EF Education, 360 Global Trainee Program (18 months)

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Company name
EF Education First Japan Ltd.

Job description

*You can apply for this position from here.

360 Global Trainee Program
Location and Timeframe: 18 months, based in Tokyo (Shibuya)

About the Program

We’re looking for exceptional graduates with 360 degrees of talent and vision to join our highly selective 18-month global trainee program.

Your year as a 360 trainee will be life changing. Through hands-on experiences, you will gain knowledge, insight, and skills to launch a dynamic EF career. Throughout the program, you’ll be exposed to multiple facets of one of our 17 business units, developing extensive hands-on knowledge of the industry, and building a powerful network of contacts and mentors across the organization.

The Role

This is as much a mission as it is a job. You'll work closely with a senior EF executive who will serve as your mentor and manager, guiding you throughout the program. Your responsibilities will be diverse and impactful. You could be asked to:
• Propose a design for a new mobile application
• Create a global marketing campaign
• Analyze data to launch a product in a new market
• Identify growth opportunities through AI-powered insights
• Design and execute performance-driven digital marketing initiatives
• Leverage analytics to optimize customer journeys and drive business results

No assignment is too big or too small for a 360.

You'll also participate in interactive global summits to connect with other 360s and deepen your understanding of EF's products and our leadership in international education.
Expect to be challenged, given real responsibilities, and drive exciting projects alongside international colleagues. You'll need a sharp combination of strategic thinking, creativity, and analytical skills to lead and contribute effectively.

The role starts in September 2025.

Requirements
• Higher academic degree from a top university
• Fluency in English and at least one of the following: Mandarin, Korean, Japanese
• International work and/or study experience
• Demonstrated leadership experience

Talents and Skills
• You have an entrepreneurial mindset and treat every project as if it were your own business
• You're results-driven, hands-on, and see challenges as opportunities
• You're a natural leader who brings out the best in others
• You're not afraid to work with stars—because you are one yourself
• You're flexible, innovative, and thrive in fast-paced, multicultural environments
• You have a strong grasp of digital marketing, growth strategies, and data-driven decision making
• You're curious about emerging technologies like AI and their role in transforming business and education

Application

Please submit your resume and cover letter online. We review applications on a rolling basis, so early submission is encouraged.

About EF Education First
At EF we believe that the world is better when people try to understand one another. Since 1965, we have helped millions of people see new places, experience new cultures, and learn new things about the world and about themselves. Our culturally immersive education programs—focused on language, travel, cultural exchange, and academics—turn dreams into international opportunities.
When you join EF, you join a multicultural and diverse community working across more than hundreds of schools and offices in 50 countries, all with one shared mission of opening the world through education. Whoever you are, whatever you are passionate about—we welcome you and want you to bring that to work every day. EF is proud to be an equal opportunity employer, and we are committed to inclusion and belonging across race, ethnicity, gender, age, religion, caste, parental status, identity, experience and everything else that makes you unique.

Founded in Sweden in 1965, EF has schools and offices around the world, including hubs in Boston, London, São Paulo, Tokyo, Zürich, and more. Learn more athttps://www.ef.com. EF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.
All positions are subject to a criminal background and and/or reference checks, as applicable.

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