



GRADUATESHIPS GUIDE - 2019/2020 EDITION

THE BEST DANISH GRADUATE PROGRAMS



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www.graduateships.com

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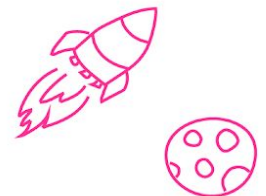
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Do you want to make an impact on people's lives?

Join GN's global Graduate Program and
be part of Making Life Sound Better



The GN Graduate Program offers the possibility to make a true difference in people's everyday life, a great network of peers, a steep learning curve, management exposure and a rotation abroad.

Attending our Graduate Program will make you an attractive and valued candidate.

A portrait of Tina Halborg Nielsen, a woman with long brown hair and blue eyes, smiling. She is wearing a dark blazer over a light-colored top. The background is blurred.

” Stærke ledelsesværktøjer,
god forståelse for forretningen
og fokus på mennesket – det
har været afgørende for min
udvikling som leder i ISS

Tina Halborg Nielsen
Tidl. Global Management Trainee

KICKSTART DIN LEDERKARRIERE

Bliv Graduate i ISS og en del af vores
Global Management Trainee Programme

Læs mere på www.iss.dk

ISS er en af verdens førende udbydere af facility services. Hos os får du 480.000 kolleger globalt og 7.500 i Danmark. Kernen i vores forretning er mennesker, og derfor er vores medarbejdere særligt vigtige for os. Vi tror på, at vejen til succes går gennem udvikling, engagement, gensidig tillid og god ledelse.



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SALESFORCE

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INTRODUCTION

We are pleased to present the 2020 edition of the Graduateships Guide to Graduate Programs in Denmark. The first ever guide created with a full overview of all Graduate Programs in Denmark.

Creating complete transparency on the graduate market was very much one of the key objectives when Graduateships was founded. We see this guide as the first step towards creating increased transparency for graduates and job-seekers in Denmark looking to break into a graduate program. A mission that we care deeply about at Graduateships.

Today, a majority of all entry-level full-time hires in Denmark are sourced through graduate programs. 14 companies in the C20 Index are using graduate programs as a mean to ensure they continuously hire and develop the best internal talents. Companies are using it to hire and shape new graduates into future leaders at the companies. This means that for those looking to work for the most desired and admired employers in the countries graduate programs are the perfect way in. As a result, we've created the Graduateships Guide to Graduate Programs - an indispensable resource for finding the right Graduate opportunities for you.

The 2020 edition of the Graduateships Guide to Graduate Programs includes more than 60 companies based in various parts of Denmark (and a few internationally). These companies combined offer more than 300 positions in different departments ranging from IT to Finance and Sales & Trading.

For any questions, comments or feedback please write us as: pb@graduateships.com



Palle Broe, Founder

Graduate programs are by no means the easiest way to get access to the biggest and most prestigious companies. As an example then Novo Nordisk had a record breaking 10.068 applicants for their 60 graduate positions back in 2014. That's a 0.6% chance to make it all the way through from uploading your CV and Cover Letter to accepting an offer. In general the programs have become ever more competitive and only the best of the best manage to get an offer. However the rewards are high and graduate programs is definitely one of the best ways to start your career!

Finally, this guide could not have been completed without the help of the companies and organizations that offer top graduate programs. Thank you for being so willing to cooperate and share insights on your graduate opportunities.

A GUIDE TO THE GUIDE

The companies in this guide are arranged in random order. As more programs open up through Q4/Q1 we will continue to update the guide. The data in the guide has either been provided by the companies or selected from their official websites.

NATURE OF THE PROGRAMMES: You will see that we have included consulting companies which do not all offer a 'normal' graduate programmes (1-2 years, rotations etc.). Some of them do, but some of them don't. We have included them as they do provide entry-level opportunities with a phenomenal learning experience for anyone in the early stage of their career.

GRADUATE PROGRAM CONFIRMED: For some of the companies we are yet to confirm if they will be continuing their programme. We have labelled this with a *maybe*. We also have certain graduate programmes that are purely international in nature (so no rotation in Denmark and no relation to Denmark necessarily), we have labelled these *International*.

NUMBER OF POSITIONS: This is the number of jobs the company will offer in total.

LOCATION: This is the location where the majority of the graduate program will take place and is often where the companies HQ is.

DURATION: The duration of the graduate program.

AREAS: The areas within which the company offers graduate programs (e.g. Finance, Marketing etc.)

ROTATIONS: The number of rotations the graduate can expect within the graduate program

INTERNATIONAL ROTATION: Whether or not there will be any international rotations as part of the program. Note, there might be international travel and work for clients etc. that are short term and adhoc - this has not been considered for this line item.

OPEN DATE: The date the position was first made available and candidates could start applying. For certain roles this has not been able to retrieve and will therefore be blank. There are also roles which are yet to be posted.

APP. DEADLINE: The last day you can apply for the position.

START DATE: The start date for the graduate program.

A GUIDE TO THE GUIDE

GLASSDOOR: In order to provide more insights about the companies we have highlighted the company rating from Glassdoor. Bear in mind that these ratings are for the company at large and not specifically for the graduate programme or the Danish division of the company. We have also included the most common feedback from Glassdoor users. If a company had very few reviews we have not included the rating.

JOB OPPORTUNITIES AFTER GRADUATE ROLE: We have researched former graduates of the companies via LinkedIn to see what kind of roles they got after ending their graduate role. These we have labeled as **internal** opportunities and should provide the jobseeker with at least some kind of idea of the roles the graduate could get after the programme is over.

We have also looked at the kind of roles graduates who decided not to continue after completing the graduate role have been able to land **externally**. These roles are bit less specific and more focused around the industries and the example companies the graduate would be able to join.

SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 5,000 - 10,000	 Copenhagen	 Global	

The GN Group is a global leader in intelligent audio solutions that let you hear more, do more and be more than you ever thought possible. Founded in 1869, the GN Group today has 5,500 employees and its parent company, GN Store Nord, is listed on NASDAQ Copenhagen (GN.CO).

THE GRADUATE PROGRAM

Number of positions: 10 - 15

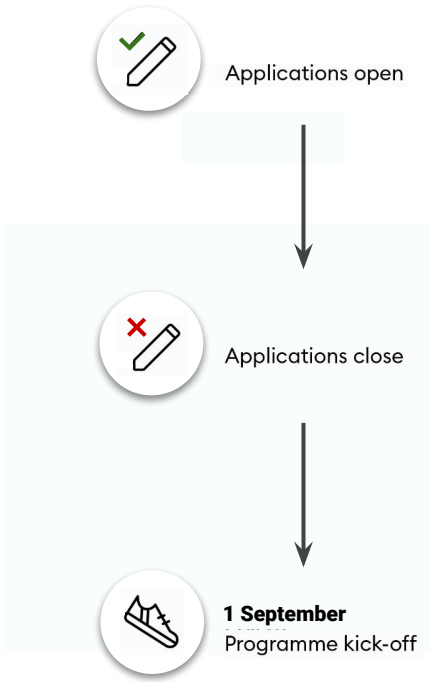
Denmark Locations: Copenhagen

Programme Duration: 24 months

Area: Engineering, Finance, IT and Marketing

Rotations: 3

International Rotations: Yes, 1 rotation outside of DK






THE INSIGHTS




JOB OPPORTUNITIES AFTER GRADUATE ROLE

Data provided by the companies themselves

INTERNAL

-  **Strategic Business Model Project Manager,** Business Transformation and Strategy
-  **Marketing Operations Manager,** GN Hearing
-  .

EXTERNAL

-  **Consulting:** Mgmt & IT Consulting
-  **Financial Services:** Banks, Pension Funds, Insurance Companies
-  **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 

Pros

Interesting opportunities. Lots of focus on employee development and internal advancements.

The people at Nykredit Markets are some of the leading within their fields in Denmark - particularly within Fixed Income

Cons

A bit smaller than the other big banks in denmark



SIZE  5,000 - 10,000	HQ  Copenhagen	OFFICES IN  Global	GRADUATE WEBSITE 
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THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Strategic Business Model Project Manager,** Business Transformation and Strategy
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- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

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★
 ★
 ★
 ★
 ★

Pros

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GRADUATE PROGRAM BASICS

What is a Graduate Program?

So what is a graduate programme or graduate job? Isn't it the case that any job done by a graduate is a 'graduate job'? Firstly, as you'd expect, it's a job offered by graduate recruiters – companies large enough to need a constant flow of new talent that can be trained up for management roles in the future. Secondly, the job is almost certainly going to be a place on a formal graduate training program.

It's a structured training program run by an employer to develop future leaders of their organisation. These graduate programs, which usually last between one and two years, are often available in a number of specialisms - or streams as they're known - ranging from finance, retail, HR and marketing, to management and IT.

As a graduate, you'll benefit from being handed responsibility from the outset, an opportunity to gain real hands-on experience and develop a broad understanding of your chosen profession, as well as receiving support in building key skills.

“Graduate Programmes are seen as the internal pipeline for future leaders of the company”

These programs are also a way for recruiters to build up what is known in HR parlance as a 'pipeline': a group of high-flying graduates who are expected to aspire to leadership positions. In general it can be said that graduate programs:

- Usually lasts between 12 – 24 months
- Includes rotations in other parts of the business (often international)
- The pay varies but is often between 35,000 – 45,000 DKK per month
- Contains a structured training programme with an assigned mentor
- Does not guarantee a permanent role after the graduate program, but the majority finds roles within the company
- Is usually where future leaders of the company is chosen from

Why do a Graduate Program?

In many cases it provides one of the best learning environments following graduation. The companies have often been iterating on the programs for many years and you therefore enter into a well run machine where their key purpose is to make you able to succeed at the company. You get to try out a number of different positions in the company - something you would usually not get the chance to do if you were to get a 'normal' position at a company.

GRADUATE PROGRAM BASICS

What to do when the program is over?

In most cases (~95%) the graduates who finish the program will be offered a permanent position some place in the business. This will often not be handed to the graduate, but is something which he or she will need to ensure they are working on whilst finalising the program. Often the final 6 months is used to also apply for permanent roles in the company. Ideally via some of the managers you have had in your previous rotations. Constant networking is therefore crucial - don't leave it to the last minute!

If you either do not want to continue at the company or is not offered a permanent role fear not. Many companies including consultancies will be happy to hire you, as you will have gained very valuable experience working at some of the biggest Danish employers.

Am I eligible for a Graduate Program?

As the name implies, Graduate programs are tailored towards newly graduated folks. Most programs allows applicants to have a maximum of 2 years working experience following their graduation, but not more than that. In most cases the company will require a Master education, but some have started to accept Bachelor graduates.

Whilst the majority of graduate programs are still catered towards business school graduates there are programs for all kind of educations.






















How much will I get paid?

This obviously varies from company to company, but the range will vary from around 35,000 - 45,000 DKK per month before taxes. On top of this there will be other benefits such as spending 6 months abroad in an affiliate office and having expenses paid for.

“Graduate Programmes are the perfect way to start your career in a structured training environment where you get to see all parts of the business and be mentored by senior employees”

GRADUATESHIPS	GRADUATE PROGRAM CONFIRMED?	COMPANY				
		#JOBS		APP START	APP DEADLINE	PROGRAM START
Nordea	Yes	Nordea	TBC	Closed	TBC	TBC
Nykredit	Yes	Nykredit	20-25	Closed	5 Feb	1 Sep
JYSKE BANK	Yes	Jyske Bank	10	Open	1 Apr	1 Sep
atp=	Yes	ATP	20-25	Closed	21 Jan	30 Aug
PFA	Yes	PFA	TBC	Closed	9 Feb	1 Sep
FAST MOVING CONSUMER GOODS						
L'ORÉAL	Yes	L'Oréal	6	Closed	12 Jan	1 Sep
Arla	Yes	Arla	10 - 15	Closed	8 Jan	1 Sep
Carlsberg	Yes	Carlsberg	10 - 15	Closed	1 Mar	1 Sep
salling group	Yes	Salling Group	TBC	Closed	21 Feb	1 Sep
dlg	Maybe	dlg	TBC	Closed	TBC	TBC
BESTSELLER	Yes	Bestseller	+15	Closed	13 Jan	1 Jun
GN	Yes	GN Group	10 - 15	Open	April	1 Sep
DFD	Yes	DFD	TBC	Closed	TBC	TBC
DANISH CROWN	Yes	Danish Crown	8	Open	8 Mar	1 Sep
ECCO	International	ECCO	TBC	Open	8 Mar	1 Sep
LIDL	International	LIDL	+6	Closed	5 Jan	1 Sep
SCANDINAVIAN TOBACCO GROUP	Yes	STG	1-5	Closed	26 Jan	TBC
BRITISH AMERICAN TOBACCO	International	BAT	TBC	Closed	TBC	TBC
MARS	International	MARS	TBC	Closed	TBC	1 Sep
CHR HANSEN	Yes	Chr Hansen	TBC	Closed	TBC	TBC
H&M	International	H&M	TBC	Closed	2 Jan	1 Sep
ALDI	Yes	Aldi	5 - 10	Open	15 Mar	1 Aug

GRADUATESHIPS	GRADUATE PROGRAM CONFIRMED?	HEALTHCARE AND BIOTECH				
		COMPANY	#JOBS	APP START	APP DEADLINE	PROGRAM START
                   	Yes	Novozymes	1 - 5	Closed	19 Jan	1 Sep
	Yes	Lundbeck	TBC	Closed	9 Feb	1 Sep
	Yes	Johnson & Johnson	TBC	Closed	19 Nov	Mar - Oct
	Yes	Novo Nordisk	+35	Closed	8 Jan	1 Sep
	Yes	Coloplast	TBC	Closed	Ongoing	TBC
	Yes	Demant	4 - 6	Closed	12 Jan	1 Sep
	ENERGY					
	Yes	Ørsted	29	Closed	13 Jan	1 Sep
	Yes	Vestas	15	Closed	1 Mar	1 Sep
	Yes	Centrica	3	Open	22 Mar	1 Sep
	INDUSTRY					
	Yes	Grundfos	10	Closed	16 Feb	1 Sep
	Yes	Danfoss	20	Open	Ongoing	1 Sep
	Yes	ISS	+3	Closed	21 Jan	1 Sep
	Yes	Tetra Pak	1	Closed	Ongoing	1 Sep
	Yes	General Electric	1	Closed	Ongoing	1 Sep
	Yes	Hilti	+5	Closed	5 Jan	1 Sep
	Yes	LINAK	1	Closed	15 Feb	1 Sep
	Yes	Rockwell Automation	1	Closed	1 Dec	Jan
	IT / TECH					
	Yes	KMD	TBC	Closed	16 Feb	TBC
	Yes	Cisco	5- 8	Open	Ongoing	1 Sep
	Yes	TDC	~25	Closed	1 March	17 Aug

GRADUATESHIPS	GRADUATE PROGRAM CONFIRMED?	COMPANY	#JOBS	APP START	APP DEADLINE	PROGRAM START
	Yes	Omada	TBC	Closed	Ongoing	TBC
	Yes	Prysmian	TBC	Closed	Ongoing	TBC
	Maybe	Microsoft	TBC	Open	Ongoing	TBC
	Yes	Visma	TBC	Closed	Ongoing	1 Sep
	Yes	IBM	TBC	Closed	Ongoing	TBC
	Yes	Salesforce	TBC	Closed	14 Jan	1 Sep
	Yes	Lime	5	Closed	27 Feb	Aug
	Maybe	Atea	TBC	Closed	TBC	TBC
	Yes	DCC	TBC	Closed	Ongoing	TBC
	Yes	SimCorp	TBC	Closed	Ongoing	TBC
	Yes	Samsung	TBC	Closed	Ongoing	Jan
	Yes	CGI	TBC	Open	1 May	1 Sep
SHIPPING & TRANSPORT						
	Yes	Torms	TBC	Closed	31 Dec	Aug 2020
	Yes	KPI Bridge Oil	TBC	Closed	Ongoing	TBC
	Maybe	Arriva	TBC	Closed	TBC	TBC
	Yes	NAC	TBC	Closed	TBC	TBC
CONSULTING						
	No	NNIT	TBC	Closed	Closed	Closed
	Yes	KPMG	1 - 2	Closed	15 Nov	1 Jan
	Yes	PwC	15 - 20	Open	Ongoing	1 Sep
	Yes	Accenture	+15	Open	Ongoing	1 Sep
	Yes	Valcon	10	Open	Ongoing	30 Aug
	Yes	Deloitte	TBC	Open	Ongoing	1 Sep

GRADUATESHIPS	GRADUATE PROGRAM CONFIRMED?	COMPANY	#JOBS	APP START	APP DEADLINE	PROGRAM START
<div>SIMON • KUCHER & PARTNERS</div> <div>Strategy & Marketing Consultants</div> <div>EY</div> <div>PA</div> <div>TeachFirst</div>	Yes	CONSULTING				
		Simon & Kucher	TBC	Open	TBC	TBC
		EY	TBC	Open	TBC	TBC
		PA Consulting	+5	Open	15 Mar	1 Sep
		EDUCATION				
		TeachFirst	75	Open	Ongoing	15 Jun

GRADUATE PROGRAMMES IN FINANCIAL INSTITUTIONS

Nykredit Graduate 2020

Accelerér din personlige udvikling

I Nykredit søger vi performanceorienterede holdspillere med vindmentalitet. Tre kvaliteter der ikke kan stå alene, hvis du vil lykkes som graduate hos os. Vi vægter holdånd og handlekraft højt. Og hvis du vil og kan – så skaber vi udvikling og muligheder for dig.

Nykredits graduateprogram løber over 12 intensive måneder med fastansættelse fra dag ét. Du bliver tilknyttet én afdeling, men undervejs vil du gennem korte praktikophold i andre afdelinger opbygge en tværgående forretningsindsigt, solid forståelse for Nykredits kunder og et værdifuldt netværk. Programmet er designet til at bringe din teoretiske viden i spil gennem rigtige opgaver, der kræver rigtige løsninger.

“Nogle gange skal man igennem noget meget fjollet for at blive bedre til noget meget seriøst”

Tobias

“Jeg bliver i mit daglige arbejde ofte kastet ud i udfordrende situationer, hvor jeg kan trække på noget af den viden og træning, som vi har fået på de fire basecamps”

Pendar

SIZE



+10,000

HQ



Helsinki

OFFICES IN



Europe

GRADUATE WEBSITE



Nordea is among the ten largest universal banks in Europe in terms of total market capitalisation. The Nordea share is listed on the stock exchanges in Stockholm, Helsinki and Copenhagen. They have broad expertise across the wide range of products, services and solutions that they provide within banking, asset management and insurance

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Locations: Copenhagen

Programme Duration: 24 Months

Area: TBC

Rotations: TBC

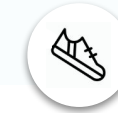
International Rotations: TBC



Winter 2019/2020
Applications open



TBC
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Legal Advisor,** Nordea Funds
- ❑ **Analyst,** Fixed Income Analyst @ Nordea Markets
- ❑ **Business Developer,** Investments Center, Wealth & Investment Advice

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.7 ★★★★★

Pros

Great work/life balance, many opportunities and challenges

Good working environment, decent people

Cons

Some degree of bureaucracy due to the size of the bank





SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Denmark

GRADUATE WEBSITE



Nykredit is one of Denmark's leading financial service providers with banking and mortgage lending as core business areas. They focus on new thinking and finding innovative solutions that grow and expand their business areas.

THE GRADUATE PROGRAM

Number of positions: 20 - 25

Denmark Locations: Copenhagen

Programme Duration: 12 months

Area: Finance, IT, Marketing, Project Management

Rotations: 5 - 10 Intern visits across the organisation

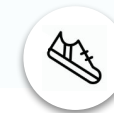
International Rotations: No



22 November
Applications open



6 February
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Specialist,** Data, development, reporting & projects
- ❑ **Senior Contract Manager,** Procurement
- ❑ **Customer Experience,** Nykredit Wealth Management

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 ★★★★★

Pros

Interesting opportunities. Lots of focus on employee development and internal advancements.

The people at Nykredit Markets are some of the leading within their fields in Denmark - particularly within Fixed Income

Cons

A bit smaller than the other big banks in denmark



#	Position	App Deadline	Start Date	Location
1	Dataanalyse og –formidling i Vurdering	06/02/2020	01/09/2020	Copenhagen
2	Private Wealth Management	06/02/2020	01/09/2020	Copenhagen
3	Udvikleropgaver	06/02/2020	01/09/2020	Copenhagen/ Aalborg
4	Regulering	06/02/2020	01/09/2020	Copenhagen

SIZE



1,001 - 5,000

HQ



Silkeborg

OFFICES IN



Denmark

GRADUATE WEBSITE



The origins of Jyske Bank date back to the 19th century when a number of small local banks opened in Jutland. In 1967, four of the banks merged under the name of Jyske Bank. Jyske Bank has been active in the international financial markets for many years.

THE GRADUATE PROGRAM

Number of positions: 10

Denmark Locations: Silkeborg

Programme Duration: 18 months

Area: Business Development, IT, Finance, Economics

Rotations: 3 (customised based on your skills/needs)

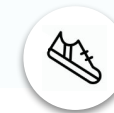
International Rotations: No



15 December
Applications open



31 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Relationship Manager**, Leveraged Finance
- ❑ **Senior Specialist**, Strategy & Analysis
- ❑ **Analyst**, Quant & Strategy Research

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.3 

Pros

Colleagues are nice to work with and easy, relatively open minded and entrepreneurial working environment

If you want to rise, it is very much possible through hard work.

Cons

They have been through some dramatic cost cutting exercises and a transfer to a new IT platform, which has taken its toll on the staff



SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Europe

GRADUATE WEBSITE



The ATP Group is Denmark's largest pension and insurance company. They provide solutions for almost all citizens and businesses in Denmark. ATP is one of Europe's largest pension companies. They are driven to achieve basic economic security for their customers.

THE GRADUATE PROGRAM

Number of positions: 16

Denmark Locations: Copenhagen

Programme Duration: 12 months

Area: Economics, Investment, IT, Data, Legal, Project Mgmt, Communication

Rotations: 2

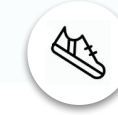
International Rotations: Yes



21 January
Applications open



Running
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Business Analyst,**
Process
Optimisation &
Reporting
- ☐ **Consultant,**
HR/Comms
department
- ☐ **Behavioral
Consultant,**
Operational Risk &
Compliance

EXTERNAL

- ☐ **Consulting:**
Mgmt & IT
Consulting
- ☐ **Financial
Services:** Banks,
Pension Funds,
Insurance
Companies
- ☐ **C20 Companies:**
Novo Nordisk,
Maersk, Lego
etc.

glassdoor

3.6 ★★★★★

Pros

Nice people and social colleagues

Relaxed and flexible working environment

Cons

A bit slow paced at adopting new things





SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Denmark

GRADUATE WEBSITE



PFA is a pension company, but they are so much more than that. In addition to pension and insurance plans, they also offer savings plans for individual customers as well as a number of solutions within health and housing, etc. They are owned by their customers, and were founded in 1917 to ensure people in Denmark the freedom to live the life that they want.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Locations: Copenhagen

Programme Duration: 24 months

Area: Investment, Business Development, Procurement, Product, AI & Analytics, IT, Portfolio Management

Rotations: 3

International Rotations: No



Early 2020
Applications open



9 February
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL



Consulting:
Mgmt & IT
Consulting



Financial Services: Banks,
Pension Funds,
Insurance
Companies



C20 Companies:
Novo Nordisk,
Maersk, Lego
etc.

glassdoor

Pros

Market leader in the Danish pension market

Top leadership, people, benefits, culture

Cons

Middle management, conservative and slow decision making hindering digitalization



#	Position	App Deadline	Start Date	Location
1	Finance & Actuary	09/02/2020	01/09/2020	Copenhagen
2	Strategic Procurement Manager	09/02/2020	01/09/2020	Copenhagen
3	Law Customers	09/02/2020	01/09/2020	Copenhagen
4	Data & IT	09/02/2020	01/09/2020	Copenhagen
5	DevOps	09/02/2020	01/09/2020	Copenhagen
6	Data Scientist	09/02/2020	01/09/2020	Copenhagen
7	Insurance Products	09/02/2020	01/09/2020	Copenhagen
8	Data ART	09/02/2020	01/09/2020	Copenhagen
7	Cyber Security Graduate	09/02/2020	01/09/2020	Copenhagen



GRADUATE PROGRAMMES IN FAST MOVING CONSUMER GOODS COMPANIES

SIZE



+10,000

HQ



Paris

OFFICES IN



Global

GRADUATE WEBSITE



L'Oréal's Nordic organization counts close to 1000 employees based in the four Nordic capitals, with Denmark being the Nordic headquarter. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 26.02 billion euros in 2017.

THE GRADUATE PROGRAM

Number of positions: 6

Denmark Locations: Copenhagen

Programme Duration: 12 months

Area: Marketing, Sales, Operations, Finance

Rotations: 2

International Rotations: Copenhagen, Oslo, Stockholm and Helsinki



1 November
Applications open



12 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Retail Brand Manager**
- ☐ **Jr. Category Manager,**
Fragrances & YSL
- ☐ **Scandinavian Digital Media and Social Brand Manager**

EXTERNAL

- ☐ **FMCG:** Unilever, H&M, P&C etc.
- ☐ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.
- ☐ **Start-ups:**
Fashion, Social-media

glassdoor

3.7

Pros

Learn to work in a fast-paced environment

L'Oreal offers competitive salary and great benefits

Cons

Work life balance could be improved. Long working hours



#	Position	App Deadline	Start Date	Location
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SIZE



+10,000

HQ



Viby

OFFICES IN



Global

GRADUATE WEBSITE



Arla Foods amba is an international cooperative based in Viby, Denmark, and the largest producer of dairy products in Scandinavia. Arla Foods was formed as the result of a merger between the Swedish dairy cooperative Arla and the Danish dairy company MD Foods on 17 April 2000

THE GRADUATE PROGRAM

Number of positions: 10 - 15

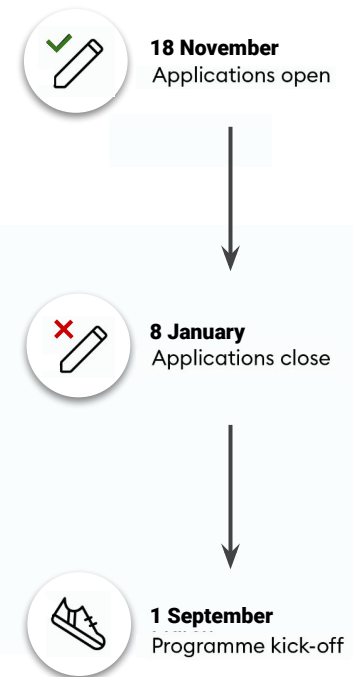
Denmark Locations: Viby

Programme Duration: 24 months

Area: Finance, IT, Marketing, Project Management

Rotations: 3 (8 months each)

International Rotations: Yes



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Process Excellence,** Commercial Train
- ❑ **Product Manager,** Arla Foods Ingredients
- ❑ **Global QEHS Specialist,** Child Nutrition & Organic

EXTERNAL

- ❑ **FMCG:** Unilever, H&M, P&C etc.
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.
- ❑ **Consulting:** Mgmt & IT Consulting

glassdoor

3.6 ★★★★★

Pros

Positive international English-speaking work environment

Good working environment, work life balance

Cons

Too Denmark focused to deliver on it's global potential





#	Position	App Deadline	Start Date	Location
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SIZE



+10,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



Established in 1847 by brewer J.C. Jacobsen, the Carlsberg Group is one of the leading brewery groups in the world today, with a large portfolio of beer and other beverage brands.

THE GRADUATE PROGRAM

Number of positions: 10 - 15

Denmark Locations: Copenhagen

Programme Duration: 24 months

Area: Finance, IT, Marketing, Supply Chain

Rotations: 3 - 4

International Rotations: Yes



Open
Applications open



25 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Group FP&A Manager,** Carlsberg Group
- ☐ **Business Process Manager,** Carlsberg Group
- ☐ **Channel Activation Manager,** Convenience Channel in Denmark

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Beverage:** Royal, Ceres, PepsiCo, Heineken
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

4.0 

Pros

There's a very good spirit and the work-life balance is good

Some great people who work hard

Cons

Sometimes long hours, but still rewarding

Boys culture, they discount you if you don't LOVE FOOTBALL AND LOVE staying out late to drink beer



#	Position	App Deadline	Start Date	Location
1	Supply Chain Graduate	25/01/2020	01/09/2020	Copenhagen
2	Commercial Graduate	25/01/2020	01/09/2020	Copenhagen
3	Finance Graduate	25/01/2020	01/09/2020	Copenhagen



SIZE



+ 10,000

HQ



Brabrand

OFFICES IN



Northern Europe

GRADUATE WEBSITE



The Salling Group is one of Denmark's largest companies, with more than 50.000 employees across Denmark, Germany, Poland and Sweden. The Salling Group owns Bilka, Føtex, Netto and Salling.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Locations: Brabrand, Aarhus

Programme Duration: 24 months

Area: Business Mgmt, E-commerce, Finance, HR, IT, Purchasing, Supply Chain

Rotations: 2

International Rotations: Sweden, Germany, Poland



TBC
Applications open



21 February
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Category Manager,** Dairy/Eggs/Fats/
- ❑ **Digital Business Developer,** Customer Program
- ❑ **Senior Category Development Consultant,** Salling Group

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **FMCG:** LIDL, IKEA, COOP
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 ★★★★★

Pros

Good professional environment in IT
High management standard for line managers

Cons

Low salary for entry-level jobs



#	Position	App Deadline	Start Date	Location
1	IT Graduate	21/02/2020	01/09/2020	Aarhus



SIZE

●●●○○

1,001 - 5,000

HQ

Brande, DK

OFFICES IN

Denmark

GRADUATE WEBSITE

More than 15,000 people work at BESTSELLER worldwide. BESTSELLER is a family-owned clothing and accessories company founded in Denmark in 1975, providing fast affordable fashion for women, men, teenagers and children under brands such as JACK & JONES, SELECTED, VERO MODA, ONLY, PIECES, VILA, OBJECT, JUNAROSE, MAMALICIOUS, NAME IT and Y.A.S.

THE GRADUATE PROGRAM

Number of positions: +15

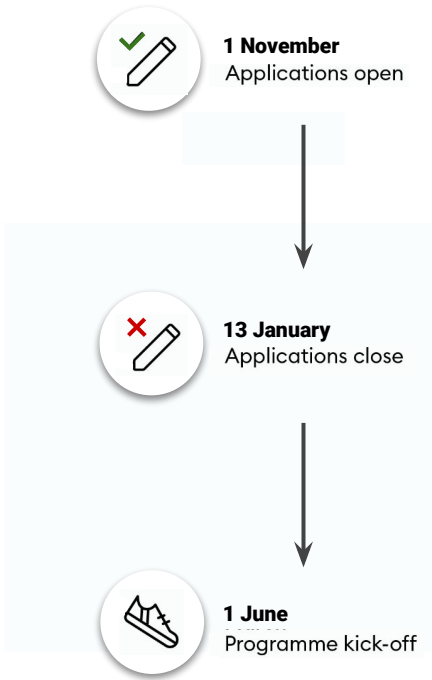
Denmark Locations: Brande & Aarhus

Programme Duration: 24 months

Area: Buying, Sales mgmt, Retail mgmt, Finance, E-commerce, Design, IT

Rotations: 2

International Rotations: Yes, Global



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ Business Development, Vero Moda
- ☐ Business Analyst, BESTSELLER
- ☐ Project manager, Business Development

EXTERNAL

- ☐ Consulting: Mgmt & IT Consulting
- ☐ Fashion: H&M, Nike, Adidas, Hummel, ECCO
- ☐ C20 Companies: Novo Nordisk, Maersk, Lego etc.

glassdoor

3.3

Pros

The core for me is the international environment with passionate and highly dedicated colleagues, which creates this great working environment

50% discount on clothing (150 Euro limit associates, supervisor and above 250 Euro limit)

Cons

Could be more flexible with working hours and work location



BESTSELLER

BESTSELLER®

#	Position	App Deadline	Start Date	Location
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SIZE

5,000 - 10,000

HQ

Copenhagen

OFFICES IN

Global

GRADUATE WEBSITE

www.

The GN Group is a global leader in intelligent audio solutions that let you hear more, do more and be more than you ever thought possible. Founded in 1869, the GN Group today has 5,500 employees and its parent company, GN Store Nord, is listed on NASDAQ Copenhagen (GN.CO).

THE GRADUATE PROGRAM

Number of positions: 10 - 15

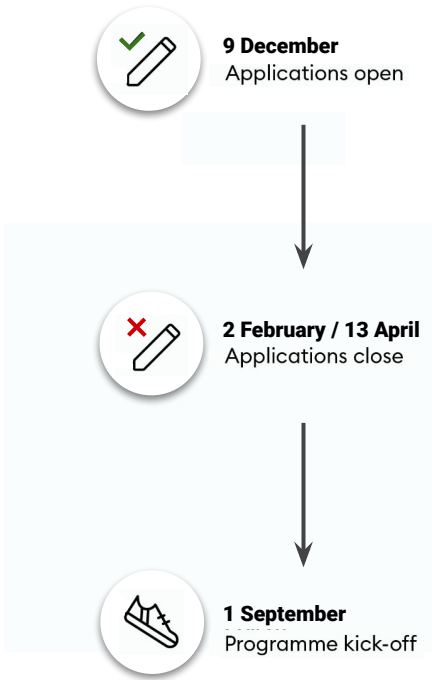
Denmark Locations: Copenhagen

Programme Duration: 24 months

Area: Engineering, Finance, IT and Marketing

Rotations: 3

International Rotations: Yes, 1 rotation outside of DK



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Strategic Business Model Project Manager,** Business Transformation and Strategy
- ❑ **Marketing Operations Manager,** GN Hearing
- ❑ **Project Manager,** New Business

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Med Device:** Widex, Oticon
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.7

Pros

Great leadership and fair compensation

Really nice place if you want to make an impact. Lots of development opportunities for high performers

Cons

Changing management resulting in changing strategic direction



#	Position	App Deadline	Start Date	Location
1	Digital Marketing Graduate	02/02/2020	01/09/2020	Copenhagen
2	Global Marketing Graduate	02/02/2020	01/09/2020	Copenhagen
3	Finance Graduate	02/02/2020	01/09/2020	Copenhagen
4	Global IT Graduate	13/04/2020	01/09/2020	Copenhagen
5	Global Experience Engineering Graduate	13/04/2020	01/09/2020	Copenhagen
6	Global Engineering Graduate	13/04/2020	01/09/2020	Copenhagen



SIZE

+ 10,000

HQ



Randers

OFFICES IN



Denmark

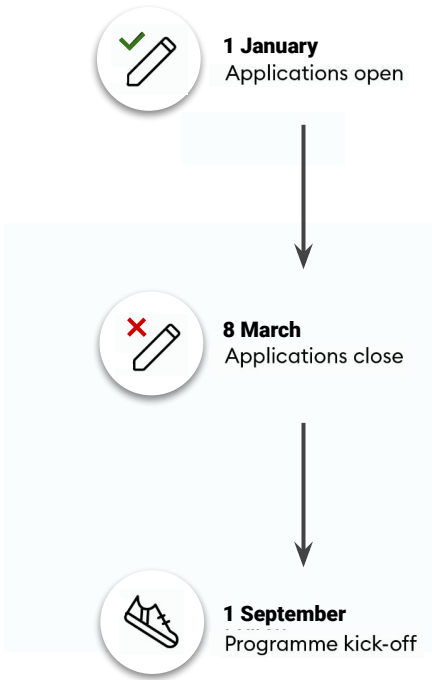
GRADUATE WEBSITE



The Danish Crown group is the World's largest pork exporter and Europe's largest pork processor. Danish Crown is Europe's largest meat processing company and Danish Crown Beef is a significant player in the European beef market.

THE GRADUATE PROGRAM

- Number of positions:** ~8
- Denmark Locations:** Randers
- Programme Duration:** 24 months
- Area:** Production, Business
- Rotations:** 3
- International Rotations:** UK, Sweden, Germany, Poland, Holland, South Africa, China, USA +



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **FMCG:** Arla, Tulip, Vion Food Group
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.6

Pros

Work/life balance, career development, compensation

Everything runs by the book and people treat each other well. The management was always fair and the pay was generous.

Cons

Location, wish it was located in Århus





#	Position	App Deadline	Start Date	Location
1	Graduate	08/03/2020	01/09/2020	Randers



SIZE



+ 10,000

HQ



Bredbro

OFFICES IN



Global

GRADUATE WEBSITE



ECCO people have a passion for what they do and a drive to achieve the very best. This passion and drive are what characterise ECCO and what make them a successful global company.

THE GRADUATE PROGRAM

Number of positions: 10

Denmark Locations: Bredbro

Programme Duration: 2-3 years

Area: TBC

Rotations: TBC

International Rotations: Yes



TBC
Applications open



8 March.
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:**
Mgmt & IT
Consulting
- ❑ **Fashion:** H&M,
Bestseller, IKEA
- ❑ **C20 Companies:**
Novo Nordisk,
Maersk, Lego
etc.

glassdoor

3.4 ★★★★★

Pros

Nice salary, nice bonus, free shoes, the managers want you to grow

great product to work for, employee discount, possibility to grow

Cons

let the info flow from upper management more easily



#	Position	App Deadline	Start Date	Location
1	Finance and Business Control, Europe & Asia	08/03/2020	01/09/2020	International
2	Kids Brand and Product, Denmark	08/03/2020	01/09/2020	Bredbro
3	Category Management	08/03/2020	01/09/2020	Bredbro
4	Global Sales Digital, Global	08/03/2020	01/09/2020	International
5	Supply Chain Management, Global	08/03/2020	01/09/2020	International
6	Shoe Production, Asia	08/03/2020	01/09/2020	Asia
7	Retail Operations & Sales, Asia Pacific	08/03/2020	01/09/2020	International
8	Global Marketing, Denmark	08/03/2020	01/09/2020	Bredbro
9	Leather Sales and General Management, Global	08/03/2020	01/09/2020	International
10	Leather Production, Europe & Asia	08/03/2020	01/09/2020	International





SIZE



+ 10,000

HQ



Neckarsulm,
Germany

OFFICES IN



Global

GRADUATE WEBSITE



Lidl is proud of their humble beginnings. In 1973, the first modern Lidl store opened in Ludwigshafen (25 miles south of Frankfurt). Today, they operate over 10,500 stores in 29 countries. They have a history of cultivating relationships with local suppliers in each region to offer their customers high quality products at low prices.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Location: Kolding

Programme Duration: 18 Months

Area: IT, Finance, Supply Chain Management, Procurement & Logistics

Rotations: TBC

International Rotations: TBC



15 November
Applications open



5 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:**
Mgmt & IT Consulting
- ❑ **FMCG:** Salling Group, IKEA, COOP
- ❑ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

3.2 ★★★★★

Pros

Good pay, flexible working, opportunities
good salary developed people very fast if they see potential

Cons

Work life balance is not the greatest but then time can be taken back at a later date if you work more hours





#	Position	App Deadline	Start Date	Location
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SIZE



5,000 - 10,000

HQ



Copenhagen

OFFICES IN



Denmark

GRADUATE WEBSITE



Today, Scandinavian Tobacco Group is a world leading manufacturer of cigars and traditional pipe tobacco. They also hold a strong position in the fine-cut tobacco category in the Scandinavian, US and other markets.

THE GRADUATE PROGRAM

Number of positions: 1 - 5

Denmark Locations: Copenhagen

Programme Duration: 24 months

Area: Finance, Marketing

Rotations: 3

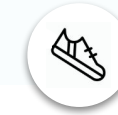
International Rotations: Yes, depending on the language the graduate speak



1 January
Applications open



26 January
Applications close



TBC
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **International Associate Brand Manager,** Little Cigars
- ☐ **International Associate Export Activation Manager**
- ☐ **Jr. Brand Manager,** Pipe Tobacco

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **FMCG:** STG, Philip Morris, Unilever, P&G
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.2

Pros

Flexibility, nice atmosphere, empowerment, good people

Company cares about it's people and tries to support them, does invest in training, and has a culture of caring for it's employee's.

Cons

Limited advancement opportunities, promotions not rewarded with appropriate compensation increases



#	Position	App Deadline	Start Date	Location
1	International Marketing Graduate	26/01/2020	01/09/2020	Copenhagen



SIZE

+ 10,000

HQ
 London

OFFICES IN
 Global

GRADUATE WEBSITE


British American Tobacco is one of the world's leading multinational companies, with brands sold in over 200 markets, made in 44 factories in 42 countries. They are proud that they are consistently among the top 5 companies on the London Stock Exchange. Their portfolio includes world-famous Global Drive Brands – Dunhill, Kent, Lucky Strike, Pall Mall and Rothmans..

THE GRADUATE PROGRAM

Number of positions: TBC

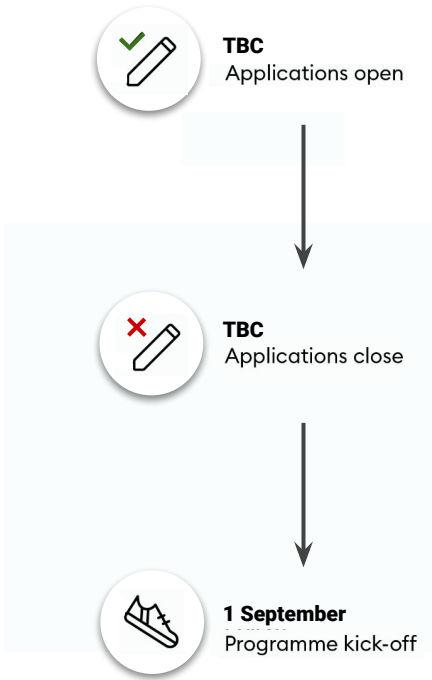
Denmark Location: Copenhagen

Programme Duration: 12 months

Area: Finance, IT, Marketing, Project Management

Rotations: TBC

International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ☐ **Consulting:**
Mgmt & IT Consulting
- ☐ **FMCG:** STG, Philip Morris, Unilever, P&G
- ☐ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 

Pros

- Good and flexible working environment
- Good salary and competitive environment

Cons

- No Work Life balance for the employees



[illegible]

SIZE



+ 10,000

HQ



Virginia, US

OFFICES IN



Global

GRADUATE WEBSITE



Mars Nordics business unit is part of the global organization, employs 270+ associates and is headquartered in Copenhagen, Denmark. The Mars Nordics unit started in 2012 when Mars Finland merged with Mars Scandinavia.

THE GRADUATE PROGRAM

Number of positions: TBC

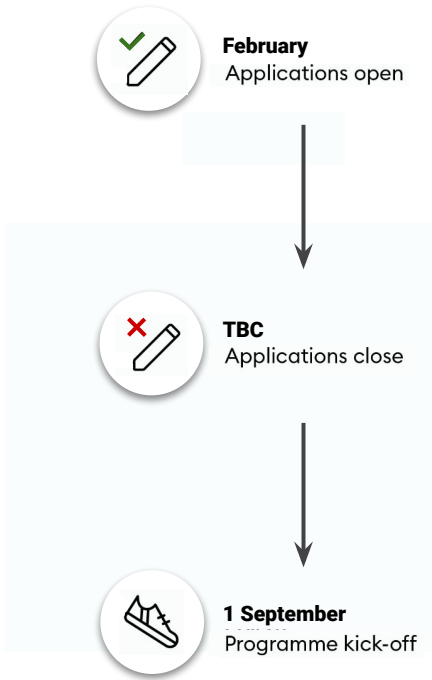
Denmark Location: Copenhagen

Programme Duration: 36 months

Area: Supply Chain, Manufacturing Operations, Sales, Marketing, HR and Digital Technologies

Rotations: 3

International Rotations: No



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **FMCG:** Nestle, Unilever, P&G
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.9 ★★★★★

Pros

Good work life balance for fmcg
Great benefits(low premium/deductible)

Cons





SIZE



1,001 - 5,000

HQ



Horsholm

OFFICES IN



Global

GRADUATE WEBSITE



Chr. Hansen is a leading, global bioscience company that develops natural ingredient solutions for the food, nutritional, pharmaceutical and agricultural industries. We develop and produce cultures, enzymes, probiotics and natural colors for a rich variety of foods, confectionery, beverages, dietary supplements and even animal feed and plant protection.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Location: Horsholm

Programme Duration: 24 Months

Area: Operations, Management Trainee

Rotations: 3

International Rotations: Global



TBC
Applications open



TBC
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

❑ **Consulting:**
Mgmt & IT
Consulting

❑ **C20 Companies:**
Novo Nordisk,
Maersk, Lego
etc.

glassdoor

3.9 ★★★★★

Pros

Family environment, successful, profitable, invested in process & equipment

Great people, great products, good benefits, good working atmosphere

Cons

Not as progressive as a successful & market-dominant company should be, lower than expected salary





SIZE



+ 10,000

HQ



Stockholm

OFFICES IN



Global

GRADUATE WEBSITE



H&M started in 1947 with one single store for women's clothing, Hennes in Västerås, Sweden. Today it's a global fashion and design group. They have stores for customers locally in 73 markets and strong digital presence through eight clearly defined brands

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Locations: None

Programme Duration: 12 months

Area: International, Business, Tech

Rotations: One in HQ and one international

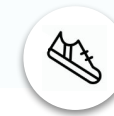
International Rotations: Yes



Open
Applications open



2 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Business Expert / Data Analyst**
- ☐ **Project Manager Roll-Out**, Supply Chain
- ☐ **IT Project Manager**, Business Intelligence at H&M

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Fashion:** Bestseller, Nike, Adidas
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.5 ★★★★★

Pros

H&M is a wonderful employer generally speaking because they allow you to express yourself and they care about their employees

Great benefits package for employees

Cons

Work life balance is not a priority





#	Position	App Deadline	Start Date	Location
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SIZE



+ 10,000

HQ



Essen

OFFICES IN



Global

GRADUATE WEBSITE



In Denmark, ALDI has 182 stores across the country. ALDI Denmark has a head office in Albertslund. ALDI Denmark belongs to the ALDI Nord group, one of the leading trading companies in Europe and represented in nine countries.

THE GRADUATE PROGRAM

Number of positions: 5 - 10

Denmark Locations: Copenhagen

Programme Duration: 12 months

Area: Category Management, HR, Sales, Marketing

Rotations: 3

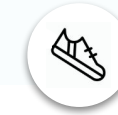
International Rotations:



1 February
Applications open



22 March
Applications close



1 August
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

3.4 ★★★★★

Pros

Good pay for the hard work provided

Great pay and benefits

Cons

Hard to manage work/life balance





#	Position	App Deadline	Start Date	Location
1	Category Management	15/03/2020	01/09/2020	Copenhagen
2	HR	15/03/2020	01/09/2020	Copenhagen



GRADUATE PROGRAMMES IN HEALTHCARE, MED TECH & BIOTECH COMPANIES



Demant

Kick-start your career with Demant

If you want to make a true difference in your career, join Demant's Graduate Programme!

Read more
and apply here
demant.com

We develop market leading hearing healthcare solutions that help more than 500 million people worldwide. You will get 14.500 colleagues from all over the world and plenty of opportunity to develop your professional and personal skills.



YANNICK VAN BALLAER
Global Business Processes
Graduate, Denmark

Use your master's degree to kick-start a life-changing career

Kick-start your global career with the Novo Nordisk Graduate Programme

What's it about?

Looking for the first step towards a life-changing career? Then look no further. As a successful global pharmaceutical company and the world leader in diabetes care, Novo Nordisk are looking for tomorrow's key people to join our 2-year global Graduate Programme – an exciting Learning Journey that will help you discover your potential, experience different cultures and make an impact through rotations in diverse teams across the organisation!

What's in it for me?

- Rewarding and challenging rotations in a multinational company
- Training and mentoring to ensure continuous professional and personal development
- International experience and global career opportunities
- Own deliverables and exciting projects from day one
- A full-time position with salary and benefits as part of a company that values work-life balance
- The opportunity to improve patients' lives around the world!

Am I qualified?

To apply for the graduate programme, you must have:

- A relevant master's degree from 2019 or 2020, and above average academic achievements
- International experience, for example from studying a full semester abroad, working or volunteering
- Relevant work experience or extracurricular activities obtained next to your studies
- An international outlook and the ability to adapt quickly to change
- A team-player mindset, excellent communication skills, high drive and an eagerness to learn
- Professional fluency in English, and be globally mobile

How do I apply?

Check out the Novo Nordisk Graduate Programme website for more information about this exciting opportunity and the application process. You can apply online from 12 November 2019 until 8 January 2020.

Apply before 8 January 2020 at novonordisk.com/graduates

SIZE



+ 10,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



Novo Nordisk is a global healthcare company with 95 years of innovation and leadership in diabetes care. This heritage has given us experience and capabilities that also enable us to help people defeat obesity, haemophilia, growth disorders and other serious chronic diseases.

THE GRADUATE PROGRAM

Number of positions: +35

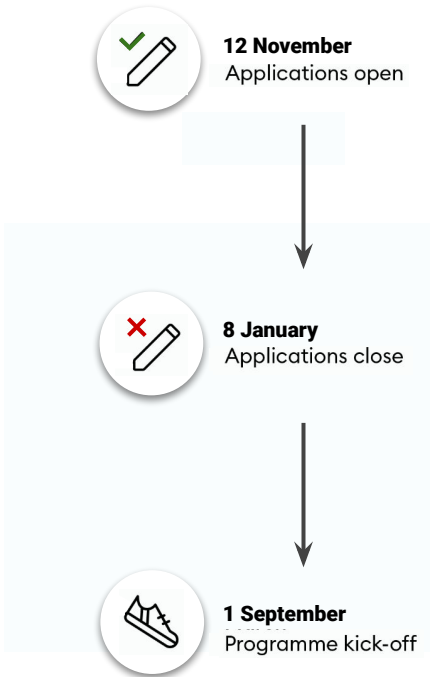
Denmark Locations: Copenhagen

Programme Duration: 24 Months

Area: Business, Marketing, Finance, Procurement, R&D

Rotations: 3 - 4

International Rotations: Yes, Global



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Manager, Strategic Planning**
- ❑ **Global Customer Insights Manager**
- ❑ **Junior Product Manager**

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Pharma/Health Care:** Novozymes, Lundbeck, Coloplast
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

4.0 ★★★★★

Pros

They have Great work life balance

Great benefits and reasonable cost, good PTO to start, still cares about employees

Cons

Ambitious targets affecting work life balance





#	Position	App Deadline	Start Date	Location
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#	Position	App Deadline	Start Date	Location
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SIZE



+ 10,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



Coloplast leads the market within intimate healthcare. They owe their success to the talent and dedication of about 12,000 people across 42 countries. They believe such commitment can only grow in an environment where ambitious targets and care for the individual go hand in hand.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Locations: Copenhagen

Programme Duration: 18 Months

Area: Finance, Science, Engineering

Rotations: 3

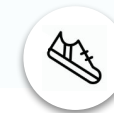
International Rotations: Global



TBC.
Applications open



TBC.
Applications close



TBC.
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ Associate Commercial Development Manager
- ❑ Supply Chain Analytics Manager
- ❑ Associate Product Manager

EXTERNAL

- ❑ **Consulting:**
Mgmt & IT Consulting
- ❑ **Pharma/Health Care:**
Novozymes, Lundbeck, Novo Nordisk
- ❑ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

3.6 ★★★★★

Pros

Wonderful work/life balance and opportunity to grow - if you let them know you are interested in such

Great products and great customer base to deal with

Cons

Can be a little too lean, mostly Danish management seems to limit upward mobility





#	Position	App Deadline	Start Date	Location
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SIZE

+ 10,000

HQ

Smørum

OFFICES IN

Global

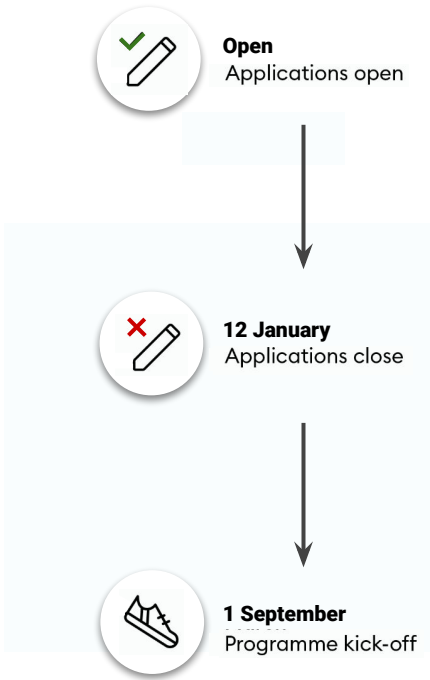
GRADUATE WEBSITE

www.

William Demant is a leading global company that develops, manufactures and sells hearing instruments, hearing implants, diagnostic instruments and personal communication devices

THE GRADUATE PROGRAM

- Number of positions: 4 - 6
- Denmark Locations: Smørum
- Programme Duration: 24 Months
- Area: Operations, Engineering, Digital Business
- Rotations: 4
- International Rotations: Yes, Global



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL	EXTERNAL
<div><div></div>Project Manager</div>	<div><div></div>Consulting: Mgmt & IT Consulting</div>
<div><div></div>Management Assistant, Global VP of Operations</div>	<div><div></div>Pharma/Health Care: Novozymes, Lundbeck, Novo Nordisk</div>
<div><div></div>Executive Assistant to Senior Vice President of International Sales / Commercial Excellence Analyst</div>	<div><div></div>C20 Companies: Novo Nordisk, Maersk, Lego etc.</div>

glassdoor

3.4

Pros

- Mission of Company is terrific! Employees make working there enjoyable and have a passion for what they do.
- Flexible working hours, some of the best work-life balance I have ever encountered There is always something new to learn at such a large company

Cons

- Salary is below average relative to the same positions in other companies, but this can be made up for with experience and flexibility



#	Position	App Deadline	Start Date	Location
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SIZE



5,000 - 10,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



Novozymes is the world leader in biological solutions. As the world's largest provider of enzyme and microbial technologies, their bioinnovation enables higher agricultural yields, low-temperature washing, energy-efficient production, renewable fuel and many other benefits that they rely on today and in the future.

THE GRADUATE PROGRAM

Number of positions: 1 - 5

Denmark Locations: Copenhagen

Programme Duration: 24 Months

Area: Finance

Rotations: 4 - 6

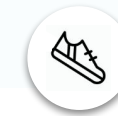
International Rotations: India, China, USA



2 December
Applications open



19 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Data Analytics Lead,** Human Health
- ❑ **Finance Business Partner,** VP of Production facilities
- ❑ **Analyst,** Digital Transformation & Analytics

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.7 

Pros

Work life balance given priority

Good pay scale and overall work environment

Cons

Decision can be slow at times with a matrixed organization and multiple stakeholders. Company actively working to look for ways to create new growth, but has been challenging



NOVOZYMES



#	Position	App Deadline	Start Date	Location
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SIZE

5,000 - 10,000

HQ

Copenhagen

OFFICES IN

Global

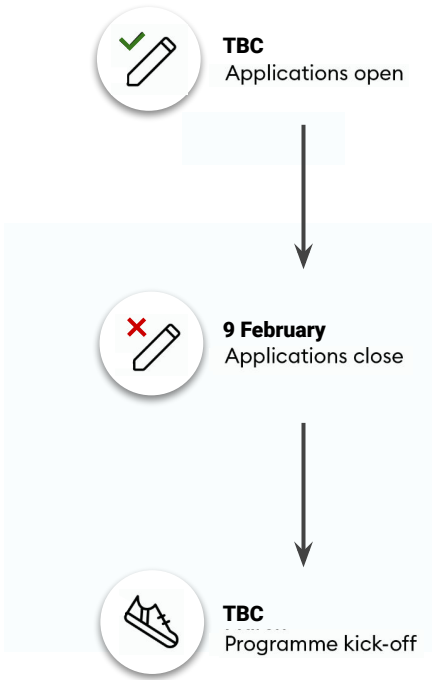
GRADUATE WEBSITE

www.

Lundbeck is a global pharmaceutical company highly committed to improving the quality of life of people living with psychiatric and neurological disorders. For this purpose, Lundbeck is engaged in the research, development, production, marketing and sale of pharmaceuticals across the world.

THE GRADUATE PROGRAM

- Number of positions: 9
- Denmark Locations: Copenhagen
- Programme Duration: 2 years
- Area: TBC
- Rotations: TBC
- International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL	EXTERNAL
<div><input type="checkbox"/> Senior Safety Scientist</div>	<div><input type="checkbox"/> Pharma/Health Care: Novozymes, Demant, Novo Nordisk</div>
<div><input type="checkbox"/> Senior Supply Chain Planner</div>	
<div><input type="checkbox"/> Recruitment Consultant</div>	<div><input type="checkbox"/> C20 Companies: Novo Nordisk, Maersk, Lego etc.</div>
	<div><input type="checkbox"/> PhD/Research: Universities</div>

glassdoor

4.0

Pros

Cons



#	Position	App Deadline	Start Date	Location
1	Regulatory Affairs	09/02/2020	01/09/2020	Copenhagen
2	People & Communication	09/02/2020	01/09/2020	Copenhagen
3	Patient Insights	09/02/2020	01/09/2020	Copenhagen
4	New Product Planning, Global Strategic Marketing	09/02/2020	01/09/2020	Copenhagen
5	Finance Graduate	09/02/2020	01/09/2020	Copenhagen
6	Experimental Medicine & Clinical Development	09/02/2020	01/09/2020	Copenhagen
7	Corporate Procurement	09/02/2020	01/09/2020	Copenhagen
8	Corporate IT	09/02/2020	01/09/2020	Copenhagen
9	Biostatistician	09/02/2020	01/09/2020	Copenhagen



GRADUATE PROGRAMMES IN ENERGY COMPANIES

GEAR UP YOUR CAREER WITH CENTRICA



To me a graduate position was attractive because it gave me the opportunity to kick-start my career. I got to work with different tasks in different business areas and gained a holistic understanding of the company, which has created a unique position for me to continue my career at Centrica Energy Trading.



**David, mSc in Economics
and management, AAU**

centrica

SIZE



5,000 - 10,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



Headquartered in Denmark, Ørsted's 5,800 employees develop, construct and operate offshore wind farms, bioenergy plants and innovative waste-to-energy solutions and provide smart energy products to our customers.

THE GRADUATE PROGRAM

Number of positions: 29

Denmark Locations: Copenhagen

Programme Duration: 24 Months

Area: Engineering, Business Development & Finance, Digital & IT

Rotations: 3

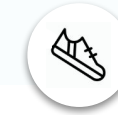
International Rotations: UK, Sweden



December
Applications open



13 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ Wind Farm Commissioning Project Manager
- ☐ HR Business Partner
- ☐ Project Manager, Finance & IT

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

4.0 ★★★★★

Pros

Good work life balance, flexible timings

Good salary, enjoyable work environment, flexibility

Cons

In some areas, being non-Danish reduces career opportunities



#	Position	App Deadline	Start Date	Location
1	Electrical Engineering Graduate	13/01/2020	01/09/2020	Copenhagen
2	Business Graduate	13/01/2020	01/09/2020	Copenhagen
3	Engineering Graduate	13/01/2020	01/09/2020	Copenhagen
4	Digital Strategy Manager	13/01/2020	01/09/2020	Copenhagen
5	Business Graduate with Strategic Mindset	13/01/2020	01/09/2020	Copenhagen
6	Business Innovation Graduate	13/01/2020	01/09/2020	Copenhagen
7	Engineering Innovation Graduate	13/01/2020	01/09/2020	Copenhagen
8	Digital Graduate (Software Development)	13/01/2020	01/09/2020	Copenhagen
9	Digital Graduate (Customer Mindset)	13/01/2020	01/09/2020	Copenhagen
10	International Business Graduate	13/01/2020	01/09/2020	DK/UK
11	Procurement Graduate	13/01/2020	01/09/2020	Copenhagen
12	Engineering Graduate (Data Analysis)	13/01/2020	01/09/2020	Copenhagen
13	Digital Graduate (Advanced Analytics)	13/01/2020	01/09/2020	Copenhagen
14	Engineering Graduate (Commercial)	13/01/2020	01/09/2020	Copenhagen
15	Market Development Graduate	13/01/2020	01/09/2020	Seoul, Tokyo, Taipei
16	Digital Business Graduate	13/01/2020	01/09/2020	Copenhagen



#	Position	App Deadline	Start Date	Location
17	Finance Graduate	13/01/2020	01/09/2020	Copenhagen
18	Business Graduate (Renewables Technology)	13/01/2020	01/09/2020	Copenhagen
19	Economic Graduate	13/01/2020	01/09/2020	Copenhagen
20	Engineering (High Voltage Cables)	13/01/2020	01/09/2020	Copenhagen
21	Digital Graduate	13/01/2020	01/09/2020	Copenhagen
22	Engineering Project Management Graduate	13/01/2020	01/09/2020	Copenhagen
23	International Engineering Graduate	13/01/2020	01/09/2020	Copenhagen
24	Mathematical Graduate	13/01/2020	01/09/2020	Copenhagen
25	Electrical Engineering Graduate	13/01/2020	01/09/2020	Copenhagen
26	Engineering Graduate (Operations)	13/01/2020	01/09/2020	Copenhagen
27	International Procurement Graduate	13/01/2020	01/09/2020	Copenhagen
28	Engineering Graduate (Offshore Logistics)	13/01/2020	01/09/2020	Copenhagen
29	Digital Data Graduate	13/01/2020	01/09/2020	Copenhagen



SIZE



+ 10,000

HQ



Aarhus

OFFICES IN



Global

GRADUATE WEBSITE



Vestas is the energy industry's global partner on sustainable energy solutions. They design, manufacture, install, and service wind turbines across the globe, and with 92 GW of wind turbines in 79 countries, they have installed more wind power than anyone else.

THE GRADUATE PROGRAM

Number of positions: 15

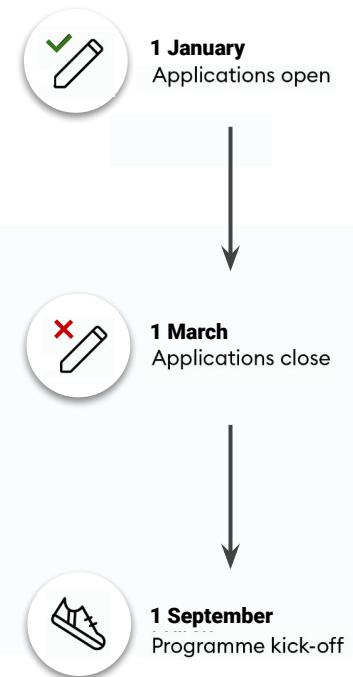
Denmark Locations: Aarhus

Programme Duration: 24 Months

Area: Strategy, Finance, Engineering, HR, Sales & Marketing, Procurement

Rotations: 2

International Rotations: United Kingdom, United States, Germany, Sweden, Chennai



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Financial Engineer,** Product Management
- ☐ **Strategic Purchaser,** Global Sourcing
- ☐ **Project Manager,** Group Finance

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Energy:** Orsted, Centrica,
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.6 ★★★★★

Pros

Work/life balance is really good here

Good crew great benefits I personally enjoy my job

Cons

Everything is run out of Denmark, so limited opportunity for advancement in the US



#	Position	App Deadline	Start Date	Location
1	Global IT	01/03/2020	01/09/2020	Aarhus
2	Business Development Manufacturing	01/03/2020	01/09/2020	Aarhus
3	Business Development, Nacelle Engineering	01/03/2020	01/09/2020	Aarhus
4	Global Supply Chain Management	01/03/2020	01/09/2020	Aarhus
5	Commercial Manager, Global Sales	01/03/2020	01/09/2020	Aarhus
6	Group Treasury	01/03/2020	01/09/2020	Aarhus
7	Digital Programme Office	01/03/2020	01/09/2020	Aarhus
8	Communication & Public Affairs	01/03/2020	01/09/2020	Aarhus
9	CSO Finance	01/03/2020	01/09/2020	Aarhus
10	Sales, France	01/03/2020	01/09/2020	Paris
11	Sales, Brazil	01/03/2020	01/09/2020	Brazil
12	Construction	01/03/2020	01/09/2020	Hamburg
13	Strategic Projects & Planning	01/03/2020	01/09/2020	Aarhus

SIZE



+ 10,000

HQ



Windsor, UK

OFFICES IN



Global

GRADUATE WEBSITE



Centrica Energy Trading (formerly known as Neas Energy), is an international energy asset management company with activities in power, gas and related commodity markets throughout Europe. Our headquarter is located in London and we have offices in Denmark, Germany and Sweden along with a shift trading office in Singapore.

THE GRADUATE PROGRAM

Number of positions: 3

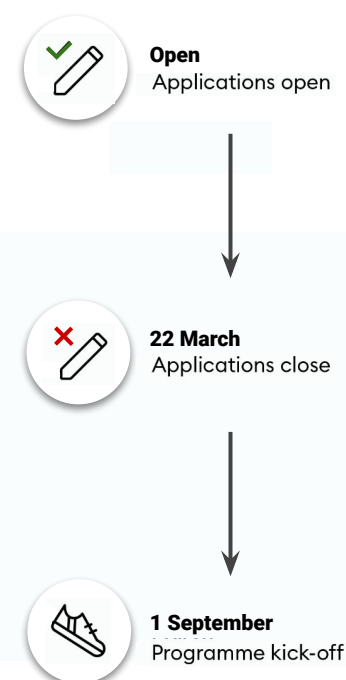
Denmark Locations: Aalborg

Programme Duration: 24 Months

Area: Flexible - pending qualifications

Rotations: 3

International Rotations: UK



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

❑ **Market Risk Analyst**

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.0 ★★☆☆☆

Pros

Goodf work life balance in this company

Good benefits, good flexible working arrangements


Cons

Many hierarchy levels, slow and not always optimal decision-making



#	Position	App Deadline	Start Date	Location
1	Energy Trading	22/03/2020	01/09/2020	Aalborg

GRADUATE PROGRAMMES IN INDUSTRIAL COMPANIES

A portrait of Tina Halborg Nielsen, a woman with long brown hair and blue eyes, smiling. She is wearing a dark blazer over a light-colored top. The background is blurred.

” Stærke ledelsesværktøjer,
god forståelse for forretningen
og fokus på mennesket – det
har været afgørende for min
udvikling som leder i ISS

Tina Halborg Nielsen
Tidl. Global Management Trainee

KICKSTART DIN LEDERKARRIERE

Bliv Graduate i ISS og en del af vores
Global Management Trainee Programme

Læs mere på www.iss.dk

ISS er en af verdens førende udbydere af facility services. Hos os får du 480.000 kolleger globalt og 7.500 i Danmark. Kernen i vores forretning er mennesker, og derfor er vores medarbejdere særligt vigtige for os. Vi tror på, at vejen til succes går gennem udvikling, engagement, gensidig tillid og god ledelse.





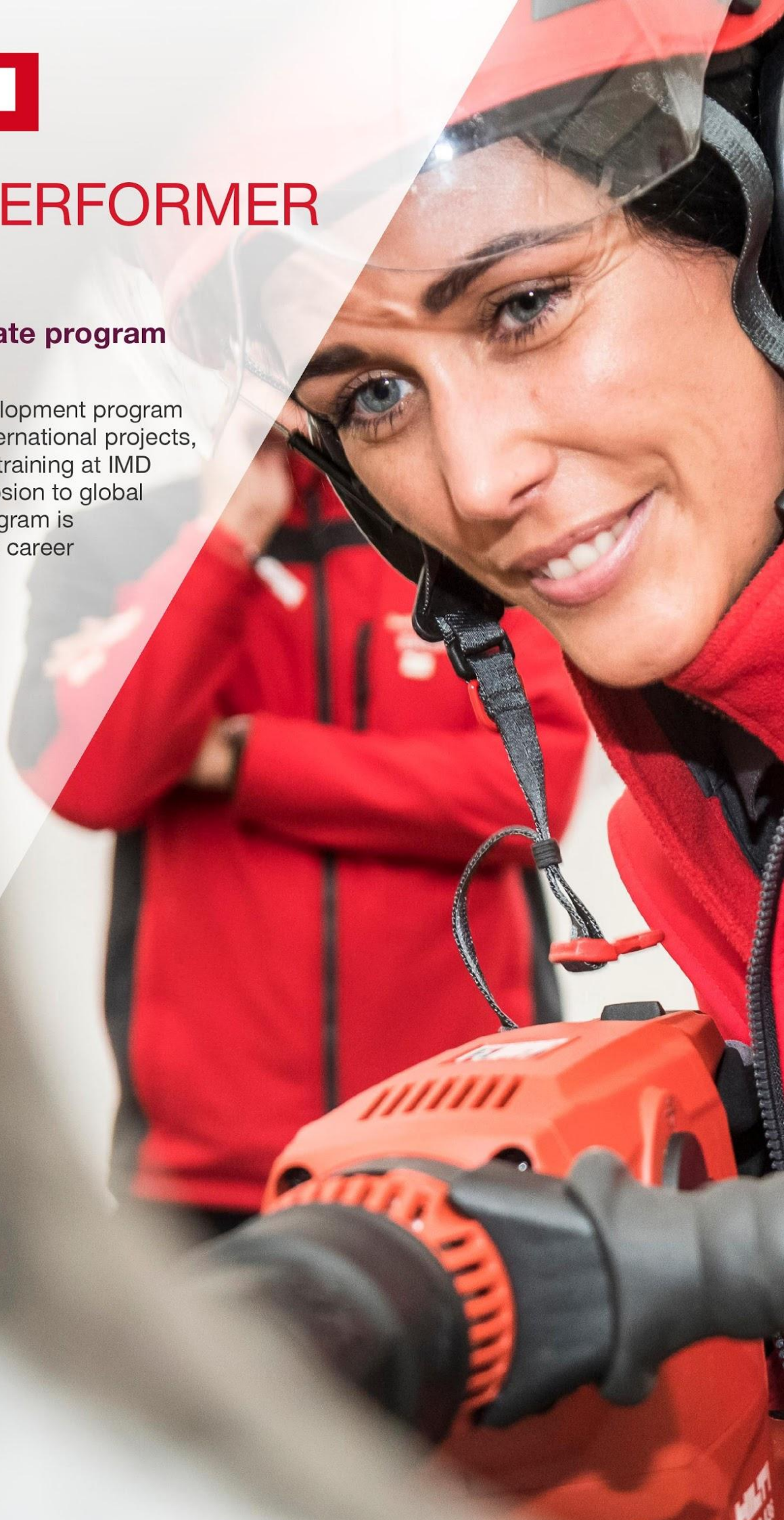
HILTI OUTPERFORMER PROGRAM

A 2-year global graduate program

Our global management development program will challenge you through international projects, participation in management training at IMD business in Switzerland, exposure to global management... the entire program is designed to prepare you for a career within global management.

Find out more at:

hilti.to/outperformerprogram



SIZE



+ 10,000

HQ



Bjerringbro

OFFICES IN



Global

GRADUATE WEBSITE



Poul Due Jensen founded the company in 1945 from his basement in Bjerringbro, Denmark. The first pump made was a water pump. Through the decades, they have sharpened their skills, and to this day, they take pride in moving water to where it should be.

THE GRADUATE PROGRAM

Number of positions: 10

Denmark Locations: Bjerringbro

Programme Duration: 24 Months

Areas: Business, Supply Chain, Finance, Engineering

Rotations: 4

International Rotations: Global



15 January
Applications open



16 February
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Internal Sales,** Service & solution departement
- ❑ **Senior Project Manager,** Robotics Intelligent Process Automation
- ❑ **Business Development Manager**

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Industrial:** Danfoss, Siemens, ISS
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 ★★★★★

Pros

Good work-life balance, flexible working hours

Positive environment, employee focused, great benefits

Cons

Internal Politics within the top management



#	Position	App Deadline	Start Date	Location
1	Global Graduate Programme	16/02/2020	01/09/2020	Bjerringbro



SIZE



+ 10,000

HQ



Nordborg

OFFICES IN



Global

GRADUATE WEBSITE



The world faces growing populations, booming urbanization and rapid climate change. At Danfoss, we engineer ready-to-use solutions to these challenges. We build energy-efficient solutions that reduce food loss and make cities cleaner – using digital technology to make systems smarter and more connected.

THE GRADUATE PROGRAM

Number of positions: 20

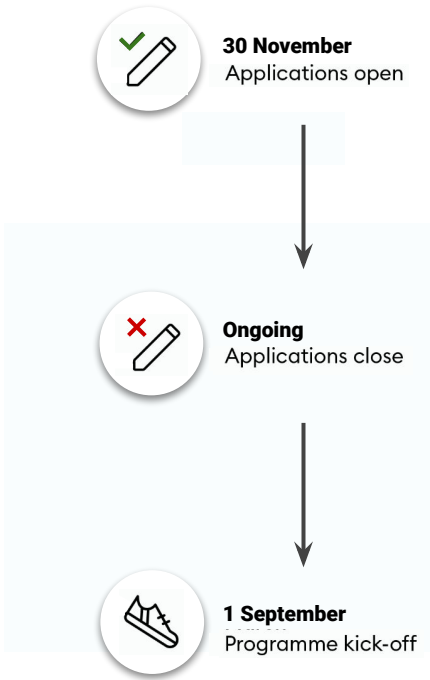
Denmark Location: Nordborg

Programme Duration: 24 Months

Area: Sales & Marketing, Innovation, Supply Chain & Finance

Rotations: 4

International Rotations:



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- Supply Chain PGP, Cooling Segment
- Mechanical Design Engineer
- Post Graduate Program Lead, HR

EXTERNAL

- Consulting: Mgmt & IT Consulting
- Industrial: Grundfos, Siemens, ISS
- C20 Companies: Novo Nordisk, Maersk, Lego etc.



3.7 ★★★★★

Pros

Best work-life balance, unlimited work from home
Relaxed yet vibrant work environment

Cons

Don't see any cons in working for Danfoss (at least in Nordborg, Denmark)



#	Position	App Deadline	Start Date	Location
1	Sales & Marketing Graduate	Running	01/09/2020	Nordborg
2	Innovation Graduate	Running	01/09/2020	Nordborg
3	Supply Chain Graduate	Running	01/09/2020	Nordborg
4	Program Consultant Graduate	Running	01/09/2020	Nordborg
5	Finance Graduate	Running	01/09/2020	Nordborg

SIZE



+ 10,000

HQ



Copenhagen

OFFICES IN



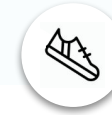
Global

GRADUATE WEBSITE



The ISS Group was founded in Copenhagen in 1901 and has grown to become one of the world's leading facility services companies. ISS offers a wide range of services such as: Cleaning, Catering, Security, Property and Support Services as well as Facility Management.

THE GRADUATE PROGRAM

Number of positions: +3**Denmark Location:** Copenhagen**Programme Duration:** 18 Months**Areas:** Operations & Management**Rotations:** 3**International Rotations:** Global**December**
Applications open**21 January**
Applications close**1 September**
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ Site Manager
- ☐ Property Manager
- ☐ Commercial Manager
- ☐ Experience Manager

EXTERNAL

- ☐ **Consulting:**
Mgmt & IT
Consulting
- ☐ **Industrial:**
Grundfos,
Siemens,
Danfoss
- ☐ **C20 Companies:**
Novo Nordisk,
Maersk, Lego
etc.

glassdoor

3.1 

Pros

*Good benefits work life balance**Positive energy, good salary and good company ethos*

Cons

Lack of upper management support/HR

#	Position	App Deadline	Start Date	Location
1	Global Management Trainee Programme	21/01/2020	01/09/2020	Copenhagen

SIZE



+ 10,000

HQ



Pully, CH

OFFICES IN



Global

GRADUATE WEBSITE



Together with their customers Tetra Pak make food safe and available, everywhere. Since the start in 1951 they have taken pride in providing the best possible processing and packaging solutions for food.

THE GRADUATE PROGRAM

Number of positions: TBC

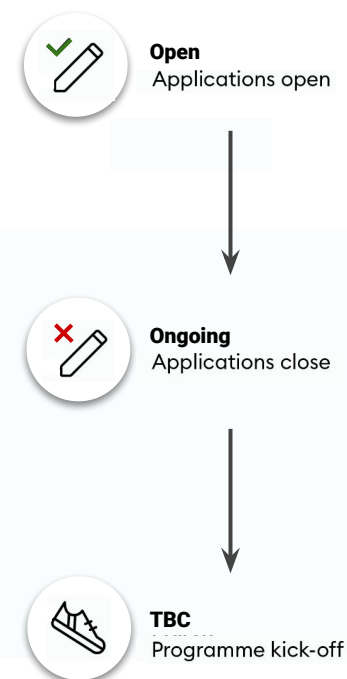
Denmark Location: Silkeborg

Programme Duration: 12 Months

Area: Automation Engineering

Rotations: No

International Rotations: No



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:**
Mgmt & IT Consulting
- ❑ **Industrial:**
Grundfos, Siemens, Danfoss
- ❑ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

4.0 ★★★★★

Pros

Great work-life balance since the timings are 7
Nice and flexible working environment

Cons

work life balance is not always in agreement





#	Position	App Deadline	Start Date	Location
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SIZE



+ 10,000

HQ



Boulogne-Billan
court, FR

OFFICES IN



Global

GRADUATE WEBSITE



At GE Renewable Energy, we harness the earth's most abundant resources – the strength of the wind, the heat of the sun and the force of water – to power the world's biggest economies and the most remote communities.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Location: Kolding

Programme Duration: 24 Months

Area: Data Analytics & Operations, Technical Product Management, Digital Engineering

Rotations: 4

International Rotations: TBC



Open
Applications open



Ongoing
Applications close



Summer 2020
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ☐ **Consulting:**
Mgmt & IT Consulting
- ☐ **Energy:** Orsted, Vestas
- ☐ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

3.5

Pros

Work life balance, Work pressure is less intense than other companies

Great company focused on technical excellence

Cons

On some projects can have large travel requirement making it difficult to achieve a good work/life balance





#	Position	App Deadline	Start Date	Location
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SIZE



+ 10,000

HQ



Schaan, LI

OFFICES IN



Global

GRADUATE WEBSITE



Hilti is a global leader in providing technology-leading products, systems and services to the worldwide construction industry. Our success is driven by distinction, defying convention and powering some of the world's most ambitious feats of engineering for our customers.

THE GRADUATE PROGRAM

Number of positions: +5

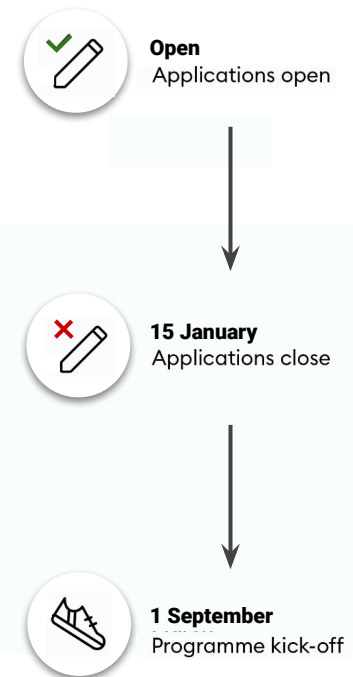
Denmark Location: Copenhagen

Programme Duration: 24 Months

Area: Sales & Marketing

Rotations: 4

International Rotations: Manchester + another location



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Product Manager BU Installation Systems,** Central Europe
- ❑ **Regional Project Manager**
- ❑ **Product Manager**

EXTERNAL

- ❑ **Construction Industry:** DeWALT, BOSCH, WÜRTH
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.7 ★★★★★

Pros

Work-life balance is excellent, you are expected to hit KPI's but with a well structured plan this is reasonably straightforward

Good working environment, family spirit, long term strategy of the owning family

Cons

A little too conservative. If you want to advance in the company, you must be willing to relocate - likely more than a couple times





#	Position	App Deadline	Start Date	Location
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SIZE



1,001 - 5,000

HQ



Nordborg

OFFICES IN



Global

GRADUATE WEBSITE



LINAK is a family business owned by Bent Jensen since 1976. Founded on a workshop that was started by his grandfather in 1907, the company is now a market leader in electric linear actuator technology worldwide.

THE GRADUATE PROGRAM

Number of positions: 1

Denmark Location: Nordborg

Programme Duration: 24 Months

Area: Operations, Sales, R&D

Rotations: 3-6

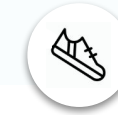
International Rotations: In one of their 30 global locations



Open
Applications open



15 February
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

3.8 

Pros

Work life balance Ability to make impact Company culture
Benefits Facility and work area Location

Growing company worldwide with lots of opportunities for
both mechanical and electrical engineers in R&D, technical
support, sales and application engineering

Cons

Potential for lots of travel, some quality issues with
products, sales growth can sometimes exceed
company's ability to hire enough employees to keep up



#	Position	App Deadline	Start Date	Location
1	Graduate Programme	15/02/2020	01/09/2020	Nordborg

SIZE



+10,000

HQ



Milwaukee, US

OFFICES IN



Global

GRADUATE WEBSITE



We are the largest company in the world that is dedicated to industrial automation and information. Across the globe, our flagship Allen-Bradley® and Rockwell Software® product brands are recognized for excellence.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Location: Copenhagen

Programme Duration: 12 Months

Area: Electronics, automation, export or mechanical engineering, electrical engineering, technical sales, commercial & business education

Rotations:

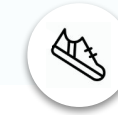
International Rotations: Brussels



Open
Applications open



Ongoing
Applications close



1 January 2020
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

3.8

Pros

Awesome work life balance in the company

Family Orientated, Great work environment

Cons

work life balance is a bit poor





#	Position	App Deadline	Start Date	Location
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GRADUATE PROGRAMMES IN IT COMPANIES

Want to kick-start your future career with us?

Join the TDC Group Graduate Programme



Read more about our unique 1-year programme here:
tdcgroup.com/da/career/graduate



SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



KMD is a leading supplier of mission-critical software, solutions and IT services primarily to Denmark's public sector, but with a growing footprint in the private sector both domestically and in Sweden and Norway.

THE GRADUATE PROGRAM

Number of positions:

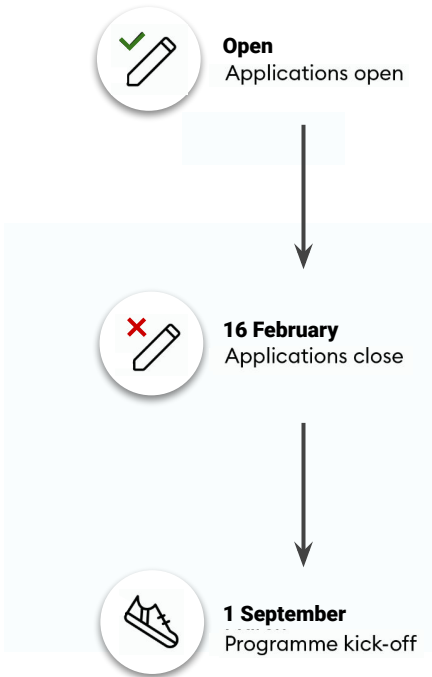
Denmark Location:

Programme Duration:

Area:

Rotations:

International Rotations:



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **BI Specialist**, Social services sector
- ❑ **Account Security Manager**
- ❑ **Business Development Consultant**

EXTERNAL

- ❑ **Consulting:** IT Consulting
- ❑ **IT Companies:** NNIT, Netcompany, TDC
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor



Pros

good manager and gentle atmosphere
Good people & interesting projects.

Cons

Lacking upper management leadership and business development leadership



#	Position	App Deadline	Start Date	Location
1	Sales Graduate	16/02/2020	01/09/2020	Copenhagen
2	IT Graduate	16/02/2020	01/09/2020	Copenhagen
3	Project Management Graduate	16/02/2020	01/09/2020	Copenhagen

SIZE



+10,000

HQ



San Jose, US

OFFICES IN



Global

GRADUATE WEBSITE



Cisco Systems makes the network gear -- routers, switches, and servers as well as software -- that moves information around the internet and corporate networks. The company, which has dominated the market for internet protocol-based networking equipment, also makes security devices, internet conferencing systems, set-top boxes, and other networking equipment to businesses and government agencies.

THE GRADUATE PROGRAM

Number of positions: 5 - 8

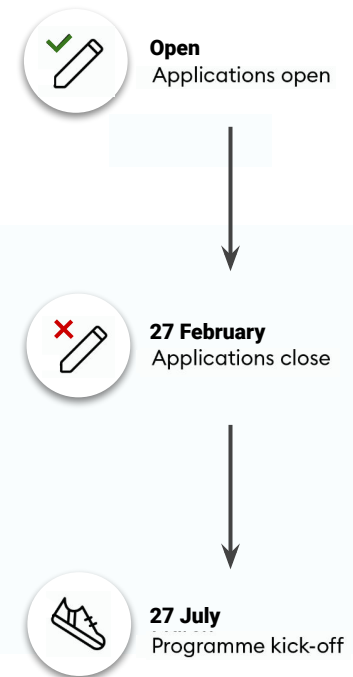
Denmark Location: Copenhagen

Programme Duration: 12 Months

Area: Sales and Technical pre-sales

Rotations: 0 (1 year of training, then permanent role)

International Rotations: Amsterdam for the first 12 months



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Cyber Security Sales Specialist**
- ☐ **Virtual Sales Account Manager**
- ☐ **Account Manager**

EXTERNAL

- ☐ **Consulting:** IT Consulting
- ☐ **IT Companies:** NNIT, Netcompany, TDC, Microsoft, Google
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

4.1 ★★★★★

Pros

Work-life balance is generally good with Cisco IT

With best IT environment providing very flexible work style

Cons

Big company has some organizational politics



#	Position	App Deadline	Start Date	Location
1	Associate Sales Representative	27/02/2020	27/07/2020	AMS/ Copenhagen
2	Associate Solutions Engineer	27/02/2020	27/07/2020	AMS/ Copenhagen

SIZE



5,000 - 10,000

HQ



Copenhagen

OFFICES IN



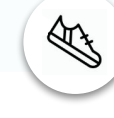
Scandinavia

GRADUATE WEBSITE



Get a career with Denmark's largest provider of communications and entertainment solutions. You will be part of a large group of about 9000 employees in Denmark, Sweden and Norway and TDC Group is Denmark's 10 largest private employer.

THE GRADUATE PROGRAM

Number of positions: ~25**Denmark Location:** Copenhagen / Aarhus**Programme Duration:** 12 Months**Area:** Product, AI & Robotics, Strategy, Procurement, Business analysis, Network Eng., Finance, Customer experience, Commercial Mgmt, Cyber & Security**Rotations:** 2**International Rotations:** No**1 January**
Applications open**1 March**
Applications close**17 August**
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Consultant,** Group Strategy Nuuday
- ❑ **Strategy Associate,** TDC Group
- ❑ **Diversity & Inclusion Lead**

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **IT Companies:** NNIT, Netcompany, TDC
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

2.9



Pros

*Skilled people, strong agile, willing to improve**TDC is a big and great company with a great culture and space to improve and develop my skill set. There is a lot of freedom an responsibility, and work feels like home there*

Cons

Old company culture, slow execution

#	Position	App Deadline	Start Date	Location
1	UX & Digital Design Graduate	01/03/2020	01/09/2020	Aarhus / Copenhagen
2	Commercial Manager	01/03/2020	01/09/2020	Aarhus / Copenhagen
3	Finance Graduate	01/03/2020	01/09/2020	Aarhus / Copenhagen
4	Product Manager	01/03/2020	01/09/2020	Aarhus / Copenhagen
5	Business Analyst	01/03/2020	01/09/2020	Aarhus / Copenhagen
6	Data Analyst	01/03/2020	01/09/2020	Aarhus / Copenhagen
7	IT Security	01/03/2020	01/09/2020	Aarhus / Copenhagen
8	Solutions Architect	01/03/2020	01/09/2020	Aarhus / Copenhagen
9	Strategy Consultant	01/03/2020	01/09/2020	Aarhus / Copenhagen
10	Network Engineer	01/03/2020	01/09/2020	Aarhus / Copenhagen
11	Data Science & AI Graduate	01/03/2020	01/09/2020	Aarhus / Copenhagen
12	Campaign and Performance Marketing Graduate	01/03/2020	01/09/2020	Aarhus / Copenhagen

SIZE



201 - 500

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



They are experts in cybersecurity, taking their customers by the hand, helping them to take IAM to the next level. You join a high-growth, international IT software company, headquartered in Denmark, with people across 6 locations in Europe and the US. In just a matter of years, they have grown from 60 to 300 employees and they expect to expand with another 150 towards 2020.

THE GRADUATE PROGRAM

Number of positions: TBC

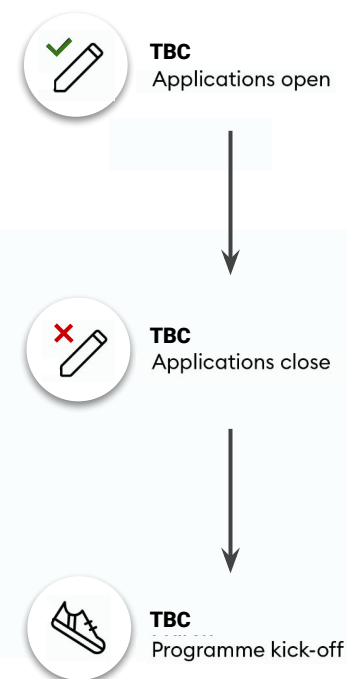
Denmark Locations: TBC

Programme Duration: TBC

Area: TBC

Rotations: TBC

International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

Pros

Cons



SIZE



201 - 500

HQ



Lund, Sweden

OFFICES IN



Scandinavia

GRADUATE WEBSITE



Since 1990 we have helped companies to reach better results with the help of easy-to-use Customer Relationship Management solutions that we develop, consult and support ourselves. Today we are over 250 colleagues and one of the largest CRM suppliers in the Nordics with offices in Denmark, Sweden, Norway and Finland.

THE GRADUATE PROGRAM

Number of positions: 5

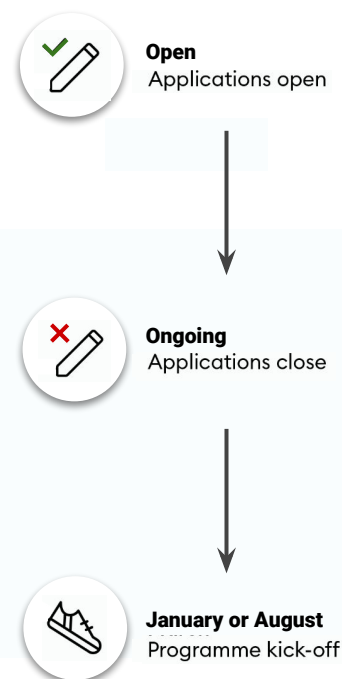
Denmark Location: Copenhagen

Programme Duration: 24 Months

Area: Business Development, Technical project management, Application consulting

Rotations: None

International Rotations: You can work from Sweden, Oslo & Helsinki



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ Account Manager
- ☐ Technical Project Manager
- ☐ Application Consultant

EXTERNAL

- ☐ Consulting: IT Consulting
- ☐ IT Companies: NNIT, Netcompany, TDC

glassdoor

2.8 ★★★★★

Pros

Great work/life balance CEO always available to chat about challenges Well established systems for performance reviews and individual goal setting

Relaxed working environment Some perks like breakfast and drinks

Cons

No chance of growth beyond becoming a manager. Slow to change Does not value senior staff



#	Position	App Deadline	Start Date	Location
1	Nordic Trainee Program	27/02/2020	Aug	Copenhagen



SIZE

+ 10,000

HQ

Redmond, US

OFFICES IN

Global

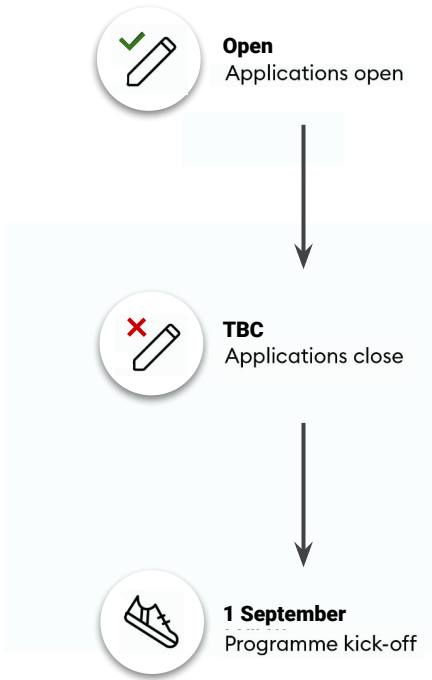
GRADUATE WEBSITE

www.

Microsoft is omnipresent. Its Windows operating system and Office suite of productivity software dominate their markets. The company's cloud computing platform, Azure, is one of the leaders in that burgeoning market. Millions of people interact on LinkedIn, the business-oriented social network.

THE GRADUATE PROGRAM

- Number of positions: TBC
- Denmark Location: Lyngby
- Programme Duration: 12 Months
- Area: Sales, Technology, Software Engineering
- Rotations: TBC
- International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL	EXTERNAL
<div><input type="checkbox"/> Service Delivery Manager</div>	<div><input type="checkbox"/> Consulting: IT Consulting</div>
<div><input type="checkbox"/> Business Manager</div>	<div><input type="checkbox"/> IT Companies: NNIT, Netcompany, TDC, Microsoft, Google</div>
<div><input type="checkbox"/> Account Executive</div>	<div><input type="checkbox"/> C20 Companies: Novo Nordisk, Maersk, Lego etc.</div>

glassdoor

4.2

Pros

They have a great work/life balance with lots of flexibility

Good salary Smart people Beautiful workplaces

Cons

Slightly poor work/life balance



#	Position	App Deadline	Start Date	Location
1	Sales	Ongoing	01/09/2020	Copenhagen
2	Technology	Ongoing	01/09/2020	Copenhagen
3	Software Engineering	Ongoing	01/09/2020	Copenhagen

SIZE



5,000 - 10,000

HQ



Oslo

OFFICES IN



Northern Europe

GRADUATE WEBSITE



Visma has over 7,500 employees working in Denmark, Norway, Sweden, Finland, the Netherlands, Romania, Latvia and Lithuania. Their many units and companies are all working with the streamlining of business processes in various fields.

THE GRADUATE PROGRAM

Number of positions: TBC

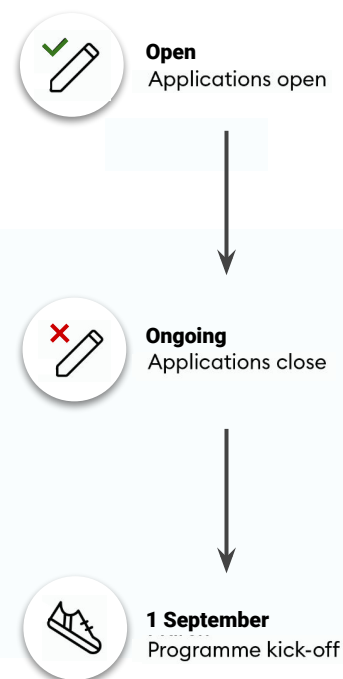
Denmark Location: Copenhagen

Programme Duration: 12 Months

Area: IT, Management

Rotations: On a project basis

International Rotations: Yes



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Business Insight and Performance Manager**
- ❑ **Sales Specialist**
- ❑ **Digital Success Manager**

EXTERNAL

- ❑ **Consulting:** IT Consulting
- ❑ **IT Companies:** NNIT, Netcompany, TDC, IBM
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 ★★★★★

Pros

Flexibility, remote work, good work-life balance
good work life balance and nice office space

Cons

Hard work and performance is not always appreciated, no promotions for those who are not working in the Nordic countries





#	Position	App Deadline	Start Date	Location
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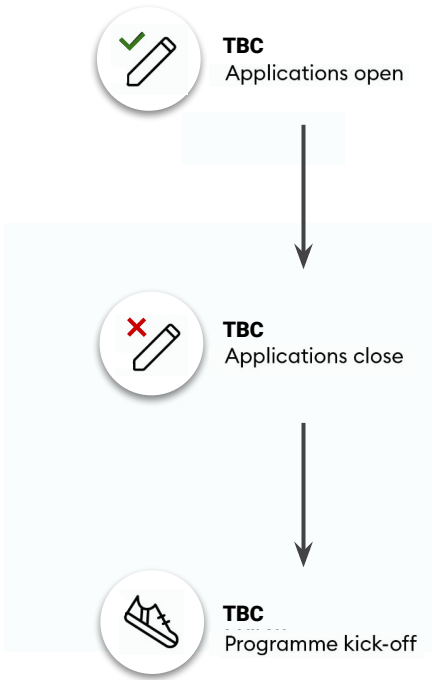


SIZE + 10,000	HQ Armonk, US	OFFICES IN Global	GRADUATE WEBSITE
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IBM is a leading cloud platform and cognitive solutions company. Restlessly reinventing since 1911, we are the largest technology and consulting employer in the world, with more than 380,000 employees serving clients in 170 countries.

THE GRADUATE PROGRAM

- Number of positions:** TBC
- Denmark Location:** Copenhagen
- Programme Duration:** TBC
- Area:** Procurement, Sales
- Rotations:** TBC
- International Rotations:** TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- Consulting:**
Mgmt & IT Consulting
- IT Companies:**
NNIT, Netcompany, TDC, Microsoft
- C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

3.7

Pros

Work-life balance is also extremely good
work from home allowed unlimited

Cons

At times work life balance gets challenging



SIZE



+ 10,000

HQ



San Francisco,
US

OFFICES IN



Global

GRADUATE WEBSITE



Salesforce.com could fill the sky with its clouds. The company offers cloud-based applications that manage employee collaboration as well as customer information for sales (Salesforce Sales Cloud), marketing (Salesforce Marketing Cloud), and customer support (Salesforce Service Cloud). Other products offer e-commerce, analytics, and social media tools through cloud-based applications.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Location: Copenhagen

Programme Duration: 12 Months

Area: Sales

Rotations: Amsterdam (1 year) then hometown

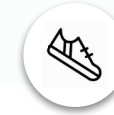
International Rotations: Amsterdam



Open
Applications open



14 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ❑ **Customer Success Manager,** Enterprise Business Unit
- ❑ **Customer Success Manager,** Marketing Cloud
- ❑ **Project Manager**

EXTERNAL

- ❑ **Consulting:** IT Consulting
- ❑ **IT Companies:** NNIT, Netcompany, TDC, Microsoft, Google
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

4.3 ★★★★★

Pros

Salesforce is really a healthy organization

The work-life balance is amazing

Cons

Difficult to maintain work/life balance





#	Position	App Deadline	Start Date	Location
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SIZE



+10,000

HQ



Dublin

OFFICES IN



Global

GRADUATE WEBSITE



DCC is a leading international sales, marketing and support services group with a clear focus on performance and growth. It operates through four divisions: LPG, Retail & Oil, Healthcare and Technology.

THE GRADUATE PROGRAM

Number of positions: TBC

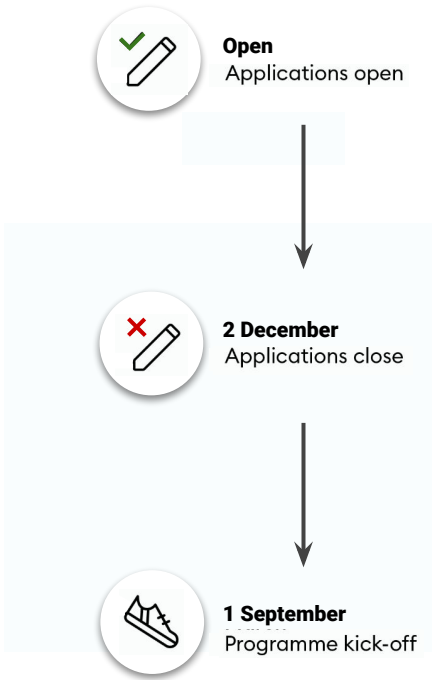
Denmark Location: Copenhagen

Programme Duration: 24 Months

Area: Business IT, Business Management, Logistics, Marketing or Sales

Rotations: 2

International Rotations:



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ Business Analyst
- ☐ Business Development Executive
- ☐ Group Acquisitions Project Manager

EXTERNAL

glassdoor

3.0 

Pros

A lot of authority given to the verticals - Strong presence in competitive markets - Fun atmosphere

Sociable, personable and hard working people. Good culture.

Cons

Limited upward mobility from the vertical to the parent.

Long working hours





#	Position	App Deadline	Start Date	Location
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SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



SimCorp provides integrated, best-in-class investment management solutions to the world's leading asset managers, fund managers, asset servicers, pension and insurance funds, wealth managers and sovereign wealth funds.

THE GRADUATE PROGRAM

Number of positions: TBC

Denmark Location: Copenhagen

Programme Duration:

Area: Software Development

Rotations: TBC

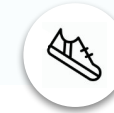
International Rotations: TBC



Open
Applications open



5 January
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

4.0 ★★★★★

Pros

Top company, great people and work

Work life balance is depending on which function not for all may be for project base

Cons

decision making is very bureaucratic



#	Position	App Deadline	Start Date	Location
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SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN

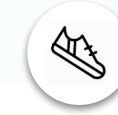


Global

GRADUATE WEBSITE



THE GRADUATE PROGRAM

Number of positions: TBC**Denmark Location:** Copenhagen**Programme Duration:** 18 Months**Area:** Sales**Rotations:** TBC**International Rotations:** TBC**Open**
Applications open**Ongoing**
Applications close**January 2020**
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor 3.5

Pros

*Good environment good salary and good bonus**Good bonus and nice working environment*

Cons

Long working hours, hierarchical culture



#	Position	App Deadline	Start Date	Location
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SIZE



+10,000

HQ

Montreal,
Canada

OFFICES IN



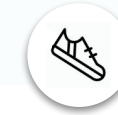
Global

GRADUATE WEBSITE



CGI serves clients from hundreds of locations worldwide, CGI is a leading IT and business consulting services firm focused on being a partner, employer and investment of choice.

THE GRADUATE PROGRAM

Number of positions: 10 - 15**Denmark Locations:** Copenhagen, Kolding,
Aarhus og Aalborg**Programme Duration:** 12 Months**Area:** Finance, Logistics, IT**Rotations:** No**International Rotations:** No**Open**
Applications open**1 May**
Applications close**September 2020**
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor



Pros

*"Work from home, work life balance"**"Employee friendly, Work from Home"*

Cons

"Work life balance might be on toss"



#	Position	App Deadline	Start Date	Location
1	Talentprogram	1 May	1 Sep	Denmar

GRADUATE PROGRAMMES IN SHIPPING & TRANSPORT COMPANIES



SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



TORM is a pure-play product tanker company and one of the world's leading carriers of refined oil products such as gasoline, jet fuel, naphtha and diesel oil. With vessels varying in size from 35,000-114,000 dwt., TORM operates a large and modern fleet of product tankers.

THE GRADUATE PROGRAM

Number of positions: TBC

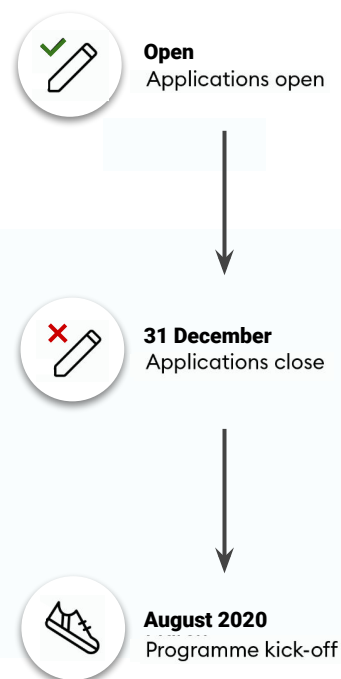
Denmark Location: Copenhagen

Programme Duration: 24 Months

Area: Shipping Trainee

Rotations: TBC

International Rotations:



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- Shipping: Maersk, Hapag-Lloyd, CNA CGM

glassdoor

4.0 ★★★★★

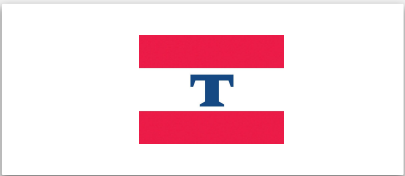
Pros

They value their people. Sailing staff gets not just above par salaries but also company ensures good logistics arrangement while connecting people to the ship. Moreover, it has better fleet and ships are maintained at good safety standards.

Cons

Limited opportunities to work at shore based offices.





#	Position	App Deadline	Start Date	Location
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SIZE



51 - 200

HQ



London

OFFICES IN



Global

GRADUATE WEBSITE



KPI Bridge Oil is one of the world's leading international trading and broking firms specialising in marine fuels, marine lubricants and risk management products.

THE GRADUATE PROGRAM

Number of positions: TBC

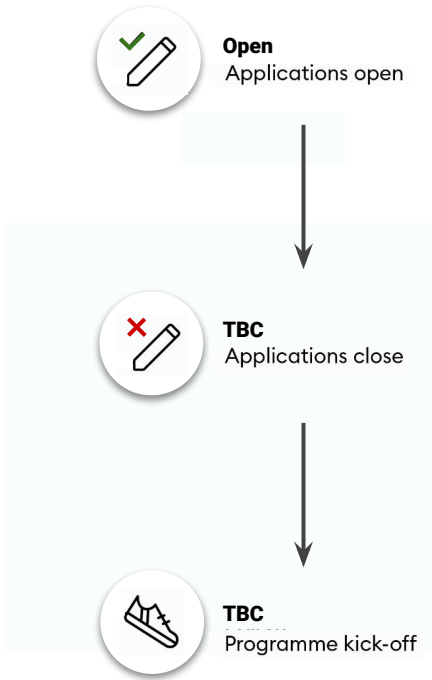
Denmark Location: Middelfart

Programme Duration: 24 Months

Area: Trader

Rotations: TBC

International Rotations: Based out of Singapore



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

Pros

Cons



#	Position	App Deadline	Start Date	Location
1	Trader Trainee	Ongoing	TBC	Singapore

SIZE



+10,,000

HQ

 Sunderland, UK

OFFICES IN

 Global

GRADUATE WEBSITE



Arriva is one of the largest providers of passenger transport in Europe, employing nearly 60,000 people and delivering more than 2.4 billion passenger journeys across 14 European countries each year.

THE GRADUATE PROGRAM

Number of positions: TBC

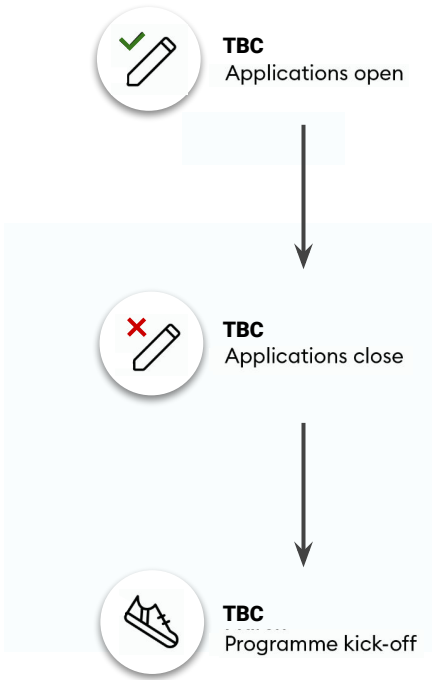
Denmark Locations: Copenhagen

Programme Duration: TBC

Area: TBC

Rotations: TBC

International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

3.0 

Pros

Salary, peers, free travel on network
Lots of opportunities given the scale of the company.

Cons

tight deadlines, complex, long hours





#	Position	App Deadline	Start Date	Location
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SIZE



201 - 500

HQ



Billund

OFFICES IN



Global

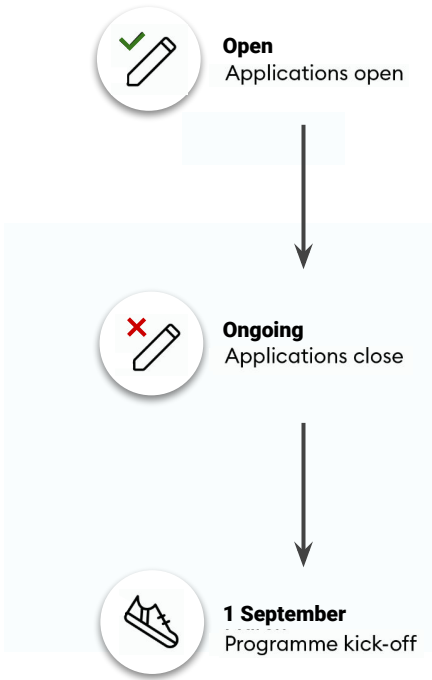
GRADUATE WEBSITE



Nordic Aviation Capital is a global aircraft leasing company dedicated to the worldwide sale, purchasing and financing of commercial jet and turboprop aircraft. NAC is the global leader in regional aircraft leasing and financing.

THE GRADUATE PROGRAM

- Number of positions:** TBC
- Denmark Location:** Billund
- Programme Duration:** 24 Months
- Area:** Finance
- Rotations:** TBC
- International Rotations:** TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

glassdoor

3.5

Pros

- International, fast growing, benefits, co-workers
- Very good work - life balance. Good benefits

Cons

Top management, to fast moving without the resources





#	Position	App Deadline	Start Date	Location
1	Finance Graduate	Ongoing	01/09/2020	Billund

GRADUATE PROGRAMMES IN CONSULTING COMPANIES



PwC's Graduate-forløb

Gør en forskel for kunder,
kolleger og samfund.

Bliv Graduate i PwC.

Ét forløb – tre forskellige spor

Som Graduate i PwC bliver du en del af vores Risk Assurance-afdeling. Forløbet er unikt, og det tilpasses til din faglighed og dine ønsker for din karriere. Du starter i ét af vores tre områder:



Digital Trust



CFO Service



Trust & Transparency

Med muligheden for undervejs at rotere mellem vores tre områder kan du selv afgøre, om du ønsker at stifte bekendtskab med helt nye arbejdsområder tidligt i karrieren, eller om du ønsker at specialisere dig.

Din udvikling sker ud fra et 70-20-10 læringsprincip i PwC. 70% er læring i hverdagen, 20% er læring af andre/coaching, og de sidste 10% er formel uddannelse.

PwC's Graduate-forløb

Fase 1

- Onboarding
- GoRAS i udlandet
- 'On the job training'

Fase 2

- 'On the job training'
- Netværksdag #1
- Mulighed for rotation

Fase 3

- 'On the job training'
- Netværksdag #2
- Mulighed for rotation

Fase 4

- 'On the job training'
- Netværksdag #3
- Graduation

SIZE



1,001 - 5,000

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



NNIT is one of Denmark's leading consultancies in IT development, implementation and operations. For over a decade, they have applied the latest advances in technology to make software development, business processes and communication significantly more effective

THE GRADUATE PROGRAM

Number of positions: TBC

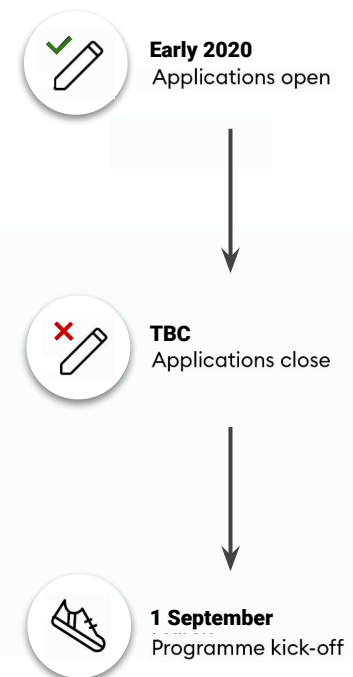
Denmark Location: Copenhagen

Programme Duration: 18 Months

Area: TBC

Rotations: TBC

International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Identity & Access Management Consultant**
- ☐ **Business Consultant, NNIT Management Consulting**
- ☐ **Business Consultant, UX**

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **IT Companies:** IBM, Netcompany, TDC, Microsoft
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.6 ★★★★★

Pros

Good family like environment, fun, good work life balance

Salary, work environment, multicultural learning and teaching

Cons

I would like to see NNIT grow even more in Denmark and increase its growth outside the Danish borders as well



145

SIZE



+ 10,000

HQ



Amsterdam

OFFICES IN



Global

GRADUATE WEBSITE



KPMG operates in 154 countries with over 197,000 employees and a global revenue of more than USD 26.4 billion. At KPMG in Denmark, they are redefining what it means to be a professional services firm. They combine profound insight into Danish and Nordic affairs with strong global perspectives and challenge conventions by operating across Advisory, Audit and Tax.

THE GRADUATE PROGRAM

Number of positions: 1-2

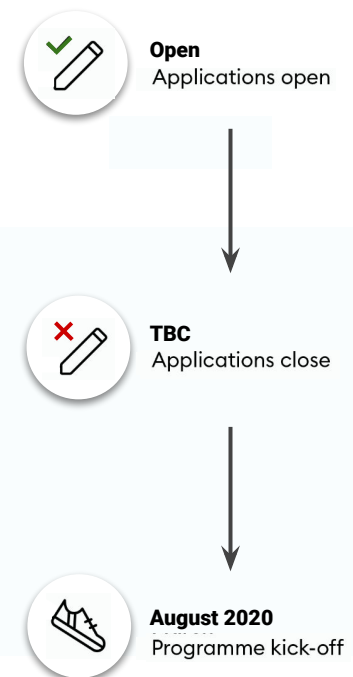
Denmark Location: Copenhagen or Aarhus

Programme Duration: 24 Months

Area: Audit

Rotations: No

International Rotations: No



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

☐ Assistant Auditor

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.7 

Pros

Work-life balance is good for consulting"

Great work environment to be apart of

Cons

Fairly high work pressure leading to a moderate work-life balance





#	Position	App Deadline	Start Date	Location
1	Audit Graduate	Running	August 2020	Copenhagen / Aarhus
2	Audit Trainee	Running	August 2020	Copenhagen / Aarhus

SIZE



+10,000

HQ



London

OFFICES IN



Global

GRADUATE WEBSITE



PwC is one of the world's largest audit, tax and advisory houses. In Denmark, they are also the market leader and their vision is to create value for their clients and relationships. They are ambitious and together they inspire and challenge themselves to find the right solutions. With more than 223,000 colleagues in 157 countries, you are never far away from knowledge and development at PwC.

THE GRADUATE PROGRAM

Number of positions: 15 - 20

Denmark Location: Copenhagen or Aarhus

Programme Duration: 12 Months

Area: Risk Assurance, Digital Trust, CFO Service

Rotations: 1-2

International Rotations: No



Open
Applications open



1 April
Applications close



1 September
Programme kick-off

THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:**
Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 ★★★★★

Pros

This is a good work environment

Plenty of opportunity, great people

Cons

Long working hours but reasonable



#	Position	App Deadline	Start Date	Location
1	Graduate (Copenhagen)	1 April	01/09/2020	Copenhagen
2	Graduate (Aarhus)	1 April	01/09/2020	Aarhus
3	Audit Graduate (Aalborg)	Ongoing	August 2020	Aalborg
4	Audit Graduate (Esbjerg)	Ongoing	August 2020	Esbjerg
5	Audit Graduate (Herning)	Ongoing	August 2020	Herning

SIZE



+10,000

HQ



Dublin

OFFICES IN



Global

GRADUATE WEBSITE



Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions

THE GRADUATE PROGRAM

Number of positions: +15

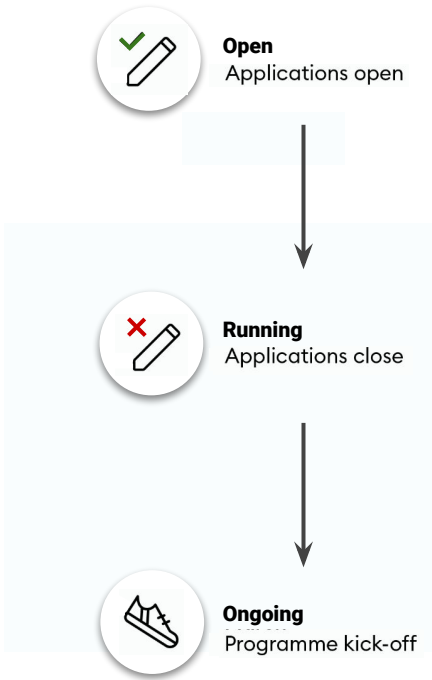
Denmark Locations: Copenhagen

Programme Duration: Ongoing

Area: Technology Consulting, Management Consulting

Rotations: None

International Rotations: No



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ Consulting: Mgmt & IT Consulting
- ❑ Financial Services: Banks, Pension Funds, Insurance Companies
- ❑ C20 Companies: Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8 ★★★★★

Pros

Good company with good work life balance
Good work culture for employees

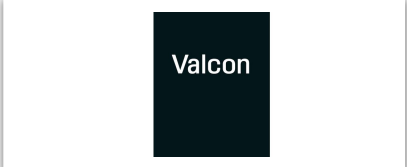
Cons

High work volumes which can at times impact work life balance





#	Position	App Deadline	Start Date	Location
1	Mgmt Consulting Graduate	Ongoing	Ongoing	Copenhagen
2	Tech Consulting Graduate	Ongoing	Ongoing	Copenhagen



SIZE



201 - 500

HQ



Copenhagen

OFFICES IN



Scandinavia

GRADUATE WEBSITE



Valcon are the premium operations consulting firm in Europe, striving to be the happiest company in the world. They have Scandinavian roots and an international profile, and they create value in increasingly complex markets in constant change. Valcon was established in 2000, and they operate in more than 40 countries from their offices in Copenhagen, Göteborg and Stockholm.

THE GRADUATE PROGRAM

Number of positions: ~10

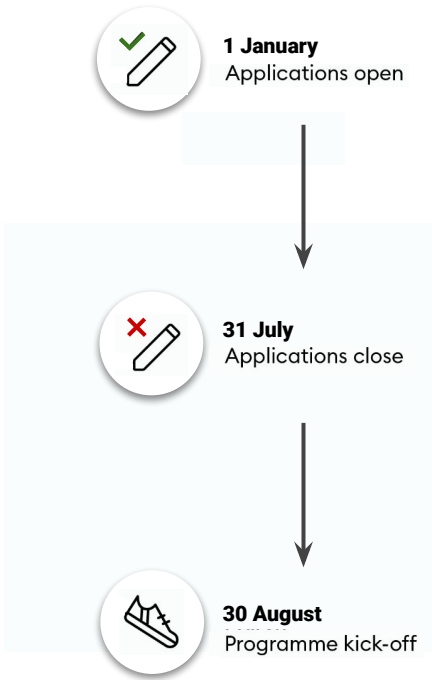
Denmark Location: Copenhagen

Programme Duration: 24 Months

Area: Ops Excellence, Digital Transformation, Supply Chain, Strategy, Leadership & Transformational Change

Rotations: 2

International Rotations: No (but projects abroad)



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.



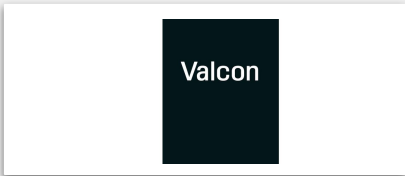
Pros

Culture, competent, delivers value, delivers integrity, fun, performs - just a great place

Great team, space to grow, flat structure

Cons





#	Position	App Deadline	Start Date	Location
1	Consulting Graduate	Ongoing	Ongoing	Copenhagen

SIZE



+10,000

HQ



New York, US

OFFICES IN



Global

GRADUATE WEBSITE



Deloitte Consulting is one of the largest consulting firms in Denmark with more than 600 consultants and an ambition to be the leading Danish consultant in IT strategic consulting. Globally Deloitte has more than 68,000 professionals.

THE GRADUATE PROGRAM

Number of positions: +50

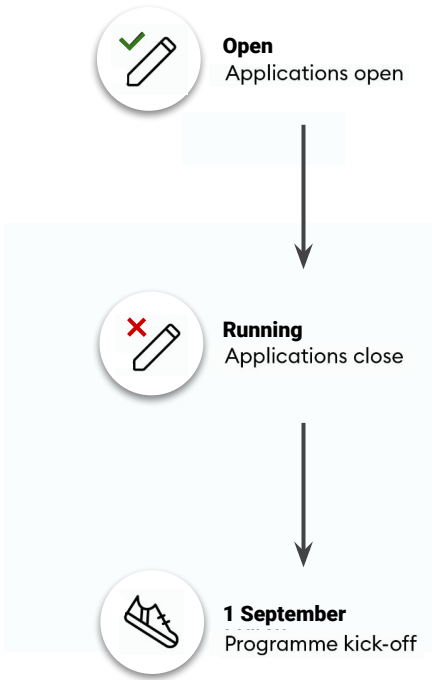
Denmark Locations: Copenhagen, Odense, Aarhus, Aalborg, Silkeborg

Programme Duration: Ongoing

Area: Audit

Rotations: No

International Rotations: No



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

- ☐ **Audit & Assurance,** Distinctive, FSI

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.8

Pros

- Great work life balance at Deloitte
- Employee friendly, good work culture

Cons

- You won't really have a perfect work-life balance if you wish to succeed here in Deloitte



#	Position	App Deadline	Start Date	Location
1	Audit & Assurance Graduate	Running	01/09/2020	Jutland / Funen
2	Audit & Assurance Graduate	Running	01/09/2020	Copenhagen
3	CFO Services Graduate	Running	March / Sep	Copenhagen

SIZE



1,001 - 5,000

HQ



Bonn, Germany

OFFICES IN



Global

GRADUATE WEBSITE



Simon-Kucher & Partners is a global consulting firm specializing in TopLine Power®, which encompasses strategy, marketing, pricing, and sales. Founded in 1985, the company now has around 1,400 professionals in 39 offices worldwide.

THE GRADUATE PROGRAM

Number of positions: TBC

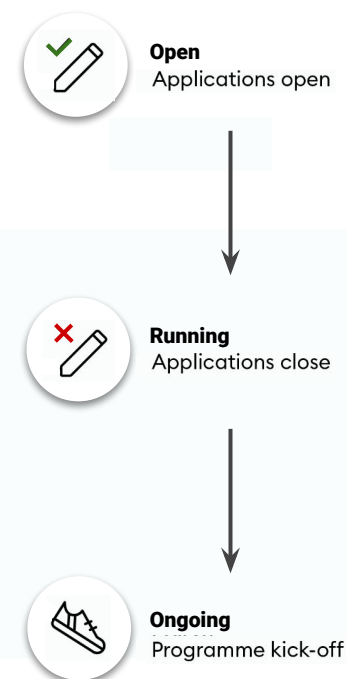
Denmark Location: Copenhagen

Programme Duration: Ongoing

Area: Management Consulting

Rotations: None

International Rotations: No



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

4.0 ★★★★★

Pros

Most people who leave here know more about pricing strategy than your average

Steep learning and fast career opportunities - Appreciating and flat culture with great colleague.

Cons

Work-life balance can vary depending on what sector / partner you are working with



#	Position	App Deadline	Start Date	Location
1	Management Consultant	Running	Ongoing	Copenhagen

SIZE



+ 10,000

HQ



London

OFFICES IN



Global

GRADUATE WEBSITE



EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders.

THE GRADUATE PROGRAM

Number of positions: TBC

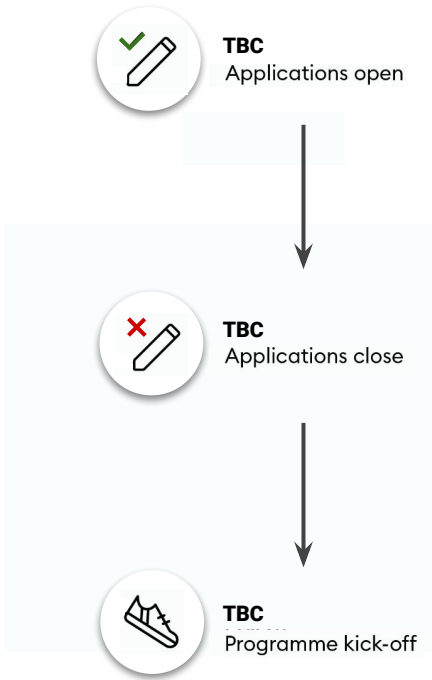
Denmark Location: TBC

Programme Duration: TBC

Area: Audit, Assurance, Risk, IT

Rotations: TBC

International Rotations: TBC





SIZE



1,001 - 5,000

HQ



London

OFFICES IN



Global

GRADUATE WEBSITE



PA is an innovation and transformation consultancy. We are over 2,600 specialists in consumer, defence and security, energy and utilities, financial services, government, healthcare, life sciences, manufacturing, and transport, travel and logistics.

THE GRADUATE PROGRAM

Number of positions: TBC

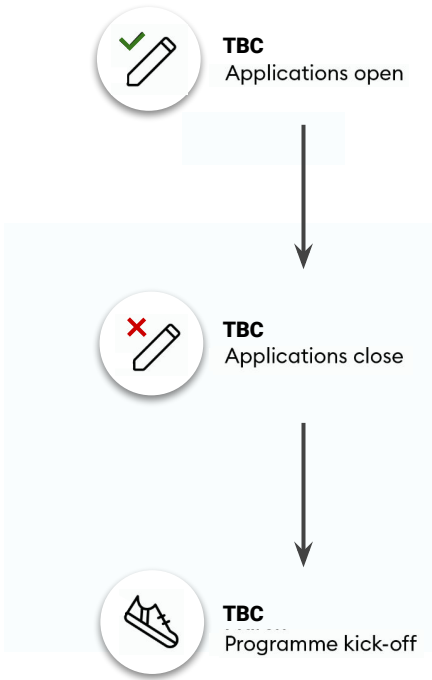
Denmark Locations: Copenhagen

Programme Duration: TBC

Area: TBC

Rotations: TBC

International Rotations: TBC



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ☐ **Consulting:** Mgmt & IT Consulting
- ☐ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ☐ **C20 Companies:** Novo Nordisk, Maersk, Lego etc.

glassdoor

3.6

Pros

Work life balance, good consulting assignments
Great people that are extremely cleve

Cons

Work life balance can be challenging when matched with client demands





#	Position	App Deadline	Start Date	Location
1	Analyst	25/03/2020	Ongoing	Copenhagen

GRADUATE PROGRAMMES IN EDUCATION

SIZE



11 - 50

HQ



Copenhagen

OFFICES IN



Global

GRADUATE WEBSITE



Teach First Denmark engage the brightest graduates from universities for a two-year, fully paid leadership development program where they teach at schools in socially deprived areas.

THE GRADUATE PROGRAM

Number of positions: Many

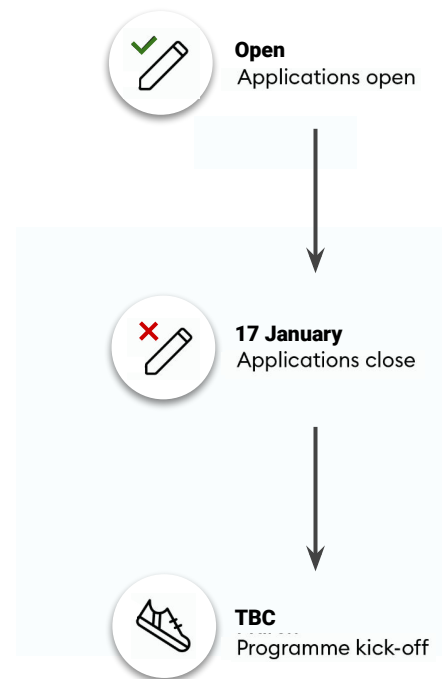
Denmark Location: Copenhagen and Kalundborg

Programme Duration: 24 Months

Area: Education

Rotations: None

International Rotations: None



THE INSIGHTS

JOB OPPORTUNITIES AFTER GRADUATE ROLE

INTERNAL

EXTERNAL

- ❑ **Education:**
Various educational positions
- ❑ **Consulting:**
Mgmt & IT Consulting
- ❑ **C20 Companies:**
Novo Nordisk, Maersk, Lego etc.



#	Position	App Deadline	Start Date	Location
1	Graduate	Ongoing	TBC	Copenhagen



For any questions, comments or feedback please write us at:
pb@graduateships.com

