employee,
dishwasher, wine consultant...

150 positions

Kitchen
baker, butcher, pastry chef, chef de
cuisine...

40
positi
ons

Reception
Front desk agent, bellboy, receptionist,
night auditor, reception and services
supervisor, etc.

WELL-BEING - 35 positions

35 positions

Care
SPA practitioner/beautician,
hairdresser

Performance arts- 5 positions

5 positions

Back & On Stage
Sound & light, DJ

CHILDCARE - 180 positions

100 positions

Baby/Petit Club
Petit Club coordinator, childcare
assistant, early childhood educator,
childcare nurse

80 positions

Mini Club
Mini Club coordinator, Junior Club
coordinator

SPORTS - 30 positions

30 positions

Water & Land Sports
lifeguard, sailing instructor, golf
instructor, fitness instructor

SUPPORTS & SALES - 30 positions

20 positions

Technical services
electrician, driver, painter, plumber,
multi-task maintenance technician,
assistant technical services manager...

10 positions

Sales
retail sales associate

Details of job vacancies can be found on [ClubMedJobs.com](https://www.clubmedjobs.com)

Join the Club Med Jobs community on [Twitter](https://twitter.com/ClubMedJobs), [Instagram](https://www.instagram.com/ClubMedJobs) and, for the first time, also on [Tik Tok](https://www.tiktok.com/@ClubMedJobs)

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About Club Med

Club Med, founded in 1950 by Gerard Blitz & Gilbert Trigano, invented the all-inclusive holiday club concept, adding in activities especially for children with the creation of the Mini Club in 1967. Led by its pioneering spirit, Club Med seeks out exceptional destinations and sites.

Thanks to the support of its shareholder Fosun Tourism Group and the implementation of the « upscale, global and HappyDigital » strategy, Club Med is now the worldwide leader of premium resort all-inclusive holidays with a French touch for families and active couples. Club Med operates nearly 70 resorts, of which 80% of the capacity is classified Premium and Club Med Exclusive Collection.

Present in 32 countries around the world, Club Med employs nearly 25,000 Gentils Organisateurs (G.Os) and Gentils Employés (G.Es) worldwide committed, representing 110 nationalities.