

Guide to MBA Recruitment in the **Top 100 Companies in Europe**

October 2020



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UTILITIES

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| Company Name | Programme News | Deadline Date |
|---|--|---|
| BMW | UK Graduate Programme opens 1 st October (bachelor's degree) | 30 th October 2020 |
| FCA | Corporate Leadership Development Program - Job ID: 1037915 – US 2021 Brand Product Marketing/Product Planning Internship – Job ID 1041423 – US Several 2021 Internship Programmes are open for application. These are not MBA-specific but may be of interest. | Will close once full |
| BNP Paribas | VIE Programmes – Europe (not MBA-specific) | Apply ASAP |
| Deutsche Börse Group | Intern / Working Student - Corporate Office (f / m / d) – Germany | Apply ASAP |
| Dassault Systemes | INTERNSHIP - Business Law & Contract Law (M / F) - France | Apply ASAP |
| ING V | Although not MBA-specific ING is currently recruiting for the ING International Talent Program in various tracks and locations in Europe. IITP Poland – Finance, HR, Risk, Retail and Wholesale Banking Tracks ING International Talent Program 2019 – Belgium IITP Romania – Risk, Retail Banking and Finance Tracks. International trainee (m / f / d) risk management - Germany | Will close when full |
| Munich Re | International Graduate Trainee Programme (Munich) Several internship positions are open, it should be noted these are not MBA-specific. | ASAP |
| Société Générale | The General Inspection Program (not MBA-specific) TRAINEE: Sustainable Finance APAC – Hong Kong- 20000HY6 Trader Assistant - Intern/Trainee – Japan - 20000H7H | 30 th November 2020 Apply ASAP will close when full |
| Unibail-Rodamco-Westfield | International Graduate Program - MBA Associate - COR0007R – US International Graduate Program - (F/M) – JBR_00000042 - France (opens November 2020) International 2021 Graduate Program (m/w/d) - JBR_00000094 – Austria International Graduate Program - (F/M) - JBR_00000083 – The Netherlands International Graduate Program - Germany (m/f/d) - JBR_00000686 International 2021 Graduate Program - Poland (m/f/d) - JBR_00000160 International Graduate Program – Spain - JBR_00000053 | Recruitment takes place all year round, applications will be stored until the next programme is ready to start. |
| UniCredit | Impact Group Graduate Program – opened 28 th September 2020 | ASAP |
| Deutsche Post DHL | International Graduate Program – opens 1 st October 2020 UK Graduate Programmes – open 1 st November 2020 | ASAP |

| Company Name | Programme News | Deadline Date |
|-------------------------------------|--|---|
| BASF | TOP START International Business Leader Program (m/f/d) – Job ID EN56779314_ONLE_12 – Germany Leadership Development Program (LDP) Internship - MBA Summer 2021-2001656 – US Leadership Development Program (LDP) - MBA Class of 2021-2001638 – US Leadership Development Program (LDP) - MBA AEF Class of 2021-2001634 – US Leadership Development Program (LDP) - MBA Class of 2021-2001638 – US | Apply ASAP |
| Henkel | MBA Intern Roles – US | Will close once full |
| Bayer | Business Analytics MBA Intern - Reference Code: 229561 – US Marketing MBA Intern - Reference Code: 229541 – US NA Business Consulting - Consultant, 2021 Hire - Reference Code: 216381 – US NA Business Consulting - Senior Consultant, 2021 Hire - Reference Code: 216364 - US | |
| Beiersdorf | BEYOND BORDERS Management Trainee Finance & Controlling Programme BEYOND BORDERS – Management Trainee Supply Chain & Engineering | 11 th October 2020 4 th October 2020 |
| Michelin | Global Leadership Program - Michelin North America, Inc. R-2020011573 | ASAP |
| Siemens AG V | Finance Excellence Program Associate - 212652 – Germany CEO* Program Associate - 212651 – Germany Siemens Graduate Program for Siemens Real Estate (f/m/d) – Germany – 217785 | Rolling application, apply ASAP |
| AXA | Global Graduate Program (not necessarily MBA-specific). Belgium, France, Germany, India, Japan, Mexico, Switzerland, Thailand and the US. | Country dependant. |
| EDP | EDP Professional Internships 2020 - Portugal | Apply ASAP |
| Snam | Junior CEO Office – MBA – Italy | Apply ASAP |
| Deutsche Telekom AG | 2021 Trainee Program, Finance, Inhouse Consulting or Technology and Innovation – Germany (not MBA-specific) | 31 st January 2021 |

| Company Name | Programme News | Deadline Date |
|------------------------|---|--|
| RWE | The Support Function Graduate Programme, Essen, Swindon and Singapore. Opens 16th November 2020 The Commercial Graduate Programme, Swindon. Open The Commercial Graduate Programme, Singapore. Closed The Commercial Graduate Programme, Essen. Opens 14.12.2020 The RWE Finance Graduate Programme. Opens 25.01.2021 (open to master's graduates) | 17 th January 2021 25 th October 2020 N/A 13 th February 2021 28 th March 2021 |
| Veolia | Several VIE Pangeo roles are open for application | Will close once full. |

* *Deadline date not available at the time of publication, programmes may close as soon as all positions are filled. Please monitor the links to the company websites for the latest on deadline dates.*

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| Company | <p>Airbus Group PO Box 32008, 2303 DA Leiden, The Netherlands airbusgroup.web@airbus.com UK Address: Floor 2, Wellington House, 125-130 Strand, London, WC2R 0AP. UK Tel: +44 20 7395 7800</p> <p>www.airbusgroup.com</p> |
| Key contacts | <p>UK Careers email: graduates@airbus.com</p> |
| How to Apply | <p>Visit Careers. There is no specific MBA programme, but Airbus Group offers a variety of graduate programmes across its three divisions: Airbus, Airbus Helicopters and Airbus Defence and Space. Go to Students and Graduates and click Graduates. Graduates based in the UK may be interested in the UK Graduate Programme (2 year programme (3 years for Finance) combining a number of rotational placements with specialist training in the UK, as well as in France and Germany). Apply for the graduate programmes through the Job Market. All vacancies and programmes must be applied for online. Interested applicants can search for vacancies by country and apply online at the Jobs and Applications section. Airbus is also on LinkedIn.</p> |
| International Opportunities | <p>International opportunities are available. Search for vacancies worldwide and apply online. Airbus holds Events which may be of interest. Graduates may be interested in the Airbus International Graduate Programme, a 2 year programme including work experience in different divisions and countries.</p> |
| Visa Sponsorship | <p>Airbus will help non-European candidates to get a visa and work permit once selected for a position. See FAQ.</p> |
| Internships | <p>Airbus also runs a range of internships in the UK (generally lasting 6-12 months), France, Germany and Spain. To qualify, you must be enrolled in a university and be looking for a placement that will last between 3 months and 1 year (in Germany internships shorter than 3 months are also possible).</p> |
| Key Dates | <p>Applications for the UK Graduate Programme have closed. Applications for the 2022 Airbus International Graduate Programme is now closed and will reopen in 2021. Airbus has several internship opportunities available; these are not MBA-specific, however.</p> |
| Additional Information | <p>Airbus is a global leader in aeronautics, space and related services. In 2019 it generated revenues of €70.5 billion and employed a workforce of around 134,000. Airbus offers the most comprehensive range of passenger airliners. Airbus is also a European leader providing tanker, combat, transport and mission aircraft, as well as one of the world's leading space companies. In helicopters, Airbus provides the most efficient civil and military rotorcraft solutions worldwide.</p> |

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| Company | Safran 2, Boulevard du Général Martial Valin, 75724 Paris Cedex 15 – France Tel: (33) 1 40 60 80 80 Fax : (33) 1 40 60 81 02 www.safran-group.com |
| Key contacts | Contact via website. |
| How to Apply | Visit Talent for the main careers page. Although there is no specific MBA programme, interested parties can view a wide range of career opportunities by area of interest at Our Careers . Current vacancies can be viewed at Job Openings . Graduates based in the UK may be interested in the Safran UK Graduate Schemes (2-year programmes). Apply for the graduate programmes through the Job Openings . |
| International Opportunities | Safran operates in 60 countries globally – there are links to regional offices . |
| Visa Sponsorship | No information found. |
| Internships | There are many internships available at Safran. To view the available internships interested candidates should view the Job Openings page and filter to internship under contract. During 2019, 6,000 student and intern placements took place throughout Europe. |
| Key Dates | Safran recommend that candidates interested in graduate schemes and internships should apply between March and July, with video interviewing taking place in December. Openings may be available all year round. Go to Talent News for a list of recruitment events. |
| Additional Information | Safran is an international high-technology group, operating in the aircraft propulsion and equipment, space and defense markets. Safran has a global presence, with more than 84,000 employees and sales of 24.6 billion euros in 2019. Working alone or in partnership, Safran holds world or European leadership positions in its core markets. Safran undertakes Research & Development programs to meet fast-changing market requirements, with total R&D expenditures of around 1.3 billion euros in 2019. |

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| Company | <p>BMW Group Petuelring 130, 80788 München, Germany Tel: +49 89 382-17001</p> <p>UK Address: Summit ONE, Summit Avenue, Farnborough, Hants. GU14 0FB Tel: +44 (0) 1252 920 000</p> <p>www.bmwgroup.com</p> |
| Key contacts | <p>Applicant hotline Tel: +49 (0)89 382 17001. Email: bewerber.hotline@bmw.de UK Career number Tel: +44-1344 480543. Email: hr.services.recruitment@bmwgroup.co.uk</p> |
| How to Apply | <p>Visit Global Careers. There is no specific MBA graduate programme but the 18 month Global Leader Development Programme (GLDP) requests that Master's degree are preferable. Graduates based in the UK may be interested in the UK Graduate Schemes (2-year programmes). Apply for the graduate programmes through the Job Openings. For current job vacancies applicants should go to the Job Market where it is possible to search all available openings and job listings as well as allowing a more skill specific search.</p> |
| International Opportunities | <p>BMW are represented in more than 140 countries. Go to Locations for full details. The Global Leader Development Programme is available in the following countries: Austria, Germany, UK, Brazil, Mexico, the US, China, India, Japan, South Korean, Malaysia, Singapore, Thailand and South Africa. Graduate Programmes are also available in the UK.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>BMW Group offer a wide range of Internships, each varying in length. For open intern vacancies visit the Job Openings section and filter for Internship.</p> |
| Key Dates | <p>The recruitment process for the Global Leader Development Programme (GLDP) starts between January and March for intakes between April and May, and/or between June and August for intakes between September and November. The application window for the 2020 intake for GLDP in Germany is closed 30th September. Applications for the UK Graduate programme close 30th October 2020.</p> |
| Additional Information | <p>With its four brands BMW, MINI, Rolls-Royce and BMW Motorrad, the BMW Group is the world's leading premium manufacturer of automobiles and motorcycles and also provides premium financial and mobility services. The BMW Group production network comprises 31 production and assembly facilities in 15 countries; the company has a global sales network in more than 140 countries. In 2018, the BMW Group sold over 2,500,000 passenger vehicles and more than 175,000 motorcycles worldwide. As of 31 December 2019, the BMW Group had a workforce of 126,016 employees and revenues amounting to € 104.210 billion.</p> |

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| Company | Continental AG Vahrenwalder Straße 9. D-30165 Hannover Tel: +49 511 938-01 www.conti-online.com |
| Key contacts | Via the website at individual offices. General enquiries relating to jobs and careers can be submitted via the online contact form at Contact Careers . |
| How to Apply | Via Careers . There is a career section dedicated to Graduates . Continental operate a number of graduate programmes which require a master's degree: Corporate IT (2 year programme, Master's degree in IT or Economics/Engineering/Natural Sciences majoring in IT required), Continental HR (2 year programme, Bachelor's or Master's degree in human resources, business, economics, psychology, social sciences, or similar required), Corporate Purchasing (19-24 months), Corporate Finance (2 year programme, You are a university graduate with excellent achievements during your master or MBA degree in finance and controlling, economics or similar) and DRIVE Continental Automotive (2 year programme). There is an Job portal, along with comprehensive hints for application. For a list of current global opportunities visit Job Search . |
| International Opportunities | Go to locations for details of Continental's global coverage. |
| Visa Sponsorship | No information found. |
| Internships | Continental offer a wide range of Internships , each varying in length. For open intern vacancies visit the Job Vacancies section and filter for Internship. |
| Key Dates | The graduate programmes start 1 st September (DRIVE starts 1 st October and 1 st May). To receive information about when candidates can apply for the next programme, set up a personal job agent – create subscription . The next program round for the Corporate Finance Programme with a hiring location being Hanover is expected to start on September 1, 2021. |
| Additional Information | Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2019, Continental generated sales of €44.4 billion and currently employs more than 244,000 people in 60 countries and markets. |

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| Company | <p>Daimler AG 70546 Stuttgart, Germany</p> <p>Tel: +49 711 17 0 Email: dialog@daimler.com</p> <p>www.daimler.com</p> |
| Key contacts | <p>Individual vacancy descriptions (accessed via the job search facility – see Careers) contain details of the relevant HR/recruitment contact person. Expert Truck Graduate scheme: experttrack_trucksandbuses@daimler.com Internships: recruiting.students@daimler.com INspire Recruiting: inspirerecruiting@daimler.com</p> |
| How to Apply | <p>Visit Careers. There is no specific MBA recruitment programme. However, Daimler operates a future leaders' program called INspire, which are 24 month programs with international scope that will enable participants to take leadership responsibilities afterwards. There are 4 programs: Leaders' Lab, the Next Generation Retail, Mobility Lab (all applicants need a Master's degree) and Truck and Buses Experience. Interested applicants are advised to apply for specific vacancies via the Job Search facility. To receive job vacancies via email, sign up to Job Newsletter.</p> |
| International Opportunities | <p>Opportunities exist in Africa, Asia, Australia & Pacific, Europe, North America and South America. Go to Job Search - Locations.</p> |
| Visa Sponsorship | <p>Daimler will help prepare you for international assignments.</p> |
| Internships | <p>Daimler offer a wide range of Internships, each varying in length. For open intern vacancies visit the Job Portal and filter for Internship.</p> |
| Key Dates | <p>Applications for Leaders' Lab 2021 will be announced here at the end of this year. Go to Events for a list of recruitment events.</p> |
| Additional Information | <p>Daimler AG is one of the world's most successful automotive companies. With its Mercedes-Benz Cars, Daimler Trucks, Mercedes-Benz Vans, Daimler Buses, and Daimler Financial Services divisions, the Group is one of the leading global suppliers of premium cars and is the world's largest manufacturer of commercial vehicles. Daimler Financial Services offers financing, leasing, fleet management, insurance, investments and credit cards as well as innovative mobility services. In 2019 3.4 million vehicles were sold and a workforce of around 298,000 people was employed. Our Group revenue amounted to €172.7 billion. The Group EBIT amounted to €4.3 billion.</p> |

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Company **Fiat Chrysler Automobiles**
Corporate Office: 25 St James's Street, London SW1A 1HA
Tel: +39 011 0061111 (Italy)
www.fcagroup.com

Key contacts FCA can be contacted through the links on the careers page.
Internships: stagefca@fcagroup.com

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| How to Apply | The careers website can be found at Careers . FCA offer the Corporate Leadership Development programme, where candidates must have a Master's degree and 2-6 years of work experience. Interested candidates should apply through the Job Search . FCA actively target business schools and recruit MBA graduates into key roles. It is possible to carry out job searches by going to Job Search to submit an application. |
| International Opportunities | International opportunities are available subject to vacancy availability. |
| Visa Sponsorship | No information found. |
| Internships | University graduates can apply for an internship/trainee position by sending a CV to stagefca@fcagroup.com . |
| Key Dates | Subject to individual vacancy. The Corporate Leadership Development Program is open for application in the US. |
| Additional Information | <p>Fiat Chrysler Automobiles (FCA) designs, engineers, manufactures and sells vehicles and related parts, services and production systems worldwide. The Group operates over 100 manufacturing facilities and over 40 R&D centres; and it sells through dealers and distributors in more than 130 countries. FCA's automotive brands include Abarth, Alfa Romeo, Chrysler, Dodge, Fiat, Fiat Professional, Jeep®, Lancia, Ram, Maserati. The Group's businesses also include Mopar (automotive parts and service), Comau (production systems) and Teksid (iron and castings).</p> <p>In addition, retail and dealer financing, leasing and rental services in support of the Group's car business are provided through subsidiaries, joint ventures and commercial arrangements with third-party financial institutions.</p> <p>FCA is listed on the New York Stock Exchange under the symbol "FCAU" and on the Mercato Telematico Azionario under the symbol "FCA".</p> <p>The Group has approximately 192,000 employees globally and reported 2019 revenue of €108bn.</p> <p style="text-align: right;">Return to index page</p> |



Individual Company Profile

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|---------------------|--|
| Company | Renault 13-15 quai Le Gallo - 92513 Boulogne-Billancourt Cedex, France Tel: +33 (0) 1 76 84 04 04 group.renault.com www.renault.co.uk |
| Key contacts | Via website |

How to Apply

The Renault Careers website can be found at [Talent](#). In the UK, [Graduate programmes](#) for those with a minimum 2:1 degree are offered. The programme rotates through commercial departments such as Sales, Aftersales, Total Customer Experience and Marketing, learning about the Renault business and contributing to its success through challenging and rewarding projects. At the end of the programme trainees will be ready to take on their first management role. For details on how Renault recruit and job openings visit the [Join Us](#) page. To make a speculative application in UK visit [Send CV](#).

International Opportunities

The Renault Group has operations in 37 countries. For details, go to [Openings Around the World](#).

Visa Sponsorship

Renault would not offer sponsorship at this time.

Internships

Groupe Renault has internship openings in all areas of its business. For open intern vacancies visit the [Our Openings section](#) and filter for Internship.

Key Dates

Graduate Programmes are offered to graduates in current positions. The application window for the 2021 graduate programme is closed and will reopen late 2020, early 2021. For career events visit [Meet The Team](#).

Additional Information

A car manufacturer since 1898, Groupe Renault is an international multi-brand Group present in 134 countries and has sold nearly 3.9 million vehicles in 2018. Today, it has more than 179,000 employees, 39 manufacturing sites and 12,700 outlets in the world.

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| Company | Volkswagen Personalmarketing, 38436 Wolfsburg. Germany Application hotline: +49 (0)5361-9-36363 www.volkswagenag.com |
| Key contacts | All applications and enquiries should be made via the website. |
| How to Apply | The careers website can be found here . Although there is no specific MBA recruitment programme, Volkswagen has two graduate programmes designed for university graduates. StartUp Direct (24 month) which is a trainee programme for direct-entry candidates. Interested candidates should visit the Job Search section and filter for Trainee programme StartUp Direct. StartUp Cross (18 month) programme which is for internationally minded university graduates. Interested candidates should visit the Job Search section and filter for Trainee programme StartUp Cross. |
| International Opportunities | Volkswagen is a global business. The Job Portal is in German. StartUp Cross - The aim of the trainee scheme is to promote and develop highly qualified trainees from technical and business courses with an above-average level of training who have already spent time abroad and are internationally minded. The entire StartUp Cross scheme can be completed within 18 months including a three-month period spent working abroad. |
| Visa Sponsorship | Volkswagen offer a Foreign Service Employee scheme , where they help employees work abroad. |
| Internships | Volkswagen has internship openings in all areas of its business. Durations range from 8 weeks to 6 months. Interested candidates should visit the Job Search section and filter for Praktikanten. |
| Key Dates | Opportunities and dates vary by region. Candidates can apply for StartUp Cross and Direct at any time. For career events visit Events . |
| Additional Information | The Volkswagen Group, with its headquarters in Wolfsburg, is one of the world's leading automobile manufacturers and the largest carmaker in Europe. In difficult market conditions, the number of Group vehicles delivered to customers rose to 10.8 million in 2018 (2017: 10.7 million). The global car market share rose slightly to 12.3 percent. Group sales revenue in 2018 totalled € 236 billion (2017: € 230 billion), while earnings after tax amounted to € 12.2 billion (2017: € 11.5 billion). The Group comprises twelve brands from seven European countries: Volkswagen Passenger Cars, Audi, SEAT, ŠKODA, Bentley, Bugatti, Lamborghini, Porsche, Ducati, Volkswagen Commercial Vehicles, Scania and MAN. |

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|---|--|
| <p>Company</p> | <p>Banco Bilbao Vizcaya Argentaria Plaza San Nicolás, 4 - 48005 Bilbao UK Address: One Canada Square, 44th Floor, Canary Wharf, London E14 5AA</p> <p>www.bbva.com/en/</p> |
| <p>Key contacts</p> | <p>Via the website</p> |
| <p>How to Apply</p> | <p>The BBVA careers portal can be accessed via the Global Career Site or the Europe site. There is no specific MBA recruitment programme in operation. Interested applicants should can search for current opportunities.</p> |
| <p>International Opportunities</p> | <p>BBVA has a high international presence in Europe, USA, Latin America and Asia, operating in 30 countries worldwide. Visit the careers portal and search by country for global vacancies.</p> |
| <p>Visa Sponsorship</p> | <p>No information found.</p> |
| <p>Internships</p> | <p>No details on the website</p> |
| <p>Key Dates</p> | <p>Opportunities and dates vary by region.</p> |
| <p>Additional Information</p> | <p>Founded in 1857, BBVA is a customer-oriented global financial services group. The Group is the top bank in Spain and Mexico; has leading franchises in South America and the Sunbelt Region of the U.S.; and it is the largest shareholder in the Turkish bank, Garanti. Its diversified business is focused on high-growth markets and it sees technology as a key competitive advantage. Corporate responsibility is inherent to its business model, promoting inclusiveness and supporting research and culture. BBVA operates with the utmost integrity, long-term vision and best practices. It is also included in the main sustainability indexes. BBVA provide financial solutions to 79 million customers in more than 30 countries. As of 2019 BBVA employed more than 125,000 employees.</p> |

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| Company | Banco Santander Avda de Cantabria s/n 28660 Boadilla del Monte, Madrid, Spain Tel: +34 91 289 00 00 UK Address: 2 Triton Square, Regent's Place, London, NW1 3AN www.santander.com |
| Key contacts | Email: emergingtalent@santander.co.uk Tel: +44 (0)203 967 1990 |
| How to Apply | The Santander UK careers portal can be accessed via Realise Your Future . There is no specific MBA recruitment programme in operation, however Santander does offer six 24-month Graduate Programmes: Consultant, Software Engineer, Audit, Corporate and Commercial Banking, Corporate Investment Banking , and Retail and Business Banking . Apply via the graduate programme pages. |
| International Opportunities | For international opportunities visit the corporate Work With Us website . |
| Visa Sponsorship | Applications from job seekers who require sponsorship to work in the UK are welcome and will be considered alongside all other applications. However, non-EU/EEA candidates may not be appointed to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post, as the employing body is unlikely, in these circumstances, to satisfy the Resident Labour Market Test. |
| Internships | Santander offers 6 10-week paid internships in Banking . |
| Key Dates | Application period for the UK graduate programmes and internships are closed. |
| Additional Information | Banco Santander (SAN SM, STD US, BNC LN) is a leading retail and commercial bank, founded in 1857 and headquartered in Spain. It has a meaningful market share in 10 core countries in Europe and the Americas and is among the world's top banks by market capitalization. At the end of 2019, Banco Santander has 145 million customers, 13,800 branches and 196,000 employees. Santander made attributable profit of EUR 6,515 million. |

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| Company | BNP Paribas HQ: 16, Boulevard des Italiens, 75009, Paris, France +33 (0) 1 4014 4546 www.bnpparibas.com |
| Key contacts | Questions can be emailed to graduate.recruitment@uk.bnpparibas.com Visit Careers for full country by country contact information. |
| How to Apply | See Careers . There is no specific programme for MBAs. However, MBA level current vacancies can be searched for at Job Offers using the More Filters/ Level of Study tab. Graduate level positions are open to those with a strong degree in any subject – although Mathematics, Finance, Economics, Science, Business, Engineering and Computer Science are the most relevant. Candidates can also contact BNP Paribas at graduate.recruitment@bnpparibas.com for more information about their worldwide Graduate Programmes . |
| International Opportunities | BNP Paribas operate across the globe . BNP Paribas operates a VIE, an international corporate volunteer programme . Over 260 VIE positions are available each year. It is a 12-month and 24-month assignments at its subsidiaries abroad. |
| Visa Sponsorship | BNP Paribas support applications for candidates requiring a work permit. However, restrictions may apply depending on the region. |
| Internships | The bank offers 1,100 final-year internships in France lasting six months or more to talented young students. Find out more here . Summer and Spring Internships are available elsewhere worldwide, see Early Careers . |
| Key Dates | BNP Paribas recruit on a rolling basis so submitting applications early is recommended. VIE Programmes are currently being advertised. |
| Additional Information | BNP Paribas is a leading bank in Europe with an international reach. It has a presence in 71 countries, with over 198,000 employees. In 2019, BNP Paribas received the Top Employer Europe certification for the sixth year in a row. Awarded by the Top Employers Institute, the label recognizes the quality of our Human Resources policies at BNP Paribas. The Group has key positions in its three main activities: Domestic Markets and International Financial Services (whose retail-banking networks and financial services are covered by Retail Banking & Services) and Corporate & Institutional Banking, which serves two client franchises: corporate clients and institutional investors. The Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas Personal Finance is the leader in consumer lending. BNP Paribas is rolling out its integrated retail-banking model in Mediterranean countries, in Turkey, in Eastern Europe and a large network in the western part of the United States. |

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| Company | CaixaBank Av. Diagonal, 621, 08028 Barcelona. Spain www.caixabank.com |
| Key contacts | Via the website |
| How to Apply | Careers information can be found at Work with Us . The New Graduates programme is aimed at young graduates and Master's or Postgraduate students. The aim is to offer the opportunity to foster and enhance the professional experience of candidates who wish to join CaixaBank's corporate services. Also, on offer is the Young Management Programme , the programme is open to young people who have trained at top business schools and who have work experience, who are searching for professional development in different fields within Corporate Services. It is a chance to participate in projects within the area of your specialisation. Potential applicants are encouraged to join the Talent Network . Speculative CV's are welcomed. Existing vacancies can be viewed at Job Announcements . |
| International Opportunities | CaixaBank is present in over 50 countries. Search the global job opportunities by location to see local roles. |
| Visa Sponsorship | No information found. |
| Internships | No internships available. |
| Key Dates | Specific to individual vacancy. |
| Additional Information | CaixaBank is the current leader of the Spanish market. It has 15.4 million customers, the most extensive branch network in Spain with more than 4,400 branches, and 35,589 employees. CaixaBank is organized as an integrated financial group - with a banking business, insurance activities, and investments in international banks. It is growing both domestically and internationally, thanks to its proven experience in banking sector investments and its characteristic prudence. |

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| Company | <p>Commerzbank AG 60261 Frankfurt/Main Phone: +49 69 136-20</p> <p>UK Address: 30 Gresham Street, London, EC2V 3PG. UK Tel: +44 (0) 207 623 8000</p> <p>www.commerzbank.com</p> |
| Key contacts | <p>Campus Recruitment Team - UK (London) email: campusrecruitment@commerzbank.com or Tel: +44 (0) 20 747 55009 Talent Management Recruiting Team - Germany (Frankfurt) email: info-recruiting@commerzbank.com Tel: +49 (0) 800 1010159 Group Human Resources - US (New York) email: nyhrrecruiting@commerzbank.com Group Human Resources - Asia, email: RecruitmentHRAsia@commerzbank.com</p> |
| How to Apply | <p>Visit Careers. There is no specific MBA recruitment, however Commerzbank offer a number of Graduate Programmes: International Digital Development, Inhouse Consulting, Private & Business Clients, Risk Management, Finance & Controlling, Graduate Analyst (Corporate) and Graduate IT. These positions are aimed at candidates with relevant bachelor's or master's level qualifications. A good standard of German is also required. The Job Board displays current open opportunities.</p> |
| International Opportunities | <p>Visit Job Board for current global opportunities.</p> |
| Visa Sponsorship | <p>Commerzbank does not have a visa sponsorship policy. Applications may be made on a case by case basis.</p> |
| Internships | <p>Commerzbank offers Internships throughout the year in London, Frankfurt, New York and Asia. In London and Asia, internships could last between 8 weeks and 12 months. In Frankfurt and New York internships should last for a maximum of 6 months. Applications should be made via the online portal.</p> |
| Key Dates | <p>Details of employment events can be found online (German only). Applications for the graduate and internship programmes in the UK are expected to open in September 2020, the US, January 2021 and Asia, February 2021. Follow the links above for updates.</p> |
| Additional Information | <p>With approximately 1,000 branches, Commerzbank has one of the densest branch networks among German private banks. In total, Commerzbank serves more than 18 million private and small business customers, as well as more than 70,000 corporate clients, multinationals, financial service providers, and institutional clients. The Bank, which was founded in 1870, is represented at all the world's major stock exchanges. In 2019, Commerzbank generated gross revenues of €8.6 billion with approximately 48,500 employees.</p> |

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| Company | Credit Agricole SA 12 place des Etats-Unis, 92545 Montrouge cedex Tel: +33 (0) 1 57 72 90 45 www.credit-agricole.com |
| Key contacts | Applications should be made online so they can be directed to the appropriate country's recruitment team. No spontaneous applications accepted |
| How to Apply | Visit Careers . There is no specific MBA Recruitment Programme in operation although applications from MBA Graduates for open positions are very welcome. Apply online . Interested candidates are encouraged to Create an Online Profile . |
| International Opportunities | Visit Global Presence for details of Credit Agricole's vast network of international offices and Careers to begin an international job search. Credit Agricole also run a VIE (International Volunteering) programme aimed at advanced degree graduates. More than 150 VIE employees from Crédit Agricole CIB work at entities in the US, Asia and Europe throughout the year. Their large international network offers young graduates (Master's degree level) many opportunities to acquire professional experience abroad. As required by law, only candidates who have French nationality or are citizens of a country in the European Economic Area (EU plus Norway and Iceland) aged between 18-28, can apply for a VIE placement. |
| Visa Sponsorship | Crédit Agricole does not have a visa sponsorship policy. Applications may be made on a case by case basis. |
| Internships | Visit Students and Young Graduates for details of Internships. Every year, Crédit Agricole CIB employs more than 800 interns and 180 work/training staff within its business lines in France. Apply online . |
| Key Dates | For recruitment events, visit Meet with Us . Every year they run over 80 events for students and young graduates in France and internationally. These events are an opportunity to meet future employees. List of events is on their website here |
| Additional Information | Crédit Agricole CIB is the Corporate and Investment Banking arm of the Crédit Agricole Group, the world's number 12 bank measured by Tier One Capital (The Banker, July 2019). The Bank offers its clients a comprehensive range of products and services in capital markets, investment banking, structured finance and corporate banking. The Bank provides support to clients in large international markets through its network with a presence in major countries in Europe, America, Asia Pacific and Middle East and North Africa. |

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| <p>Company</p> | <p>Deutsche Bank Deutsche Bank AG, Taunusanlage 12, 60325 Frankfurt Am Main, Germany</p> <p>Tel: +49 (0) 69 91000</p> <p>www.db.com</p> |
| <p>Key contacts</p> | <p>Applications must be made via the online process and will be reviewed personally by one of the bank's MBA recruiters.</p> |
| <p>How to Apply</p> | <p>Deutsche Bank recruits MBAs from the leading Business Schools. See MBAs for more information. Applicants will be asked to define their preferences (choose MBA from the drop-down menu) and their country. For students working towards an MBA at a business school with 2-5 years' work experience, the distinguished Associate Training Programme for MBA graduates offers outstanding training and development. See Associate Training Programmes for details of the full-time programmes. Interested applicants should see the programme they are interested in applying to for more information.</p> <p>Candidates studying for an MBA in India who are keen to join Deutsche Bank India should apply to the Analyst Internship or Analyst Training Programmes which can be found in the Students and Graduates section of the website.</p> |
| <p>International Opportunities</p> | <p>The MBA Associates Programme is available in Germany, Japan, China/Hong Kong, Singapore, the UK and the US.</p> |
| <p>Visa Sponsorship</p> | <p>Deutsche Bank works in partnership with its immigration providers to sponsor candidates who are eligible for work visas in most countries. For more details see FAQ, Recruitment Process.</p> |
| <p>Internships</p> | <p>See Associate Internship Programmes for details of Internships. The duration of internships can differ across countries and programmes.</p> |
| <p>Key Dates</p> | <p>Go to Role Search for details. It is also worth interested candidates checking the Events calendar for upcoming events. See Current Vacancies for details and to apply. A number of internship roles are open in Germany, these are not MBA-specific, however.</p> |
| <p>Additional Information</p> | <p>Deutsche Bank provides commercial and investment banking, retail banking, transaction banking and asset and wealth management products, and services to corporations, governments, institutional investors, small and medium-sized businesses, and private individuals. Deutsche Bank is Germany's leading bank, with a strong position in Europe and a significant presence in the Americas and Asia-Pacific. The bank comprises five corporate divisions: Corporate & Investment Banking, Global Markets, Private & Business Clients, Deutsche Asset Management and Non-Core Operations Unit.</p> <p>Deutsche Bank employs approximately 87,500 people worldwide and 2019 revenues were €23 billion. Deutsche Bank is listed on both the Frankfurt (FWB) and New York stock exchanges (NYSE).</p> |

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| Company | Deutsche Börse Group 60485 Frankfurt/Main, Germany +49 (0) 69 2 11 0 www.deutsche-boerse.com |
| Key contacts | Main email: info@deutsche-boerse.com Contact can be made directly with the HR department. Email: career@deutsche-boerse.com Application hotline Tel: +49 (0) 69 21 11 18 10 Queries regarding the Graduate Programmes should be emailed to trainee@deutsche-boerse.com . |
| How to Apply | Visit Careers to search for open vacancies for graduates and how to apply. There are a number of 12-18-month graduate programmes available which are open to Masters graduates including those with a Master's in Business Administration. Graduate should apply through Jobs for Graduates . |
| International Opportunities | The company has a global presence and opportunities are available worldwide. Of interest may be the Deutsche Börse Group's Corporate Strategy Trainee Programme aimed at master graduates from all over the world with very good grades and preferably an international study background with focus on business administration, finance or economics. |
| Visa Sponsorship | No official policy. |
| Internships | Deutsche Börse Group has internship openings in all areas of its business. For open intern vacancies visit the Job Market for Interns . |
| Key Dates | Recruitment is ongoing subject to vacancy availability, interested graduates can view and apply to open vacancies online . |
| Additional Information | <p>As an international exchange organisation and innovative market infrastructure provider, Deutsche Börse Group offers its customers a wide range of products, services and technologies covering the entire value chain of financial markets. It organises markets characterised by integrity, transparency and safety for investors who invest capital and for companies that raise capital.</p> <p>Its business areas include pre-trading, i.e. the provision of indices and the dissemination of market data, services for trading and clearing (settlement) of investment instruments, and post-trading, i.e. custody of securities and other financial instruments, as well as services for collateral management and liquidity management. In addition, the Group develops state-of-the-art IT solutions and offers IT systems all over the world.</p> <p>With around 6,000 employees, the company has its headquarters in the financial centre of Frankfurt/Rhine-Main, as well as a strong global presence in Luxembourg, Prague, London and Zug, in New York and Chicago, in Hong Kong, Singapore, Beijing, Tokyo and Sydney – and at other locations for its customers all over the world.</p> |



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| Company | Dassault Systemes 10, Rue Marcel Dassault, 78140 Vélizy-Villacoublay, France Tel: + 33 1 61 62 61 62 www.3ds.com |
| Key contacts | Via website |
| How to Apply | There are no specific MBA programmes, but Dassault Systemes does offer graduate positions. Using the Job Search tool, enter Graduate into the search field. |
| International Opportunities | International job vacancies and internships can be searched using the Job Search tool. |
| Visa Sponsorships | No information found. |
| Internships | Internships are available. Search for Intern on the Job Search section. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | Dassault Systèmes, the 3DEXPERIENCE Company, provides business and people with virtual universes to imagine sustainable innovations. Serving 270,000 customers in 11 industries in 140 countries, from high-tech to life sciences, fashion to transportation, the company helps businesses and people around the world to create sustainable innovations for today and tomorrow. Get on board a leading and fast-growing company of 15,000 talented professionals. |

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| Company | Erste Group Bank AG Am Belvedere 1, 1100 Vienna, Austria www.erstegroup.com |
| Key contacts | Oesterreich - Doris Lauss, Recruiter – Tel: +43 (0)5 0100 – 15292 Doris.Lauss@erstebank.at Graduate Programme Erste Group Bank AG - Stefan Locker. Tel. +43 (0)5 0100 – 12957. Email: Stefan.Locker@erstebank.at Gabra Drgova Tel. +420 606 661 447 GDrgova@csas.cz Slovenská - Daniela Skorvankova Tel. +421 2 486 25530 skorvankova.daniela@slsp.sk Croatia - Vladimir Dujic Tel. +385 62 37 1256 vdujic@hr.erstebank.com Hungary - Monika Muzik Tel. +36 137 32 068 monika.muzik@erstebank.hu România (BCR) - Loredana Ichim Tel. +40 731144375 roxanaloredana.ichim@bcr.ro Serbia - Sandra Savatic Tel. +381 608 747 49 sandra.savatic.jovanovic@erstebank.rs |
| How to Apply | The careers website can be found at Graduate . There is no specific MBA recruitment programme but the Erste Group does offer an 18 month graduate programme Group Graduate Programme . Go to Positions Offered to search for current open opportunities. |
| International Opportunities | Opportunities are mainly in Austria or Eastern Europe. |
| Visa Sponsorship | No information found. |
| Internships | Erste offers internships in Vienna (not specifically aimed at MBAs but may be of interest to students with limited work experience). The duration of training lies between 4 to 6 months and applications are accepted at any time. The Summer Internship runs during the months of July, August or September. |
| Key Dates | The next round of the GGP will start in April 2021 and applications will be accepted from September 2020. Erste Group currently has a large number of Internships open for application (not MBA-specific). |
| Additional Information | Erste Group Bank AG was founded in 1819 as the first Austrian savings bank. Around 47,000 employees are serving 16.1 million clients in more than 2,300 branches in 7 countries. Erste Group is one of the largest financial services providers in Central and Eastern Europe. |

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| Company | GBL (Groupe Bruxelles Lambert) Avenue Marnix 24, B-1000 Brussels Tel: +32 2 289 17 17 www.gbl.be |
| Key contacts | Carine Dumasy, Office Manager: Tel: +32 2 289 17 17. Email: cdumasy@gbl.be |
| How to Apply | The GBL website does not contain any information relating to careers or job opportunities. Interested candidates should contact Carine Dumasy cdumasy@gbl.be to enquire about possible opportunities and speculatively apply for a position. |
| International Opportunities | N/A |
| Visa Sponsorship | No information found. |
| Internships | No information available |
| Key Dates | N/A |
| Additional Information | <p>Groupe Bruxelles Lambert (“GBL”) is an established investment holding company, with over sixty years of stock exchange listing, a net asset value of EUR 20 billion and a market capitalization of EUR 15 billion at the end of 2019. GBL is a leading investor in Europe, focused on long-term and sustainable value creation and relying on a stable and supportive family shareholder base. GBL strives to maintain a diversified high-quality portfolio composed of global companies, leaders in their sector, in which it can contribute to value creation by being an engaged professional investor. GBL seeks to provide attractive returns to its shareholders through a combination of a sustainable dividend and growth in its net asset value.</p> <p>Groupe Bruxelles Lambert is listed on the Euronext Brussels stock exchange (Ticker: GBLB BB ; ISIN code: BE0003797140) and is included in the BEL20 index.</p> |

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| <p>Company</p> | <p>ING Group Mailing Address: ING Groep N.V. PO Box 1800, 1000 BV Amsterdam. The Netherlands +31 20 5639111 www.ing.com/</p> |
| <p>Key contacts</p> | <p>Online Only.</p> |
| <p>How to Apply</p> | <p>ING operates the ING International Talent Programme (ITP). Although this is open to masters graduates (Bachelor degree in some countries), it may be of interest to MBA students with limited work experience interested in one of the six tracks that ING offer: Retail Banking, Wholesale Banking, IT, HR, Finance and Risk. Each track is a tailor-made four-year journey. For the first 12-18 months, candidates rotate between different assignments, jobs and possibly locations. This allows them to see different parts of the business and add value right from the start. It might even involve spending some time in a country. Expert training will be received in terms of project management, leadership skills, and personal development.</p> |
| <p>International Opportunities</p> | <p>For the latest application deadline dates, go to your country of choice, visit Choose your country.</p> |
| <p>Visa Sponsorship</p> | <p>ING is an Equal Opportunity Employer and accept applicants from all nationalities. ING will support candidates in the application process for a work permit and/or visa.</p> |
| <p>Internships</p> | <p>Although there is no formal internship programme, interns are frequently hired by ING. Visit Job Opportunities and search 'Intern' to view openings.</p> |
| <p>Key Dates</p> | <p>Go to Job Opportunities and select Starter/Graduates or Country from the search options. ING is currently recruiting for the IITP Program in Poland, Romania, Luxembourg, Germany and Belgium, follow the link and enter 'IITP' for details.</p> |
| <p>Additional Information</p> | <p>ING Group is a global financial institution of Dutch origin offering banking, insurance, and asset management to over 38.4 million private, corporate and institutional clients in 40 countries. With a diverse workforce of over 53,000 people, ING comprises a broad spectrum of prominent companies that increasingly serve their clients under the ING brand. Moreover, ING is currently among leaders in the Dow Jones Sustainability Index 'Banks industry' group. ING posted 2019 net result of EUR 4,781 million.</p> |

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| Company | <p>Intesa-Sanpaolo Piazza San Carlo 156, 10121 Torino, Italy</p> <p>Tel: +39 011 555 1</p> <p>www.group.intesasanpaolo.com</p> |
| Key contacts | Via the website |
| How to Apply | The careers website can be found at Careers . Intesa Sanpaolo offers the International Talent Program , a 2-year scheme in 4 different departments. Interested candidates can view current opportunities online. |
| International Opportunities | The Intesa Sanpaolo Group is predominantly based in Italy. However, Intesa Sanpaolo also has a presence in Central-Eastern Europe, and Middle Eastern and North African areas operating in 12 different countries. |
| Visa Sponsorship | No information found. |
| Internships | No information available on the website. |
| Key Dates | Applications for the International Talent Program are closed, monitor the link for details of the next cohort. Intesa Sanpaolo holds regular career meetings – details can be found here . |
| Additional Information | Intesa Sanpaolo is the banking group leader in Italy. Assisting more than 11,1 million of retail customers through a network of 4400 branches, it significantly supports the development of Companies and gives an important sustain to the country's growth. The Group has a selected retail banking presence in Central and Eastern Europe, the Middle East and North Africa, with approximately 1,200 branches and 7.8 million customers in 12 countries. Intesa Sanpaolo is also present in 29 countries in support of its corporate customers' cross-border business. |

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| Company | KBC Group Havenlaan 2, B-1080 Brussels, Belgium Tel: +32 2 429 1111 www.kbc.com |
| Key contacts | Via the website |
| How to Apply | There is no specific MBA recruitment. For information on openings at KBC visit Working at KBC . Each local HR department manages its vacancies and has its own recruitment process. Candidates can access all open positions by clicking the country of their choice at Joining Us . |
| International Opportunities | International opportunities are available throughout the world. Candidates can access all open positions by clicking the country of their choice at Joining Us . |
| Visa Sponsorship | No information found. |
| Internships | No information available on the website. |
| Key Dates | Specific to individual vacancy. |
| Additional Information | Formed in 1998 after the merger of two Belgian banks (Kredietbank and CERA Bank) and a Belgian insurance company (ABB Insurance). KBC is an integrated bancassurance group, catering mainly for retail customers, small and medium-sized enterprises and private banking clientele. It occupies leading positions on its home markets of Belgium and Central and Eastern Europe, where it specialises in retail bancassurance and asset management activities. Elsewhere around the globe, the group has established a presence in selected countries and regions. KBC is a group of more than 41,000 talented employees in different countries and has 12 million clients. |

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| <p>Company</p> | <p>Munich RE Koniginstr. 107, 80802, Munich, Germany</p> <p>Tel: +49 (89) 38 91-0</p> <p>www.munichre.com</p> |
| <p>Key contacts</p> | <p>All applications and enquiries should be made online.</p> <p>Email: eRecruiting@munichre.com</p> <p>Email: MRUK-Graduates@munichre.com</p> <p>Email: explore@munichre.com</p> |
| <p>How to Apply</p> | <p>There is extensive Careers information. Munich RE offers an EXPLORE International Group Trainee Programme which is aimed at candidates with a master's degree. A 24-month cross-divisional trainee programme that allows candidates to explore three different companies under the umbrella of Munich Re (Group). Munich RE also offers the International Graduate Trainee Programme which runs over a period of 24 months. The programme also comprises a three-month assignment to one of over 50 international offices. The International Graduate Trainee Programme is currently available in Munich, London, Milan, Princeton, Johannesburg, Sydney, Singapore, Beijing, Seoul, Hong Kong, and Tokyo. Please note that requirements and deadlines may differ depending on location. Candidates can find current vacancies at Current Job Opportunities.</p> |
| <p>International Opportunities</p> | <p>Job opportunities are available worldwide. Go to Current Job Opportunities for more information.</p> |
| <p>Visa Sponsorship</p> | <p>If applicants would like to take on a foreign placement, Munich RE are happy to assist you.</p> |
| <p>Internships</p> | <p>Munich RE offer a number of internships which last between six weeks and six months. Go to Current Job Opportunities for more information.</p> |
| <p>Key Dates</p> | <p>The application window for the EXPLORE International Group Trainee Programme has not yet been fixed, monitor the links above. Applications for the International Graduate Trainee Programme are now being invited. Career events can be found here.</p> |
| <p>Additional Information</p> | <p>Munich Re stands for exceptional solution-based expertise, consistent risk management, financial stability and client proximity. In the financial year 2019, Munich Re (Group) achieved a profit of €2,707m on premium income of €51,457m. It operates in all lines of insurance, with more than 39,000 employees throughout the world.</p> |

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| Company | Natixis 30, avenue Pierre Mendès-France, 75013 Paris Tel: +33 1 58 32 30 00 www.natixis.com |
| Key contacts | Online applications only |
| How to Apply | There is no specific MBA recruitment. Natixis does offer 18-month graduate programs across several Corporate & Investment Banking business lines in their EMEA, Asia and Americas platforms which may be of interest to those with little experience. Current direct hire job openings can be viewed here . |
| International Opportunities | Each year, Natixis offers 80 VIE in the largest financial capitals of the world such as New York, Hong Kong, London or Dubai. Lasting 12 to 24 months, the assignments mainly concern the financial markets (credit analyst, assistant traders, assistant sales, portfolio manager), financing and support functions. The VIE is the subject of a tripartite contract between you, Natixis and Business France. Alternatively, direct hire job opportunities are available worldwide. Go to Current Job Opportunities for more information. Natixis also offers |
| Visa Sponsorship | Candidates must be French or European citizens to apply for VIE positions. |

Internships

Each year, Natixis hosts nearly 900 [internships](#) (the vast majority of these are gap or end-of-studies internships lasting at least 5 months) in various professions. Interested candidates should visit the [vacancies](#) page and search for intern.

Key Dates

Recruitment is subject to individual vacancy, several internships and VIE opportunities are open (these are not MBA-specific). Each year, Natixis takes part in around thirty careers Forums. See '[Let's Meet Up](#)' for details of the next Forums.

Additional Information

Natixis is a French multinational financial services firm specialized in asset & wealth management, corporate & investment banking, insurance and payments. A subsidiary of Groupe BPCE, the second-largest banking group in France through its two retail banking networks, Banque Populaire and Caisse d'Epargne, Natixis counts nearly 16,000 employees across 38 countries. Its clients include corporations, financial institutions, sovereign and supranational organizations, as well as the customers of Groupe BPCE's networks. Natixis is certified Top Employer France 2020 (for the 4th consecutive year) and we are labelled HappyTrainees. With € 921.5 billion in assets under management as of December 31, 2019, the multi-affiliated model of Natixis Investment Managers ("Natixis IM") offers unique access to more than 24 specialized management companies in the United States, in Europe and Asia. Natixis IM is positioned among the largest asset management companies worldwide.

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| Company | Société Générale 29 Boulevard Haussmann, 75009 Paris, France. Service Recrutement Société Générale - 92972 NANTERRE Cédex Tel: +33 1 42 14 20 00 www.societegenerale.com |
| Key contacts | Christina Brown, Human Resource Advisor for Recruitment, UK. Email: sg.recruitment@socgen.com or tel +44 (0) 207 550 5103 Caroline Guillaumin, Group Head of Human Resources and Group Head of Communication Gemma Leach, Talent Manager (UK) Inspection graduate programme - Aurélien Pennerat, Managing Director. email: recruitment.inspection@socgen.com |
| How to Apply | Société Générale's careers website can be found at Careers . The various sectors, together with any current vacancies can be explored at profiles . Current vacancies can be found through the job search . Type 'MBA' into the keyword box to obtain a list of jobs where an MBA is preferred/required. Although there is no specific MBA recruitment program, the company actively targets MBA graduates for direct hire opportunities. There are also graduate programs offered. These include 2 graduate programs: The General Inspection program, which is for graduates (with or without initial work experience) with a degree or Master's from an engineering, business or political studies school or university in France or elsewhere, and The Junior Programme which is within the Global Banking and Investor Solutions division. |
| International Opportunities | Société Générale have a presence in 62 countries: see Locations . |
| Visa Sponsorship | Visa Sponsorship is not normally available for graduate programs. The General Inspection program is open to EU citizens who are not native to the host country. |
| Internships | Société Générale has many openings for the Internships in various countries and in various sectors. MBAs will be most interested in the International Internship Programme (VIE) . See Job Offers and select Internships to view. |
| Key Dates | Applications for the 2021 General Inspection close on 30 th November 2020. |
| Additional Information | Société Générale is one of the largest European financial services groups. Based on a diversified universal banking model, the Group combines financial solidity with a strategy of sustainable growth, and aims to be the reference for relationship banking, recognised on its markets, close to clients, chosen for the quality and commitment of its teams. Société Générale has been playing a vital role in the economy for 150 years. Société Générale employs over 138,000 members of staff in 62 countries and supports on a daily basis 29 million individual clients, businesses and institutional investors around the world. In 2019 Group revenue was €24.7bn. |

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Company **Unibail-Rodamco-Westfield**
 7 place du Chancelier Adenauer, CS 31622 – 75772 Paris Cedex 16, France
 Tel: +33 (0) 1 53 437 437
www.unibail-rodamco.com

Key contacts All applications and enquiries should be made online.

How to Apply The careers website can be accessed at [Careers](#). Unibail-Rodamco-Westfield offers the [International Graduate Programme](#) in Europe for graduating master's students from top European universities, business and engineering schools, who are fluent in English and at least one of the following languages: Czech, Dutch, French, German, Polish, Spanish or Swedish. The 12-18-month programme is 3 assignments in 3 different departments one of which will be abroad. Current vacancies can be found [here](#).

International Opportunities International opportunities are available. The IGP is also available in the US for graduating seniors from top US colleges/universities and graduating MBAs from top US business schools and in the UK for final year undergraduate students and graduating master's students from top UK universities. Candidates should send their application directly to the country in which they would like to start their career - including countries and regions such as Austria, Central Europe, France, Netherlands, Nordic Countries and Spain.

Visa Sponsorship Information regarding sponsored work permits will be provided on a case-by-case basis during interviews

Internships Unibail-Rodamco-Westfield regularly offers paid internships, ranging from 6 weeks to 6 months, in core and support functions in Continental Europe.

Key Dates Applications are open all year round subject to business requirements. Several IGP opportunities are taking

Additional Information Unibail-Rodamco-Westfield is the premier global developer and operator of flagship destinations, with a portfolio valued at €60.4 Bn as at June 30, 2020, of which 86% in retail, 7% in offices, 5% in convention & exhibition venues and 2% in services. Currently, it owns and operates 89 shopping centres, including 55 flagships in the most dynamic cities in Europe and the United States. Its centres welcome 1.2 billion visits per year. It currently has a development pipeline of €6.2 billion. Present on 2 continents and in 12 countries, Unibail-Rodamco-Westfield provides a unique platform for retailers and brand events and offers an exceptional and constantly renewed experience for customers.

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| Company | <p>UniCredit Group Piazza Gae Aulenti 3 - Tower A, 20154 Milano</p> <p>Tel: +39 02 88 621</p> <p>www.unicreditgroup.eu</p> |
| Key contacts | <p>For more information on internships - Email: unicreditanduniversities@unicredit.eu</p> <p>For more information on the Corporate and Investment Banking Graduate Program – Email: CIBgraduates@unicredit.eu</p> |
| How to Apply | <p>There is no specific MBA recruitment. The careers page is found at Students & Graduates. UniCredit Group offers the Corporate & Investment Banking Graduate Program, the 12-month program offers a unique insight into the Commercial Banking Corporate. Trainees will have access to certified training and will experience job rotations which will give you the opportunity to work in Corporate and Risk Management business areas including a potentially an international rotation. Also on offer is the Impact Group Graduate Program, the program is aimed at top-notch graduates from all academic fields and offers 12 months cross-functional rotations across the Group.</p> <p>Applications are made online. Current job openings can be found on the Job Search page.</p> |
| International Opportunities | <p>International opportunities are available, visit Job Search to search for global vacancies and apply online.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>UniCredit offers a number of internships. To find local internships in your country, click here. UniCredit offer a 3-month International Internship Program.</p> |
| Key Dates | <p>The application period for the CIB Graduate Program closed early September. Follow the link above for details of the next enrolment. Applications for the Impact Group Graduate Program opened on 28th September 2020, apply ASAP.</p> |
| Additional Information | <p>UniCredit is a simple successful Pan European Commercial Bank, with a fully plugged in CIB, delivering a unique Western, Central and Eastern European network to our extensive client franchise: 26 million clients. UniCredit offers local expertise as well as an international one reaching and supporting its clients globally, providing them with unparalleled access to leading banks in its 13 core markets as well as in other 18 countries worldwide. UniCredit European banking network includes Italy, Germany, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Romania, Russia, Serbia, Slovakia, Slovenia and Turkey.</p> |

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| <p>Company</p> | <p>LafargeHolcim Zürcherstrasse 156, 8645 Jona, Switzerland</p> <p>UK Address: Bardon Hill, Coalville, Leicestershire, LE67 1TD</p> <p>www.lafargeholcim.com</p> |
| <p>Key contacts</p> | <p>HR email: group-staffing@lafargeholcim.com Applications should be made online</p> |
| <p>How to Apply</p> | <p>Their careers website can be found at Careers. There is no specific MBA recruitment programme, however, LafargeHolcim encourage MBA graduates to apply for open positions. Current vacancies can be found on the LafargeHolcim job portal. A spontaneous application for a corporate or regional level opportunity can be emailed to group-staffing@lafargeholcim.com</p> |
| <p>International Opportunities</p> | <p>International opportunities are available, subject to vacancy availability. Click Directory for contacts in different countries.</p> |
| <p>Visa Sponsorship</p> | <p>No information found.</p> |
| <p>Internships</p> | <p>LafargeHolcim offer part time and full time internships, these can be found using the Job Portal.</p> |
| <p>Key Dates</p> | <p>Dates are specific to individual vacancies. It is possible to follow LafargeHolcim on LinkedIn for updates on future vacancies and programmes.</p> |
| <p>Additional Information</p> | <p>LafargeHolcim is the global leader in building materials and solutions. We are active in four business segments: Cement, Aggregates, Ready-Mix Concrete and Solutions & Products. With leading positions in all regions of the world and a balanced portfolio between developing and mature markets, LafargeHolcim offers a broad range of high-quality building materials and solutions. LafargeHolcim experts solve the challenges that customers face around the world, whether they are building individual homes or major infrastructure projects. Demand for LafargeHolcim materials and solutions is driven by global population growth, urbanization, improved living standards and sustainable construction. Around 72,000 people work for the company in around 80 countries.</p> |

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Individual Company Profile

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| Company | Saint-Gobain Les Miroirs, 18, avenue d'Alsace, 92400 Courbevoie France Tel: +33 1 47 62 30 00 UK Address: Saint-Gobain House, Binley Business Park, Coventry CV3 2TT UK Tel: +44(0)24 7656 0700 www.saint-gobain.com |
| Key contacts | Recruitment is handled individually by the various companies within the group. All applications and enquiries should be made online. By replying to a job offer online, applications will go straight to the relevant Human Resources Manager |
| How to Apply | The careers website can be found at Careers . There is no specific MBA recruitment programme, however the company's commitment to recruiting and developing students and graduates is demonstrated on its careers website. Details of the latest opportunities and a job search is available at Career Opportunities . |
| International Opportunities | International opportunities are available, subject to vacancy availability. |
| Visa Sponsorship | No information found. |
| Internships | Internships are available and speculative applications are also welcomed. See careers website for full details. |
| Key Dates | Dates are specific to individual vacancies. |
| Additional Information | Saint-Gobain designs, produces and distributes materials and solutions designed for the well-being of everyone and the future of all. These materials are found everywhere in our home and our daily life: buildings, transport, infrastructure, as well as in many industrial applications. They bring comfort, performance and security while meeting the challenges of sustainable construction, effective resource management and climate change. Saint-Gobain operates in 68 countries and has more than 171,000 employees. |

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| Company | <p>VINCI Group 1, cours Ferdinand de Lesseps, F-92851 Rueil-Malmaison Cedex, France</p> <p>Tel: +33 (0)1 47 16 35 00</p> <p>www.vinci.com</p> |
| Key contacts | <p>Email: vinci-contact-presse@relations-actionnaires.com Questions or problems accessing job vacancies should be emailed to support@vincijobs.com. Recruitment is handled locally by region. Visit regional websites for contact details.</p> |
| How to Apply | <p>Visit the careers portal. Current jobs can be viewed at Job vacancies. There is no specific MBA recruitment programme, but applications from MBA graduates are welcomed.</p> |
| International Opportunities | <p>Visit Job vacancies and click Advanced Search, select country of choice. Job opportunities are available worldwide. Every year, VINCI invites young graduates to enrich the first stages of their career by gaining international experience. This system of assignments outside France is addressed to all young Europeans aged from 18 to 28 years, for a period of 6 to 24 months.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>Internships are offered. Interested Candidates should visit the Job vacancies section.</p> |
| Key Dates | <p>Recruitment is ongoing subject to vacancy availability.</p> |
| Additional Information | <p>VINCI is a global player in concessions and contracting, employing close to 222,000 people in some 100 countries. We design, finance, build and operate infrastructure and facilities that help improve daily life and mobility for all. Because we believe in all-round performance, above and beyond economic and financial results, we are committed to operating in an environmentally and socially responsible manner. And because our projects are in the public interest, we consider that reaching out to all our stakeholders and engaging in dialogue with them is essential in the conduct of our business activities. VINCI's goal is to create long-term value for its customers, shareholders, employees, and partners and for society at large.</p> |

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| Company | Bureau Veritas S.A. "Le Triangle de l'Arche", 8 cours du triangle, CS10097, 92937 PARIS LA DEFENSE Tel: +33 (0) 1 55 24 70 00 UK Address: Fifth Floor, 66 Prescott Street, London, E1 8HG UK Tel: +44 (0) 207 661 0700 www.bureauveritas.com |
| Key contacts | Applications should be made online. |
| How to Apply | Although Bureau Veritas has no specific MBA programme or graduate scheme, it is always looking for talented graduates wishing to take the first step in their careers, further information can be requested by contacting yourcareer@uk.bureauveritas.com . Current job vacancies can be searched at Careers , |
| International Opportunities | Bureau Veritas is active in 140 countries worldwide, applications are dealt with on each country's specific website. |
| Visa Sponsorship | No information found. |
| Internships | No information available. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | Bureau Veritas is a world leader in laboratory testing, inspection and certification services. Created in 1828, the Group has more than 75,000 employees located in more than 1,500 offices and laboratories around the globe. Bureau Veritas helps its clients improve their performance by offering services and innovative solutions, in order to ensure that their assets, products, infrastructure and processes meet standards and regulations in terms of quality, health and safety, environmental protection and social responsibility. |

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| Company | <p>Deutsche Post DHL Platz der Deutschen Post, 53113 Bonn, Germany Tel: +49 228 182 0</p> <p>www.dpdhl.com</p> |
| Key contacts | <p>UK graduate programmes. Email: emergingtalent@dhl.com GROW Graduate Program Email: grow@dpdhl.com LEAD Graduate Program. Email: LEAD@dpdhl.com Application Management Team - 0800 8010333 - E-Mail: bewerbung@dpdhl.com. Note: Please apply via the online Job portal.</p> |
| How to Apply | <p>There is no specific MBA recruitment programme in operation, but Deutsche Post DHL encourages MBA graduates to apply for open vacancies, some of which may require an MBA. Visit Careers to search for job vacancies and apply online. DHL offers the International GROW Graduate Program and the Lead Trainee Program in Germany, which are both an 18-month program. In the UK, DHL offers several Graduate Programs, the DHL Supply Chain Graduate Programme: Finance Graduate Program (3yrs), Future Leaders Program (3yrs), UK IT Graduate Program (2yrs), UK Project Management Graduate Program (3yrs) and the Human Resource Graduate Program (2yrs).</p> |
| International Opportunities | <p>View Locations for a global office list. DHL has partnered with AIESEC to offer the AIESEC Upgrade Program – the one and only international internship program of Deutsche Post DHL Group; interns will get to work on live projects, interact with clients, gain new skills and network with people across the business. The programs last between 6 and 12 months. Queries can be emailed to aiesec@dpdhl.com</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>As well as the AIESEC international internship program, the company offers internships across the business. Visit Jobs to search and apply.</p> |
| Key Dates | <p>Dates are specific to each individual vacancy. Applications for the 2021 International Grow Graduate Program open October 2020. 2021 UK Graduate Programmes open 1st November 2020.</p> |
| Additional Information | <p>The Deutsche Post and DHL corporate brands offer a one-of-a-kind portfolio of logistics and communications services. The Group provides its customers with both easy to use standardized products as well as innovative and tailored solutions ranging from dialog marketing to industrial supply chains. Deutsche Post DHL Group employs approximately 550,000 employees in over 220 countries and territories worldwide.</p> |

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| Company | <p>BASF Global HQ - BASF SE, Carl-Bosche-Strasse 38, 67056 Ludwigshafen. Germany Tel: +49 (0)621 60-0</p> <p>www.basf.com</p> |
| Key contacts | Applications should be made online. Contact HR at step-in@basf.com or telephone +49 621 60 95200. |
| How to Apply | Visit the careers portal . BASF has 3 programs suitable for MBA graduates. The 12-36-month rotational Connect Asia Trainee Program - Coatings Young Professionals is aimed at candidates with MBA, and with Master or PhD Degrees and two-year's work or study experience abroad. The INSIDE Automotive – Global Rotational Program is a 2-year program with opportunities to gain an international experience. Candidates are expected to enjoy working in B2B marketing. They should have a degree (Master, MBA or PhD) with achievements above average in (industrial) engineering or in business administration/economics preferably with a technical background, candidates should also have relevant practical experience. The Top Start International Business Leader Program prepares highly qualified and trained young BASF managers to take on demanding positions. The 3-year program involves 2-3 stops, one of which will be international. This program is only offered to exceptional talent. Interested candidates will have a Masters, PhD or MBA, with no more than 3-years of work experience with grades that are well above average, together with international experience. |
| International Opportunities | There are opportunities for overseas placements although these may not be MBA-specific. Visit Careers for details and to run a job search. |
| Visa Sponsorship | No information for European roles. In the US, the requirements and process for obtaining work visas is often complicated and difficult. Therefore, BASF is not able to offer sponsorship for every one of its positions; these decisions are made on a case-by-case basis. If candidates meet the requirements for the position in which they are interested, BASF welcome them to apply. |
| Internships | BASF generally offer internships for a duration between two and six months. In individual cases, BASF can also offer university student jobs on completion of the placement. |
| Key Dates | BASF job searches are by region. See Asia Pacific , Europe , USA , Canada , Mexico , Brazil and EMEA and search 'MBA' for current openings. BASF is currently recruiting for the full time Top Start program in Germany and several leadership programs in the US. |
| Additional Information | BASF creates chemistry – for a sustainable future. As the world's leading chemical company, they work to combine economic success with environmental protection and social responsibility. The approximately 122,000 employees in the BASF Group work on contributing to the success of customers in nearly all sectors and almost every country in the world. The group's portfolio is organized into five segments: Chemicals, Performance Products, Functional Materials & Solutions, Agricultural Solutions, and Oil & Gas. BASF generated sales of about €59.3 billion in 2019. |

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| Company | Henkel KgaA Henkelstraße 67, 40191 Düsseldorf, Germany Tel: +49-211-797-0 www.henkel.com |
| Key contacts | All applications should be made online. Potential candidates can get in touch with Henkel's HR team and stay updated on career opportunities via Facebook , LinkedIn and Instagram . |
| How to Apply | Visit Careers . Henkel offers graduates a number of opportunities to start their professional career with international perspectives and job rotations included. Depending on the region and function, Henkel offers specific trainee programs such as: a 24-month finance trainee program in Corporate Internal Audit in Germany. A Talent On-boarding Program in Marketing and Sales within its Beauty Care Business Unit, Management Trainee Program in the Asia-Pacific region and a Graduate Development Program in the Middle East/North Africa region. Usually, graduates start with a direct job entry. See Job Search and select Graduates – it is then possible to search by 'MBA' as a keyword. |
| International Opportunities | As a globally operating company, Henkel employs people from 120 nations in almost 80 countries. Almost 85 percent employees work outside Germany, and more than half of them in emerging markets. Henkel's " Triple Two " philosophy promotes the expectation that employees can move between different business areas and countries by allowing employees to work in at least two different roles, in two different business areas and two different countries. |
| Visa Sponsorship | For entry level and student roles, candidates should have the legal right to work in the country for which they are applying. |
| Internships | Henkel places 1,500 interns worldwide each year. Interns will be integrated in a team from the very first day and will be able to find out what it means to work for an international market leader. Successful interns can be nominated for the Henkel Career Track (Trackies), and the intern alumni program. |
| Key Dates | The dates of Henkel's internships are flexible and not tied to a semester schedule. Please apply at least 4 to 6 months in advance as many positions are filled beforehand. Direct roles are advertised as they are required. |
| Additional Information | Henkel operates worldwide with leading innovations, brands, and technologies in three business areas: Adhesive Technologies, Beauty Care, and Laundry & Home Care. Founded in 1876, Henkel looks back on more than 140 years of success. In 2019, Henkel reported sales of more than 20 billion euros and adjusted operating profit of more than 3.2 billion euros. Henkel employs more than 52,000 people globally – a passionate and highly diverse team, united by a strong company culture, a common purpose to create sustainable value, and shared values. As a recognized leader in sustainability, Henkel holds top positions in many international indices and rankings. Henkel's preferred shares are listed in the German stock index, DAX. |

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| Company | <p>Amadeus IT Holdings S.A. Corporate Headquarters, Salvador de Madariaga 1, 28027 Madrid, Spain</p> <p>Tel: +34 91 582 0100</p> <p>UK Address: World Business Centre 3, 1208 Newall Road, Heathrow Airport, TW6 2TA Hounslow, Middlesex</p> <p>www.amadeus.com</p> |
| Key contacts | <p>All applications should be made online.</p> |
| How to Apply | <p>There is no specific MBA programme offered although Amadeus recruits students and graduates into direct hire roles. Go to the Careers site for current opportunities.</p> |
| International Opportunities | <p>Amadeus is a global travel industry player with international recruitment and work abroad opportunities. Present in 195 countries, go to Worldwide Offices.</p> |
| Visa Sponsorship | <p>No Information found.</p> |
| Internships | <p>Internships are available. For current openings visit the Careers Site and filter for Student.</p> |
| Key Dates | <p>Subject to individual vacancy.</p> |
| Additional Information | <p>Amadeus provides technology to the travel sector from initial search to making a booking, from pricing to ticketing, from managing reservations to managing check-in and departure processes. Their products and solutions help to improve the business performance of our customers; travel agencies, corporations, airlines, ground handlers, hotels, railways, car rental companies, airports, cruise lines and ferry operators. Amadeus have a team across the world made up of more than 17,000 people in more than 190 countries, with 146 nationalities, speaking over 60 languages. Amadeus is listed on the Spanish Stock Exchange and forms part of the IBEX 35 Index.</p> |

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| Company | SAP SE Dietmar-Hopp-Allee 16, Walldorf, BW 69190, Germany +49 (0)6227 / 7-47474 www.sap.com |
| Key contacts | Questions regarding the IMPACT Graduate Program can be emailed to impact@sap.com . |
| How to Apply | See Careers . SAP runs several Graduate Programs that MBA graduates are also welcome to apply. The SAP Academy has three tracks, Sales , Presales and Digital Sales . There are also 1-year rotational programs in Finance and HR . The 1-year North America Services Early Talent Program is aimed at graduates with a recent Master or Bachelor degree in Business Administration, Information Systems, Computer Science, Engineering or related field. The SAP Academy for Business Transformation is a 1-year program that gives insights into SAP's Intelligent Enterprise Group (IEG) aimed at those with a Master's degree in business administration, engineering management, business informatics, or a related field (such as informatics or design). |
| International Opportunities | SAP has university programs across the globe. See Germany , Hungary , Ireland , Australia , India , Singapore and the US for individual countries university recruitment programs. |
| Visa Sponsorship | All non-US-citizens need a visa or ESTA travel authorization to enter the US for US training. If selected, SAP will assist in the visa application process but not necessarily sponsor the application. Visa sponsorship information will be shown on the job advertisements. |
| Internships | SAP has several Internship Programs across the business. Paid internships can be 3 months to 12 months in duration and are aimed at students studying for bachelor's or master's degrees. |
| Key Dates | See Find Jobs and enter 'MBA', 'Business Administration', 'IMPACT' or 'rotation' to search for current openings. |
| Additional Information | SAP is the market leader in enterprise application software, helping companies of all sizes and in all industries run at their best: 77% of the world's transaction revenue touches an SAP system. SAP's 98,000+ employees serve approximately 437,000 customers in 180 countries of which 92% are in the Forbes Global 2000 companies. The company reported €27.5 billion revenue for FY2019. |

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| <p>Company</p> | <p>adidas Adi-Dassler-Strasse 1, D-91074 Herzogenaurach, Germany Tel: +49 (0) 9132 84 0</p> <p>www.adidas-group.com</p> |
| <p>Key contacts</p> | <p>Online only. Internship queries can be emailed to internship@adidas-Group.com.</p> |
| <p>How to Apply</p> | <p>The Digital Talent Program is aimed at Master-level university graduates of Business Administration, Engineering, Computer Science, ideally with specialization in Digitalization, Innovation Management or Entrepreneurship. During the two-year program trainees will experience 4 different digital departments in 6-months assignments. The journey will cover a range of different practice areas from digital marketing to experience design, digital analytics to mobile or eCommerce. Based in adidas' Global Headquarters in Herzogenaurach, Germany with at least one assignment abroad in the Amsterdam, Portland or Boston offices.</p> <p>The Functional Trainee Program is aimed at those with a university degree (Bachelor/Master), candidates should also have relevant practical experience in their chosen area (e.g. internships/work experience 0-18 months). The 18-month rotational program will see candidates change departments every three to four months. By the end of the program, candidates will have passed through five or six departments, including one rotation abroad. adidas has recently launched the APAC Future Talents Program, open to those with a university degree (Bachelor/Master) with a strong academic record. The 2-year program is available in Japan, Hong Kong, South Korea, Singapore and Taiwan.</p> <p>Applicants are also able to apply for any open job vacancies online via the job search tool, 'MBA' can be entered into the search criteria to filter results.</p> |
| <p>International Opportunities</p> | <p>Visit Locations to find a list of worldwide locations and opportunities within the group.</p> |
| <p>Visa sponsorship</p> | <p>Although there is no visa sponsorship policy, adidas has previously sponsored candidates. Sponsorship would depend on the role and the candidate at the time and is at the discretion of the company and local laws.</p> |
| <p>Internships</p> | <p>All undergraduate, graduate, or MBA students with a strong passion for sport are welcome to join one of Adidas' internship programs.</p> |
| <p>Key Dates</p> | <p>The recruitment process for the FTP usually commences in Q1 each year, with the program starting in Q4 of the respective year. The application period for the Digital Talent Program is expected to open early 2021. adidas advertise internships one year ahead of the start date.</p> |
| <p>Additional Information</p> | <p>Today, the adidas Group is a global leader in the sporting goods industry and offers a broad portfolio of products. Products from the adidas Group are available in virtually every country of the world. The group's strategy is simple: continuously strengthen our brands and products to improve our competitive position and financial performance. Employing more than 59,000 people in over 100 countries, adidas produces more than 1.1 billion product units every year and generates sales of €23.640 billion (all figures relate to 2019).</p> |

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| Company | Ahold Delhaize Provincialeweg 11, 1506 MA Zaandam, The Netherlands Tel: +31 88 659 9111 www.aholddelhaize.com |
| Key contacts | Anne Guit, Talent Acquisition Specialist - Young Professionals. Tel: +316-22206786. Email: anne.guit@aholddelhaize.com Aukje Weinzierl, Internship Coordinator. Email: stagebureau@aholddelhaize.com . However, all contact and applications should be made via the website in the first instance. |
| How to Apply | Visit Careers . Ahold Delhaize offers the Retail Management Traineeship , a 3-year scheme based at the head office in Zaandam specifically for master's graduates. For job opportunities in Europe, the US or at one of Ahold's local companies, follow the links to Job Opportunities . |
| International Opportunities | International opportunities are available, visit Job Opportunities to apply to one of the Ahold Delhaize brands. |
| Visa Sponsorship | No information found. |
| Internships | Ahold Delhaize offers internships and job placements for HBO and university students. Internships of 5/6 months with start dates in September and February (other intake moments are also negotiable). |
| Key Dates | Follow the Job Opportunities link above to view. Generally, opportunities are offered as required by the business. |
| Additional Information | Ahold Delhaize was formed in July 2016 from the merger of Ahold and Delhaize Group, retail innovators for almost 150 years. Our local brands employ around 380,000 associates in more than 7,000 local grocery, small format and specialty stores. Ahold Delhaize's international headquarters is in Zaandam, the Netherlands. Its brands are active in Belgium, the Czech Republic, Greece, Luxembourg, the Netherlands, Romania, Serbia and the United States and the company participates in joint ventures in Indonesia and Portugal. |

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| Company | Carrefour SA 93, Avenue de Paris, Massy, Île-de-France 91300 Tel: +33 (0) 1 53 70 19 00 www.carrefour.com |
| Key contacts | All applications should be made online. |
| How to Apply | Visit Recruitment & Careers to access the Group's global vacancies and how to apply. There is no specific MBA recruitment programme, but applications from talented MBA graduates are encouraged. Visit Join Carrefour for current vacancies. |
| International Opportunities | As a global business, Carrefour has offices worldwide. Search Join Carrefour to search for vacancies by country. |
| Visa Sponsorship | No information found. |
| Internships | No information available. |
| Key Dates | Dates are specific to individual vacancies. |
| Additional Information | The Carrefour Group is the leading retailer in Europe and the second-largest retailer in the world, employing more than 321,000 people. With turnover of almost €80.7 billion in 2019, over half of which was generated outside France, Carrefour today has 12,225 stores in over 30 countries. As a multi-local, multi-format, and multi-channel retailer, Carrefour is a partner for daily life. Every day, it welcomes more than 1.3 million customers around the world, offering them a wide range of products and services at fair prices. |

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| Company | Christian Dior SA Customer Service 11 bis, rue François 1er, 75008 Paris – France www.dior.com |
| Key contacts | Apply online. Email: contactdioreu@dior.com |
| How to Apply | Use your criteria to search for job offers at Careers . There is no specific MBA recruitment programme, but applications from talented MBA graduates are encouraged. Visit Open Opportunities for links to the latest open opportunities and Internship. |
| International Opportunities | Search Open Opportunities for the latest global vacancies. |
| Visa Sponsorship | No information found. |
| Internships | Internships are available. Search Internship in the Open Opportunities section. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | Christian Dior SA, through its subsidiaries, produces and distributes wines, spirits, fashion and leather goods, perfumes, cosmetics, watches, and jewelry. Christian Dior SA sells its products in France, rest of Europe, the United States, Japan, and rest of Asia. The company also sells its products through the Internet. Christian Dior SA was founded in 1946 and is headquartered in Paris, France. |

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| Company | <p>Hermès International S.C.A. 24, rue du Faubourg Saint-Honoré, 75008 Paris, France</p> <p>Tel: +33 (0)1 49 92 38 92 Email: contact.client@hermes.com</p> <p>www.hermes.com</p> |
| Key contacts | All applications should be made online. |
| How to Apply | The job portal can be found at Hermès Employer . Current opportunities can be found under Job Opportunities . A General Application can be made through the website by creating an account. There are no MBA programmes and the careers information available is limited. |
| International Opportunities | Opportunities are available around the world but are mainly in France. Search for desired country in the Job Opportunities section. |
| Visa Sponsorship | No information found. |
| Internships | Internships are available. Search Internship in the Job Opportunities section. |
| Key Dates | Subject to individual vacancy. Many Internship roles are currently available. |
| Additional Information | As of the 30th of December 2018, Hermès employed more than 15,000 people worldwide, including 8,800 in France. The saddlers and leather workers manufacture leather saddles and riding equipment, bags, luggage and small leather goods in Hermès' 16 manufacturing sites, all of which are located in France. |

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| Company | Inditex (Industria de Diseño Textil SA) Av. Diputación s/n,15143 – Arteixo, A Coruña - Spain www.inditex.com |
| Key contacts | All applications should be made online. |
| How to Apply | There is no specific MBA programme offered. Go to Careers for information on job areas and career development. Current opportunities can be found in the Jobs section. |
| International Opportunities | Inditex is a global business. Search offices worldwide for a list of global locations. |
| Visa sponsorship | Inditex always hires the person that they think best suits the job, no matter where they are from. If that person is you, Inditex will help you to obtain all the paperwork required. |
| Internships | No information available. |
| Key Dates | Specific to each individual vacancy. |
| Additional Information | Inditex is one of the world's largest fashion retailers, with eight brands (Zara, Pull&Bear, Massimo Dutti, Bershka, Stradivarius, Oysho, Zara Home and Uterqüe) selling in 202 markets through its online platform or its over 7,400 stores. In September 2019 net profit hit a new milestone of €1.55 billion, up 10% year-on-year. |

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| Company | <p>Kering 40, rue de Sèvres - Paris 7 – France</p> <p>Tel: +33 1 45 64 61 00</p> <p>www.kering.com</p> |
| Key contacts | All applications should be made online. |
| How to Apply | Kering does not have any MBA specific programmes but is committed to developing new talent, adding 'MBA' as a keyword in the job search tool on the Job Offers page will bring up a list on offers where MBAs are preferred, this tool searches relevant jobs offers at all of the brands within the group. |
| International Opportunities | International opportunities are available at the Group's subsidiaries, but these are not necessarily MBA specific. |
| Visa Sponsorship | No information found. |
| Internships | Internships are available. Search Internship in the Job Offers section. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | A global Luxury group, Kering manages the development of a series of renowned Houses in Fashion, Leather Goods, Jewelry, and Watches: Gucci, Saint Laurent, Bottega Veneta, Balenciaga, Alexander McQueen, Brioni, Boucheron, Pomellato, Dodo, Qeelin, Ulysse Nardin, Girard-Perregaux, and Kering Eyewear. In 2019, the Group achieved revenue of €15.9 billion. |

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| Company | <p>LVMH LVMH Holding, 22, avenue Montaigne, 75008 Paris, France Tel: +33 (0)1 44 13 22 22</p> <p>www.lvmh.com</p> |
| Key contacts | Chantal Gaemperle, Directeur Ressources Humaines et Synergies groupe LVMH |
| How to Apply | Career information can be found at Talents . LVMH has for many years cultivated partnerships with top universities and MBA programs. The Group and its companies are widely recognized as preferred employers in global league tables such as Universum, which named LVMH the "preferred employer among business school students" in France for the 12 th consecutive year in 2017 – go to Students for more information. Internships, apprenticeships, and VIE (international business volunteering) are part of its pre-hire approach. Visit Open Opportunities for links to the latest open opportunities and Internships (for French-speaking students). |
| International Opportunities | Group companies offer positions in all countries and in all functions: design, marketing, sales, control and finance, human resources, production. Positions available are very operational and they often include international responsibilities. |
| Visa Sponsorship | LVMH does not have a visa sponsorship policy. Unless detailed on the job advertisement, international candidates can apply for suitable positions and if LVMH are in a position to discuss sponsorship they will be in touch. |
| Internships | Although not strictly an internship, LVMH has launched the Inside LVMH program . Available in 6 countries in Europe, and open to more than 45 universities, the INSIDE LVMH program allows students from its partner schools and interns from the LVMH Maisons to deepen their understanding of LVMH's expertise and career opportunities within the luxury industry. A full list of partner schools is available on the link. Paid internships are available as required by the business. |
| Key Dates | Applications are welcomed throughout the year. Deadline dates are dependent on specific opportunity. A number of internship positions are currently open. |
| Additional Information | LVMH is a world leader in luxury; LVMH Moët Hennessy Louis Vuitton possesses a unique portfolio of over 70 prestigious brands. The Group is active in five different sectors: wines and spirits, fashion and leather goods, perfumes and cosmetics, watches and jewellery and selective retailing. LVMH has more than 4,592 stores worldwide, and more than 163000 employees, 80% of whom are based outside France, share the Group's values. Besides its community action for human development - for example, LVMH House and the LVMH-ESSEC Chair - LVMH carries out a number of initiatives through its commitment to protecting the environment. Faithful to its vocation as a patron, the Group is also involved in culture and heritage, humanitarian action, education and supporting young artists and designers. 2019 saw revenue increase to €53.7 billion. |

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Company **Unilever**
Unilever House, 100 Victoria Embankment, London EC4Y 0DY, UK
Tel: +44 (0) 207 8225252
www.unilever.com

Key Contacts Applications should be made online only. However, any questions about opportunities they currently have can be directed by email to enquiry@unilevergraduates.com or +44 (0) 870 154 3550.

How to Apply The careers website can be found at [Careers](#). There is no specific MBA Recruitment Programme in operation. However, Unilever does run a 3 year Graduate [Future Leaders Programme](#) which may well be of interest to MBA graduates looking for a route into this major FMCG company. See also, [Graduates](#). General vacancies in the UK and Ireland can be found at [Experienced Professionals](#).
Interested candidates can also follow Unilever's Career page on [LinkedIn](#), [Twitter](#) or [Facebook](#).

International Opportunities Unilever is a global organisation. Visit [Global Vacancies](#) and select your country of interest.

Visa Sponsorship As legal procedures vary by country the recruitment team will need to review each application closely, before providing candidates with appropriate guidance. Although Unilever UK is a licensed sponsor, it does not provide sponsorship to graduates and undergraduates trying to obtain the right to work in the UK. Therefore, candidates are required to have the continuous right to work in the UK for Unilever's Industrial, Summer and Spring Placements.

Internships The Company also offers Internships in the form of the [Unilever International Internship Programme \(UIIP\)](#) and [Unilever Summer Placements](#).

Key Dates Monitor the [vacancy board](#) regularly. It is now possible to [register an interest](#) in the 2021 Future Leaders Programme.

Additional information Unilever provides nutrition, hygiene and personal care brands and services. The company's products are sold in over 190 countries around the world generating sales of €52.0 billion (FY2019). Unilever employs 155,000 people in around 100 countries worldwide and 46% of the company's managers are women. Unilever is the global market leader in all the food categories they operate: savoury, spreads, dressings, tea and ice cream. Unilever is also global market leaders in mass skin care and deodorants and has very strong positions in other home and personal care categories. Emerging markets now account for 57% of their business. Unilever's brands include Flora, Dove, Domestos, Knorr, Ciff, Walls, and Surf.

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| Company | MAN Dachauer Straße 667, 80995 Munich, Germany. Tel: +49 89 1580-01 UK Address: MAN Truck & Bus UK Ltd, Frankland Road, Swindon, SN5 8YU www.MAN.eu/ |
| Key contacts | Anne-Kathrin Schuhmacher, MAN Truck & Bus Trainee Programme. Tel: +49 151 23488564 Human Resources UK Tel: +44 (0) 1793 448 000. Email: hr@man.co.uk |
| How to Apply | Visit the Careers site. There is no specific MBA programme offered. MAN offers a MAN Trainee Programme , which is a 15-month programme, where candidates will be working on challenging interdisciplinary projects in various specialist fields. Interested applicants can view current vacancies by using the MAN Jobs Market . |
| International Opportunities | Using the MAN Job Market tool applicants can search vacancies worldwide and find full information on their international opportunities. |
| Visa Sponsorship | No information found. |
| Internships | MAN offers a number of internships . Interested candidates should apply through Internship Vacancies . |
| Key Dates | Subject to individual vacancy and placement. MAN has many openings for trainee programmes. See MAN Jobs Market to view. |
| Additional Information | The MAN Group is one of the leading commercial vehicle companies in Europe. It pursues the goals of offering innovative transport solutions to its customers, of growing profitably internationally and of sustainably increasing the value of the company. In addition to consistent customer orientation, technology leadership and the continuous expansion of the after-sales business are crucial success factors. The MAN Group consists of the companies MAN Truck & Bus and MAN Latin America. |

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| <p>Company</p> | <p>Philips Electronics Royal Philips (parent company), Amstelplein 2, 1096 BC Amsterdam, The Netherlands Philips Center, P.O. Box 77900, 1070 MX Amsterdam, The Netherlands</p> <p>Head Office: Tel: +31 20 59 77777 UK Tel: 0845 6011 340</p> <p>www.philips.com/global</p> |
| <p>Key contacts</p> | <p>Applications should be made online only.</p> |
| <p>How to Apply</p> | <p>There is no specific MBA programme offered. The careers page can be found at Careers. Candidates can search current opportunities at Search Jobs. Type MBA into the filter search field to view jobs that prefer an MBA or Masters. Philips does offer graduate schemes which can found through Students.</p> |
| <p>International Opportunities</p> | <p>Go to Job Search and select country of interest to view current vacancies. Go to Campus Careers for opportunities in North and Latin America.</p> |
| <p>Visa Sponsorship</p> | <p>No information found.</p> |
| <p>Internships</p> | <p>Philips offers a number of internships. Interested candidates should apply through Students and search for internships.</p> |
| <p>Key Dates</p> | <p>Specific to each individual vacancy.</p> |
| <p>Additional Information</p> | <p>Royal Philips (NYSE: PHG, AEX: PHIA) is a leading health technology company focused on improving people's health and enabling better outcomes across the health continuum from healthy living and prevention, to diagnosis, treatment and home care. Philips leverages advanced technology and deep clinical and consumer insights to deliver integrated solutions. Headquartered in the Netherlands, the company is a leader in diagnostic imaging, image-guided therapy, patient monitoring and health informatics, as well as in consumer health and home care. Philips generated 2019 sales of EUR 19.5 billion and employs approximately 81,000 employees with sales and services in more than 100 countries.</p> |

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| Company | <p>Anheuser-Busch InBev HQ - Brouwerijplein 1, 3000 Leuven, Belgium Tel: +32 16 27 61 11</p> <p>www.ab-inbev.com</p> |
| Key contacts | <p>Polina Kiper, Talent Acquisition Manager - Europe However, it is advised that interested candidates should make all enquiries and applications online in the first instance.</p> |
| How to Apply | <p>The main careers page can be viewed at Careers. Anheuser-Busch InBev runs a full-time GMBA Program which is a 12-month, high-potential leadership program that hires MBAs into a function with the long-term potential to move cross-functionally throughout an individual's career. The company aims to hire the majority its full-time Global MBAs from the pool of summer interns and usually extends offers before the internship ends. Alternatively, the Global Management Trainee Program may be of interest. Open to Bachelor or master's graduates the 10-month rotational program follows a structured agenda to allow trainees to learn the entire business.</p> |
| International Opportunities | <p>AB InBev has MBA opportunities across six geographic zones including their global headquarters in Leuven, Belgium and functional management office in New York City, USA.</p> |
| Visa Sponsorship | <p>International applications are accepted, however candidates need to prove their right to work in the country that they are applying to, as AB InBev are not able to sponsor work visas.</p> |
| Internships | <p>The 10-12 week Global MBA Internship Program is a pipeline into the full-time programme, starting with a global induction in the New York office, across Marketing, Finance, Innovation, Sales, Logistics, Procurement, Corporate Affairs, IT and HR, candidates must be a first year full-time MBA student. Successful interns have the potential to receive a full-time offer at the end of the internship. There is also the MBA Procurement Internship.</p> |
| Key Dates | <p>The recruitment timelines depend on the local school calendar year and on campus recruitment windows. They are different by zone.</p> |
| Additional Information | <p>Anheuser-Busch InBev is based in Leuven, Belgium, with American Depositary Receipts on the New York Stock Exchange (NYSE: BUD). It is the leading global brewer and one of the world's top five consumer products companies. With a portfolio of over 500 beer brands, AB InBev continues to forge strong connections with consumers. AB InBev's dedication to heritage and quality originates from the Den Hoorn brewery in Leuven, Belgium dating back to 1366 and the pioneering spirit of the Anheuser & Co brewery, with origins in St. Louis, USA since 1852. Geographically diversified Anheuser-Busch InBev leverages the collective strengths of more than 170,000 employees based in over 50 countries worldwide. In 2019, AB InBev realized \$52.3 billion revenue. AB InBev and SABMiller combined on October 10th, 2016, creating a truly global brewer.</p> |

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Company**Groupe Danone**

15 Rue du Helder, 75009 Paris, FRANCE

Tel: +00 33 1 44 35 20 20

UK Address: 7 Chiswick Business Park, 566 Chiswick High Road, London, W4 5YG

www.danone.com

Key contacts

Applications should be made online

How to Apply

The main careers page can be viewed at [Careers](#). Danone runs several [graduate programmes](#) - details of available programmes can be found through the [Job Search](#) section. MBA graduates are generally recruited into direct hire roles. Type 'MBA' into the search open positions field to view jobs that prefer an MBA or masters.

International Opportunities

Go to [Job Search](#) and select country of interest to view current vacancies.

Visa Sponsorship

No information found.

Internships

Danone runs several [internships](#) - details of available programmes can be found through the [Job Search](#) section.

Key Dates

Individual dates apply.

Additional Information

Danone is a leading global food company built on four business lines: Essential Dairy and Plant-Based Products, Early Life Nutrition, Waters and Medical Nutrition. Through its mission and dual commitment to business success and social progress, the company aims to build a healthier future, thanks to better health, better lives and a better world, for all its stakeholders—its more than 100,000 employees, consumers, customers, suppliers, shareholders and all the communities with which it engages. With products sold in over 120 markets, we generated sales of €25.3 billion in 2019. Our portfolio includes brands present worldwide (Activia, Actimel, Alpro, Danette, Danonino, Danio, evian, Volvic, Nutrilon/Aptamil, Nutricia) and in local markets (Aqua, Blédina, Cow & Gate, Bonafont, Horizon Organic, Mizone, Oikos, Prostokvashino, Silk, Vega).

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| Company | Heineken NV PO Box 28, 1000 AA Amsterdam, The Netherlands Tel: +31 (0) 20 523 9239 www.heinekeninternational.com |
| Key contacts | Applications should be made online Jane Brydon – HR Director |
| How to Apply | The careers website can be found at Careers . Interested applicants should go to How to Apply and select either the Graduates option to find out more. The previously reported HEINEKEN International Graduate Programme aimed at graduates with a Master's degree is currently under review and recruitment has paused. HEINEKENS Graduate Programmes will still continue. |
| International Opportunities | International opportunities do exist but interested candidates must contact the operating companies direct. The International Graduate Programme (IGP) has international opportunities. See details above. HEINEKEN also offer the Asia Pacific Graduate Programme . |
| Visa Sponsorship | Candidates for the Asia Pacific Graduate Programme must be eligible to work without the need for a work visa or sponsorship. Candidates for the IGP will be given immigration support. |
| Internships | The company does not have a formal Internship Programme but does hire interns throughout the business. Several of the internships being offered are aimed at master's students. |
| Key Dates | Application opening dates for the IGP 2021 are currently on hold whilst a programme review takes place, however it is recommended to monitor the link above. The Asia Pacific Graduate Programme is due to open imminently, it is possible to register an interest now. |
| Additional Information | With roots tracing back to 1864 and over 85,000 employees worldwide, Heineken has a wide international presence through a global network of distributors and breweries. HEINEKEN owns and manages one of the world's leading portfolios of beer brands including Heineken® and Amstel, but the group brews and sells more than 300 international premium, regional, local and specialty beers, including Cruzcampo, Tiger, Zywiec, Birra Moretti, Ochota, Murphy's and Star. Today, HEINEKEN is the number one brewer in Europe and the number two brewer in the world by revenue. |

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| Company | Jerónimo Martins Rua Actor António Silva nº 7, 1649-033 Lisboa Tel: +351 21 753 20 00 www.jeronimomartins.pt |
| Key contacts | HR Team - recruitment@jeronimo-martins.com Talent Programmes - talent@jeronimo-martins.com |
| How to Apply | The careers section can found here . Jerónimo Martins offer the Operations Management Trainee Programme (1yr) This programme is for graduates with a relevant master's degree from a renowned university Applications are made by emailing talent@jeronimo-martins.com |
| International Opportunities | Trainee Programmes are available in Portugal, Poland and Colombia. Vacancies subject to availability. |
| Visa Sponsorship | No information found. |
| Internships | Jerónimo Martins offer a 2-month Student Internship Programme to Bachelor and Master's students. The duration varies in each country. Portugal (2 months), Columbia (6-12months) and Poland (3 months). |
| Key Dates | Due to the current Covid19 pandemic, Jerónimo Martins has taken the decision of cancelling the 2020 edition of the Operations Management Trainee Programme and Student Internship Programme. |
| Additional Information | Jerónimo Martins is a Portugal-based international Group operating in Food Distribution, Food Manufacturing, and Services sectors. There main activity is Food Distribution: through their supermarket and cash & carry chains in Portugal, and their food store chains in Poland and in Colombia, meeting the needs of millions of consumers, offering a value proposition based on quality at competitive prices every day. The company achieved sales of €18,638 million in 2019 and net income of €433 million, with a total workforce of 115,000 employees. |

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| <p>Company</p> | <p>Pernod Ricard 5, Cours Paul Ricard, 75380 Paris CEDEX 08. Paris. France Tel: +33 (0)170931600 www.pernod-ricard.com</p> |
| <p>Key contacts</p> | <p>Applications should be made online Email: GraduateProgram.PRWinemakers@pernod-ricard.com Kelly Hayes, Acting Graduate Programme Manager. Email: chivasgraduates@pernod-ricard.com</p> |
| <p>How to Apply</p> | <p>There is no specific MBA programme offered. Candidates can search current opportunities at Join Us. Type MBA into the search field to view jobs that prefer a MBA or masters. Pernod Ricard offer several Graduate Programmes which last between 1-3 years: Martell Mumm Perrier-Jouët International Brand Ambassador Program (Apply through the Job Search section), Pernod Ricard Graduate Program / VIE (Apply through the Job Search section), Chivas International Graduate Programme, and The Jameson International Graduate Programme.</p> |
| <p>International Opportunities</p> | <p>International opportunities are available at the various regional subsidiaries. All Pernod Ricard graduate programmes have international opportunities.</p> |
| <p>Visa Sponsorship</p> | <p>Applicants can only apply for international programme if they have the right to work in the locations.</p> |
| <p>Internships</p> | <p>Each year Pernod Ricard offer internships and apprenticeships lasting from three to 12 months. Apply through the Job Search section.</p> |
| <p>Key Dates</p> | <p>Applications for the 2021 The Jameson International Graduate Programme open late October and close mid-February 2021. For all other programmes monitor the links above.</p> |
| <p>Additional Information</p> | <p>Pernod Ricard is the world's second largest wines & spirits group with consolidated Sales of €9,182 million in FY19. Created in 1975 by the merger of Ricard and Pernod, the Group has undergone sustained development, based on both organic growth and acquisitions: Seagram (2001), Allied Domecq (2005) and Vin&Sprit (2008). Pernod Ricard leads China's whisky market with a rich portfolio of renowned brands, including Chivas Regal, Ballantine's, Royal Salute, The Glenlivet, Aberlour, Longmorn and Jameson. Other major brands of the portfolio include: Martell cognac, Absolut Vodka, Havana Club rum, Beefeater gin, Malibu liqueur, Ricard pastis, Mumm and Perrier-Jouët champagnes, as well as Jacob's Creek, Brancott Estate, Campo Viejo and Kenwood wines. Pernod Ricard's brands are distributed across 160+ markets and by its own salesforce in 73 markets.</p> |

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| Company | AkzoNobel NV Headquarters: Velperweg 76, 6824 BM Arnhem, The Netherlands Tel: +31 88 969 78 09 www.akzonobel.com |
| Key contacts | Applications should be made online |
| How to Apply | The careers website can be found at Careers . AkzoNobel offers a wide range of professional, graduate and intern roles, the exact nature of the recruitment process will depend on the exact location and position. The role recruiter will guide candidates through the process. To apply for any vacancies, follow the instructions for the individual job posting. View the vacancy bank and type MBA into the search field. |
| International Opportunities | Active in over 150 countries, see AkzoNobel Locations for office locations. |
| Visa Sponsorship | No information found. |
| Internships | Information for internships at various countries Akzo Nobel operates in can be found on the Students and Graduates page. There are no current Internship dates listed. |
| Key Dates | Go to Vacancies to find out key dates which are based on country of residence. |
| Additional Information | AkzoNobel has a passion for paint. We're experts in the proud craft of making paints and coatings, setting the standard in colour and protection since 1792. Our world class portfolio of brands - including Dulux, International, Sikkens and Interpon - is trusted by customers around the globe. Headquartered in the Netherlands, we are active in over 150 countries and employ around 34,500 talented people who are passionate about delivering the high-performance products and services our customers expect. |

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| Company | Bayer plc HQ: Bayer AG, D-51368 Leverkusen, Germany UK: 400 South Oak Way, Green Park, Reading Berkshire RG2 6AD Head Quarters Tel: +49 (0) 214 301 Tel: +44 (0) 118 206 3000 www.bayer.com |
| Key contacts | Applications should be made online. Martin Spielvogel, International Trainee Program for Financial Management. Tel: +49 214 3065524. E-mail: recruiting@bayer.com |
| How to Apply | Visit Jobs and Careers to search for current opportunities. Bayer run several graduate programmes that require a masters: International Future Leadership Program for Production - Engineers, Pharmacists, Natural Scientist (2yrs) , International Trainee Programme for Financial Management (IFM) (18 months), International HR Trainee Program (18months), Global Trainee Program for Supply Chain Management (2yrs) and International Procurement Management Trainee Program (18 months) |
| International Opportunities | Visit Bayer Career Worldwide for information on career opportunities in various countries. |
| Visa Sponsorship | No information found. |
| Internships | The wide variety of internships offered by Bayer can be found on the Job Search page. |
| Key Dates | Interested candidates can register their interest at the login area . All other recruitment is ongoing depending on vacancy availability. |
| Additional Information | Bayer is a global enterprise with core competencies in the life science fields of health care and nutrition. Its products and services are designed to benefit people by supporting efforts to overcome the major challenges presented by a growing and aging global population. At the same time, the Group aims to increase its earning power and create value through innovation and growth. Bayer is committed to the principles of sustainable development, and the Bayer brand stands for trust, reliability and quality throughout the world. In fiscal 2019, the Group employed around 103,000 people and had sales of 43.5 billion euros. |

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Company **Beiersdorf**
Beiersdorf, Unnastrasse 48, 20245 Hamburg, Germany

Tel: +49 40 49 09 0

www.beiersdorf.com

Key contacts Email: RC@beiersdorf.com
Applications should be [online](#) only.

How to Apply Beiersdorf have an excellent [Careers](#) area on their website. There is no MBA programme, MBA graduates are encouraged to apply for open positions using the [Job Search Tool](#). Beiersdorf offer [graduate programmes](#) in several departments: [Marketing & Sales](#), [Digital Marketing & E-Commerce](#), [Finance & Controlling](#), [Supply Chain Management](#), and [Human Resources](#). During these 18-24-month programmes, graduate trainees will gather international experience during a 5-6-month foreign assignment at one of the Group affiliates in Northern Europe. Interested applicants should note that Beiersdorf no longer accept applications by email or mail.

International Opportunities International opportunities are an integral part of the business. International locations can be viewed at [Beiersdorf Presence Worldwide](#).

Internships The Group offers an [Internships](#) for students who have recently completed their bachelor's or master's degrees. Candidates should have good grades in business or economics, engineering or natural sciences and be fluent in English. Depending on the position available, internships usually last 3-6 months.

Key Dates Applications for the Supply Chain and Finance and Controlling programmes close early October. Interested candidates can be register [here](#).

Additional Information Bayer is a global enterprise with core competencies in the life science fields of health care and nutrition. Its products and services are designed to benefit people by supporting efforts to overcome the major challenges presented by a growing and aging global population. At the same time, the Group aims to increase its earning power and create value through innovation and growth. Bayer is committed to the principles of sustainable development, and the Bayer brand stands for trust, reliability and quality throughout the world.

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| Company | Fresenius Medical Care Else-Kroener-Strasse 1, 61352 Bad Homburg, Germany www.fmc-ag.com |
| Key contacts | karriere@fmc-ag.com Email: careers@fresenius.com |
| How to Apply | The careers website can be found at Careers . There is no recruitment programme specifically aimed at MBAs. Fresenius Medical Care runs a Graduate Training Program , that may be of interest however. Candidates must be fluent in German. Search the Job Market for a list of current vacancies and to apply online. |
| International Opportunities | Most opportunities are limited to Germany, however search the job market for global opportunities. |
| Visa Sponsorship | No information found. |
| Internships | Fresenius Medical Care offers a number of internships . |
| Key Dates | Recruitment is ongoing subject to availability of suitable vacancies. Events can be found here . |
| Additional Information | Fresenius Medical Care is the world's leading provider of products and services for individuals with renal diseases of which around 3.4 million patients worldwide regularly undergo dialysis treatment. Through its network of 3,996 dialysis clinics, Fresenius Medical Care provides dialysis treatments for 347,550 patients around the globe. Fresenius Medical Care is also the leading provider of dialysis products such as dialysis machines or dialyzers. Along with the core business, the company focuses on expanding the range of related medical services in the field of Care Coordination. |

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| Company | L'Oréal (UK) Limited 255 Hammersmith Road, London W6 8AZ, U.K. Tel: +44 (0)20 8762 4000 www.loreal.co.uk |
| Key contacts | Interested applicants should apply online (whether for an advertised position or not) rather than by email or post, as this will ensure that the application is routed directly to the appropriate recruiter. |
| How to Apply | Although not MBA-specific, every year, nearly 650 young graduates join L'Oréal's Management Trainee Programme with 40 being placed in the UK into roles in Commercial, Marketing, Supply Chain/Operations, and Finance. For those who are looking for an international experience, the Global Opportunity VIE Programme may be of interest. To view and apply for all open opportunities globally view Find Jobs . |
| International Opportunities | L'Oréal is present in 130 countries and the company encourages mobility from its executives at both junior and senior levels so that they rapidly acquire experience by being faced with a range of different cultures, business approaches and market situations. |
| Visa Sponsorship | There are many jobs for which the company might be able to sponsor visas, depending on the requirements of the job and the qualifications of the candidate. Candidates are advised to apply to any jobs they think they are qualified for, and if the role is appropriate for foreign nationals and they are qualified for the job, they will hear from the recruiter to proceed with the interview process and visa evaluation. See FAQ for details. |
| Internships | Internships are designed for MBA/Master/Bachelor students. Each internship includes a real project for the business and are offered as required by the business. |
| Key Dates | Recruitment is ongoing subject to vacancy. |
| Additional Information | L'Oréal (UK) is the Group's fifth largest subsidiary. The Company has been present in the UK since 1932 and is a significant player in the UK cosmetics market employing 3,500 in the UK and Ireland. The L'Oréal Group is the world's largest cosmetics and beauty company with its registered office in Paris. Concentrating on hair colour, skin care, sun protection, make-up, perfumes and hair care, the company is active in the dermatological and pharmaceutical fields and is the top nanotechnology patent-holder in the US. The group has 88,000 employees globally from 150 different countries and reported €29.9bn in 2019. |

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| Company | Sanofi-aventis Headquarters: 54, rue La Boétie, 75008 Paris, France Tel: +33 1 5377 4000 UK Address: 410 Thames Valley Park Drive, Reading, Berkshire, RG6 1PT UK Tel: +44 (0) 845 023 0441 www.sanofi.com |
| Key contacts | All general queries and applications should be made online. |
| How to Apply | Visit Global Careers or Visit UK Careers for current vacancies Sanofi offers iMove , a unique VIE programme tailored for European youth graduates. There are several active programmes. It should be noted, candidates cannot apply for a programme in their home country. In the UK, Sanofi runs the Aspiring leaders graduate programme , the programme consists of three one-year rotation streams. Candidates must have graduated within the last two years. |
| International Opportunities | Visit Job Market to search for global vacancies and to apply online. |
| Visa Sponsorship | No information found. |
| Internships | There is no formal internship programme, however, they may be offered by the business as required. Visit Jobs to search and apply. |
| Key Dates | Specific to each individual vacancy. |
| Additional Information | Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions. With more than 100,000 people in 100 countries, Sanofi is transforming scientific innovation into healthcare solutions around the globe. |

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| Company | Air Liquide 75 Quai d'Orsay, 75321 Paris, France Tel: +33 (0) 1 40 62 55 55 www.airliquide.com |
| Key contacts | Applications should be online ALLEX Programme. Email: eu-allex@airliquide.com |
| How to Apply | The careers website can be found at Careers . There is no specific MBA recruitment programme but applications from MBA graduates for open vacancies are encouraged. Current vacancies can be found at Job Offers . Air Liquide offer a graduate programme called the ALLEX Program (Air Liquide Leading Excellence), which is a 2-year programme that gives graduate entrants the opportunity to work in several departments and facilities completing four 6-month rotations. The programme may slightly differ depending on the geographic area. Air Liquide does accept unsolicited applications here . |
| International Opportunities | The ALLEX Program is also available in the United States, Applicants located in the United States may send an email to: recruiting.us@airliquide.com . View all current vacancies worldwide using the Job Offers . |
| Internships | Internships lasting between 4 and 6 months are available. To find internship offers, visit the Job Offers . |
| Key Dates | Specific to each individual vacancy. The ALLEX Program applicants should consult open vacancies . |
| Additional Information | A world leader in gases, technologies and services for Industry and Health, Air Liquide is present in 80 countries with approximately 67,000 employees and serves more than 3.7 million customers and patients. Oxygen, nitrogen and hydrogen are essential small molecules for life, matter and energy. They embody Air Liquide's scientific territory and have been at the core of the company's activities since its creation in 1902. |

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| Company | Alstom 48 rue Albert Dhalenne, 93400 Saint-Ouen, France Tel: + 33 (0)1 57 06 80 00 www.alstom.com |
| Key contacts | Applications should be online only. |
| How to Apply | The careers website can be found at Talents . There is no specific MBA recruitment programme but applications from MBA graduates are encouraged to apply. Search the Job Search for a list of current vacancies and to apply online. |
| International Opportunities | Opportunities are available worldwide, see the Job Search section. |
| Visa Sponsorship | No information found. |
| Internships | Search the Job Search for a list of current vacancies |
| Key Dates | Recruitment is ongoing subject to vacancy availability. |
| Additional Information | <p>Alstom develops and markets systems, equipment and services for the transport sector. Alstom offers a complete range of solutions (from high-speed trains to metros, tramways and e-buses), passenger solutions, customised services (maintenance, modernisation), infrastructure, signalling and digital mobility solutions. Alstom is a world leader in integrated transport systems. The company booked €9.9 billion of orders in the 2019 fiscal year. Headquartered in France, Alstom is present in over 60 countries and employs 38,900 people.</p> <p>Alstom has been certified Top Employer Europe for 2020 in six countries: France, Spain, Italy, Poland, Belgium and UK.</p> |

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| Company | <p>Arcelor Mittal Luxembourg: 24-26, Boulevard d'Avranches, L-1160 Luxembourg, Luxembourg UK: 7th Floor, Berkeley Square, London, W1J 6DA, England.</p> <p>Luxembourg Tel: +352 4792 1 UK Tel: +44 20 7629 7988</p> <p>www.arcelormittal.com</p> |
| Key contacts | <p>General enquires to email: contact.luxembourg@arcelormittal.com Email: recept@arcelormittal.com JobMarketOnline team onehris@arcelormittal.com Applications should be online only.</p> |
| How to Apply | <p>The careers website can be found at Careers. Arcelor Mittal provides a wide range of opportunities for university graduates looking to work in a challenging environment. It looks for students who are motivated, enthusiastic and who want to experience the real world of work rather than a particular degree. It operates numerous training programmes for employees, including a leadership acceleration programme, an online e-academy, and personalised development plans for each individual. There is no specific MBA recruitment programme. Graduates are invited to apply for positions advertised on the on-line recruitment platform which opens in a new window.</p> |
| International Opportunities | <p>Opportunities are available internationally. Go to Search our jobs and select country of interest. The company also takes part in the volunteer for international experience scheme (VIE) offers European graduates the chance to work overseas at its sites. To learn about opportunities email: vie@arcelormittal.com. US graduates and students are invited to look at the US Campus Recruiting site.</p> |
| Visa Sponsorship | <p>The Company has sponsored visa applications in the past and interested candidates should check prior to application.</p> |
| Internships | <p>No information available.</p> |
| Key Dates | <p>Recruitment is ongoing subject to vacancy availability.</p> |
| Additional Information | <p>ArcelorMittal is the world's number one steel company with 130 million tonnes of annual production capacity and 191,000 employees across 60 countries. It has led the consolidation of the world steel industry and today ranks as the only truly global steelmaker. ArcelorMittal is the leader in all major global markets, including automotive, construction, household appliances and packaging. The Group leads in R&D and technology, holds sizeable captive supplies of raw materials and operates extensive distribution networks. For further Company information see the link above.</p> |

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| Company | <p>ASML De Run 6501, 5504 DR, Veldhoven, The Netherlands</p> <p>Tel: +31 40 268 3900</p> <p>www.asml.com</p> |
| Key contacts | <p>Internships: internships@asml.com Applications should be online Email: resourcecenter@asml.com</p> |
| How to Apply | <p>Visit Working at ASML for a general overview of the company and upcoming career events calendar – most of which are held in The Netherlands. There is no specific MBA recruitment programme. Candidates can submit an open application. A job search facility can be found at Vacancies.</p> |
| International Opportunities | <p>Global opportunities can also be viewed at Vacancies by refining the search criteria by region and location.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>ASML does offer internships although these are not necessarily aimed at MBAs. A job search facility can be found at Vacancies.</p> |
| Key Dates | <p>Specific to each individual vacancy.</p> |
| Additional Information | <p>ASML is one of the world's leading manufacturers of chip-making equipment. Our vision is a world in which semiconductor technology is everywhere and helps to tackle society's toughest challenges. We contribute to this goal by creating products and services that let chipmakers define the patterns that integrated circuits are made of. We continuously raise the capabilities of our products, enabling our customers to increase the value and reduce the cost of chips. By helping to make chips cheaper and more powerful, we help to make semiconductor technology more attractive for a larger range of products and services, which in turn enables progress in fields such as healthcare, energy, mobility and entertainment. ASML is a multinational company with offices in more than 60 cities in 16 countries, headquartered in Veldhoven, the Netherlands. We employ more than 24,900 people on payroll and flexible contracts (expressed in full time equivalents).</p> |

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| Company | <p>Essilor 147 Rue de Paris, 94220 Charenton-le-Pont, France</p> <p>UK Address : Cooper Road, Bristol, BS35 3UW</p> <p>www.essilor.com</p> |
| Key contacts | <p>Apply via the website Karen Paul, Head of HR</p> |
| How to Apply | <p>For opportunities in the company visit Talents. There is no MBA programme in operations and information on the website is limited. Candidates can find information relating to the company's ethos, training policy and career development prospects online. To apply at Essilor, applicants can contact the company using their online form. Job opportunities are also posted on the Essilor LinkedIn page, applicants can apply through this page as well.</p> |
| International Opportunities | <p>Opportunities are available worldwide although these may not be MBA specific, international recruitment teams can be contacted by selecting the desired country from Join Essilor.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>No information available.</p> |
| Key Dates | <p>Subject to individual vacancy.</p> |
| Additional Information | <p>Essilor International (Compagnie Générale d'Optique) ("Essilor") is the world's leading ophthalmic optics company. Essilor designs, manufactures and markets a wide range of lenses to improve and protect eyesight. Its mission is to improve lives by improving sight. To support this mission, Essilor allocates more than €200 million to research and innovation every year, in a commitment to continuously bring new, more effective products to market. Its flagship brands are Varilux®, Crizal®, Transitions®, Eyezen™, Xperio®, Foster Grant®, Bolon™ and Costa®. It also develops and markets equipment, instruments and services for eyecare professionals. Essilor employs approximately 74,000 people worldwide.</p> |

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| Company | Schneider Electric SA 35 Rue Joseph Monier, Rueil Malmaison 92506, France Tel: 0825 012 999 www.schneider-electric.com |
| Key contacts | Applications should be made online |
| How to Apply | The careers portal can be found at Careers . There is no specific MBA recruitment programme, but the company encourages applications from MBA graduates for open vacancies . Type MBA into the search field to display vacancies where an MBA is preferred. |
| International Opportunities | International opportunities for MBAs are subject to current availability. Select location of interest from the drop-down box at Apply Now . |
| Visa Sponsorship | No information found. |
| Internships | Internships are available. Interested applicants should search using the Jobs website. |
| Key Dates | Specific to each individual vacancy. Schneider has a number of campus career events all over the world. |
| Additional Information | Schneider Electric is leading the Digital Transformation of Energy Management and Automation in Homes, Buildings, Data Centers, Infrastructure and Industries. With global presence in over 100 countries, Schneider is the undisputable leader in Power Management – Medium Voltage, Low Voltage and Secure Power, and in Automation Systems. We provide integrated efficiency solutions, combining energy, automation and software. In our global Ecosystem, we collaborate with the largest Partner, Integrator and Developer Community on our Open Platform to deliver real-time control and operational efficiency. We believe that great people and partners make Schneider a great company and that our commitment to Innovation, Diversity and Sustainability ensures that Life Is On everywhere, for everyone and at every moment. Schneider Electric employ 137,000 people. |

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| Company | <p>Siemens AG Werner-von-Siemens-Strasse 1, 80333 Munich, Germany +49 (69) 797 6660</p> <p>www.siemens.com</p> |
| Key contacts | <p>Questions regarding the Finance Excellence Program can be emailed to the team at finance-excellence@siemens.com. Questions regarding the CEO* Program can be emailed to the team at ceo-program@siemens.com. Questions regarding the MBA Summer Consulting Intern role can be emailed to Caterina Schiffner at recruiting.smc@siemens.com.</p> |
| How to Apply | <p>Siemens has a few programs aimed at MBA graduates. The 2-year intensive Finance Excellence Program is designed for a hand full of select top graduates to step up to CFO level. Assignments are based on interests and prior experience with applications being accepted throughout the year. For those with an excellent university degree (ideally supplemented with an MBA/PhD) as well as practical experience in consulting or a Siemens-related industry a Consultant role within Siemens Management Consulting group may appeal. Projects include international travel. Each year a few candidates will be hand selected to participate in the rigorous 24-month rotational leadership program Siemens CEO* Program. Candidates should have a bachelor's and/or master's degree in an engineering or IT-related field of study as well as an MBA from one of the leading international business schools, be ambitious, globally minded leaders with five to ten years' experience.</p> |
| International Opportunities | <p>The FEP is a global program and Siemens will identify opportunities across the globe, in any of the 190 countries, in which it operates. At least one assignment will take candidates to Germany to give you an understanding of the business networks from the headquarter perspective. In the past, participants have found themselves in places like China, South Africa, Brazil, the USA and Russia.</p> |
| Visa Sponsorship | <p>Siemens AG will help with any visas or resident permits candidates to the programs might need.</p> |
| Internships | <p>Students completing an MBA at a leading international business school, are highly welcome to apply as an MBA Summer Consulting Intern for the Munich office. In general internships have a minimum length of 10 weeks.</p> |
| Key Dates | <p>Generally, Siemens accept applications throughout the year. However, depending on from which business school candidates are applying, there are deadlines during peak application periods.</p> |
| Additional Information | <p>Siemens is a global powerhouse focusing on the areas of electrification, automation and digitalization. One of the world's largest producers of energy-efficient, resource-saving technologies, Siemens is a leading supplier of systems for power generation and transmission as well as medical diagnosis. In infrastructure and industry solutions the company plays a pioneering role. In fiscal 2019, which ended on September 30, 2019, Siemens generated revenue of €86.8 billion and net income of €5.6 billion. As of September 30, 2019, Siemens had around 385,000 employees.</p> <p style="text-align: right;">Return to index page</p> |

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| Company | Tenaris S.A 29 avenue de la Porte-Neuve 3rd Floor L-2227 Luxembourg Tel: + 352 26 478978 UK address: Tenaris Global Services UK Ltd., Marischal Square 2, Broad Street, Aberdeen, AB10 1BL Tel: +44 1224 878824 www.tenaris.com |
| Key contacts | Applications should be made online |
| How to Apply | The careers website can be found at Careers . There is no specific MBA recruitment programme, but Tenaris offers a Global Trainee Program , a 2-year programme combining classroom training, e-learning courses and practical on-the-job experience. To apply visit the Job Search page and type Global Trainee into the keyword search field. |
| International Opportunities | International opportunities are available, use the Job Search page. |
| Visa Sponsorship | No information found. |
| Internships | The Tenaris Internship Program is available. These full and part-time summer internships are held during the summer months in many countries where Tenaris operates and are aimed at introducing students in their last year at university to the company. To search for a suitable vacancy, register at Career Opportunities to search for openings. |
| Key Dates | Specific to each individual vacancy or opportunity. |
| Additional Information | Tenaris's industrial system integrates steelmaking, pipe rolling and forming, heat treatment, threading and finishing across 16 countries. It is complemented by a global network of R&D laboratories and product testing facilities on four continents and service and distribution centres in over 30 countries. The company reported 7.3 billion USD in 2019 and 23,000 employees. |

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| Company | <p>Allianz Königinstraße 28, D-80802 Munich, Germany Tel: +49 (0) 89 3800 0</p> <p>UK Address: 60 Gracechurch Street, London, EC3V 0HR UK Tel: +44 20 3451 3000</p> <p>www.allianz.com</p> |
| Key contacts | <p>UK email: agcs.uk@allianz.com Queries should be directed to careers@allianz.com Dr Iris Siara, Allianz Investment Management SE Graduate Program. Email: AIM.HR@allianz.com Worldwide Graduate Program: worldwidegraduate@allianz.com Applications should be made online</p> |
| How to Apply | <p>The global careers web pages can be found at Careers. Allianz offer the Worldwide Graduate Program (20 months), a 2-year rotational program aimed at MBA graduates. The programme will consist of working in 4 countries, on 3 continents. Allianz also offers 2 other graduate programmes, not specifically for MBA graduates: Global Graduate Program Asset Management (2yrs) and Graduate Program Investment Management (15 months). There is a global job search available for all other open positions. Applications for open vacancies should be made online.</p> |
| International Opportunities | <p>Search global job search for current opportunities. Graduate programmes are available global.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>Internships are available. Interested candidates should use the global job search and filter for Internships.</p> |
| Key Dates | <p>Applications for the 2020 Worldwide Graduate Program are now closed. Potential applicants are advised to check back early next year for more information.</p> |
| Additional Information | <p>The Allianz Group is one of the world's leading insurers and asset managers with more than 100 million retail and corporate customers. Allianz customers benefit from a broad range of personal and corporate insurance services, ranging from property, life and health insurance to assistance services to credit insurance and global business insurance. Allianz is one of the world's largest investors, managing around 708 billion euros on behalf of its insurance customers. Furthermore, its asset managers PIMCO and Allianz Global Investors manage more than 1.6 trillion euros of third-party assets. In 2019, over 147,000 employees in more than 70 countries achieved total revenues of 142 billion euros.</p> |

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| Company | AXA Group 25 Ave. Matignon, Paris, 75008, FRANCE Tel: +33 1 40 75 57 00 UK address: 5 Old Broad Street, London EC2N 1AD Tel: +44 0207 920 5900 www.axa.com |
| Key contacts | Applications should be made online. |
| How to Apply | The AXA Group careers portal can be found at Careers . For the UK, candidates should visit AXA careers UK . Visit Search Jobs to look for current opportunities and to apply online. AXA offer graduates programmes around the world - Global Graduate Programmes . Go to the section titled 'Opportunities Available' for the list of countries recruiting in 2020/21. There are no graduate programmes available in the UK. |
| International Opportunities | Visit AXA Worldwide details of AXA's global network of offices. AXA offer graduates programmes around the world - Global Graduate Programmes . |
| Visa Sponsorship | No information found |
| Internships | Internships are available. Interested candidates should use the global job search and filter for Internships. |
| Key Dates | AXA have a vast number of graduate programmes open worldwide. See Global Graduate Program to view. |
| Additional Information | The AXA Group is a worldwide leader in insurance and asset management, with 160,000 employees serving 108 million clients in 57 countries. |

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| Company | CNP Assurances 4 Place Raoul-Dautry, Paris, 75716, France Tel: 00 33 (0)1 42 18 www.CNP.fr |
| Key contacts | Applications should be made online. Permanent contract queries can be emailed to: cnp.recrutement-mobilite@cnp.fr Fixed-term, Apprenticeship and Traineeship queries can be emailed to rh12.personnels-temporaires-habilitation@cnp.fr |
| How to Apply | The careers section can be found under Candidate . CNP does not have any MBA programmes in place, instead hiring into direct roles. Interested applicants can search for current vacancies at Job Offers . |
| International Opportunities | The Company has offices worldwide. Interested applicants should search Job Offers for current global opportunities. |
| Visa Sponsorship | No information found. |
| Internships | Each year, the Group concludes more than 100 work-study contracts for various levels of qualification and specialisms. See internships/work-study programmes . |
| Key Dates | Specific to each individual vacancy. |
| Additional Information | A leading player in the French personal insurance market, CNP Assurances operates in 19 countries in Europe and Latin America, where it is very active in Brazil, its second largest market. As an insurance, coinsurance, and reinsurance provider, CNP Assurances designs innovative provident/protection and savings/retirement solutions. It provides over 38 million people with provident and health insurance worldwide and provides over 14 million people with savings products and pension policies. In line with its business model, these solutions are distributed by numerous partners according to their distribution methods, both physical and digital, and clients' needs in each country. CNP Assurances est cotée à la Bourse de Paris depuis octobre 1998. The Group declared a net profit of €1,412M in 2019. |

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| Company | Generali Group Piazza Duca Degli Abruzzi, 2, 34132 Trieste (Italia) Tel: +39 040 671111 www.generali.com |
| Key contacts | Valentina Tanzi, Head of Talent Management & Strategic Sourcing. Email: GroupStrategicSourcing@generali.com careers@generali.com (applications cannot be accepted by email). |
| How to Apply | The careers website can be found at Work with Us . There is no specific MBA recruitment programme but Generali does offer the Global Graduate Program , an 18-month graduate programme, which includes an international job rotation. Current graduate opportunities are available to view at Job Search where interested candidates can create a profile on the recruitment platform and upload a CV. Candidates are also advised to follow Generali on LinkedIn . |
| International Opportunities | Much of Generali's recruitment is handled in their many countries of operation and business units. Local careers information and contacts can be found at Connect with us . |
| Visa Sponsorship | No information found. |
| Internships | Generali does offer internships . |
| Key Dates | Specific to each individual vacancy. Applications for the Global Graduate Program are closed, monitor the links for latest news. |
| Additional Information | Generali is one of the largest global insurance and asset management providers. Established in 1831, it is present in 50 countries in the world, with a total premium income of more than € 69.7 billion in 2019. With nearly 72,000 employees serving 61 million customers, the Group has a leading position in Europe and a growing presence in Asia and Latin America. Generali's ambition is to be the life-time partner to its customers, offering innovative and personalized solutions thanks to an unmatched distribution network. |

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| Company | <p>Sampo Plc Fabianinkatu 27, 00100 Helsinki, Finland</p> <p>Tel: +358 10 51 60 10 0</p> <p>www.sampo.com</p> |
| Key contacts | <p>Veikko Vataja, HR Business Partner. +358 10 516 0760. Email: veikko.vataja@sampo.fi. Please contact HR Business Partner Veikko Vataja only in matters related to careers at Sampo plc. In case you are interested in working in other Sampo Group companies, please contact them directly. Applications should be made online</p> |
| How to Apply | <p>Sampo Group operates in four business areas that have been divided into three subsidiaries – If, Topdanmark and Mandatum Life – and one associate company, Nordea. Sampo Group's parent company is Sampo plc. Sampo plc has no business activities of its own but administers the subsidiaries and is responsible for centralised functions in Sampo Group such as investments, group finance, risk management and investor relations. Visit Careers for links to If, Topdanmark and Mandatum Life recruitment. Speculative applications should be sent to Human Resources at the address above. There is no graduate recruitment programme. For UK vacancies visit the lf career site.</p> |
| International Opportunities | <p>Select country of interest and search for vacancies.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>No information available.</p> |
| Key Dates | <p>Specific to each individual vacancy.</p> |
| Additional Information | <p>Sampo Group is made up of the parent company Sampo plc and its subsidiaries If, Mandatum Life and Topdanmark. Nordea, the Nordic banking group and Nordax, a leading niche bank in Northern Europe operating in consumer lending market, are Sampo plc's associated companies.</p> |

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| Company | EDP Av. 24 de Julho, 12 1249-300, Lisboa – Portugal Tel: +351 21 001 2500 www.edp.com |
| Key contacts | Mariana Borralho, Recruitment Specialist Anabela Mondim Pereira, Recruiting Talent - HR Specialist |
| How to Apply | The careers section can be found under Careers . EDP does offer the EDP Trainee Program , designed for candidates with a Post-Bologna Master's degree. Current vacancies can be viewed under Join Us . |
| International Opportunities | International opportunities can be found on the Job Map . |
| Visa Sponsorship | No information found. |
| Internships | EDP offers 2020 Professional Internship Programme for bachelor or master graduates who want a deep dive into the working reality through a nine month experience. Interested candidates should search for internship in the Join Us section. |
| Key Dates | 2020 Professional Internships are open for application. Details of the 2020 EDP Trainee Program have not yet been released. |
| Additional Information | EDP is a multinational, vertically integrated utility company. Throughout our 40 years of history, EDP have been building a relevant presence in the world energy scene, being present in 16 countries, in 4 continents. With more than 11.660 employees, EDP are present throughout the electricity value chain and in the gas commercialization activity. EDP are the fourth largest wind energy production company in the world and almost 70% of our energy is produced from renewable resources. EDP provide electricity and gas to almost 11 million customers. |

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| Company | Electricite de France (EDF) 22-30 avenue de Wagram, 75008 Paris, France Tel : +33 (0)1 40 42 22 22 www.edf.fr |
| Key contacts | Applications should be made online. |
| How to Apply | The main careers information is located at EDF Group Careers , from here interested candidates can link to the relevant regional pages (i.e. France). There is no specific MBA recruitment programme but the group does run 4 graduate programmes through EDF Energy in the UK: Engineering graduate programme (16 months and available in the following fields: Civil Engineering, Electrical Engineering, Material Science, Maths, Mechanical Engineering, Physics, Chemistry, Environmental Science, Human Factors), Commercial graduate programme , Finance graduate programme (3yrs) and Supply Chain graduate programme . Current EDF Group vacancies can be found in Join Us . |
| International Opportunities | International opportunities may be available. |
| Visa Sponsorship | No information found. |
| Internships | A selection of internships, thesis and IBV opportunities for students which may be of interest to MBAs looking to develop skills in a particular area. Current opportunities can be viewed through Show Offer (the website is in French). There a number of UK internships available, apply through the website. |
| Key Dates | In the UK, the Graduate Schemes will close for applications on 3rd November 2020. |
| Additional Information | A key player in energy transition, the EDF Group is an integrated electricity company, active in all areas of the business: generation, transmission, distribution, energy supply and trading, energy services. A global leader in low-carbon energies, the Group has developed a diversified generation mix based on nuclear power, hydropower, new renewable energies and thermal energy. The Group is involved in supplying energy and services to 38.9 million customers. It generated consolidated sales of €71 billion in 2019. EDF employs approximately 164,000 people. |

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| Company | <p>E.ON AG Brüsseler Platz 1, 45131 Essen Tel: +49 2 01- 184-00 UK: Westwood Business Park, Coventry Tel: +44 24 7619 2000</p> <p>www.eon.com</p> |
| Key contacts | <p>Email: info@eon.com UK Talent Tel: 0345 3015932 UK Graduate enquiries: gradrecruitment@eon-uk.com Applications should be made online</p> |
| How to Apply | <p>Visit the Careers website. There is no MBA programme, but applications from talented MBA graduates are encouraged for early talents open vacancies. Alternatively, early careers roles are offered within the E.ON Inhouse Consulting Group for those with an excellent Master degree qualification combined with initial experience in the consulting or energy sector. Visit UK Careers for vacancies in the UK. E.ON offer several UK graduate schemes.</p> |
| International Opportunities | <p>International opportunities exist - see regional websites at Events. Global vacancies can be found at Jobs.</p> |
| Visa Sponsorships | <p>Unfortunately, E.ON is unable to offer sponsorship for the graduate scheme. To apply applicants must be able to demonstrate their right to live and work in the UK on a full-time basis.</p> |
| Internships | <p>E.ON offers internships globally.</p> |
| Key Dates | <p>The application period for UK graduate schemes was due to open this summer, however, has been delayed due to the Covid19 pandemic. Monitor the links above for more details. Recruitment events can be found here.</p> |
| Additional Information | <p>E.ON is an international privately-owned energy supplier which is focused on renewables, energy networks and customer solutions, which are the building blocks of the new energy world. The conventional generation and energy trading businesses were combined into a distinct company, Uniper, as per 1st January 2016. E. ON did spin off the majority of Uniper to EON's shareholders and Uniper has been independently listed since September 12, 2016. In the 2019 financial year, staff comprising in excess of more than 78,000 employees based in many countries in Europe as well as in Russia and North America generated sales of around EUR 41.4 million.</p> |

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Company **Enel SpA**
Viale Regina Margherita, 137, 00198 Rome, Italy
Tel: +39 06 8305 1
www.enel.it

Key contacts Francesca Di Carlo, Head of People and Organization
All applications should be made online.

How to Apply Interested candidates should visit [Careers](#). There is no MBA recruitment programme in place, instead search for suitable vacancies at [Job Openings](#). Spontaneous applications can be sent via the [online form](#) after choosing your desired location.

International Opportunities Opportunities are subject to availability.

Visa Sponsorship No information found.

Internships No information available.

Key Dates N/A

Additional Information Enel are a multinational energy company and one of the world's leading integrated electricity and gas operators. Enel work in 34 countries across 5 continents, generating energy with a managed capacity of more than 86 GW, selling gas and distributing electricity across a network spanning approximately 2.2 million km. With almost 71 million end users around the world, Enel have the biggest customer base among our European competitors and are one of Europe's leading energy companies by installed capacity and reported EBITDA. Enel employs 69,000 people.

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| Company | ENGIE Tour T1, 1 place Samuel de Champlain, Faubourg de l'Arche, 92930 Paris La Défense cedex, France Tel: +33-1-44220000 UK Address: Durham House, Washington Centre, Washington, NE38 7SF www.engie.com |
| Key contacts | Applications should be made online. UK Graduate Email: earlycareersuk@engie.com |
| How to Apply | The careers website can be found at Candidates . Although there is no specific MBA recruitment programme, there are many positions where an MBA is a requirement. Visit Jobs , and type <i>MBA</i> into the keyword box to obtain details of vacancies where an MBA is a requirement, applications are to be made online via the links in the vacancy page. The UK careers website can be found here . Engie UK offer several graduate Operational Leadership programmes : Commercial Development , Technology , Human Resources , Regeneration Quantity Surveyor , Site Manager , Finance , Services , Energy . |
| International Opportunities | The Company has a presence in every continent and a wide variety of opportunities are available. |
| Visa Sponsorship | Applicants must have evidence of the right to work in the UK. There is no re-location package. |
| Internships | Engie offer internships. Interested candidates should visit Student Jobs . Engie UK offer a Summer Internship . |
| Key Dates | Dates are specific to individual vacancies. Applications for Engie UK 2021 graduate and internship schemes have not yet opened, monitor the links above for updates. Engie recruits on a rolling basis, therefore candidates should submit applications as early as possible. |
| Additional Information | ENGIE are a global energy and services group, focused on three core activities: low-carbon power generation, mainly based on natural gas and renewable energy, global networks and customer solutions. Driven by our ambition to contribute to a harmonious progress, Engie take up major global challenges such as the fight against global warming, access to energy to all, or mobility, and offer our residential customers, businesses and communities energy production solutions and services that reconcile individual and collective interests. Their integrated - low-carbon, high-performing and sustainable - offers are based on digital technologies. ENGIE employ 170,000 employees. Return to index page |



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| Company | Eni SpA Piazzale Enrico Mattei, 1 - 00144 Roma Tel: +39 (0) 06 5982 1 www.eni.com |
| Key contacts | Applications should be made online. Massimo Culcasi, Recruitment, Selection and Relations with Universities - Vice President. Email: culcasi_selezione@eni.com Tel: +39 0659824210 Beatrice Bragato, Scuola Mattei and Master MEDEA. Tel: +39 0252057012. Email: info.scuolamattei@eni.com Chiara Sarnataro, Relationships with Universities and Academic Institutions in Italy. Email: sarnataro_universita@enicorporateuniversity.eni.it |
| How to Apply | The careers website can be found at Jobs and Careers . There is no specific MBA recruitment programme, but applications from talented MBA graduates are encouraged. Eni organise post-graduate master's degrees internally and have established partnerships with universities for the creation of targeted training programmes. Current vacancies and how to apply can be viewed at Job Opportunities . Speculative applications can be sent via the online form . |
| International Opportunities | International opportunities are available. See Global Presence for details. |
| Visa Sponsorship | No information found. |
| Internships | No information available. |
| Key Dates | Career events can be found in the Event Calendar . Subject to individual vacancy. |
| Additional Information | Eni are one of the global oil and gas super-players – operating in 66 countries worldwide and employing more than 31,000 people. Eni are an energy company. Eni concretely support a just energy transition, with the objective of preserving our planet and promoting an efficient and sustainable access to energy for all. Their work is based on passion and innovation, on our unique strengths and skills, on the equal dignity of each person, recognising diversity as a key value for human development, on the responsibility, integrity and transparency of their actions. They believe in the value of long-term partnerships with the countries and communities where we operate, bringing long-lasting prosperity for all. |

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| Company | Fortum Corporation Keilalahdentie 2-4, CD building, 02150 Espoo, Finland Tel: +358 10 4511 UK address: Fortum O&M (UK) Ltd, Grangemouth CHP Plant, P.O. Box 30, Bo'ness Road, Grangemouth, Stirlingshire FK3 9XQ Tel. +44 1324 477 636 www.fortum.com |
| Key contacts | Applications should be made online. Emailed CVs and applications will not be accepted. Careers questions can also be emailed to fortumcareers@fortum.com . |
| How to Apply | Visit Careers . There is no specific MBA recruitment programme but they do encourage applications from MBA graduates for Open Vacancies . Candidates can set up a profile and e-mail alerts to ensure they never miss an opportunity. |
| International Opportunities | Opportunities are available throughout Europe although no specific MBA recruitment programme is offered. |
| Visa Sponsorship | No information found. |
| Internships | Summer trainee Internships are available. Interested candidates should apply through Open Vacancies . |
| Key Dates | Dates are specific to each individual opening. Applications for the 2021 Summer Trainee Program are expected to open in January. |
| Additional Information | Fortum is a leading clean-energy company that provides its customers with electricity, heating and cooling as well as smart solutions to improve resource efficiency. It wants to engage customers and society to join the change for a cleaner world. Fortum employs some 8,000 professionals in the Nordic and Baltic countries, Russia, Poland and India. In 2019, our sales were EUR 5.4 billion and 57% of its electricity generation was CO2 free. |

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| Company | Galp Energia Edificio Galp Energia, Rua Tomás da Fonseca – Torre C, 1600-209 Lisboa, Portugal Tel: +351 21 724 25 00 Email: galp@galp.com www.galpenergia.com |
| Key contacts | Applications should be made online. |
| How to Apply | Go to Careers . There is not an MBA specific programme but details of graduate programmes can be found at Students and Recent Graduates . The graduate scheme, Generation Galp Programme , is a 2-year traineeship that aims to prepare young people with potential to join the Galp Energia staff which may be of interest to MBAs with less experience. Go to Opportunities for a list of the latest opportunities. Speculative applications welcome. |
| International Opportunities | N/A |
| Visa Sponsorship | No information found. |
| Internships | Internships are available, including the Galp 21 . Interested candidates should apply through Opportunities . |
| Key Dates | There are no current open opportunities for Generation Galp Programme but interested applicants should sign up for Alerts . |
| Additional Information | Galp is a publicly-held, Portuguese-based energy company, with an international presence. Galp's activities cover all stages of the energy sector's value chain, from prospection and extraction of oil and natural gas, from reservoirs located kilometres under the surface of the sea, to the development of efficient and environmentally sustainable energy solutions for our customers - whether large industries that seek to increase their competitiveness, or individual consumers that seek the most flexible solutions for their homes and mobility needs. Galp also contribute to the economic development of the 11 countries where we operate and to the social progress of the communities that welcome us. Galp employs 6,360 people. |

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| Company | <p>Iberdrola SA Plaza Euskadi, 5 48009 BILBAO (Bizkaia), Spain Tel: +34 (0) 944 151 411</p> <p>UK address: Scottish Power, Ltd.320 St. Vincent Street, Glasgow G2 5AD Scotland</p> <p>www.iberdrola.com</p> |
| Key contacts | <p>Applications should be made online. Scholarship email: scholarships@scottishpower.com careers@avangrid.com</p> |
| How to Apply | <p>Visit the People and Talent for details of Iberdrola's recruitment opportunities and processes. There is no specific MBA recruitment programme, but applications from MBA graduates are encouraged. Applicants are encouraged to search for vacancies using the Career Centre as well as make speculative applications by uploading their CVs. Iberdrola have introduced the 2020 International Master's Scholarship Program. A 1-year program with the aim to help train a new generation of professionals capable of driving the transformation towards a sustainable energy model and who have a desire to develop their career in the power industry.</p> |
| International Opportunities | <p>None available for MBAs. Job vacancies worldwide can be searched in Career Centre.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>Internships are available. Interested candidates should search the Career Centre. Iberdrola and Scottish Power offer the Talent Program, Engineering Development & Rotational Program and the Internship Program.</p> |
| Key Dates | <p>Subject to individual vacancy. Iberdrola is currently in the selection process for the 2020/2021 scholarship program and applications are closed. Check back at the end of the year for details of the next program.</p> |
| Additional Information | <p>With a history of over 170 years, today Iberdrola is a global energy leader, the number-one producer of wind power and one of the world's biggest electricity utilities by market capitalisation. The group supplies energy to almost 100 million people in dozens of countries, has more than 600,000 shareholders, a workforce comprising more than 35,000 employees and assets worth more than €122 billion.</p> |

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Company **The Linde Group**
 Klosterhofstr. 1, 80331 Munich. Germany
 Tel: +49.89.35757-01
www.the-linde-group.com

Key contacts Applications should be made online.
 Email: info@linde.com
 UK Email: careersuk@voc.com and jobs@gistworld.com

How to Apply The careers website can be found at [Careers](#). Although there is no specific MBA recruitment programme, The Linde Group offers 3 graduate programmes: [The European Graduate Programme](#), a 20-month programme, where successful candidates will spend time in three core business areas: operations, sales & marketing and supply, the 4-year [BOC Graduate Engineering Scheme](#), a four-year, four annual real job placements within different departments, business units and locations throughout the UK and the [Trainee Programme @ Linde Engineering](#), a 24-month programme where applicants complete five postings in different Linde departments. Search for vacancies across the whole group by visiting [Job Market Linde](#). Interested candidates should send a CV and covering letter to their most appropriate office.

International Opportunities International opportunities for MBAs are subject to vacancy availability. [International graduate schemes](#) are available.

Visa sponsorship No information found.

Internships The Linde Group offer several [internships](#). Interested candidates should apply through the [Job Market](#).

Key Dates Applications for the next European Graduate Programme will open beginning of 2021. The [BOC Graduate Engineering Scheme](#) application period is not available at current. The [Trainee Programme @ Linde Engineering](#) are closed. Monitor the links for updates.

Additional Information Linde is a leading global industrial gases and engineering company with 2019 sales of \$28 billion (€25 billion). The strategy of The Linde Group is geared towards long-term profitable growth and focuses on the expansion of its international business, with forward-looking products and services. Linde acts responsibly towards its shareholders, business partners, employees, society and the environment in every one of its business areas, regions and locations across the globe. The company is committed to technologies and products that unite the goals of customer value and sustainable development.

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| Company | Naturgy Avda. de San Luis, 77 28033, Madrid. Spain www.naturgy.com |
| Key contacts | Applications should be made online. Email: soporte@aplygo.com |
| How to Apply | Go to Careers . Naturgy offers a 2-year rotational management MBA program . Interested candidates need to sign up . Not necessarily MBA-specific Naturgy also has a Junior Talent for those with a background in Engineering, Science, Business Administration/ Economics, Marketing who want to live a challenging and international professional experience, with projection to grow and a high social impact, join the Naturgy challenge. There is no UK employment channel. |
| International Opportunities | Naturgy operate across the globe. Each region has its own specific employment channel that can be selected form the list of countries at Work With Us . |
| Visa Sponsorship | No information found. |
| Internships | A 10-week Summer Internship is available for MBA students. Interns will be working on exciting and challenging projects in corporate or business areas. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | Naturgy is a multinational energy group that holds a leading position in the gas sector and is at the forefront of the electricity industry, representing a supply guarantee. It operates in 28 countries with more than 18 million customers and an installed capacity of 16.9 GW. In 2019, it reported net turnover of 23.035billion euros with a team of 11,847 people, of which around 50% work outside Spain. |

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| Company | OMV Group Trabrennstraße 6-8 1020 Vienna Austria Tel. +43 1 40440 - 0 www.omv.com |
| Key contacts | Applications should be made online. Queries can be emailed to: info.jobs@omv.com |
| How to Apply | Go to Jobs & Career to view and apply for current positions. OMV offers 2 graduate programmes for applicants that have recently completed a masters/PhD: The Integrated Graduate Development (IGD) – Upstream (IGD) programme, a 3-year development programme where candidates will work and grow in one of our six technical E&P skills pools – Geosciences; Operations & Maintenance; Production Technology; Project & Engineering; Reservoir Engineering; Well Engineering, and the Downstream Graduate Development Programs , a 2-year development programme where applicants will work in 5 disciplines across different Downstream business units: Trading, Pricing, Optimization/Linear Programming, Bio Fuel and Logistics/Tankfarm/Shipping. To view and apply for current vacancies, visit the Job board . |
| International Opportunities | OMV has worldwide opportunities that are also available on the Job board . |
| Visa Sponsorship | No information found. |
| Internships | OMV offers a number of different internships . |
| Key Dates | Subject to individual vacancy and programme. OMV does not have a fixed starting date for their graduate programs. See Job board to view. |
| Additional Information | OMV produces and markets oil and gas, innovative energy and high-end petrochemical solutions – in a responsible way. With Group sales of EUR 23 bn and a workforce of around 20,000 employees in 2019, OMV Aktiengesellschaft is one of Austria's largest listed industrial companies. In Upstream, OMV has a strong base in Central and Eastern Europe as well as a balanced international portfolio, with Middle East & Africa, the North Sea, Russia and Asia-Pacific as further core regions. Daily average production was 487,000 boe/d in 2019. In Downstream, OMV operates three refineries in Europe and owns a 15% share in ADNOC Refining and Trading JV, with a total annual processing capacity of 24.9 mn tons. Furthermore, OMV has a 36% participation in Borealis, one of the world's leading producers of polyolefins. The Company operates about 2,100 filling stations in ten European countries. OMV runs gas storage facilities in Austria and Germany; its subsidiary Gas Connect Austria GmbH operates a gas pipeline network in Austria. In 2019, gas sales volumes amounted to around 137 TWh. Sustainability is an integral part of OMV's corporate strategy. |

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| Company | Repsol YPF SA Repsol Campus, Mendez Álvaro, 44, 28045 Madrid (Spain) Tel: (+34) 91 7538100 www.repsol.energy/en/ |
| Key contacts | Applications should be made online. |
| How to Apply | Their careers website can be found at Careers . There is no specific MBA recruitment but Repsol does offer various programs specialising in different areas. Repsol offers a 6-month Scholarship Program aimed at graduates or university master students. Also the Adding energy program , this is a program aimed at undergraduate or recent graduate students with different abilities. The objective to develop their professional experience at Repsol. Search Vacancies for current opportunities and to register to apply online. Speculative CV's are welcomed. |
| International Opportunities | Repsol is an integrated energy company with activities in more than 37 countries around the world. The Vacancies board will show global opportunities. It is possible to filter by country. |
| Visa Sponsorship | No information found. |
| Internships | Internships are available. Interested candidates should apply through Vacancies . |
| Key Dates | Subject to individual vacancies. |
| Additional Information | Repsol is a global company, present along the entire energy value chain. It is active in 37 countries and employs more than 25,000 people, and its products are sold all over the world. It produces some 715,000 barrels of oil equivalent per day and has one of Europe's most efficient refining systems. The company is well-positioned for the energy transition with its focus on developing production of gas, low-carbon businesses and a multi-energy offering for consumers. In terms of technology—one of the pillars of the company—its cutting-edge projects in various fields have made it a point of reference for innovation, sustainability, and efficiency in the energy industry. |

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| Company | Saipem Via Martiri di Cefalonia, 67, 20097 San Donato Milanese, Italy Tel. +39.02.44231 UK Address: Saipem House, 12-42, Wood Street, Kingston-upon- Thames, Surrey, KT1 1TG www.saipem.it |
| Key contacts | Applications should be made online. |
| How to Apply | The careers website can be found at Careers . There is no specific MBA recruitment programme but Saipem welcomes applications from MBA graduates. Vacancies for current opportunities and to register to apply online. Speculative CV's are welcomed. |
| International Opportunities | Visit Saipem in the world to see the international reach of Saipem. |
| Visa Sponsorship | No information found. |
| Internships | No information available. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | Saipem is a leading company in engineering, drilling and construction of major projects in the energy and infrastructure sectors. It is "One-Company" organized in five business divisions (Offshore E&C, Onshore E&C, Offshore Drilling, Onshore Drilling and XSIGHT, dedicated to conceptual design). Saipem is a global solution provider with distinctive skills and competences and high-tech assets, which it uses to identify solutions aimed at satisfying its customers' requirements. Listed on the Milan Stock Exchange, it is present in over 70 countries worldwide and has 32,000 employees of 120 different nationalities. |

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| Company | Snam Rete Gas Piazza Santa Barbara 7, 20097 San Donato Milanese (MI), Italy Tel: +39 02 3703 1 www.snamretegas.it |
| Key contacts | Via the website. Email: relazioni.esterne@snam.it Queries should be directed to: carriere@snam.it Alexia Doria, Secretary Human Resources & Organization. Tel: +39 02.3703.7365 Email: a.doria@snam.it |
| How to Apply | The careers website can be found at People . Snam welcomes applications from graduates that are younger than 29, with good English, a BA/BSc with an equivalent mark of at least 90/110 or the equivalent of an Italian 5-year degree with a minimum mark of 100/110. Operating in an increasingly complex context, Snam is looking particularly for youngsters with a 1st or 2nd level master's degree. Information on the website is limited, but interested applicants are encouraged to submit their CV online. Current vacancies can be found under Vacancies . |
| International Opportunities | N/A |
| Visa Sponsorship | No information found. |
| Key Dates | N/A |
| Additional Information | Snam is one of the world's leading energy infrastructure operators and one of the largest Italian listed companies in terms of market capitalization. The company's sustainable and technologically advanced network guarantees security of supply and promotes development in the areas in which it operates, while also contributing to promote the energy transition. Through its international subsidiaries, it operates in Albania (AGSCo), Austria (TAG, GCA), China (Snam Gas & Energy Services Beijing), France (Teréga), Greece (DESFA) and the United Kingdom (Interconnector UK). Snam is also one of the main shareholders of TAP (Trans Adriatic Pipeline), the final section of the Southern Energy Corridor. Since 2001 Snam is a public company, listed in the FTSE MIB index of the Italian Stock Exchange. |

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| Company | Total S A Total S.A, 2, place Jean Millier, La Défense 6, 92078 Paris La Défense Cedex, France Tel: +33 (0)1 47 44 45 46 www.total.com |
| Key contacts | Application should be made online. |
| How to Apply | The careers website can be found at Jobseekers . There is no specific MBA recruitment programme, but MBA graduates are encouraged to apply for direct open offers at Our Latest Offers . Type MBA into the keyword box to obtain a list of jobs where an MBA is preferred/required. Candidates can view offers and apply on the Total Careers website. Candidates can also configure an automatic alert for this type of offer. Total does run a Young Graduate Program which is aimed at those with at least a Bachelors graduate, with less than one year of experience and less than 26 years old. A native from one of the African countries in which Total operates, geographically mobile and fluent in French and/or English. The young graduate spends 6 months in the Total affiliate of his/her country of nationality then he/she spends 12 months in another entity within Africa |
| International Opportunities | Visit Our Latest Offers and select your country of interest from the drop-down menu for details of countries in Total's global network of offices and operations. |
| Visa Sponsorship | No information found. |
| Internships | Visit Early Careers for internship options. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | With operations in more than 130 countries, Total are the 4 th largest international oil and gas company. Total produces, refines and markets oil and manufacture petrochemicals. It is also a major player in natural gas and rank second in solar energy with SunPower. Demonstrating their commitment to better energy, the Group's 100,000 employees help supply customers around the world with safer, cleaner, more efficient and more innovative products that are accessible to as many people as possible. |

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| Company | Uniper SE E.ON-Platz 1, 40479 Düsseldorf, Germany Tel: +49 211 73275-0 www.uniper.energy |
| Key contacts | Applications should be made online. Email: career@uniper.energy Trainees: henriette.dobler@uniper.energy Trainee coordinator for commercial training: Nicole.Karpen@uniper.energy |
| How to Apply | The careers website can be found at Careers . There is no specific MBA recruitment program, however, early careers and training programs are offered as required. Search Graduate Roles for open opportunities. MBA's may wish to search for direct hire professional Vacancies . |
| International Opportunities | International opportunities are available and can be found through the Vacancies page. |
| Visa Sponsorship | For students from third states to the EU, a visa and/or approval from the local immigration office is sometimes required to take part in an internship or work as a student. |
| Internships | Uniper offers internship for a period of 3 to 6 months. Exceptions are possible of course, for example, in the case of compulsory internships. Opportunities will be on the Vacancies board under Student Jobs . |
| Key Dates | Subject to individual vacancy. No programmes are current open. |
| Additional Information | Uniper is an international energy company with around 11,000 employees worldwide. The company operates about 36 Gigawatt of reliable power generating capacity in Europe and Russia, which consists mainly of gas, coal and hydro power plants. With its balanced portfolio and its technical and commercial expertise, Uniper is able to offer attractive and customized products and services at competitive prices. Uniper's trading activities create links between global energy markets. These activities comprise the entire value chain for commodities trading in markets for electricity, emission allowances, natural gas, liquefied natural gas (LNG), coal and freight. Moreover, the company's experience in asset operation and global trading serve as the basis for comprehensive service packages that - in addition to asset management – can also include supplying raw materials and fuels as well as operational management of power plants. |

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| Company | Vivendi 42 Avenue de Friedland, 75380 Paris Cedex 08, France Tel: +33 (0) 1 71 71 10 00 www.vivendi.com |
| Key contacts | Each operating company within the Group has their own HR and recruitment function. Email: jean-louis.erneux@vivendi.com Email: solange.maulini@vivendi.com |
| How to Apply | The careers information can be found at Talents . There is no specific MBA recruitment programme. A list of operating companies within the Group can be found on the careers website and each one is responsible for advertising their own vacancies and internship opportunities. Click on the company of choice to access job search facilities and careers information. |
| International Opportunities | International opportunities are available within the various business units. |
| Visa Sponsorship | No information found. |
| Internships | No information available. Visit individual operating companies . |
| Key Dates | Specific to each individual vacancy. |
| Additional Information | Since 2014, Vivendi has been focused on building a world-class content, media and communications group with European roots. In content creation, Vivendi owns powerful, complementary assets in music (Universal Music Group), movies and series (Canal+ Group), publishing (Editis) and mobile games (Gameloft) which are the most popular forms of entertainment content in the world today. In the distribution market, Vivendi has acquired the Dailymotion platform and repositioned it to create a new digital showcase for its content. The Group has also joined forces with several telecom operators and platforms to maximize the reach of its distribution networks. In communications, through Havas, the Group possesses unique creative expertise in promoting free content and producing short formats, which are increasingly viewed on mobile devices. In addition, through Vivendi Village, the Group explores new forms of business in live entertainment, franchises and ticketing that are complementary to its core activities. |

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| Company | <p>RTL Group 43, Bd Pierre Frieden, L-1543 Luxembourg, Luxembourg</p> |
| | <p>Tel: +352 24 86 1</p> |
| | <p>www.rtlgroup.com</p> |
| Key contacts | <p>Applications should be made online.</p> |
| How to Apply | <p>There is no specific MBA recruitment or graduate programmes. Current vacancies and application details can be found at Job Search.</p> |
| International Opportunities | <p>Via the Job Search.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>Internships are offered worldwide. Interested candidates should filter for internship in the Job Search.</p> |
| Key Dates | <p>Subject to individual vacancy.</p> |
| Additional Information | <p>RTL Group is a leader across broadcast, content and digital, with interests in 68 television channels, eight streaming platforms and 31 radio stations. RTL Group also produces content throughout the world and owns digital video networks. The television portfolio of Europe's largest broadcaster includes RTL Television in Germany, M6 in France, the RTL channels in the Netherlands, Belgium, Luxembourg, Croatia, Hungary and Antena 3 in Spain. RTL Group's families of TV channels are either the number one or number two in eight European countries. The Group's flagship radio station is RTL in France, and it also owns or has interests in other stations in France, Germany, Belgium, Spain and Luxembourg. RTL Group's content business, Fremantle, is one of the world's largest creators, producers and distributors of scripted and unscripted content. Fremantle has an international network of production teams, companies and labels in over 30 countries, producing over 12,800 hours of original programming and distributing over 20,000 hours of content worldwide. Combining the streaming-services of its broadcasters (such as TV Now, 6play, Videoland), the digital video networks BroadbandTV and Divimove; and Fremantle's more than 300 YouTube channels, RTL Group has become the leading European media company in digital video. RTL Group also owns the ad-tech businesses Smartclip and SpotX. RTL AdConnect is RTL Group's international advertising sales house. Bertelsmann is the majority shareholder of RTL Group, which is listed on the Luxembourg and Frankfurt stock exchanges and in the MDax stock index.</p> |

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| Company | Bouygues SA 32, Avenue Hoche, 75008 Paris, France Tel: +33 1 44 20 10 00 www.bouygues.com |
| Key contacts | Applications should be made online. |
| How to Apply | The careers website can be found at Talent . Although there is no specific MBA recruitment programme, the Company and its subsidiaries recruit MBA graduates into open vacancies. Current vacancies can be found at Job Search . Current jobs can also be viewed on LinkedIn . |
| International Opportunities | The company operates in 90 countries and therefore international opportunities for MBAs exist subject to vacancy availability. |
| Visa Sponsorship | No information found. |
| Internships | Nearly half of all interns go on to a full-time position within the Group, therefore Internships are the main route used for recruiting graduates. |
| Key Dates | Subject to individual vacancies. Bouygues SA offers a vast number of internships. See Job Offers to view. |
| Additional Information | Founded by Francis Bouygues in 1952, Bouygues is a diversified group with a strong corporate culture. Its businesses focus on three sectors: construction, with Bouygues Construction (building, civil works, energy and services), Bouygues Immobilier (property) and Colas (roads), telecoms with Bouygues Telecom and media with TF1. |

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| Company | Publicis Omnicom Groupe 133, Avenue des Champs-Élysées, 75380 Paris Cedex 08, France Tel: +33 (0)1 44 43 70 00 www.publicisgroupe.com |
| Key contacts | Applications should be made online. |
| How to Apply | The careers portal can be found at Careers . There are no specific MBA programmes, but entering 'MBA' into the keywords of the search tool on Job Opportunities will bring up a list of jobs where an MBA is a requirement. |
| International Opportunities | A search at Job Opportunities will give a list of open positions worldwide. |
| Visa Sponsorship | No information found. |
| Internships | Internships are available. Interested candidates should filter to internship on the Job Opportunities page. |
| Key Dates | Subject to individual vacancy. |
| Additional Information | Publicis Groupe is a global leader in marketing, communication, and digital transformation. Active across the entire value chain, from consulting to creation, and production, Publicis Groupe offers its clients a transversal, unified and fluid model allowing them access to all the Groupe's tools and expertise around the world. Publicis Groupe is organized across four Solutions hubs: Publicis Communications, Publicis Media, Publicis.Sapient and Publicis Health. These 4 Solutions hubs operate across principal markets and are carried across all others by Publicis One. Publicis One is a fully-integrated services offering making the Groupe's expertise available to all clients, under one roof. Present in over 100 countries, Publicis Groupe employs nearly 84,000 professionals. €8,969 million in sales in 2019. |

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| <p>Company</p> | <p>Deutsche Telekom AG Friedrich-Ebert-Allee 140, 53113 Bonn, Germany</p> <p>Tel: +49 (0) 228 181 0</p> <p>www.telekom.com</p> |
| <p>Key contacts</p> | <p>Applications should be made online. Enquiries made at: jobs@telekom.de Marion Bernhard-Winter, Lead Recruiter Group Headquarters and trainee program Start up! Email: jobs@telekom.de & marion.bernhard-winter@telekom.de Bianca Lorenzen, Team Lead Recruiting. Email: Bianca.Lorenzen@telekom.de</p> |
| <p>How to Apply</p> | <p>The careers website can be found at Careers. There is no specific MBA programme, but talented MBA graduates are encouraged to apply for open vacancies. Deutsche Telekom offer a 15-18 months Start up! Graduate Program, as well as various internship opportunities, which may be of interest to MBA graduates with less experience. Alternatively, a Direct Entry route is available. Options are available to view at Graduates. Visit Job Search for a list of all the current vacancies in the Group. Type MBA as the keyword in the search criteria to generate details of vacancies where an MBA is preferred/required. Candidates can sign up for Job Alerts.</p> |
| <p>International Opportunities</p> | <p>Subject to availability, opportunities exist worldwide. For details and links, visit Global Careers.</p> |
| <p>Visa Sponsorship</p> | <p>No information found.</p> |
| <p>Internships</p> | <p>Internships between 4 weeks and 6 months available.</p> |
| <p>Key Dates</p> | <p>Applications for the graduate programme close 31st January 2021. Dates are specific to individual vacancies.</p> |
| <p>Additional Information</p> | <p>Deutsche Telekom is one of the world's leading integrated telecommunications companies, with some 184 million mobile customers, 27,5 million fixed-network lines, and 21 million broadband lines. Deutsche Telekom is present in more than 50 countries. With a staff of some 211,000 employees throughout the world, we generated revenue of 80.5 billion Euros in the 2019 financial year, about 66 percent of it outside Germany.*</p> <p><small>*All figures taken from the 2019 Annual Report</small></p> |

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Company **Orange S.A**
78, rue Olivier de Serres, Paris 75015, France
Tel: +33 (0) 1 44 44 22 22

www.orange.com

Key contacts Applications should be made online.
Graduate programme email: info.graduateprogramme@orange.com

How to Apply Visit [Orange Jobs](#) for the main careers information. There is no MBA programme, however talented MBA graduates are encouraged to apply for open vacancies. Orange offer a 3-year [Orange Graduate Programme](#), a 3 or 4 year programme aimed at masters level graduates from business or engineering disciplines who have less than 18 months' work experience. Interested candidates should visit the [Job Board](#) for the latest vacancies and to apply online.

International Opportunities International opportunities are available. Search the [Job Board](#) for global vacancies.

Visa Sponsorship Applicants need to be work in the country they are applying to.

Internships [Internships](#) are available. Interested candidates should filter for internships in the [Job Board](#).

Key Dates Dates are specific to each individual vacancy. Applications for the 2021 Graduate Program closed 4th October 2020.

Additional Information Orange is one of the world's leading telecommunications operators with sales of 42 billion euros in 2019 and 147,000 employees worldwide at 31 December 2019, including 87,000 employees in France. The Group has a total customer base of 266 million customers worldwide at 31 December 2019, including 207 million mobile customers and 21million fixed broadband customers. The Group is present in 26 countries. Orange is also a leading provider of global IT and telecommunication services to multinational companies, under the brand Orange Business Services. In December 2019, the Group presented its new "Engage 2025" strategic plan, which, guided by social and environmental accountability, aims to reinvent its operator model. While accelerating in growth areas and placing data and AI at the heart of its innovation model, the Group will be an attractive and responsible employer, adapted to emerging professions.

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| Company | <p>Nokia P.O. Box 226, FI-00045 Nokia Group, Finland Visiting Office: Karaportti 3, 02610 Espoo, Finland Tel: +358 10 44 88 000</p> <p>www.nokia.com</p> |
| Key contacts | Application should be made online. |
| How to Apply | <p>Follow the links to Careers to view Nokia’s main careers information online. Nokia has two businesses: Nokia Group and Networks, and Nokia Technologies. Although there is no specific MBA programme Nokia also has several open positions that require an MBA – go to Open Jobs. As a global company, Nokia is often seeking special types of talent in specific Nokia countries and locations. Visit Students and Graduate Opportunities to view the programs that are available for each country.</p> |
| International Opportunities | There are direct hire opportunities for MBAs in the US, Europe and the Far East, subject to vacancy availability. |
| Visa Sponsorship | Candidates must be legally able to work in the country they are applying. |
| Internships | Nokia hires interns across the business in all locations. These are not necessarily MBA-specific. Visit Students and Grads to view current opportunities. |
| Key Dates | Recruitment is ongoing subject to vacancy availability. Interested candidates are advised to follow Nokia on LinkedIn to find the latest job opportunities or conduct a job search at Open Jobs . |
| Additional Information | <p>Nokia is a multinational communications and information technology company, headquartered in Espoo, Finland. The public limited-liability company is listed on the Nasdaq Helsinki, Euronext Paris and New York Stock Exchange. Powered by the research and innovation of Nokia Bell Labs, Nokia serves communications service providers, governments, large enterprises and consumers, with the industry’s most complete, end-to-end portfolio of products, services and licensing. From the enabling infrastructure for 5G and the Internet of Things, to emerging applications in virtual reality and digital health, the company is shaping the future of technology to transform the human experience. A truly global company, it has 160 nationalities working in more than 100 countries. Nokia employs approximately 98,000 people (2019) and has been well publicised for its use of social media for advertising and hiring new staff. Nokia sales in 2019 totalled €23.3 bn. Nokia has five business groups: Mobile Networks, Fixed Networks, IP/Optical Networks and Applications & Analytics (the Networks business); and Nokia Technologies.</p> |

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| Company | Telecom Italia SpA Corso d'Italia 41, 00198 Rome, Italy Tel: +39 (0) 06 36 881 www.telecomitalia.com/ |
| Key contacts | Applications should be made online. Email: HRContact@telecomitalia.it Human Resources and Organization. Or in writing to Telecom Italia S.p.A. - Sviluppo e Selezione Corso D'Italia, 41 - 00198 Roma. |
| How to Apply | The careers website can be found at Careers . Although there is no specific MBA recruitment programme, MBA graduates with perfect knowledge of Italian and very good English are encouraged to apply. To view open opportunities, make a speculative application or upload your CV visit Vacancies ; many vacancies specify the need for a master's degree. |
| International Opportunities | The majority of positions are based in Italy only but there are also opportunities in Luxembourg. |
| Visa Sponsorship | No information found. |
| Internships | Internship information can be found at University . Internships can last from a minimum of 3 to a maximum of 6 months |
| Key Dates | N/A |
| Additional Information | Telecom Italia offers infrastructures and technological platforms for voice and data in advanced telecommunications services and leading-edge ICT solutions and tools for development for the Group itself and for the entire nation. Telecom Italia, TIM, Virgilio, La7 and MTV Italia, Olivetti are the Group's main brands; they are well-known by consumers and are a guarantee of reliability and competence. Telecom Italia is aware that people create the success of the business and it recognises the central importance of human resources within a framework of loyalty and reciprocal trust. While informal and friendly the working environment is strongly orientated to results and to continuous improvement. Training and individual development schemes play a key role in the Group with an attention to work life balance. A continuous and well-structured dialogue with all major Universities has always been part of the company's DNA. |

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| Company | Telefónica SA Distrito Telefónica, Edificio Central - 2ª planta, Ronda de la Comunicación s/n, 28050 Madrid (Spain) Tel: +34 91 482 38 00 www.telefonica.com |
| Key contacts | Applications should be made online. Recruitment queries can be emailed to: young-careers@telefonica.com . Catherine Leaver, Director of HR Tom Edwards, HR Business Partner |
| How to Apply | The careers website can be found at Careers . There is no specific MBA programme. Current vacancies in the company and its subsidiaries can be found at Careers by selecting the required company and/or country. |
| International Opportunities | A full list of countries in which Telefónica is present in can be found here . It is possible to select the regions in the world that the company is present and view open vacancies by country by going to Careers . |
| Visa Sponsorship | No information found. |
| Internships | No information available. |
| Key Dates | Dates are specific to each individual vacancy. |
| Additional Information | Telefónica is a company that is aware of the new challenges posed by today's society. This is why it offers the means to facilitate communication between people, providing them with the most secure and state of the art technology in order for them to live better, and for them to achieve whatever they resolve. An innovative and attentive spirit with an immense technological potential that multiplies the ability to choose of its more than 344 million clients. Telefónica operate in 12 countries and has a presence in 24, with and an average of 113,138 professionals. In January-December 2019 Telefónica had consolidated revenues of 48,422 million euros 344 million total accesses as of December 2019. It has 261 million mobile phone accesses; more than 21 million data and Internet accesses and 8.4 million pay television accesses. Telefónica is a totally private company that has more than 1.3 million shareholders and is listed on several of the main stock markets in the world. |

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| Company | <p>RWE AG Altenessener Straße 35, 45141 Essen, Germany</p> <p>Tel: +49 (0) 201 12 00</p> <p>www.rwe.com</p> |
| Key contacts | <p>Applications should be made online. Email: rwestcareers@rwe.com Julia Seelhöfer, IT & Finance Graduate Programme. +49(0)201-51792423. Contact Form Paul Roberts, Commercial & General Business Programme. Tel: +44(0)1793 475172. Contact form.</p> |
| How to Apply | <p>The careers website can be found at Careers. Applications from experienced MBA graduates are welcome. RWE offers a variety of Graduate programmes: Commercial Graduate Programme (2yrs), Support Function Graduate Programme (2yrs), RWE Finance Graduate Programme (2yrs), RWE IT Graduate Programme (2yrs), Engineering & Consulting Services Graduate Programme (18 months) and the Mining Graduate programme (2yrs, preference of a master's degree). Visit Vacancies to search for current opportunities and to apply online.</p> |
| International Opportunities | <p>International opportunities for MBAs into direct hire roles are subject to availability.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>Internships are available. Interested candidates should apply through the Job Board.</p> |
| Key Dates | <p>Graduate programmes are open or opening shortly. Details are shown in Programme News.</p> |
| Additional Information | <p>RWE Supply & Trading GmbH is a subsidiary of RWE AG with a workforce of around 1,300. Located in Essen, Germany, it is a leading European energy trader and hub for all tradable commodities including gas, coal, oil and power. Its portfolio also includes emission certificates, freight, weather derivatives and biomass. The Company is responsible for the commercial optimisation of RWE's entire non-regulated gas business and offers large industrial companies and trading partners trading-based portfolio management, long-term supply concepts and risk management solutions.</p> |

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| Company | <p>Veolia 21, rue La Boétie - 75008 Paris, France</p> <p>UK Address: 8th Floor, 210 Pentonville Road, London, N1 9JY UK Tel: 020 7812 5000</p> <p>www.veolia.com</p> |
| Key contacts | <p>Applications should be made online. Emma Kelsall, Area Head of Employee Relations Suzanne Walker-Lee, HR Business Partner To register for the PANGEO graduate programme email pangeo@veolia.com</p> |
| How to Apply | <p>Visit Careers. There is no specific MBA programme, but MBA graduates are encouraged to apply for open vacancies. MBA graduates with less experience may be interested in PANGEO - the Veolia International Graduate Programme - the programme runs for 12-24 months, usually on VIE contracts (International Voluntary Work in Business). Interested candidates should search for suitable job vacancies and apply online, entering 'MBA' as a keyword into the job search will give a list of positions where an MBA is a requirement/advantage.</p> |
| International Opportunities | <p>International opportunities are available Job search. Application for the PANGEO - the Veolia International Graduate Programme can be made online.</p> |
| Visa Sponsorship | <p>No information found.</p> |
| Internships | <p>Veolia runs work study schemes. Apply through Job Search.</p> |
| Key Dates | <p>Subject to individual vacancy. There are a vast number of PANGEO programmes currently open. See Job Search to view.</p> |
| Additional Information | <p>The Veolia group is the world benchmark for optimized resource management. Present on five continents with more than 178,780 employees, the Group designs and deploys solutions for water, waste and energy management, which contribute to the sustainable development of cities and industries. Through its three complementary activities, Veolia helps to develop access to resources, to preserve available resources and to renew them. In 2019, the Veolia group served 98 million inhabitants with drinking water and 67 million with sanitation, produced nearly 45 million megawatt hours and recovered 50 million tonnes of waste. Veolia Environment (Paris Euronext: VIE) achieved consolidated sales of 27.189 billion euros in 2019.</p> |

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