



LEVEL UP TO WORLD CLASS

Emerging Leaders Program

Flutter™

adjarabet

bet nacional

betfair

FANDUEL

JUNGLEE GAMES

MAXBET

PADDYPOWER.

POKERSTARS

Sisal

SNAI

sportsbet

tombola

sky bet

sky gaming

EMERGING LEADERS PROGRAM

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A fast-track to global leadership at Flutter

Flutter is the global leader in sports betting and gaming, entertaining millions of players through iconic brands including FanDuel, Paddy Power, Sisal, PokerStars and Betfair.

We're ambitious and never stop pushing for better. We back bold ideas, supporting each other to make them happen – because winning is a team sport. Moving with agility, we collaborate across borders to get things done and make an impact. United as a global organization, we leverage our scale to change our industry for the better. As the global leader, we set the pace and change the game – and you are how we win tomorrow!



Looking for a global career that matches your ambition?

Our **Emerging Leaders Program** is Flutter's fast-track for team players like you who want to **shape the future of gaming, sports and entertainment**, while **building a global career**.

We won't just nurture your leadership skills – we'll help you shape a **future career** with **global impact**. Over three years, you will:

- Rotate every **12 months**
- Work across **three different countries and roles**
- Gain experience across a **variety of brands and functions**
- Step into **real roles** with **real accountability**

New people.

New cities.

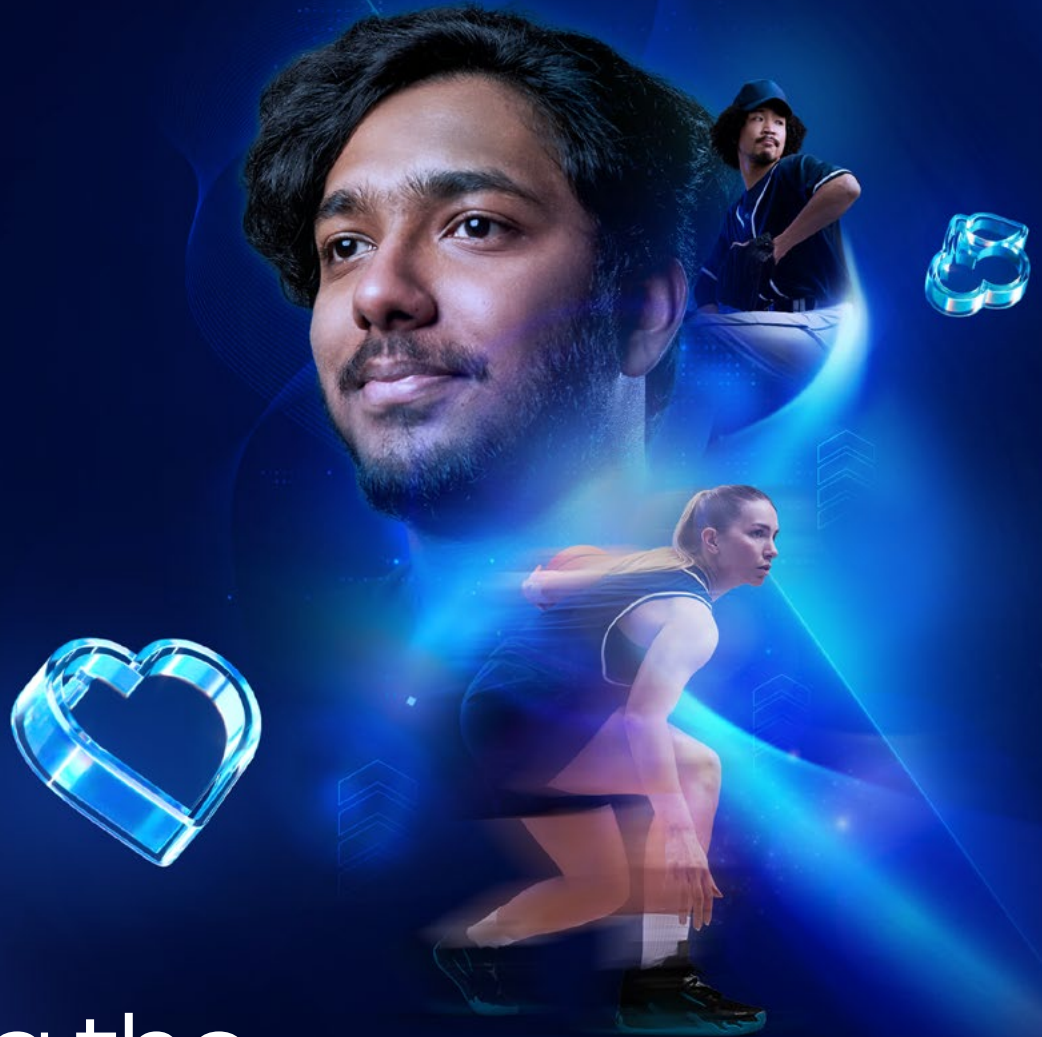
New challenges.

Zero chance of getting bored.

If you want a career that moves as fast as you do, this is where you start.

[Find out how to apply](#)

Flutter[™]



Building the next generation of global leaders

This is an exclusive, **global career accelerator** built to create Flutter's next generation of **succession-ready senior leaders**. It **deepens international collaborations, cross-market experience** and **future-focused leadership** capability.

If you are ambitious for the top job, thrive on global mobility and are driven to get things done, this program is for you. It will give you:

- Three sets of 12-month rotations across three countries
- Access to real roles with real accountability, across areas like:
 - Sportsbook & iGaming
 - Product & Strategy
 - Commercial & Data
 - Finance, Risk and more...
- Structured learning, coaching and development planning

This is not shadowing. This is **leading, learning** and **delivering at scale**.

Who the program is for

We're looking for globally minded, curious and ambitious individuals who want to build something bigger than themselves.

Have an **MBA**
(or equivalent)
and meaningful
business
experience

Are energized by
mobility, change
and **challenge**

Enjoy immersing
yourself in different
cultures, markets
and **perspectives**

If you're driven, humble, open-minded and ready to grow as a leader on a global stage, this is where your career journey starts.



The selection process

Our recruitment and assessment is rigorous and transparent, giving you a clear view of Flutter, the program and what success looks like.

You'll go through a multi-stage selection journey that explores your leadership potential, business capability and readiness for global opportunities, alongside your values and ways of working.

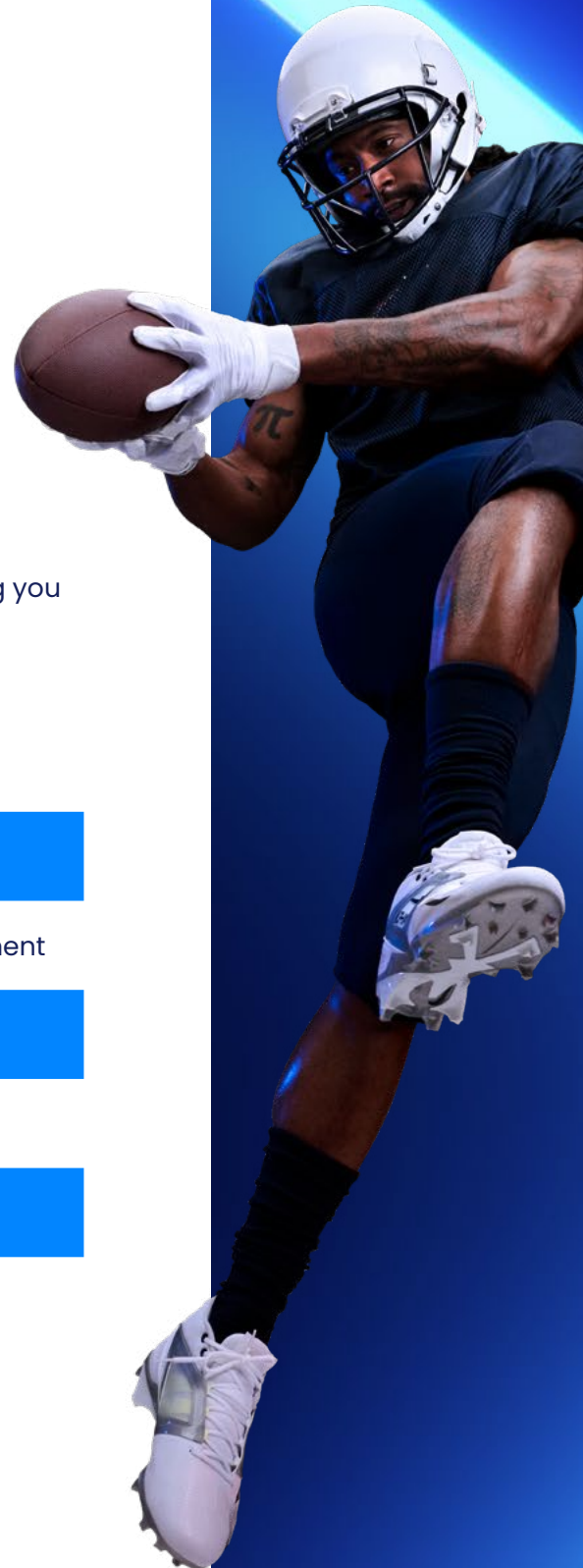
January - February 2026 Applications open

February - March 2026 Video interview and leadership assessment

March - April 2026 In-person interviews

May 2026 Offers made

September 2026 Program starts



Why Flutter?

Flutter combines the **power of global scale** with the **agility of iconic local brands**, making this a uniquely exciting place to build an international career. We operate some of the world's most innovative, diverse and distinctive brands for millions of customers across multiple regulated markets, including FanDuel, PokerStars, Paddy Power, Sisal, tombola, Betfair, MaxBet and more.

You'll get to experience Flutter's **global footprint** while feeling the **consistent DNA** that connects **how we think, work and win together** – playing your part in leveraging our significant global scale to change our industry for the better. It's all about Changing the Game – to deliver long-term growth while building a positive, sustainable future for all our stakeholders. Up for the challenge?



This program is a big deal in Flutter. It's built on collaboration, shared expertise and a fresh approach to mobility. You'll get access to senior executives, sponsorship from leaders who invest in your growth, and mentorship that stretches across markets and functions. You'll be encouraged to **learn fast** and **contribute boldly** with ideas that will shape the future of Flutter and the industry. From day one, you won't just be learning the ropes – you'll be trusted with real responsibility and the chance to make a tangible impact where it matters most.

Click on the icons to learn more about Flutter.



You can also find out more about what it's like to work at Flutter by visiting flutter.com/careers and by checking out our YouTube playlist.



“As we continue to scale globally, the decisions that matter most are being made closer to the customer, in increasingly complex markets. This program is about developing leaders who can take on that responsibility early, operate with confidence across borders, and deliver impact at the highest levels of the business.”

**PETER JACKSON,
CHIEF EXECUTIVE OFFICER, FLUTTER**

“Nothing we do at Flutter can be described as ‘normal’ and that definitely applies to how we grow talent across our business. The Emerging Leaders Program shows our long-term commitment to developing world-class leaders. We place our bets on talent at every level because talent is our multiplier.”

**LISA SEWELL,
CHIEF PEOPLE & ADMINISTRATIVE OFFICER, FLUTTER**

“We’ve created an immersive program that offers successful candidates the chance to develop their financial and commercial acumen, strategic thinking and entrepreneurial skills in a dynamic and innovative company.”

**NICK HYDE,
ENTERPRISE TALENT & EXECUTIVE ACQUISITION PARTNER,
FLUTTER**



Step up. Level up.

Ready to take your leadership career up a gear? This is a rare opportunity to **fast-track your growth**, **build global leadership capability** and **make a real impact** at a company that matches your ambition.

Places on the Flutter Emerging Leaders Program are limited and highly competitive. If this sounds like the challenge you've been waiting for, don't wait – visit our [careers page](#) to start your journey with Flutter today.

Frequently asked questions

Program structure and rotations

How many rotations are included in the program, and how long is each rotation?

Three sets of 12-month rotations.

Can I choose my rotation placements?

No, rotations will be preassigned, and the roles will be live business roles at a Head-of level, or equivalent.

Will I have a dedicated mentor or coach?

Yes, you will have a dedicated rotation mentor and Talent Partner, along with access to coaching and development opportunities.

Assessment and selection process

What assessments will I need to complete as part of the hiring process?

If your application is successful, you'll complete three stages of assessment:

Round one – February/March 2026: A short online video interview.

Round two – March 2026: A second online assessment, Leadership Insights. It is designed to give you a clear, consolidated view of your leadership strengths.

Round three – March/April 2026: An interview and assessment day.

How can I prepare for the interview or assessment day?

The interview will focus on behavioral-based questions, and the assessment day will include a mix of exercises and individual conversations with senior leaders. We strongly recommend researching Flutter and its brands in advance.

When will I receive feedback?

In May 2026.

Eligibility and academic requirements

What qualification do I need to have?

MBA or equivalent post-graduate/exec qualifications. You'll also need a minimum of three years' work experience and must be able to be globally mobile for three years to complete three sets of 12-month rotations.

Do you accept international qualifications?

Yes, we accept international qualifications – MBA or equivalent post-graduate/exec qualifications.

International mobility and travel

Will I be expected to travel or relocate during the program?

Yes, you will be expected to work in three different countries during the program.

Does the program support relocation costs for rotations in other countries?

Yes, Flutter covers relocation costs.

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Visa & work authorization

Do you sponsor work visas for international candidates?

Yes, Flutter sponsors visas, however, there might be some exemptions due to the lead time.

If my visa expires during the program, will the company renew it?

Yes, Flutter will assist with visa renewal. Subject to the type of visa required.

Onboarding and start dates

When does the program start, and is the start date flexible?

The official program start date is September 2026, however, we can be flexible and onboard you to the program as early as May 2026, subject to roles and candidate availability.

Is there a formal onboarding or induction week?

Yes, there will be formal onboarding to the program.

Performance and progression

How will my performance be evaluated during the program?

Your development is individual, not generic. You will have a personalized development plan informed by your own experience, assessments and feedback. This will be regularly reviewed with our dedicated talent partner. You will be assessed on delivery, performance and leadership impact in each rotation.

Support and development

Will there be opportunities for networking with senior leaders?

Yes, this program provides exposure to senior leaders across Flutter.

Company culture and inclusion

How do you support diversity and inclusion within the program?

We're working to be an inclusive employer, and we encourage people from all backgrounds, ways of thinking and working to apply. Everyone brings different perspectives and experiences; you don't have to meet all the requirements listed to apply for this role. If you need any adjustments to make this role work for you, let us know and we'll see how we can accommodate them.

Are there employee resource groups that ELP attendees can join?

Yes, there are many different resource groups that ELP attendees can join and they vary depending on the brand and location.

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Reapplication policy

If I'm unsuccessful this year, can I reapply?

Yes, you can reapply for the program.

Hybrid and remote working

Is remote or hybrid working allowed on this program?

Yes, at Flutter we offer hybrid ways of working.

Program logistics

How many ELP program attendees do you hire per cohort?

We are planning to hire 10 ELP attendees for the 2026 program.

Do ELP attendees work on real projects or shadow teams?

Yes, ELP attendees work on real projects in real roles.

Contact and queries

Who can I contact if I have questions about my application or adjustments?

You can contact us on: elp@flutter.com

The Flutter logo is centered on a dark blue background with light blue geometric shapes. It consists of a stylized 'F' icon followed by the word 'Flutter' in a white, sans-serif font, with a small 'TM' trademark symbol to the upper right of the 'r'.

If you have any questions or need help with your application,
please contact elp@flutter.com