



GRADUATESHIPS GUIDE - 2020/ 2021 EDITION

# THE BEST DANISH GRADUATE PROGRAMMES

# Graduate Guide Facts



**60** Companies in the guide



**15/25** Companies in the C25 covered in the guide



**36** Programmes available for English speakers



**>300** Graduate Programme jobs



**22** Programmes with an international rotation



**27** Nationalities using the guide

To access all the live graduate roles visit **[graduateships.com](https://www.graduateships.com)** or click here



ATP's graduateprogram har eksisteret siden 2014, og vi har haft graduates fra samtlige universiteter i hele landet. Vores graduates har bl.a. læst:

finansiering,  
**statskundskab,**  
medicin og teknologi, kommunikation, dansk,  
**innovation, jura,**  
international business, IT-ledelse,  
**business intelligence,**  
geofysik og rumteknologi, fysik og nanoteknologi,  
**interaktive digitale medier,**  
investering og regnskab,  
økonomi, statistisk og...

... kort fortalt: mange forskellige uddannelser, fordi ATP er en organisation, der tilbyder mange forskellige karrieremuligheder.

= dig

Nysgerrig?

Scan QR-koden her, og læs mere om vores graduateforløb. Næste hold starter i september 2021.



atp=







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[orsted.com/graduate](https://orsted.com/graduate)



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Learn more about our graduate programs at [novozymesgraduate.com](http://novozymesgraduate.com)  
 Learn more about our open positions at [novozymes.com/career](http://novozymes.com/career)





# Kick-start your career with Demant

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We develop market leading hearing healthcare solutions that help more than 500 million people worldwide. You will get 15.000 colleagues from all over the world and plenty of opportunity to develop your professional and personal skills.

Read more: [www.demant.com/job-and-career/graduate-programme](https://www.demant.com/job-and-career/graduate-programme)



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# INTRODUCTION

We are pleased to present the 2020/2021 edition of the *Graduateships Guide to Graduate Programmes in Denmark*. The most comprehensive overview of all Graduate Programmes in Denmark.

2020 has turned out to be quite the year. For a long period of time we were unsure if we would launch a guide this year as many companies were debating whether or not to even have a graduate programme.

For graduates that started Sep 2020 it has been an unusual and very online experience of a graduate programme - many have yet to meet their their new colleagues in-person.

With just the finishing touches remaining on the guide we can confirm that this has been our best year yet. Companies have prioritised their graduate programmes and once again highlighting just how important the ability to attract the biggest talents is. Very few companies have decided to skip their graduate programme this year and many "First Timers" have created a graduate programme for the first time ever. We think this trend will continue

From our point of view the category is more popular than ever and has shown to be a great mechanism to become an attractive employer. We have even seen many consulting companies now brand their entry-level positions as graduate programmes in order to attract the same kind of talent.
















*Palle Broe, Founder*



























Creating complete transparency on the graduate market remains our core objective and is now more important than ever with the influx of new programmes. 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 programme.

The 2020/2021 edition of the *Graduateships Guide to Graduate Programmes* 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.

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

	COMPANY	LANG. REQ	#JOBS	APP START	APP DEAD	PROGRAM START
	Nordea	 	TBC	Closed	8 Dec	1 Sep
	Nykredit		+15	Closed	25 Feb	1 Sep
	Jyske Bank		TBC	Closed	28 Feb	TBC
	ATP		15	Open	Ongoing	1 Sep
	PFA		TBC	Closed	31 Jan	1 Sep
	Saxo Bank		20	Open	Mar/Apr	TBC

## FAST MOVING CONSUMER GOODS

	L'Oréal		TBC	Open	Ongoing	Ongoing
	Arla		15	Closed	11 Jan	6 Sep
	Carlsberg		TBC	Closed	7 Feb	1 Sep
	dlg		TBC	TBC	TBC	TBC
	Bestseller		+15	Open	15 Mar	1 Aug
	GN Group		10	Closed	31 Jan	1 Sep
	Danish Crown		8	Closed	7 Feb	1 Sep
	ECCO		TBC	Closed	28 Feb	TBC
	LIDL		7	Closed	3 Jan	1 Aug
	STG		TBC	Closed	24 Jan	1 Sep
	BAT		TBC	Open	TBC	TBC
	H&M		TBC	TBC	TBC	TBC
	Aldi		TBC	TBC	TBC	TBC
	Jysk		TBC	Closed	8 Jan	1 Mar

## HEALTHCARE AND BIOTECH

	Novozymes		4	Closed	31 Jan	1 Sep
	Lundbeck		10	Closed	14 Feb	1 Sep
	Novo Nordisk		36	Closed	6 Jan	1 Sep
	Demant		5	Closed	3 Jan	1 Sep



COMPANY	LANG. REQ.	#JOBS	APP START	APP DEAD	PROGRAM START
<b>ENERGY</b>					
	Ørsted		35	Closed	12 Jan 1 Sep
	Vestas		TBC	Feb	TBC TBC
	Nature Energy		TBC	Closed	Nov Feb
	Centrica		TBC	Open	1 Mar 1 Sep
<b>INDUSTRY</b>					
	Grundfos		TBC	Closed	14 Feb 1 Sep
	Danfoss		20	Open	1 Apr 1 Sep
	Tetra Pak	 	TBC	Open	Jun 1 Sep
	Hilti		TBC	Closed	17 Jan 1 Sep
	Viking		TBC	TBC	TBC TBC
	Hempel		TBC	Open	12 Feb 1 Sep
<b>IT / TECH</b>					
	KMD		TBC	Closed	21 Feb 1 Sep
	Cisco		TBC	Open	Ongoing 1 Aug
	TDC NET		TBC	Closed	14 Feb 18 Aug
	UNIQLO		TBC	Open	Ongoing 1 Sep
	Microsoft		TBC	Open	TBC 1 Sep
	Visma		TBC	Open	TBC TBC
	IBM		TBC	Open	TBC TBC
	Salesforce	 	TBC	Open	TBC TBC
	Lime	 	6	Open	10 June Aug
	Dell	 	TBC	Open	Ongoing TBC
	BEC		15	Open	15 Mar 1 Aug
	CGI	 	TBC	Open	1 May 1 Sep
	Egmont	 	TBC	Open	14 Feb 1 Sep

SHIPPING & TRANSPORT



Maersk



TBC

TBC

TBC

TBC



DFDS



TBC

TBC

TBC

TBC



Dan-Bunkering



TBC

Open

Ongoing

TBC



KPI OceanConnect



TBC

Open

Ongoing

TBC

CONSULTING



KPMG



20

Open

31 Dec / 20 April

23 Aug



PwC



30

Closed

7 Feb

19 Aug



Valcon



TBC

Open

31 July

30 Aug



Deloitte



TBC

Open

1 Feb / Ongoing

1 Sep



Simon & Kucher



TBC

Open

Ongoing

Ongoing



EY



TBC

Open

TBC

TBC



PA Consulting



10-15

Closed

28 Feb

1 Sep

EDUCATION



TeachFirst



TBC

Open

Feb / Apr

TBC

 Graduateships

# **GRADUATE PROGRAMMES IN FINANCIAL INSTITUTIONS**



<b>SIZE</b>  +10,000	<b>HQ</b>  Helsinki	<b>OFFICES IN</b>  Europe	<b>GRADUATE WEBSITE</b> 
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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

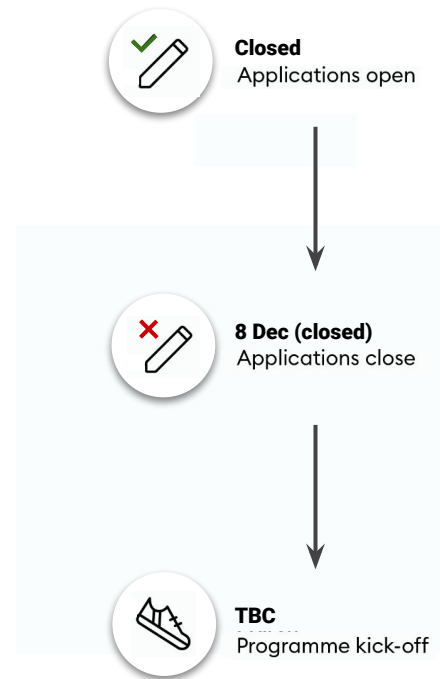
**Denmark Locations:** Copenhagen

**Programme Duration:** 24 Months

**Area:** Asset Management, Business Banking, Compliance

**Rotations:** TBC

**International Rotations:** TBC



## 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 etc.

**glassdoor** 3.8 

#### Pros

*Company values and work life balance.*

*Relaxed work environment and ability to work from home when needed.*

#### Cons

*Decision making time could be faster.*

*Big company so change takes time.*



## 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:** 15+

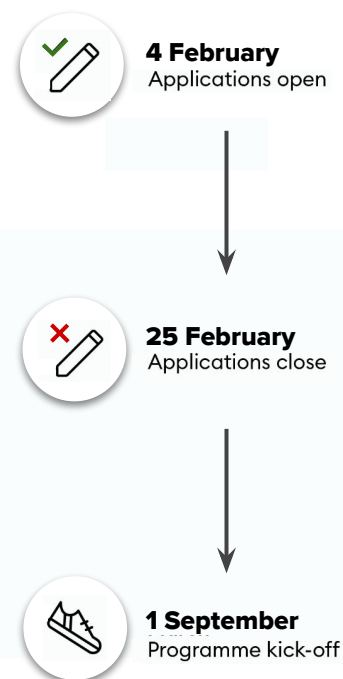
**Denmark Locations:** Copenhagen

**Programme Duration:** 12 months

**Area:** Finance, IT

**Rotations:** Short intern visits across the organisation, but no formal rotations

**International Rotations:** No



## 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 & Financial Consulting
- Financial Services:** Banks, Pension Funds, Insurance Companies

**glassdoor**

3.8 ★★★★★

#### Pros

Great focus on competence enhancing tasks and career steps.  
You are secured a position after your graduate programme.  
Versatile opportunities to work beyond your educational background.

#### Cons

Complex mortgage knowledge takes a long time to acquire, can be difficult to understand the business.



## 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)

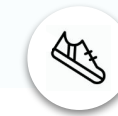
**International Rotations:** No



**January**  
Applications open



**TBC**  
Applications close



**TBC**  
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:** Management & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies:** Danske Bank, Maersk etc.

**glassdoor**

4.3 ★★★★★

#### 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.*

*Headquarters in Silkeborg.*





SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 1,001 - 5,000	 Copenhagen	 Denmark	

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:** 10

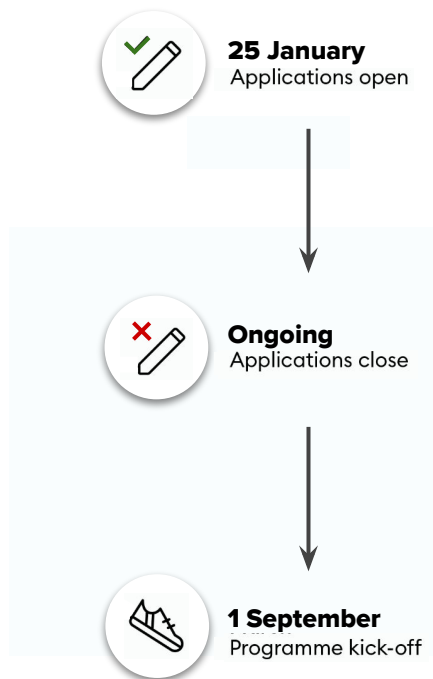
**Denmark Locations:** Copenhagen

**Programme Duration:** 12 months

**Area:** Data & Business Development

**Rotations:** 2

**International Rotations:** No



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

Following the completion of the graduate programme the idea is that you continue in the department you were allocated to

#### EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Pension Funds Services:** PFA, Danica, Top Danmark



4.2 ★★★★★

#### Pros

*You are hired into a specific department in a fixed role*

*Strong traditions running a graduate programme and facilitating interaction between graduates.*

*Plays a key role in the Danish society. Manages 2/3 of all the welfare money in Denmark.*

#### Cons

*No international rotations as part of the graduate programme.*



# Mariam Turkzeban - ATP Graduate

atp=

Mariam arbejder med Innovation hos Danmarks største formueforvalter og er med til at sørge for at nogle af samfundets vigtigste systemer fungerer.



## 1. Hvad tiltrak dig ved ATPs Graduate Program?

I forhold til virksomheden er der to ben:

- 1) ATP har en spændende profil – Danmarks største formueforvalter og et af Europas største pensionsselskaber der bærer et stort samfundsansvar – balancen mellem offentligt og privat
- 2) Stillingen som innovationskonsulent – dét at få lov til at arbejde med fremtidens forvaltning både internt og eksternt – i en så stor spiller som ATP – det er jo et kæmpe privilegium

Derudover synes jeg, at det track som jeg søgte som Innovationskonsulent lød super spændende og passede godt til min profil.

## 2. Hvad har været den største udfordring som graduate?

Som graduate er jeg blevet overrasket over, hvor stort et ansvar jeg har fået lov til at varetage. Jeg kan tydeligt mærke, at der er stor tillid til mine faglige og personlige kompetencer og at min leder derfor gerne skubber mig på dybt vand.

Det er udfordrende og du skal forvente en stejl læringskurve – men det giver også sindssygt meget energi.

## 3. Hvad har været det mest spændende projekt du har arbejdet på indtil nu?

Jeg har netop arbejdet med et projekt, hvor vi blandt andet så på, hvordan vi kan sikre lige adgang til en af vores ydelser. Vi arbejder bruger/borgercentreret og bred involvering er kernen for at lykkes i disse projekter. Derfor talte vi med kolleger på alle niveauer og placeret forskellige steder i landet ligesom vi besøgte og interviewede borgere der modtog ydelsen for at få indblik i deres oplevelser. Det var sindssygt fedt at se involveringen og udviklingen fra de første eksplorative interviews over test af prototyper lavet med saks og papir til den endelige løsning.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

# Rie Haubjerg Bang - ATP

atp=



Rie er programansvarlig for all ATPs graduates og er med til at sørge for at de får de bedste og mest motiverede kandidater ind på en af deres 27 åbne stillinger

## 1. Hvorfor har i et graduate program?

For det første er det vigtigt for en virksomhed som ATP at få super skarpe studerende og unge ind, som kommer med ny viden fra universiteterne og også bringer nye ideer ind i vores virksomhed. Vi ser ofte, at nye graduates er i stand til at komme ind med et frisk mindset og tilføje værdi relativt hurtigt i ATP.

Derudover kommer de nye graduates til at få en meget stejl læringskurve i løbet af deres første 12 måneder, da de kommer til at være eksponeret for en masse afdelinger og får et stærkt netværk. Det gør, at de er godt stillet til at arbejde på tværs af organisationen med en masse forskellige interesser. Vi ser derfor ofte at nuværende graduates og tidligere graduates, er meget effektive til at navigere i projekter på tværs af organisationen.

## 2. Hvilke profiler prøver I at tiltrække til jeres graduate program?

Jeg synes det er vigtigt at understrege, at ATP spiller en meget vigtig samfundsmæssig rolle i det danske samfund. Det er derfor vigtigt, at vi får folk ind i programmet, der er interesseret i at være en del af at skabe løsninger, der vil gavne samfundet som helhed.

Derudover vil jeg nævne nysgerrighed som en nøglekompetence. Vi forsøger at udvikle mange innovative løsninger, og for at gøre det har du brug for medarbejdere, der er nysgerrige. Endelig bliver du en del af en gruppe andre unge som en del af graduate programmet. Du skal også være i stand til at bidrage positivt til det netværk.

## 3. Hvad er det bedste ved jeres graduate program?

Efter min mening er det netværket og forholdet, der opbygges mellem graduates'ne. Vi har nogle initiativer til at fremme dette, men ud fra hvad jeg har set, er det tætte forhold opbygget ganske naturligt mellem dem. Det er jeg meget imponeret over.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

**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

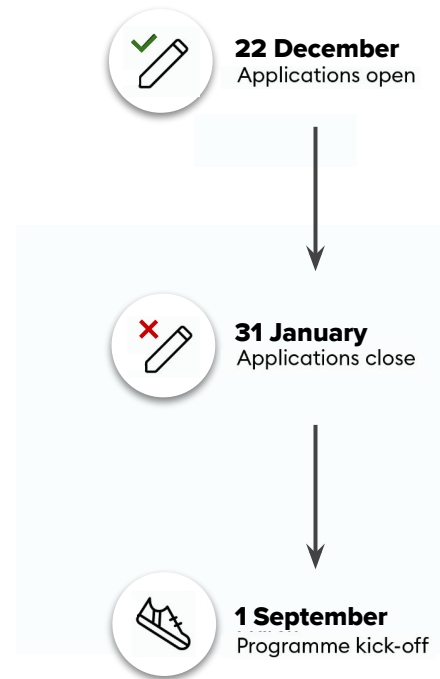
**Denmark Locations:** Copenhagen

**Programme Duration:** 24 months

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

**Rotations:** 3

**International Rotations:** No



## 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 etc.



**Pros**

*Market leader in the Danish pension market.*

*Top leadership, people, benefits, culture.*

**Cons**

*Conservative decision making hindering digitalization.*







SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 1,001 - 5,000	 Copenhagen	 Global	

Saxo Bank is a leading fintech and regtech specialist, connecting traders, investors and partners to more than 35,000 instruments – across all asset classes – from a single account.

## THE GRADUATE PROGRAM

**Number of positions:** 20

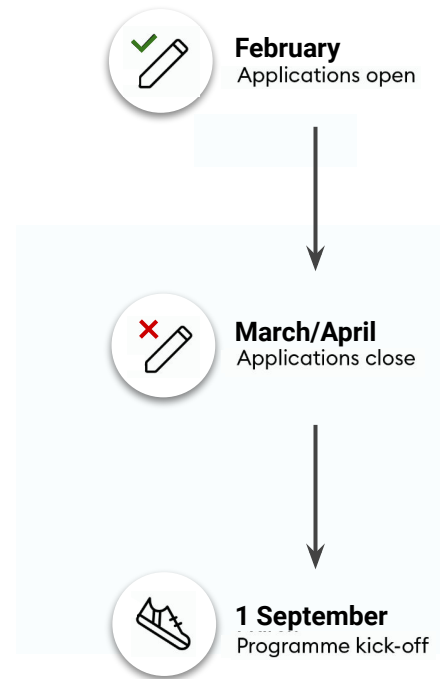
**Denmark Locations:** Copenhagen

**Programme Duration:** 18 months

**Area:** Commercial, Corporate & Technology

**Rotations:** 3

**International Rotations:** Yes, India, EU, UK, Singapore (COVID dependent)



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- IT Graduate** - Data Platforms Engineer
- Graduate** - Market Risk Manager
- Graduate** - Trading Strategist & Content Manager

#### EXTERNAL

- Consulting:** Mgmt & Financial Consulting
- Financial Services:** Banks, Pension Funds, Insurance Companies

**glassdoor** 3.7 ★★★★★

#### Pros

- Innovative approach to banking.*
- Good career opportunities.*
- Very international company culture.*

#### Cons

- Relatively new graduate programme.*



# Juan Elorza - Saxo Bank Graduate



“It’s not just a job, it is still a learning process as known from university and I really appreciate that - I personally think that’s a great way of going into the job market.”

## 1. How did you come across the Saxo Bank graduate programme?

I came to Copenhagen from Spain to finish my master's degree. I really liked the city and the people, basically everything but the weather. As I finished my degree I started to look for jobs and came across these graduate programmes. It’s not just a job but still a learning process as known from university and I really like that, I personally think that it’s a great way of going into the job market. I also didn’t know what I wanted to do, just that it was to have something to do with IT, so this programme allowed me to explore several different things. And even though it might sound a bit silly, I really liked that it felt quite exclusive and elite.

## 2. What are some challenges you are happy you have faced?

For me personally it was definitely challenging going to all the different departments because in some of them I had no background knowledge. But it was also quite enriching because there is a lot of communication across teams. It gave me the possibility to see if there was something I liked more and in my case I actually did not end up in my original sponsor department.

## 3. How do you see your career developing at Saxo Bank?

In the programme there was a lot of learning. I think parts of the program can contribute a lot to my career at Saxo Bank. Especially the network across the organization and the understanding of Saxo Bank as a whole, allows me to execute faster and more efficient on a lot of things. I guess you can say that I am a little bit of everything. I really like it at Saxo Bank, so I hope that I can continue my growth here.

## 4. Do you have any tips for applicants?

Yes! Always be ambitious. Learn to sell yourself and never underestimate the ability of being able to work in a team. I feel like this program actually doesn't focus too much on specific skills, not that you don't need them, but they focus more on your attitude and why you want to take part in this program, which I generally think is great.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

# Cathrin Kristensen - Saxo Bank



“It’s a truly international program. In Saxo Bank we are over 60 different nationalities working together. The program offers a great possibility to try out different areas of Saxo Bank.”



## 1. What makes the Saxo Bank graduate programme special?

It’s a truly international program. In Saxo Bank we are over 60 different nationalities working together.

The program offers a great possibility to try out different areas of Saxo Bank. As a Graduate you’ll get the opportunity to be exposed to many different elements throughout the 18 months long program, and often opportunities appear that you otherwise wouldn’t have thought of.

## 2. How is the program put together?

Every Graduate has a sponsor. The Sponsor is the owner of the Graduate and plans the program. The first 9 months, the Graduate gets exposed to important stakeholders across Saxo Bank. As an example a Graduate in Sales, could be rotated to Compliance for a 3 month period, or an IT Graduate could be rotated to the Trading Floor for a 3 month period. This, to give the Graduate an understanding of the entire value chain. Also the Graduate will be rotated to one of the subsidiaries abroad to ensure a cross geographical exposure. All is obviously subject to COVID-19. The remaining 9 months of the program the Graduate will rotate within the specific function the Graduate is allocated to.

## 3. What sort of profiles are you looking for?

Curiosity, resilience and a huge appetite for learning as well as being a team player are some of the behaviors we find important to become successful in Saxo. It is also a plus if you have some kind of work experience. It doesn’t matter where you worked, as long as you know what it means to engage in a work relation.

Lastly, diversity is very important in Saxo. Our last Graduate batch of 10 candidates had 9 different nationalities.

## 4. Do you have any advice for future graduates?

We expect our Graduates to take ownership of their own development, by being proactive and inquisitive.

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*Saxo Bank offers 20 Graduate job opportunities in 2021 in Denmark and in our subsidiaries. Fluent Danish is not required, only fluent English.*



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

 Graduateships

**GRADUATE PROGRAMMES IN  
FAST MOVING CONSUMER  
GOODS COMPANIES**



<b>SIZE</b>  +10,000	<b>HQ</b>  Paris	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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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:** TBC

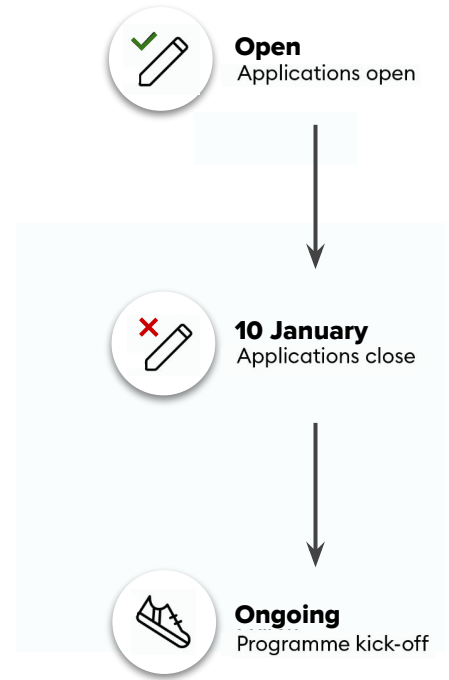
**Denmark Locations:** Copenhagen

**Programme Duration:** 12 months

**Area:** Marketing, Sales, Operations, Finance

**Rotations:** 2

**International Rotations:** Copenhagen, Oslo, Stockholm and Helsinki



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

#### EXTERNAL

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> Retail Brand Manager</li> <li><input type="checkbox"/> Jr. Category Manager, Fragrances &amp; YSL</li> <li><input type="checkbox"/> Scandinavian Digital Media and Social Brand Manager</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>FMCG:</b> Unilever, H&amp;M, P&amp;C etc.</li> <li><input type="checkbox"/> <b>C20 Companies:</b> Novo Nordisk, Maersk etc.</li> <li><input type="checkbox"/> <b>Start-ups:</b> Fashion, Social-media</li> </ul> |
|--|---|

**glassdoor** 3.9 ★★★★★

#### Pros

- Good work environment and nice colleagues.*
- Busy, fast-paced workplace but not in a stressful way.*
- Innovation is highly prioritized.*

#### Cons

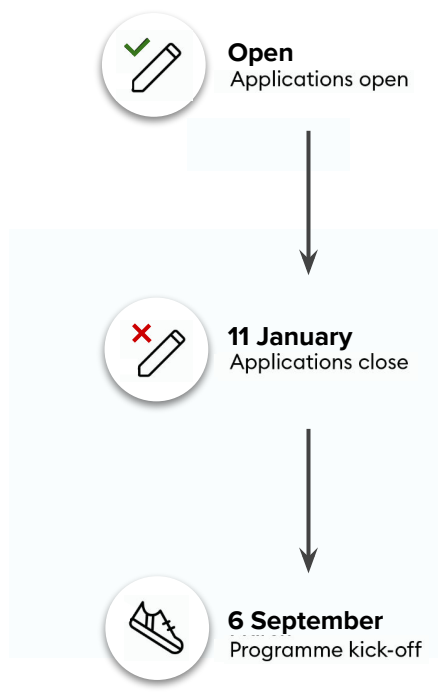


<b>SIZE</b>  +10,000	<b>HQ</b>  Viby	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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Arla Foods amba is an international cooperative based in Viby, Denmark, and the largest producer of dairy products in Scandinavia. Arla Foods was formed as the 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:** 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**

**EXTERNAL**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>❑ <b>Process Excellence,</b> Commercial Train</li> <li>❑ <b>Product Manager,</b> Arla Foods Ingredients</li> <li>❑ <b>Finance Manager, Brand Manager</b> and many other opportunities</li> </ul> | <ul style="list-style-type: none"> <li>❑ <b>FMCG:</b> Unilever, H&amp;M, P&amp;G etc.</li> <li>❑ <b>C20 Companies:</b> Novo Nordisk, Maersk etc.</li> <li>❑ <b>Consulting:</b> Mgmt &amp; IT Consulting</li> </ul> |
|---|--|

**glassdoor** 4.4 ★★★★★

**Pros**

*A fast-track programme to a management career.*  
*Focus on personal and professional development.*

**Cons**



# Moyo Adenmosun - Arla Graduate



*“Going for a graduate program was the most natural thing for me after the studies”.* Hear from Moyo why the Arla program is the best next career step.



## 1. Why choose a graduate program?

What I find attractive about graduate programs is the amount of learning that is possible to acquire and how much companies generally invest in graduates to help them develop personally and professionally. To accelerate this development, I was looking for the fast track graduate programs designed for future leaders. Arla is one of the companies that provides its graduates with such a fast track programme and as well includes many different types of training.

## 2. Challenging moments?

During my first rotation, I was responsible for a marketing strategy. Coming with my background, which is mostly focused on engineering, I had to start working in a completely different field. I recall that it was a challenging task and I had to learn to adapt new ways of thinking.

Along with the responsibility you are given, there is also freedom for you to try things. I might work on the boundary of my comfort zone, but with the support given, it helps me develop personally and professionally.

## 3. Mentorship

One thing to especially highlight is the focus on personal and professional development.

For example, I was assigned a mentor, which Arla makes a personal approach to, in order to match you with the right person. They take into consideration your output and what you would need in a mentor in order to find the best fit.

## 4. How to succeed in Arla

The key to success in Arla is to know yourself, know the others and learn how to use that to find meaning in your work. It will help you progress at Arla to be open and asking questions if you are unsure about something. On top of that, self-confidence and believing in your skills are two abilities that every future employee should possess, since you usually end in a managing position. Hence, you should have traits that support a managerial role.

As a piece of advice for future graduates and applicants: be your-best professional-self. As simple as it sounds it might change the way that the recruiters or your co-workers will perceive you.







See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 +40,000	 Copenhagen	 Global	

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

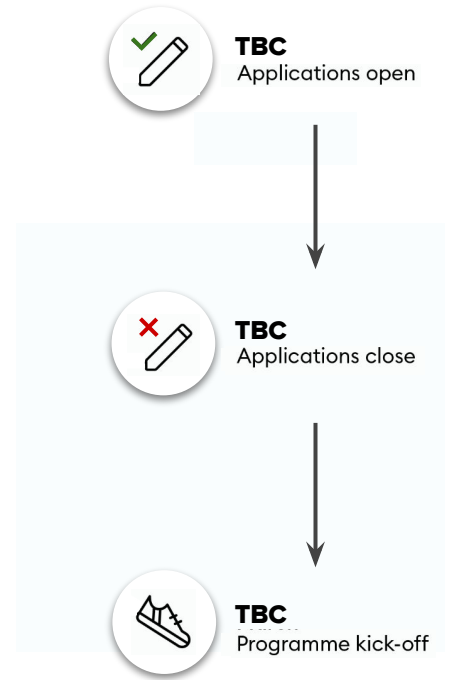
**Denmark Locations:** Copenhagen

**Programme Duration:** 24 months

**Area:** Finance, Marketing, Supply Chain, Digital, Commercial

**Rotations:** 3 - 4

**International Rotations:** Yes



## 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
- Financial Services:** Banks, Pension Funds, Insurance Companies
- C20 Companies:** Novo Nordisk, Maersk etc.

**glassdoor** 3.5 ★★★★★

#### Pros




- Perhaps the most sought-after graduate programme in Denmark and the World.*
- Responsibility for projects already from week 2.*
- Plenty of trainings, webinars, 1-day courses.*

#### Cons

- Sometimes long hours.*





SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 1,001 - 5,000	 Copenhagen	 Denmark	

The DLG Group is one of Europe's largest agribusiness companies with 6,300 employees and activities in 18 countries. The DLG Group is one of Europe's largest agribusiness companies and is owned by Danish farmers.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

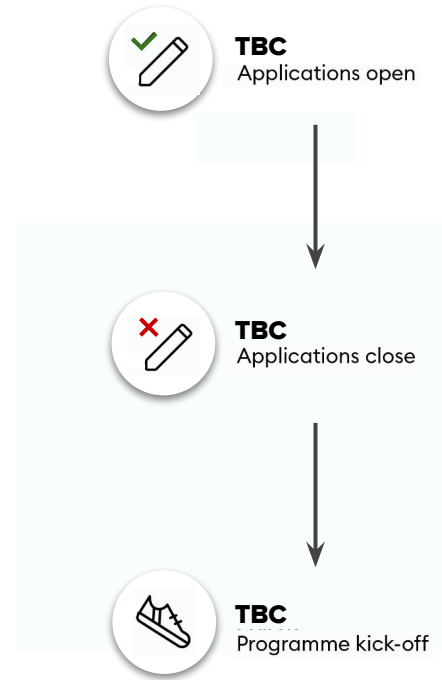
**Denmark Locations:** Copenhagen

**Programme Duration:** 12 months

**Area:** Finance, IT, Marketing, Project Management

**Rotations:** 5 - 10 Intern visits across the organisation

**International Rotations:** No



<b>SIZE</b>  1,001 - 5,000	<b>HQ</b>  Brande, DK	<b>OFFICES IN</b>  Denmark	<b>GRADUATE WEBSITE</b> 
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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

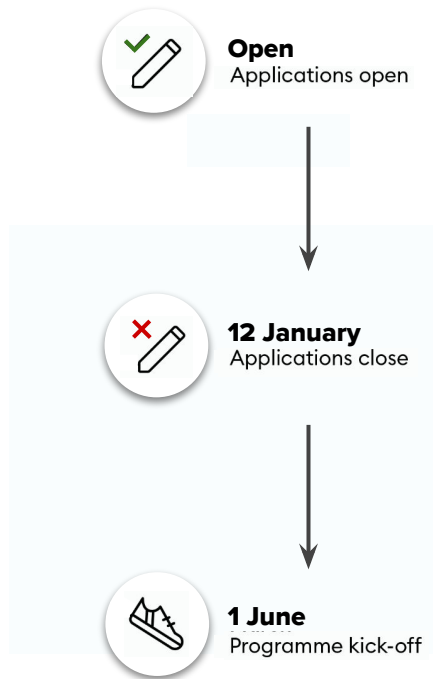
**Denmark Locations:** Brande & Aarhus

**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

**glassdoor**

3.1 ★★☆☆☆

**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*



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

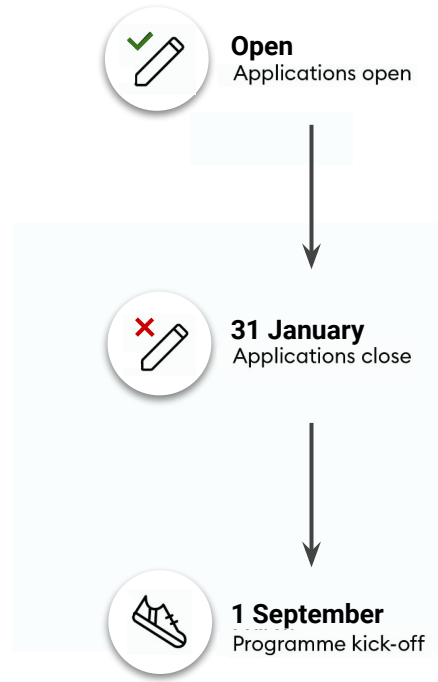
**Denmark Locations:** Copenhagen

**Programme Duration:** 24 months

**Area:** Engineering, Finance 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 etc.

**glassdoor**

3.9 ★★★★★

#### 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*



SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 + 10,000	 Randers	 Denmark	

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

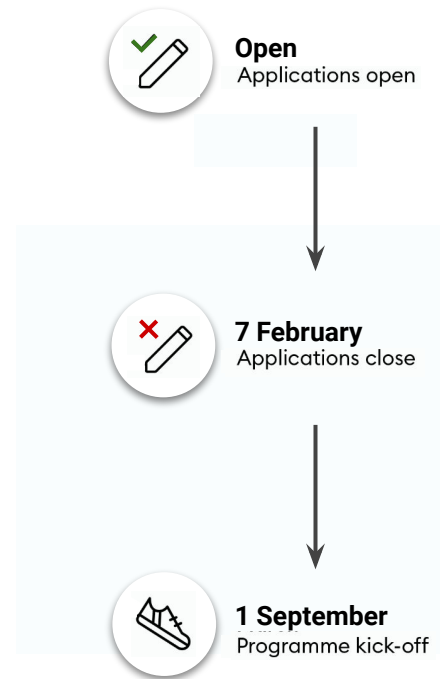
**Denmark Locations:** Randers

**Programme Duration:** 24 months

**Area:** Production, Business

**Rotations:** 3 (8 months each)

**International Rotations:** UK, Sweden, Germany, Poland, Holland, China, Spain +



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- Business Graduate:** Business Developer & Executive Assistant
- Business Graduate:** Business Analyst
- Business Graduate:** Operations Management Specialist

#### EXTERNAL

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

## glassdoor

### Pros

- Truly international programme.*
- Several options for international rotations.*
- Great support system.*

### Cons

- Location in Randers.*





# Emilia K.- Danish Crown Graduate



“Throughout the Danish Crown Graduate Programme, I have seen many different parts of the organisation and have managed to build a strong network across the business.”

## 1. Why Danish Crown?

I'm from Poland and I have a MSc in Animal Sciences from Poznań University. I discovered the graduate programme online through some ads and really liked the first impression I got there. When I started digging further into it, there were a lot of aspects that appealed to me. I liked that the programme had at least one rotation abroad as I knew that I wanted to try and work internationally. In addition, I liked that the programme had a broad perspective which would allow me to work on varied projects.

## 2. Who should apply?

I think that you need to have courage and you need to be able to deal with adversity and ambiguity. Working in a graduate programme, and in Danish Crown, you will be forced to interact with a lot of different people so you really can't be shy - but it is also important that you are humble and respectful in your approach. You also need to enjoy working in an international company and working in a rapidly changing business. There are a lot of things that affect our business, both external and internal factors.

## 3. What was your development within Danish Crown after the graduate programme?

Following the graduate programme I was hired full-time as an Animal welfare & CSR Chief specialist. I think I have created a good foundation for myself in the company. I have seen many different parts of the organisation and have managed to build a strong network across the business - something I can leverage in my current and future roles.

## 4. Do you have any advice for future graduates?

My advice would definitely be that you should know why you want to join. Be yourself and be your best self. I also want to stress that during the programme you both have a buddy, mentor and line manager, plus all the past graduates. Remember to build this web of people and contacts that you always can reach out to.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

# Gitte Dalgaard Hansen - Danish Crown



“At Danish Crown we are looking to hire new production and business graduates. That means being innovative, ambitious and resilient.”

## 1. What makes the Danish Crown graduate programme special?

One of the things which makes our programme special is our very well established support system. All the graduates have both a line manager, a mentor and their graduate buddies. I have one-to-one meetings every month with all the graduates and I let them know that my door is always open.

Our graduate programme is also a bit unique in the sense that we have a broad leadership programme. This means that we are looking for broad profiles with an interest in leadership in general and not specialists as in many of the other graduate programmes out there.

## 2. Any tips for applying to the Danish Crown graduate programme?

It is extremely important to be interested in both Danish Crown and the graduate programme and many applicants forget to stress this in their application. It should also be noted that we really value professional experience. We encourage candidates to highlight what experiences they have had and the learnings from those. The difference between an average applicant and a strong applicant often comes down to how well prepared they are and their motivation to join our company and leadership programme.

## 3. What profiles?

Our business track is focused on graduates with typically a business degree and our production track is focused on graduates with a more technical degree such as supply chain or within engineering. We are looking for graduates that have ambitions to become future leaders. We also want to attract people that are curious by nature and have the ability to stay curious throughout their career and are driven by making results.

## 4. How is the recruitment process?

1. You apply for the programme by completing a case.
2. We then screen the case and CV, and send you a second case to solve.
3. Then we call for a first round of interviews and tests.
4. And finally we call for a second round of interviews and a third case with a business manager.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 + 10,000	 Bredebro	 Global	

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:** TBC

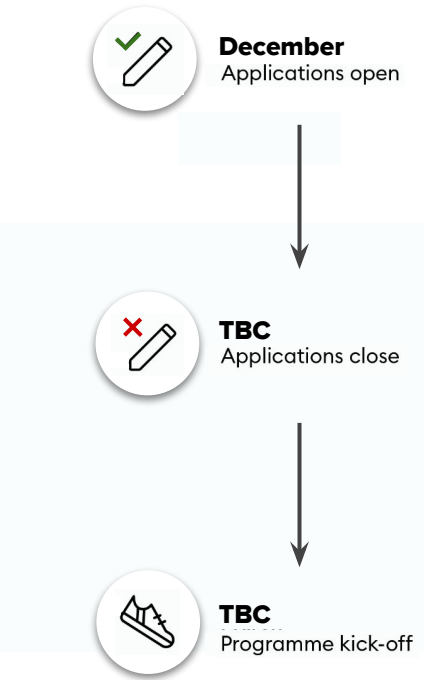
**Denmark Locations:** Bredebro

**Programme Duration:** TBC

**Area:** TBC

**Rotations:** TBC

**International Rotations:** Yes



## 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** 3.7 ★★★★★

#### 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.*





SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 1,001-5,000	 Kolding, Denmark	 Kolding and Aarhus	

In 1973, the first modern Lidl store opened in Ludwighshafen (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:** 7

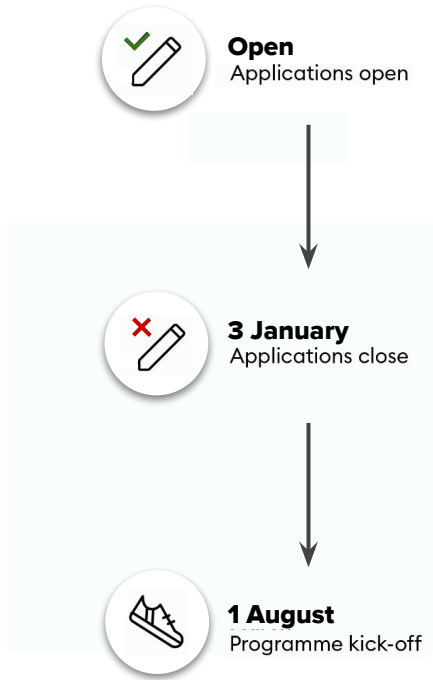
**Denmark Locations:** Kolding, Aarhus from 2023

**Programme Duration:** 18 Months

**Area:** HR, Marketing, IT, Finance, Logistics, Sales, Procurement

**Rotations:** 3

**International Rotations:** Yes, HQ in Germany



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

#### EXTERNAL

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Marketing Graduate:</b> Project and Campaign Manager, Marketing</li> <li><input type="checkbox"/> <b>HR Graduate:</b> Project Manager, HR Development &amp; Engagement</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Consulting:</b> Management</li> <li><input type="checkbox"/> <b>FMCG:</b> Unilever, Nestlé, L'Oréal</li> <li><input type="checkbox"/> <b>C20 Companies:</b> Pandora, Carlsberg etc.</li> </ul> |
|--|---|

glassdoor

3.5 ★★★★★

#### Pros

- International experience with German rotation.*
- Learning German as part of your job.*
- Lots of responsibility.*
- BMW 1-series car as part of the compensation package*

#### Cons

*Located in Kolding until 2023 when the HQ is moved to Aarhus.*



# Steffen Aas - Lidl Graduate



*“You are not parked on the sideline at all, instead the Managers focus on constantly adding to my development in the new roles I undertake.”*



## 1. Can you tell us a bit about your background?

I have been so lucky to work in Lidl previous to my graduate program. When I heard about the programme I thought of it as a great opportunity to start my career and obtain an abundance of learning. It was all along my plan to get into a graduate program with the opportunities it includes.

I applied for the track International Supply Chain and became a graduate in Lidl after working a year and a bit as project manager within supply chain management. I went through the same process as any from outside of the company and that is how I secured a spot in the programme.

Hence, I started my graduate programme in August 2020, so I am now approximately 4 months in, currently working as a store manager of a Lidl store in Randers.

## 2. What has been a thing that surprised you about the program?

I was surprised how welcoming the managers received me and how they give me the best possible odds to succeed. They want to teach you everything they know and share their experience. You are not parked on the sideline at all, but instead they focus on constantly adding to my development in the new roles I undertake.

## 3. What attracted you to Lidl and their programme?

Since I was already working in Lidl, I knew the company from the inside, and that there is an attractive company culture. It is somewhere I can see myself in the future. Furthermore, I appreciate the opportunity to go to Germany for a rotation, as I find the international experience valuable for my personal development and career. I like that Lidl prioritizes the importance of learning the language and gives all graduate intense German lessons. In extension to that, I look forward to work at the headquarter, since you get in touch with the central decision-making process.

## 4. What has been the biggest challenge as a graduate?

The biggest challenge has been to get everyday life running in the store as a store manager. In addition to being incredibly busy with your own tasks, you also have a handful of employees that you have to manage to a greater or lesser degree. It requires a good overview.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



# Christian Pilgaard - Lidl



“The time I had spent in the stores made the development of the project easier, because you have a better understanding of your customers and how we can tailor the project accordingly.”

## 1. What attracted you to the company and their graduate programme?

It was actually a friend of mine that made me aware of the programme and I got interested when I started to look into it. I found the opportunities to obtain leadership responsibility from the beginning attractive and at the same time I knew it could be a good start to my career. It was quite clearly a well-developed programme and that was something I was looking for. Finally, the international rotation as well as specifically Germany as the destination were influential factors too.

## 2. What did a typical day look like?

It might be a cliché, but only when I was in Germany on the three months German language rotation, I had typical days, but otherwise it was not the case in the graduate programme. The proactivity you had to assume made you take decisions that constantly moved you into new waters. Especially the time spent in the stores involved many diverse days - one day you would perhaps focus on KPI's and another day it was about conducting interviews as part of the hiring process of new staff.

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*Lidl offers 7 graduate job opportunities in 2021 in Denmark, with one rotation taking place in the German HQ. Danish language is required and German will be obtained during HQ rotation. Application deadline is 3rd of January.*

## 3. What has been the most exciting project you have worked on?

When I was working in the headquarter in Denmark, I was part of an exciting marketing project that was focused around a kids' universe. I was part of a team that marketed the universe. The time I had spent in the stores made the development of the project easier, because you have a better understanding of your customers and how we can tailor the project accordingly. Furthermore, I was part of a project within a talent management program, where I was a key user and later project manager.

## 4. What has been the biggest challenge as a graduate?

I think the biggest challenge comes in the beginning and in the end of the programme, when you start and when you stop. Here you firstly need to adapt to being a graduate, which can be challenging, since you need to take in and learn a lot in every rotation. It was also my first full-time position, so taking the step from the university into the job market is simply challenging.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



## SIZE



5,000 - 10,000

## HQ



Copenhagen

## OFFICES IN



Global

## GRADUATE WEBSITE



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:** 3

**Denmark Locations:** Copenhagen

**Programme Duration:** 16 months

**Area:** Marketing

**Rotations:** 4

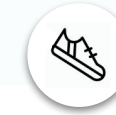
**International Rotations:** Yes, primarily Europe, but globally as well



**Open**  
Applications open



**24 January**  
Applications close



**1 September**  
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:** Pandora, Carlsberg etc.

glassdoor

3.5 ★★★★★

#### Pros

*Former graduates take leading positions in the company today.*

*Flexibility, nice atmosphere, empowerment, good people. The company cares about its people, support them and invest in them.*

#### Cons

*Operates in the tightly legislated tobacco industry.*



# Ditlev Berner - STG Brand Manager



“The experience and network that you acquire during the STG graduate programme will empower you to improve your performance in any future position here.”

## Can you elaborate on some of the benefits from the programme?

Being in the company as a graduate gave me an advantage when I settled into a more senior role as a Brand Manager. Since I was not new to the company and had been working across the organization, I had established a network of connections and hence it was easier for me to discuss and elevate different matters and suggestions. Another benefit of the programme that I realise as we talk, is the amount of knowledge that I acquired while I was a graduate. Not only the theories but also the company’s working culture that I am now very familiar with. It streamlines cooperation with colleagues to work with a similar culture, which is beneficial for everyone.

## How is it to work at STG after the graduate programme?

When I completed the program, I was offered a permanent position in the company, which for many STG graduates is the case. The graduate position and my current position are quite different from each other. The graduate program is about learning and getting a more holistic view of the company and you are exposed to different departments during the program. If you get offered a permanent position, your learnings during the program is put to the test. Hence, you will showcase how you are able to use all of the abilities you acquired, with a focus on using the methods that you have learned and being able to implement them.

## Any advice for applicants of the STG programme?

If you are applying for the graduate programme you should have a desire to work in this specific company and industry. The key in the application is about being honest and describing what you can offer and why you can be a great fit here. From there you need to trust the process. In addition, you should be focused on developing yourself and get to know different departments within the company, as it is the main purpose of the programme. You simply need to exploit the time you spend around STG as a graduate to maximize your learning.

Through the graduate program you will make many mistakes and you should not be too afraid of that - it is a way to obtain new skills and as well learn about Scandinavian Tobacco Group and what kind of company we are.

*Ditlev got offered a position as International Associate Brand Manager and has since become an International Brand Manager, exemplifying the fast-track career you can achieve at Scandinavian Tobacco Group.*



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

# Paulina Möhring - STG Graduate



The projects I am working on translate into real impact on our business around the world - I had not imagined that would be the case for a graduate”



## The STG graduate programme

The International Sales and Marketing graduate program offered by STG is divided into four rotations within Brand Marketing, Supply Chain, Local Marketing, and Commercial Excellence. From all of the rotations, two are taking place in the headquarters in Denmark, while one rotation is in a subsidiary abroad. Furthermore, the rotation of Supply Chain takes place in Denmark for a short period of time, while the remaining time is spent by the factories in Belgium and The Netherlands, where the main production facilities are located. For instance, Paulina will rotate to the Netherlands next year.

## Exciting and challenging moments

The transition from a student assistant to being a graduate was a huge change that I had to internalize. but the change was, by all means, a positive switch due to increase in responsibility, tasks and the like that followed as well. So you can say it was as exciting as it was challenging.

## See your analyses turn to reality

What is clear from the change of position is the ability to see the impact that you have on projects and cases. Everyone in the company is very open-minded about the new ideas that graduates bring up. This is partly due to the high trust there is in young people at STG in general as well as current and former graduates performing well in the company. Hence, you get to more easily see the results of the projects, that you have been part of introducing and implementing into the real world.

## Working at STG

The working environment is amazing, everyone is super nice - we have a very collaborative office here. Besides the hard work, there is always space for chit-chats with your colleagues. STG is a truly sociable workplace, where everyone is supportive.

## Who is the programme for?

The most important thing at Scandinavian Tobacco Group is to be yourself first and foremost. There is no such thing as a structured personality type that will fit perfectly. The employees at STG are very diverse regarding their background and experience - however, the numerous skillsets create an advantageous set of abilities when performing in teams. Therefore, it can be an advantage if your background or university degree stands out. Secondly, the tobacco industry is not an “easy” industry to work in due to the many restrictions regarding advertisements and more, so you should consider before applying, that it might be challenging work from time to time. On the other hand, the most exciting jobs go along with the most challenging ones.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

<b>SIZE</b>  10,000	<b>HQ</b>  London	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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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

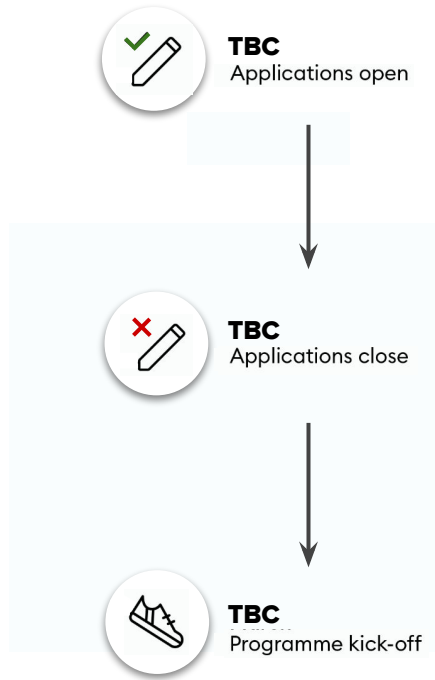
**Denmark Locations:** Copenhagen

**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**

4.3 ★★★★★

#### Pros

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

#### Cons

- No Work Life balance for the employees*







<b>SIZE</b>  + 10,000	<b>HQ</b> Stockholm	<b>OFFICES IN</b> Global	<b>GRADUATE WEBSITE</b> 
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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

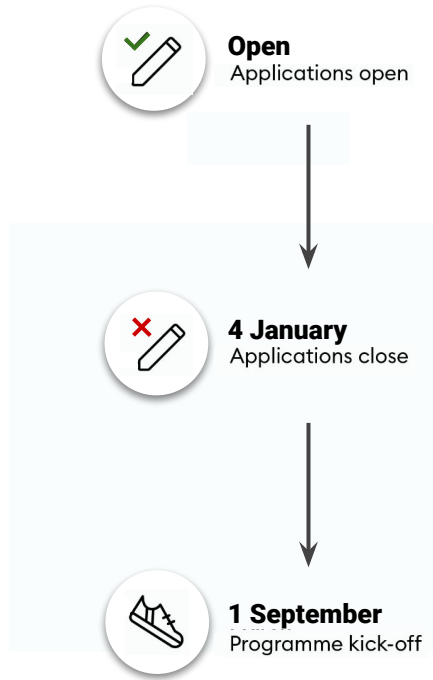
**Denmark Locations:** None (Programme in Stockholm)

**Programme Duration:** 12 months

**Area:** International, Business, Tech

**Rotations:** One in HQ and one international

**International Rotations:** Yes



## 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
- Financial Services:** Banks, Pension Funds, Insurance Companies
- C20 Companies:** Novo Nordisk, Maersk, Carlsberg etc.

glassdoor

3.5 ★★★★★

Pros

Cons



## 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:**



**TBC**  
Applications open



**TBC**  
Applications close



**1 August**  
Programme kick-off



## SIZE



+ 10,000

## HQ



Aarhus

## OFFICES IN



Global

## GRADUATE WEBSITE



JYSK delivers a great Scandinavian offer for everyone within sleeping and living. We are a global retail chain of stores and web shops, and part of the family-owned Lars Larsen Group.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

**Denmark Locations:** Aarhus

**Programme Duration:** 12 months

**Area:** Category Management, HR, Sales, Marketing, IT

**Rotations:** TBC

**International Rotations:** TBC



**Open**  
Applications open



**9 January**  
Applications close



**1 March**  
Programme kick-off



 Graduateships

**GRADUATE PROGRAMMES IN  
HEALTHCARE, MED TECH  
& BIOTECH COMPANIES**

## 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:** 4

**Denmark Locations:** Greater Copenhagen

**Programme Duration:** 24 Months

**Area:** Finance

**Rotations:** 4 - 7

**International Rotations:** Yes; Malaysia, China, USA



**Open**  
Applications open



**31 January**  
Applications close



**1 September**  
Programme kick-off

## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- Project Manager
- Treasury Specialist
- Business Finance Partner
- Marketing Manager

glassdoor

3.7 ★★★★★

#### Pros

*Many options for the international rotation. Global scope.*

*Great flexibility when it comes to rotations.*

*Truly international company with a global presence.*

*Really strong finance track.*

#### Cons

*Very fast pace and a lot of change during the programme (not necessarily a con, but something to be aware of).*

*Danish HQ a bit outside of Copenhagen.*





# Peter Jensen - Novozymes Graduate



The economist was poised for a career in finance, but sought a career with a more direct positive impact on the world. Hear Peter's story as a graduate.



## 1. Deciding for Novozymes

A key thing for me was to work in a company that was focused around real world products. Ideally products being used by a lot of people and also something that benefited the world. On top of that I wanted to work for a global company where I had the opportunity to gain international experience. Novozymes ticked all of those boxes and I really liked the experience during the interview process.

## 2. Most exciting project

Personally I have really enjoyed the roles where I have been close to our business in the markets. I have had a few roles where I have been working kind of as an advisor or consultant to the management team. In North Carolina in the US I did business cases around how we plan our supply chain.

It was a great learning experience professionally working in our office in the US, but also I had an amazing time personally exploring Raleigh (capital of the state) and other parts of the US.

## 3. Biggest challenge

You need to be ready mentally for a lot of change during the programme. You will have many rotations which means that you will leave teams that you have just gotten to know to work on something else.

This can be tough, but it's also what makes the experience so great I think. It's up to you to be clear on what you want to get out of the programme. The company is very willing to help you, but you need to reflect on it yourself, speak up and dare to lead, also regarding your own development.

An advice I would give is to try and find something where you can add value to the team or project really fast. Something where you have expertise that can be leveraged quickly. In this way you will be adding value fast while also getting integrated into the team and projects through the rotation.

## 4. What has surprised the most

How truly international the company is. Once you start in Novozymes and you get to travel around to see different parts of the organisation you really understand how global the footprint is, but also how complex our products are.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



## SIZE



5,000 - 10,000

## HQ



Copenhagen

## OFFICES IN



Global

## GRADUATE WEBSITE



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:** 24 Months

**Area:** Product Development & Supply, Commercial Operations, Corporate Functions & Business Development & Strategy

**Rotations:** Yes

**International Rotations:** Yes, but depends on track



**Open**  
Applications open



**14 February**  
Applications close



**1 September**  
Programme kick-off

## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

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

#### EXTERNAL

- Pharma/Health Care:**  
Novozymes, Demant, Novo Nordisk
- C20 Companies:**  
Novo Nordisk, Maersk, Lego etc.
- PhD/Research:**  
Universities

**glassdoor** 3.9 

#### 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*



## 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 them 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:** 36

**Denmark Locations:** Greater Copenhagen

**Programme Duration:** 24 Months

**Area:** Business, Marketing, Market Access, Finance, Procurement, R&D

**Rotations:** 3 - 4 (6 - 8 months)

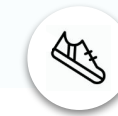
**International Rotations:** Yes: Opportunities across the world



**Open**  
Applications open



**6 January**  
Applications close



**1 September**  
Programme kick-off

## 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

**glassdoor**

4.2 ★★★★★

#### Pros

- Well-developed graduate programme.*
- Prestigious company.*
- World-known graduate programme.*
- Very social environment.*

#### Cons

- Not every track has a secured job position after completion of the graduate programme.*



# Ashlee Bessolo - Novo Nordisk Graduate



*“Novo Nordisk hires for personality and trains for skills”.*

Find tips from the inside with current Novo Nordisk Global Business Process Graduate Ashlee.



The Global Business Process track has since changed name and is now the Global Process track.

## 1. A sample of a Novo graduate

I am from the United States, and after spending a year living in Sweden earlier on, I felt Europe was “calling my name again”, so I enrolled for my bachelor in Business, Language and Culture at CBS. In the meantime I worked with marketing and branding for a start-up in the skincare industry and for Danish design company Muuto. While studying my master’s at CBS, I started my journey with Novo Nordisk as a student assistant.

## 2. Why a graduate programme?

The biggest value of the graduate program is that it gives you time to try out different parts of the organization and really figure out what fits you and your aspirations the best. That was my main reason.

The possibility of becoming a Novo Nordisk graduate presented itself during an event while I was holding the student position at Novo Nordisk. I participated in a company presentation and I felt encouraged to apply, when I got introduced to the programme and realized the scope and opportunities in it. Hence, deciding for Novo Nordisk felt like a natural choice.

What differentiates Novo from the others are Danish values that are so intertwined with everyday working. Regardless whether it is affiliate regions outside of Denmark or strictly urban areas where the headquarters are based, you can still get that sense of “Danishness”.

## 3. Tips for applicants

From the application side, Ashlee mentions that you need to manage expectations. The application process is extensive and the HR department is putting much effort into figuring out who you are as a person. If the company decides that I am not the right person, you need to trust the process. They know what profile is needed to succeed with all of the elements that are involved in a graduate program including adaptability to change. Being as transparent as possible in the interview process is something that future applicants should keep in mind.

## 4. Future with Novo Nordisk

I think when a company invests in you as much as Novo has with the graduate program, it would be such a shame not to continue there. That is not because you owe them anything but because you have now established such a strong network in the company that you have a high likelihood to do well and succeed there after the program. Therefore, if given the opportunity I will continue at Novo Nordisk.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

# Nanna-Freja - Graduate Manager



Fun fact: Lars Fruergaard Jørgensen, CEO of Novo Nordisk, started his career with the company in the Novo Nordisk graduate programme.



## 1. The programme at Novo Nordisk

The graduate programme was established in 1999 and is today our flagship talent programme enriching our company capabilities by developing tomorrow's key people. New programmes are strategically established to meet future workforce planning challenges. Until now, 313 graduates have been through the programmes and 234 are still with us today! Almost 50 % holds a managerial position – including our current CEO.

## 2. What output can I expect?

The development of the graduates is highly prioritized in Novo Nordisk. We put together five reasons you should apply for the programme and that future graduates can expect through their time in the programme:

- Strong focus on personal and professional development
- Exciting learning journey with 3 rotations in 2 years
- Challenging tasks with high responsibility from day one
- Cross-functional projects and broad network
- International orientation and a diverse graduate family.

## 3. Innovating in corona times

The programme will see some changes in the recruitment process this year, where the applicants will be met with a much more digitized universe. The new approach includes a virtual assessment center, in which the applicants will solve cases, play games together and much more.

## 4. Accommodating into graduate life

The activities in the recruitment process emphasize our focus on teamspirit - we want to make sure that future graduates can work well together with others.

90 % of the graduates we hire are international, and Novo Nordisk offer relocation package and VISA. You will be part of a global and diverse graduate family. You will be accommodated all together in a something we call the “Graduate house” at Østerbro, where they enjoy a social life with other graduates. It has developed into a strong community, smoothing the transition into life as a graduate at Novo Nordisk.

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*Novo Nordisk offers 36 Global Graduate job opportunities in 2021 in Denmark, Poland, Turkey, Serbia, Gulf Cluster, India, Pakistan, Indonesia, South Korea, Australia, Mexico, Colombia and Brazil! Posted from 17 November – 6 January.*



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



## SIZE



+ 10,000

## HQ



Smørum

## OFFICES IN



Global

## GRADUATE WEBSITE



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:** 6

**Denmark Locations:** Smørum (Greater Copenhagen)

**Programme Duration:** 24 Months

**Area:** Finans, Business, Engineering, Operations

**Rotations:** 3-4

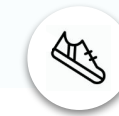
**International Rotations:** Yes, New Jersey, USA, Ireland, France, Belgium, Sweden, Australia, UK, Poland +



**Open**  
Applications open



**3 January**  
Applications close



**1 September**  
Programme kick-off

## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- ❑ **General Business Graduate:** Senior Analyst in Commercial Excellence, International Sales
- ❑ **Finance Graduate:** Investor Relations Officer

#### EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Pharma/Health Care:** Novozymes, Lundbeck, Novo Nordisk

**glassdoor**

3.8 ★★★★★

#### Pros

- Great place to learn within Supply Chain. Long standing expertise in operations.*
- Many options for the international rotation. Global scale*
- Good internal training programme.*

#### Cons

- Less well known brand internationally.*
- Danish HQ a bit outside of Copenhagen.*



# Nikolaj Mazor - Demant Graduate

Demant

In his role as an Operations graduate Nikolaj is responsible for ensuring that the supply chain is running smoothly across the world.



## 1. Why Demant

I saw the Demant Graduate Programme on a career fair where I got to learn more about the company and their graduate programme. I remember being attracted to the fact that you get to learn a lot of different areas of the company in a short period of time.

From a Supply Chain lense then I was excited about the chance to work in a lot of different areas of Supply Chain. In addition then Demant owns almost all parts of the Supply Chain which is also something a Supply Chain geek like me finds interesting.

## 2. A day as a Demant graduate

Right now I'm responsible for optimizing the inventory and replenishment operations in our global sale companies. I have daily calls with colleagues in our sale companies. My key task is to ensure our supply chain setup is correct to manage any daily demand, upcoming launches etc.

I also do a fair bit of reporting in my role to communicate how we are doing from a supply point of view. Questions such as "Is our working capital on point?" and other key questions which the management might have. As a global company we need a lot of checks and balances.

I can definitely feel that I have a lot of responsibility on my plate which is motivating.

## 3. Biggest challenge

I initially described how I liked the fact that you got to see a lot of different areas in the business. The flip side to that is that it can be difficult to limit oneself. There are so many interesting areas and projects, but it's about understanding what you want to do both short and long term. The graduate programme sets you up for a long term career as well, so you should think about what makes sense from that perspective as well.

## 4. Why did they select you

With my educational background in Supply Chain and my working experience within the field as well I think I have a really strong profile for the operations graduate programme.

I was also really clear that I wanted the graduate programme and what it offered, not just a full time role for me, but something where I could test myself out in various parts of the company.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

 Graduateships

**GRADUATE PROGRAMMES  
IN ENERGY COMPANIES**

**SIZE**



5,000 - 10,000

**HQ**



Copenhagen

**OFFICES IN**



Global

**GRADUATE WEBSITE**



Headquartered in Denmark, Ørsted's 6,500 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:** 35

**Denmark Locations:** Copenhagen

**Programme Duration:** 24 Months

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

**Rotations:** 2-3

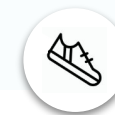
**International Rotations:** Yes



**Open**  
Applications open



**13 January**  
Applications close



**1 September**  
Programme kick-off

## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

**INTERNAL**

- ❑ **Senior Consultant** in your professional field

**EXTERNAL**

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Energy:** Vestas, Centrica, Nature Energy
- ❑ **C20 Companies:** Novo Nordisk, Maersk, FL Smidth



4.3 ★★★★★

**Pros**

- Very strong brand externally with a lot of momentum.*
- Experts within state of the art energy innovation.*
- Graduates are highly regarded internally.*

**Cons**

- They do have international rotations, but limited to certain locations*



# Ole Lindeschouw - Ørsted Graduate

Ørsted

As a Commercial graduate at Ørsted, Ole is involved in ensuring continued commercial success for the large Danish energy company.



## 1. Why Ørsted

At a high-level I liked the thought of continuing my education through a structured programme. In some ways I think a graduate programme is kind of an extension of university as you enter the job market, but through a programme with a clear plan and structure to it.

Then I found the transformational journey from black to green energy Ørsted was/is on incredibly exciting. It is very inspiring to be part of a company that is changing the world and leading in many aspects.

## 2. Most exciting project

I'm currently working on a very interesting project regarding a wind park off the coast of Germany. My role is to project manage and own the governance processes making sure that all stakeholders are aligned and that we are moving forward as we have planned. It's a very complex process with stakeholders from a wide variety of departments.

It has been super exciting to be part of the project from the beginning and leading up to the final investment decision.

I was part of all the leadership meetings and saw how senior people make decisions and how they deal with adversity.

## 3. Biggest challenge

I think it can be challenging to settle in every time you have a new rotation. Normally you have 3 rotations of 9 months, but I had 4 rotations of 6 months each and time flies, so before you know it you are about to move on to your next rotation. And sometimes it can feel like that just about when you get settled in then you have to move on which can be tiring. In those situations I think it's important to be open with your manager and let him/her know how you feel.

On the flipside then I also think that's one of the best things about the programme, that you get to see so many different parts of the business and meet so many interesting people.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



<b>SIZE</b>  + 10,000	<b>HQ</b>  Aarhus	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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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

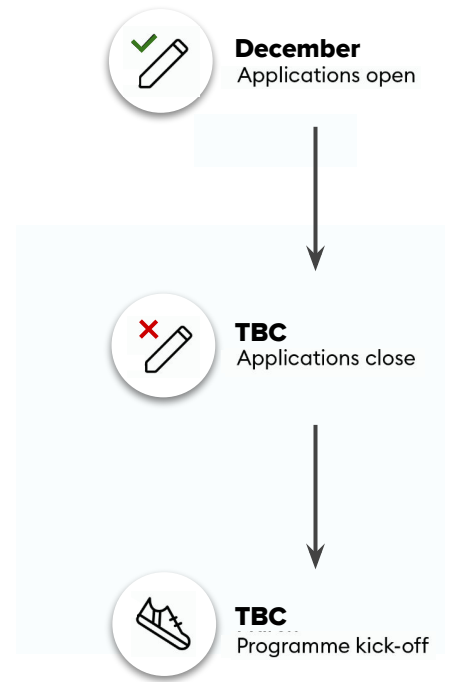
**Denmark Locations:** Aarhus

**Programme Duration:** 24 Months

**Area:** Technology, Operations, Commercial & Finance and Business & Project Management

**Rotations:** 2

**International Rotations:** Yes, 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:** Consulting
- Energy:** Orsted, Centrica, Nature Energy
- C20 Companies:** Novo Nordisk, Maersk etc.

**glassdoor** 3.5 ★★★★★

#### 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*



<b>SIZE</b>  + 10,000	<b>HQ</b>  Windsor, UK	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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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:** TBC

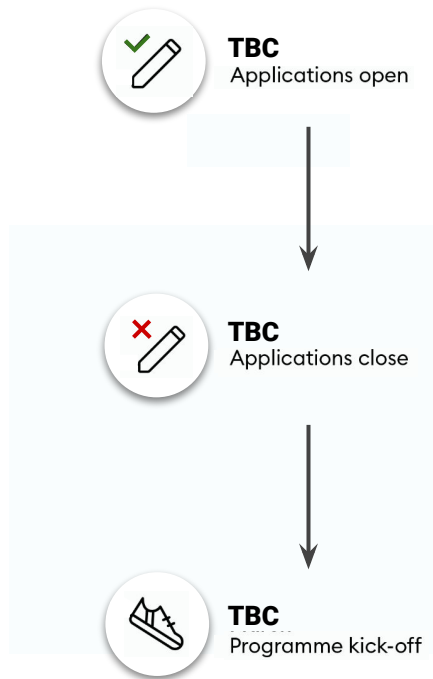
**Denmark Locations:** Aalborg

**Programme Duration:** 24 Months

**Area:** Flexible - pending qualifications

**Rotations:** 3

**International Rotations:** Yes, UK



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- Market Risk Analyst

#### EXTERNAL

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

**glassdoor**

3.1 ★★☆☆

#### Pros

*Good work life balance in this company.*  
*Good benefits, good flexible working arrangements.*

#### Cons

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



SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 51 - 200	 Odense	 Denmark	

Nature Energy is a leader in the green transition and a biogas pioneer Today, Nature Energy operates 10 biogas plants located throughout Denmark, and 2 abroad. Nature Energy's biogas plants will treat more than 5 million tonnes of biomass – waste from agriculture, industry and households – in 2020, converting it into 170 million m3 of green gas.

## THE GRADUATE PROGRAM

**Number of positions:** 4

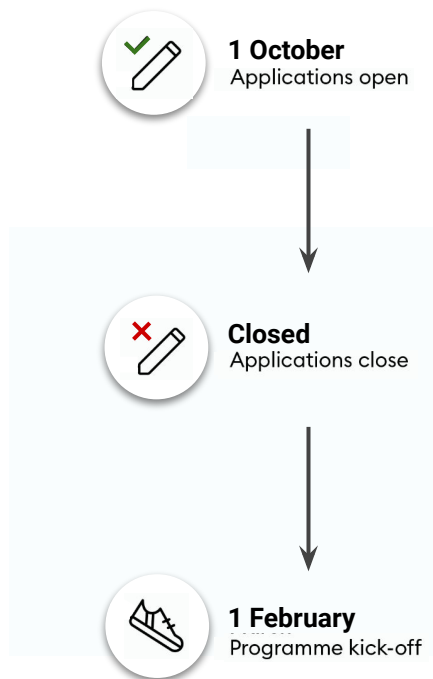
**Denmark Locations:** Odense

**Programme Duration:** 24 Months

**Area:** Engineering, Project Management, Operation, Compliance

**Rotations:** 4

**International Rotations:** No



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- ❑ N/A (first year the graduate programme exists)

#### EXTERNAL

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Energy:** Siemens, GE, Centrica
- ❑ **C20 Companies:** Vestas,, Maersk, Ørsted

#### Pros

*Good work life balance in this company.*  
*Good benefits, good flexible working arrangements.*

#### Cons

*Many hierarchy levels, not always optimal for decision-making.*



 Graduateships

**GRADUATE PROGRAMMES  
IN INDUSTRIAL COMPANIES**

<b>SIZE</b>  + 10,000	<b>HQ</b>  Bjerringbro	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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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:** TBC

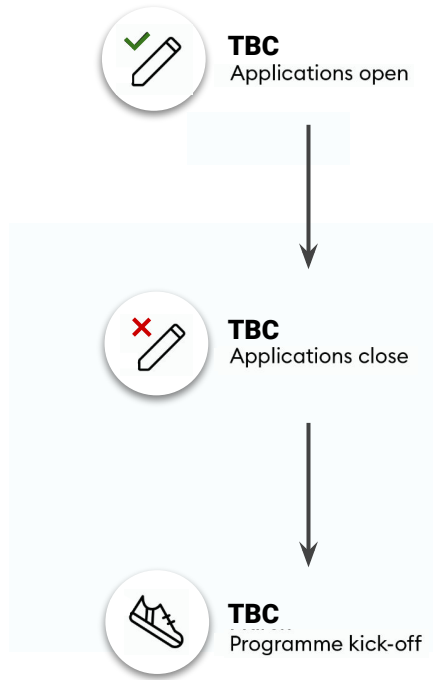
**Denmark Locations:** Bjerringbro

**Programme Duration:** 24 Months

**Areas:** Business, Supply Chain, Finance, Engineering

**Rotations:** 4

**International Rotations:** Global







## SIZE



## 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 – and we engineer innovative new ways to save energy and transition to clean energy for the good of our climate.

## THE GRADUATE PROGRAM

**Number of positions:** 20

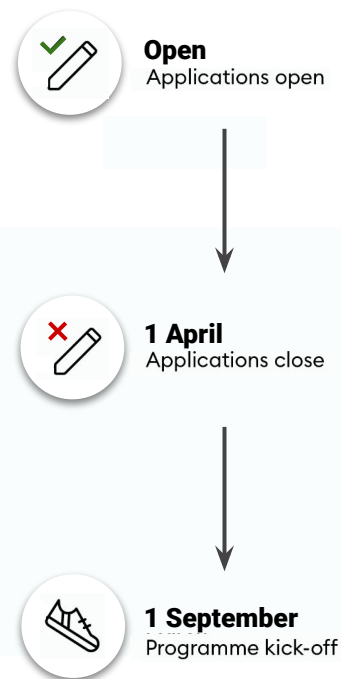
**Denmark Locations:** Nordborg

**Programme Duration:** 24 Months

**Area:** Finance, IT, Sales & Marketing, Innovation, Supply Chain, HR, Strategy

**Rotations:** 4

**International Rotations:** Yes, at least one rotation has to be done internationally



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- Manager**, Strategy & Business Development
- Supply Chain PGP**, Cooling Segment
- Mechanical Design Engineer**
- Post Graduate Program Lead**, HR
- Postgraduate**, CFO

#### EXTERNAL

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

**glassdoor** 3.8 ★★★★★

#### Pros

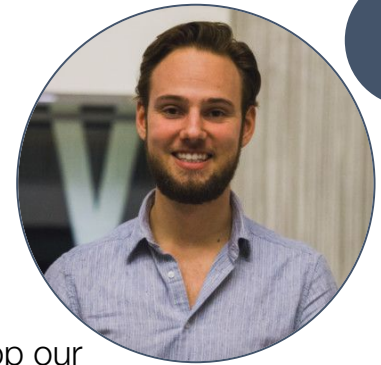
- Strong drive to create solutions to offset climate changes.*
- Truly global with operations in more than 100 countries.*
- Graduate programme has been running since 1974 and is one of the longest standing programmes in Denmark.*
- Ability to select your rotations and locations.*

#### Cons

- HQ located in Nordborg.*
- Due to flexibility during the programme it can be difficult to pin-point exact path after ended graduate programme.*



# Donnet Rathje - Danfoss Graduate



Donnet fell in love with the Scandinavian way of living and is now creating resilient Supply Chains as a Post Graduate in Supply Chain Management

## 1. Three reasons to apply at Danfoss

When I was looking for the best way to start my career, I had 3 main criteria in mind:

1. First, I wanted to join a company with a greater purpose. Danfoss was clear on the ambition to help prevent climate change through their solutions, which was something that really motivated me to be a part of.
2. Second, I wanted to work for a global company. With the graduate programme offering us to go abroad and Danfoss operating in more than 100 countries all over the world, this criterion was fully met.
3. Finally, my goal was to experiment in the different disciplines of supply chain and logistics. As the graduate program at Danfoss offers a Supply Chain track and at the same time, is very flexible in letting you try projects in different areas even outside your track, it was really clear that this program would be the perfect match for me.

## 2. Most exciting project

I really enjoy the project I'm currently working on. It's quite technical but without going into too much detail, it is about planning the capital expenditures for ramping up our global supply chain as we are currently launching a new portfolio of frequency converters globally.

My task is to further develop our supply chain strategies top down and create business cases bottom up on how to ensure that over the course of the global launch, our supply chain can satisfy customer needs efficiently. Here we also have to consider a very trending topic in supply chain management at the moment, which is how to minimize the impact of random disruptions such as COVID.19 on our ability to produce and deliver products to our customers.

## 3. Biggest challenge

You need to be ready to take responsibility for your own journey as a graduate. Danfoss is a huge company and especially in the beginning it can be a bit overwhelming with all the new impressions and information coming at you. I would highly recommend that you spend quite some time thinking about what you want to get out of your time as a graduate and how you want to develop -both before and during the program. What rotations you want to do and what projects you want to work on is on you. Danfoss is very flexible and can give you all the options, but you need to drive it.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

# Elisa Corydon-Petersen - Danfoss



Having been a Post Graduate at Danfoss herself it was natural for Elisa to take on the responsibility to find ways for Danfoss to keep attracting top talents



## 1. What is the story of the Danfoss Graduate program?

The graduate program is an integral part of Danfoss. It was launched in 1974 and more than 500 graduates have been through our program since the beginning. We are a people first company meaning that a large part of our business relies on having smart people solve tough problems. That has always been the case and the reason why we have had a talent program for so long.

The program ensures that we have a pipeline of talents and potential future leaders. Today two of the executive group are former graduates, so as you can imagine the legacy of the program is strong and it's something that everyone in the company knows about.

## 2. What kind of graduates are you trying to attract?

Our program has a lot of freedom to it. It's important that we get in graduates that are able to drive their journey themselves. They need to be proactive and take initiative when it comes to selecting rotations and projects. We are looking for people who see the freedom in the structure as an opportunity.

On a more personal level we are looking for graduates that are smart but humble and are good collaborators. That's an important skill as they will often be working with colleagues from other teams and departments.

## 3. The best thing about the program?

In my view it's the fact that you are able to select your own projects and rotations. We let you decide which challenges you want to pursue and ultimately what kind of profile you want to build in Danfoss. Personally I knew a lot about Finance, but I also wanted to learn about business development, so I had the chance to do that during my graduate program. It's really up to you to define what you want to learn.

## 4. Areas where you are still trying to improve the experience?

It's probably the flipside of what I just said is that it can be difficult to very clearly lay out the path which you can expect to have on our graduate program.

It's difficult to point to typical projects as all experiences are so different. It's also difficult for us to say what roles they will get after the graduate role.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



## SIZE



24.5000

## 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:** 3

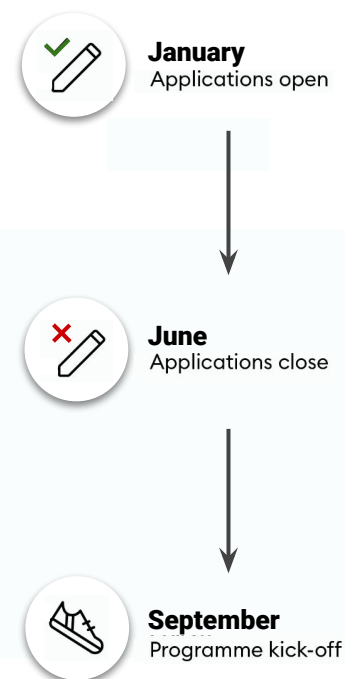
**Denmark Location:** Aarhus

**Programme Duration:** 12 or 24 Months

**Area:** Sales, Engineering

**Rotations:** Yes

**International Rotations:** Corona dependent



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- ❑ **Junior Production Engineer:** Quality Area Manager
- ❑ **Junior Automation Engineer:** Automation Engineer

#### EXTERNAL

- ❑ **Consulting:** Process, IT Consulting
- ❑ **Industrial:** Grundfos, Siemens, Arla
- ❑ **C20 Companies:** Novo Nordisk, Vestas etc.

**glassdoor** 4.1 ★★★★★

#### Pros

*good pay salary work life balance.*

*Good working environment, everyone is helpful.*

#### Cons

*good pay salary work life balance.*

*Good working environment, everyone is helpful.*



<p><b>SIZE</b></p>  <p>+ 10,000</p>	<p><b>HQ</b></p>  <p>Schaan, LI</p>	<p><b>OFFICES IN</b></p>  <p>Global</p>	<p><b>GRADUATE WEBSITE</b></p> 
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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

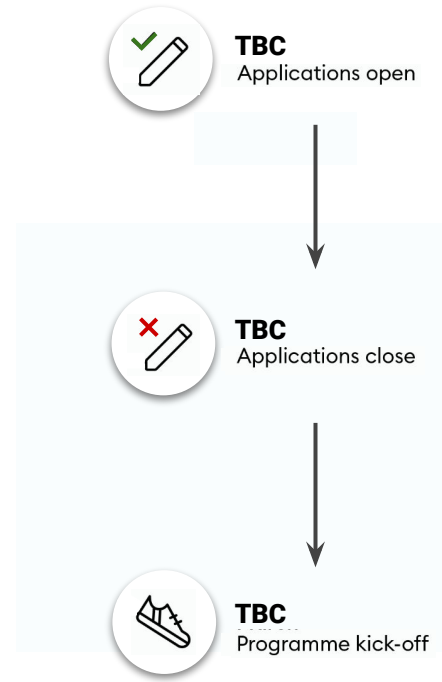
**Denmark Location:** Copenhagen

**Programme Duration:** 24 Months

**Area:** Business, Finance, Technical, Logistics

**Rotations:** 4

**International Rotations:** Yes (at least one rotation)



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

**INTERNAL**

**EXTERNAL**

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

- Consulting:** Mgmt & IT Consulting
- 
- C20 Companies:** Novo Nordisk, Maersk etc.

glassdoor

4.1 ★★★★★

Pros

Cons





## SIZE



1,001 - 5,000

## HQ



Esbjerg

## OFFICES IN



Global

## GRADUATE WEBSITE



VIKING Life-Saving Equipment A/S is a global market leader in maritime and offshore safety, providing and servicing safety and fire-fighting equipment for passenger and cargo ships, offshore installations, fishing vessels, the navy, fire departments and leisure yachts.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

**Denmark Locations:** Esbjerg

**Programme Duration:** 24 Months

**Area:** Finance, Marketing and Communications, Engineering, IT, Human Resources, Service, Design, Product

**Rotations:** TBC

**International Rotations:** TBC



**TBC**  
Applications open



**TBC**  
Applications close



**TBC**  
Programme kick-off



## SIZE



5001 -10.000

## HQ



Copenhagen

## OFFICES IN



Global

## GRADUATE WEBSITE



As a world-leading supplier of trusted coating solutions, Hempel is a global company with strong values, working with customers in the protective, marine, decorative, container and yacht industries. Hempel factories, R&D centres and stock points are established in every region.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

**Denmark Locations:** Copenhagen

**Programme Duration:** Ongoing

**Area:** Sales, Marketing, Commercial

**Rotations:** Yes

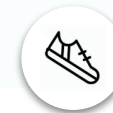
**International Rotations:** Six-month placement abroad with the Technical Services department in Singapore



**Open**  
Applications open



**12 February**  
Applications close



**Ongoing**  
Programme kick-off



 Graduateships

**GRADUATE PROGRAMMES  
IN IT COMPANIES**



**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 of both Sweden and Norway.

## THE GRADUATE PROGRAM

**Number of positions:** +15

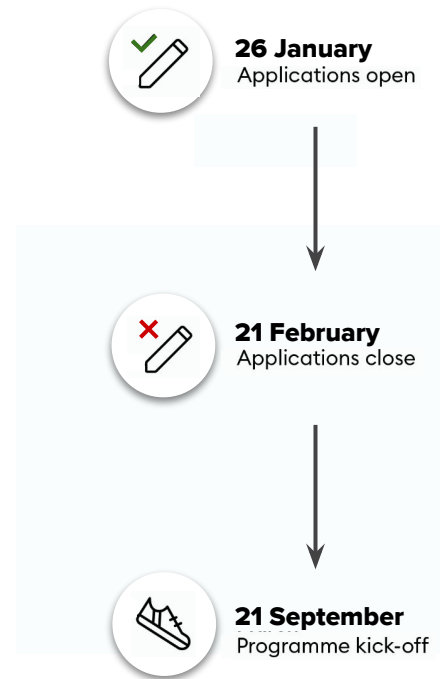
**Denmark Location:** Ballerup

**Programme Duration:** 18 Months

**Area:** Project Management, Business Consultant, Delivery Manager, Software Development, SAP, IT Consultant

**Rotations:** None

**International Rotations:** None



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

**INTERNAL**

**EXTERNAL**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Project Manager:</b> Project Manager</li> <li><input type="checkbox"/> <b>IT Program:</b> SAP Consultant</li> <li><input type="checkbox"/> <b>IT Program:</b> IT Consultant</li> <li><input type="checkbox"/> <b>Business:</b> Business Consultant</li> <li><input type="checkbox"/> <b>Delivery manager:</b> Delivery manager</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Consulting:</b> IT Consulting</li> <li><input type="checkbox"/> <b>IT Companies:</b> NNIT, Netcompany, TDC</li> <li><input type="checkbox"/> <b>C20 Companies:</b> Novo Nordisk, Maersk, etc.</li> </ul> |
|--|---|



**Pros**

- The programme is particularly good at developing high performing specialists.*
- Strong learning environment within IT/Data.*
- Full-time role offered after end graduate programme.*

**Cons**

- Limited International opportunities.*



# Hoziar Isabella - KMD Graduate

KMD



My advice is you should not be too formal because KMD is quite casual and focuses on your personalities along with competencies and skills.

## 1. Why KMD?

I knew I wanted to work in the intersection of IT and business and had therefore been following some companies I found interesting, including KMD, which was a perfect fit both for my background and my preferences. They rapidly came back to me and it was a very intuitive and smooth process from there. I was invited for a case day at the KMD office in Ballerup, which was a super fun experience. Other companies had only sent me these millions of online tests you have to complete, so I even thought to myself, that if I don't make the cut, I still appreciate that I had this experience.

## 2. Starting at KMD

It was a surprise to me, but KMD is picking which kind of position and department you will have in the graduate programme, based on the best match with your competencies and what they have learned about you in general. I applied for a project management position, but instead I was positioned in sales and market, although I did not have prior experience within this area. My only similar experience within this field came from a student position in marketing and communications. Now when I started I really do understand why they picked me for the role.

It was quite challenging to start the program during the pandemic. As a new person I would love to go to the office, meet all of the people in person and get to know the business but it was simply not possible with the restrictions.

## 4. Biggest challenge

In the future, I definitely want to stay in the field where I am because it is very interesting and exciting. Perhaps, I would be interested to move into the IT consultant side of it to try it out. Furthermore, it is difficult to say where I could end up, since you do not necessarily stay at the same place or within the same field for long at KMD. There are different possibilities to develop.

## 5. Advice for the KMD programme

My greatest tip of advice is "be yourself and be honest", those two can get you far. During my interview my manager asked me what is very important for me at work, I answered "cake" and he laughed. As an advice I can say that you should not be too formal because KMD is very casual and they focus on the personalities along with your competencies and skills. My current manager also told me that "you can learn almost everything, while personality is something that you cannot".



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



# Ida Høgberg Jensen - KMD



The priority for KMD is to make sure that the personality of any future graduate will be a good match for the company.

## 1. How is the KMD programme structured?

We have an 18 months graduate program, which starts on the 21st of September and on the 23rd of February. Our graduates are employed on full-time contracts right when they start. We do not do rotations or so, instead we believe that job development is the most important element. Firstly, the graduates have an onboarding period, whereafter they are getting introduced to each other as a group. The graduates are getting a better understanding of the program and what to expect and then we meet again in January. By this time, the graduates have already settled into their positions, they know their managers, the type of tasks they are presented to and their way around the office. At the meeting in January, the graduates are getting introduced to the real KMD cases. Each of the graduates also gets a mentor who works in a management position in the company.

## 2. What profiles are you looking for?

This year we are looking for somewhere around 20 to 30 new graduates. When it comes to personality, we are looking for people who are good at collaborating and willing to walk the extra mile. In general, we hire all kinds of different profiles in our graduate program. Our requirement is that they finished their education either on the bachelor's or master's level. The exact backgrounds we are looking for depends on the demand from the business because the need for the graduates is there - so we aim to supply accordingly.

## 3. What makes the KMD programme stand out?

What makes the graduate programme at KMD special is actually that you have a real job from day one. The tasks are prepared for you and the managers are addressed to give you the best introduction to KMD. Furthermore, we have the graduate community that meets every quarter. For instance, if you have a customer-oriented job, you have a chance to be close to the clients.

## 4. Where do hired graduates usually end up in KMD?

We are actually hiring many of our graduates into full-time positions and the end position can vary a lot. We hire for so many different positions. We have different developer profiles, project management profiles and business consulting ones. That also means that we can offer very different end-jobs to each of the graduates. Our latest titles of recent graduates in 2020 are developer, sub-consultant, service delivery manager, project manager and business consultant.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

<b>SIZE</b>  + 10,000	<b>HQ</b>  San Jose, US	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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Cisco was founded in 1984 by a small group of computer scientists from Stanford University. Since the company's inception, Cisco engineers have been leaders in the development of Internet Protocol (IP)-based networking technologies. Today, with more than 71,000 employees worldwide, this tradition of innovation continues with industry-leading products and solutions

## THE GRADUATE PROGRAM

**Number of positions:** TBC

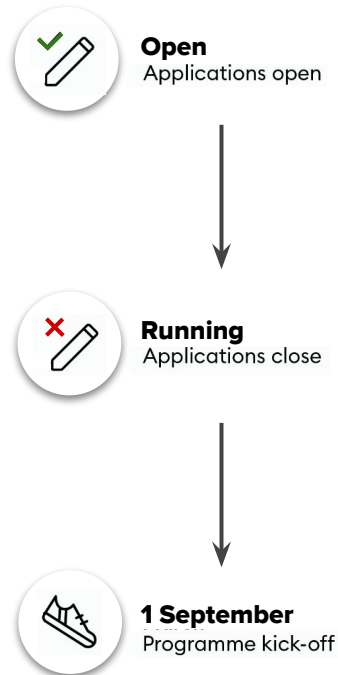
**Denmark Location:** Copenhagen

**Programme Duration:** 12 Months

**Area:** Sales

**Rotations:** Relocate to Amsterdam for 12 months (potentially virtually this year) then hometown

**International Rotations:** Amsterdam



## 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**

4.2 ★★★★★

#### Pros

*A global environment that provides structured training and on-the-job-experience*

*Get the opportunity to rotate and understand diverse areas of Sales via our model of Education Exposure Experience*

*You'll be part of our Cisco Sales Associates Program (CSAP), an award-winning and industry recognized early-in-career development program for top university graduates*

#### Cons

*You will be a small part in a very big machine*



SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 1,001 - 5,000	 Copenhagen	 Scandinavia	

TDC NET provides networks that connect us to each other and connect Denmark to the world. We specialise in technology development, data analysis, project management, partnerships, business strategy and technology. We work in the interface between technology and business, and together, we build tomorrow's digital infrastructure and ensure that it is available to everyone.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

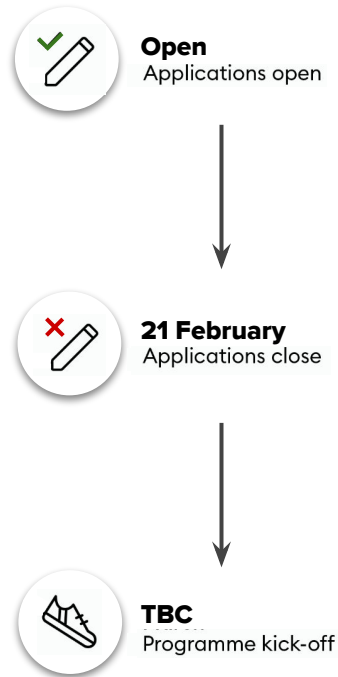
**Denmark Location:** Copenhagen, Aarhus

**Programme Duration:** 12 Months

**Area:** TBC

**Rotations:** 2

**International Rotations:** No



## 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 etc.

**glassdoor**

3.9 ★★★★★

Pros

Cons





## SIZE



10,000

## HQ



Yamaguchi,  
Japan

## OFFICES IN



Global

## GRADUATE WEBSITE



Nuuday consists of more than 4,000 skilled team players divided into 9 dynamic brands that provide digital services, cloud solutions and entertainment to all of Denmark. At Nuuday, we take the lead in putting the possibilities of technology into play - and we always do it in a way that ensures our customers' privacy and security.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

**Denmark Location:** Copenhagen

**Programme Duration:** 12 Months

**Area:** Retail Management

**Rotations:** None

**International Rotations:** No



**Open**  
Applications open



**Ongoing**  
Applications close



**August**  
Programme kick-off

## SIZE



+ 10,000

## HQ



Redmond, US

## OFFICES IN



Global

## GRADUATE WEBSITE



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:** Greater Copenhagen

**Programme Duration:** 12 Months

**Area:** Sales, Technology, Software Engineering

**Rotations:** TBC

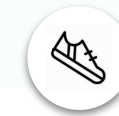
**International Rotations:** TBC



**Open**  
Applications open



**TBC**  
Applications close



**1 September**  
Programme kick-off

## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- Service Delivery Manager
- Business Manager
- Account Executive

#### EXTERNAL

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

**glassdoor**

4.3 ★★★★★

#### Pros

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

*Good salary Smart people Beautiful workplaces.*

#### Cons

*Slightly poor work/life balance.*





SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 5,000 - 10,000	 Oslo	 Northern Europe	

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

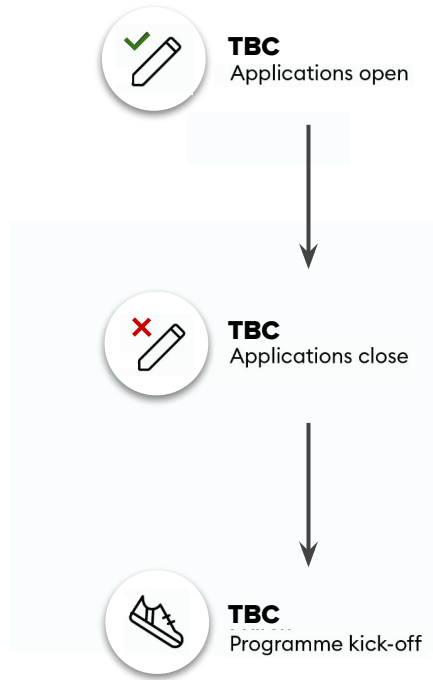
**Denmark Location:** Copenhagen

**Programme Duration:** 12 Months

**Area:** IT, Management

**Rotations:** On a project basis

**International Rotations:** Yes



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

#### EXTERNAL

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Business Insight and Performance Manager</b></li> <li><input type="checkbox"/> <b>Sales Specialist</b></li> <li><input type="checkbox"/> <b>Digital Success Manager</b></li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Consulting:</b><br/>Mgmt &amp; IT Consulting</li> <li><input type="checkbox"/> <b>IT Companies:</b><br/>NNIT, Netcompany, TDC, IBM</li> <li><input type="checkbox"/> <b>C20 Companies:</b><br/>Novo Nordisk, Maersk etc.</li> </ul> |
|---|--|

**glassdoor**

4.2 ★★★★★

#### 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.*



<b>SIZE</b>  + 10,000	<b>HQ</b> Armonk, US	<b>OFFICES IN</b> Global	<b>GRADUATE WEBSITE</b> 
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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

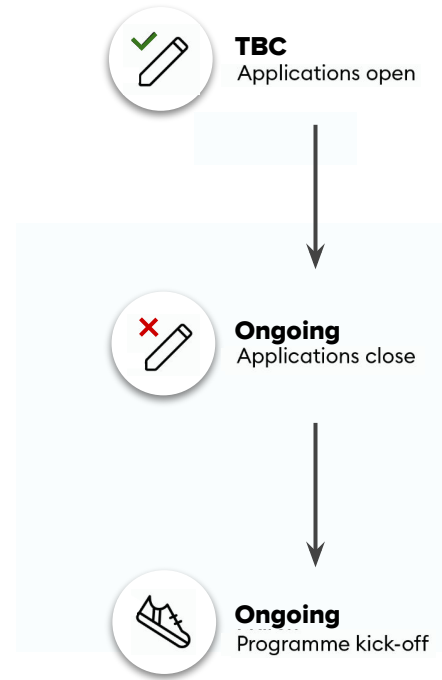
**Denmark Location:** Greater Copenhagen / Aarhus

**Programme Duration:** Ongoing

**Area:** IT, Programming

**Rotations:** None

**International Rotations:** None



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- ❑ **NA** (you start in a fulltime role)

#### EXTERNAL

- ❑ **Consulting:** IT Consulting
- ❑ **IT Companies:** NNIT, Netcompany, TDC, Microsoft

**glassdoor**

3.8 ★★★★★

#### Pros

- Work-life balance is also extremely good.*
- work from home allowed unlimited.*
- Opportunity to work with the newest technology*

#### Cons

- Not an official graduate programme, but similar support structure setup*





## 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

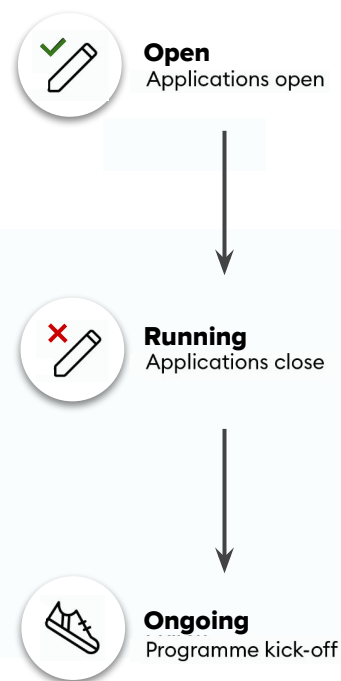
**Denmark Location:** Copenhagen

**Programme Duration:** 12 Months

**Area:** Sales, Operations

**Rotations:** Amsterdam

**International Rotations:** Amsterdam



## 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

*Ability to kick start your career in a leading international tech company*

*Work across many of the markets in Europe*

*Spend part of your graduate programme in Amsterdam*

#### Cons

*Difficult to maintain work/life balance.*



SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 201 - 500	 Lund, Sweden	 Scandinavia	

At Lime, we love CRM! Since the beginning of the 1990's we have helped companies to reach better results with the help of easy-to-use CRM solutions that we develop, consult and support ourselves. Today we are over 280 colleagues and one of the largest CRM suppliers in the Nordic countries with offices in Sweden, Denmark, Norway, Finland, and the Netherlands.

## THE GRADUATE PROGRAM

**Number of positions:** 6

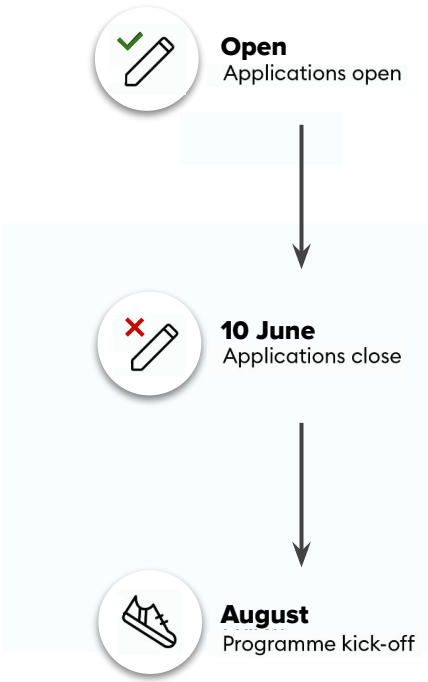
**Denmark Location:** Copenhagen

**Programme Duration:** 12 Months

**Area:** IT, Business development/Sales, Technical project management, Application consulting

**Rotations:** None

**International Rotations:** Occasional opportunities to work from Lund, Stockholm, Gothenburg, Gävle, Helsinki, Oslo, Copenhagen & Utrecht



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

#### EXTERNAL

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Application Consultant Trainee</b> → Team lead</li> <li><input type="checkbox"/> <b>Technical Project Manager Trainee</b> → Delivery Manager</li> <li><input type="checkbox"/> <b>Technical Project Manager Trainee</b> → Consultant Manager</li> <li><input type="checkbox"/> <b>Account Manager Trainee</b> → Account Executive or Industry Lead</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Consulting:</b> IT Consulting</li> <li><input type="checkbox"/> <b>IT Companies:</b> NNIT, Netcompany, TDC</li> </ul> |
|--|--|

**glassdoor** 3.7 ★★★★★

- Pros**
  - Small office with entrepreneurial spirit.*
  - Potential for higher impact as a graduate*
  - Listed on the Swedish Stock Exchange.*
  - Ability to learn state of the art technology within CRM.*
- Cons**
  - Relatively unknown brand outside of Scandinavia.*
  - No official international rotations as part of the graduate programme.*



# Ida Shahbazi - Lime Graduate



Ever wanted to work in the intersection between IT and Consulting? Read how Ida is creating customer magnets through her role as an Account Manager

## 1. Why Lime

While I enjoyed working at big companies I could feel that I was looking for something with a more entrepreneurial spirit. I wanted to work somewhere where I could have more impact. Lime Technologies stood out to me particularly around their culture and then I really liked the way they presented their employees.

I really got that startup vibe, but with a safety net that they had already established themselves in Sweden. They are on the Swedish Stock Exchange, so it's a stable company from that point of view.

## 2. Most exciting project

I closed a deal with "Dansk Skoleidræt" which was very interesting to be a part of. Their user case was also slightly different - instead of using CRM as a sales tool they needed it to manage their schools and members.

It was challenging as we had to find a way to implement the software on this specific use-case with a complex organisation.

## 3. How "Technical" do I need to be?

Whether you should have a technical background or not depends on the graduate role you're applying to.

My role, the Account Manager role, is the least technical and here a technical background is not a requirement.

The key thing is to have an interest as you will be advising companies on CRM and other technical solutions.

## 4. Biggest challenge

Since I work in sales you will face both ups and down. You will experience challenges almost daily and you need to be able to deal with these ups and downs. It's a competitive market and occasionally you will lose clients.

I have experienced a strong support network at Lime Technologies and they are always ready to help you get back on track.

## 5. Why did Lime hire you?

The feedback I received was that I wasn't afraid to show exactly who I was. I was okay with being vulnerable and also told about my weaknesses. Lime really cares about the person so it's important that you show who you really are.



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

**SIZE**

  
+10,000

**HQ**

 Texas, US

**OFFICES IN**

 Global

**GRADUATE WEBSITE**



Dell Technologies is a unique family of businesses that provides the essential infrastructure for organizations to build their digital future, transform IT and protect their most important asset: information. The company services customers of all sizes across 180 countries – ranging from 98 percent of the Fortune 500 to individual consumers.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

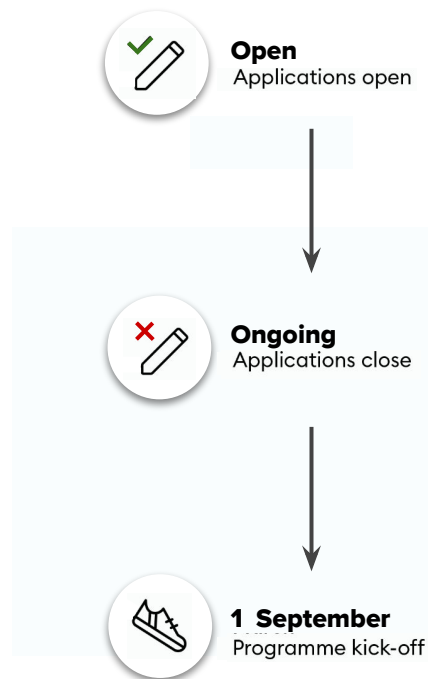
**Denmark Location:** Copenhagen

**Programme Duration:** TBC

**Area:** Marketing, Account Management, Sales

**Rotations:** None

**International Rotations:** International training and development sessions





<p><b>SIZE</b></p>  <p>1,001 - 5,000</p>	<p><b>HQ</b></p>  <p>Roskilde</p>	<p><b>OFFICES IN</b></p>  <p>Denmark &amp; Poland</p>	<p><b>GRADUATE WEBSITE</b></p> 
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BEC is a full-service Danish IT house. We have more than 50 years' experience developing and operating IT for financial companies. BEC helps finance companies in all areas where IT affects their business. BEC's focus is to optimize our customers' business so that they get the most out of their IT investment and can focus on their core tasks.

## THE GRADUATE PROGRAM

**Number of positions:** 15

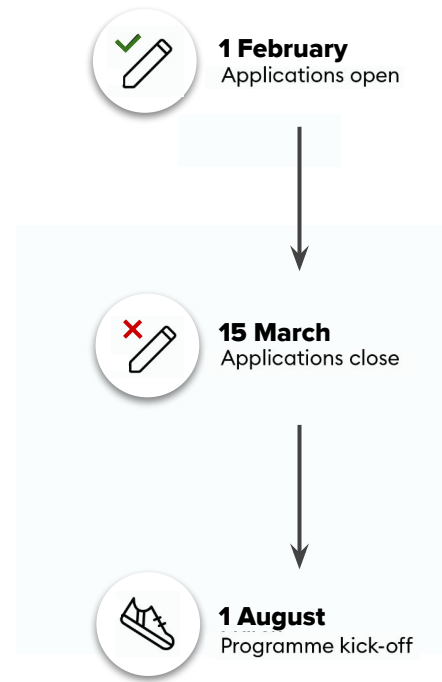
**Denmark Location:** Roskilde

**Programme Duration:** 6 Months

**Area:** IT, Data Science

**Rotations:** None

**International Rotations:** No



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

**INTERNAL**

**EXTERNAL**

- ❑ **Software Developer Graduate,** DevOps Engineer
- ❑ **Business Intelligence graduate,** BI consultant & Product owner

- ❑ **IT Consulting** PA Consulting, Netcompany
- ❑ **IT Departments in:** Financial companies, public functions
- ❑ **C20 Companies** Danske Bank, Tryg, Nordea

**glassdoor** 3.7 ★★★★★

**Pros**

- Large global business, with opportunities for an international career*
- Hired on same conditions as other full-time employees*
- Many employee benefits, including 6th vacation week.*

**Cons**

- Only 6 months programme.*



# Mikkel Schier Christiansen- BEC



Be courageous enough to let your interest lead the way - regardless of previous experience.

## 1. What can you tell us about your experience as a software graduate at BEC?

First, there are some weeks of pretty intense education. Here we are primarily just the team of graduates that are all hired at the same time. In the first few days, there are a couple of introductions and afterward, there is a bit less than a month where we are taught the backend languages.

After that, you are assigned to a team and get to spend some time with them. You are a part of the whole team's tasks and processes. My team has been very helpful from the start. Throughout the programme you also get together for some smaller courses. You get the opportunity to do volunteer rotations, as well – you can spend three months visiting another department.

## 2. What's the process after the programme?

I continued as a software developer. You have the same terms as before - this means that you continue on the same contract but just without the programme parts.

Throughout the programme, I managed to learn a lot. I got to know everyone, and as they are spread out over different teams, this gave me a really broad network.

Furthermore, I liked the fact that I was guaranteed a position afterward. I imagine it can be quite demotivating to use one or two years on something that you are not sure that you will get.

## 3. What type of people would you recommend to apply for a programme like this?

If you have an interest in these kinds of programming languages and you are a fast learner, just go for it. Just take me as an example - I come from quite a different education, but I am tech-savvy and I was very curious about the developer role. So if you find the area exciting, then you're also able to learn it.

BEC has also been really good at ensuring that we keep developing and it does not just stop when the programme is over. Instead, they give you the chance to add even more to your development, both the personal one and in terms of learning new skills and technologies.

## 4. Do you have any advice?

Apply! It really is a great opportunity. Personal development, great leaders, and lots of nice people. If the interest and lust for learning are there - then there is almost nothing you can't do. Remember these two things!



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)

<b>SIZE</b>  +10,000	<b>HQ</b>  Montreal	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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CGI is a global IT consulting firm focusing primarily on five markets: financial services, health care and government, telecommunications and utilities, manufacturing, and retail and distribution.

## THE GRADUATE PROGRAM

**Number of positions:** 10

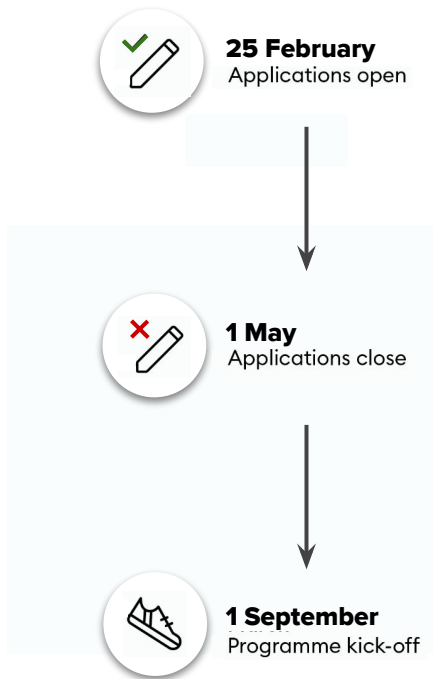
**Denmark Location:** Ballerup

**Programme Duration:** 12 Months

**Area:** IT Consulting, Project Management and Service Delivery

**Rotations:** None

**International Rotations:** No



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- Assisting Project Manager,** Project Manager
- Consultant,** Business Architect

#### EXTERNAL

- Consulting:** IT Consulting
- IT Companies:** NNIT, Atea, IBM, Microsoft
- TDC, Netcompany

**glassdoor**

3.7 ★★★★★

#### Pros

- Hired under same conditions as other full-time employees.*
- Large global business with opportunities for an international career.*
- Ability to learn from seasoned technical experts*

#### Cons

- No international rotations*
- Location a bit outside of Copenhagen*



## SIZE



5,001 - 10,000

## HQ



Copenhagen

## OFFICES IN



Nordics

## GRADUATE WEBSITE



Egmont is a leading Nordic media group shaping the media of tomorrow with award-winning storytelling, agenda-setting journalism and digital innovation. We bring stories to life in almost every medium imaginable, from film and TV to magazines, books and education platforms over games, e-commerce and digital marketing

## THE GRADUATE PROGRAM

**Number of positions:** TBC

**Denmark Location:** Copenhagen

**Programme Duration:** 18 Months

**Area:** E-Commerce

**Rotations:** None

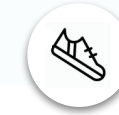
**International Rotations:** No



**Open**  
Applications open



**14 February**  
Applications close



**1 September**  
Programme kick-off



 Graduateships

**GRADUATE PROGRAMMES  
IN SHIPPING & TRANSPORT**

**SIZE**

+10,000

**HQ**

Copenhagen

**OFFICES IN**

Global

**GRADUATE WEBSITE**

A.P. Moller - Maersk is an integrated transport and logistics company; going all the way, together, for our customers and society. ALL THE WAY is our commitment to connect the world so that everyone has both the possibility and the ability to trade, grow and thrive. The company employs roughly 80.000 employees across operations in 130 countries.

## THE GRADUATE PROGRAM

**Number of positions:** TBC**Denmark Locations:** Copenhagen**Programme Duration:** TBC**Area:** TBC**Rotations:** TBC**International Rotations:** Yes**TBC**  
Applications open**TBC**  
Applications close**TBC**  
Programme kick-off**glassdoor**

4.1 ★★★★★





SIZE	HQ	OFFICES IN	GRADUATE WEBSITE
 1,001 - 5,000	 Copenhagen	 Global	

DFDS provides ferry and transport services in Europe. To over 10,000 freight customers, we deliver high reliability through ferry & port terminal services and transport & logistics solutions. For five million passengers, we provide safe overnight and short sea ferry services. Our employees operates on land and sea and in offices across 23 countries. DFDS was founded in 1866, is headquartered in Copenhagen, and listed on Nasdaq Copenhagen.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

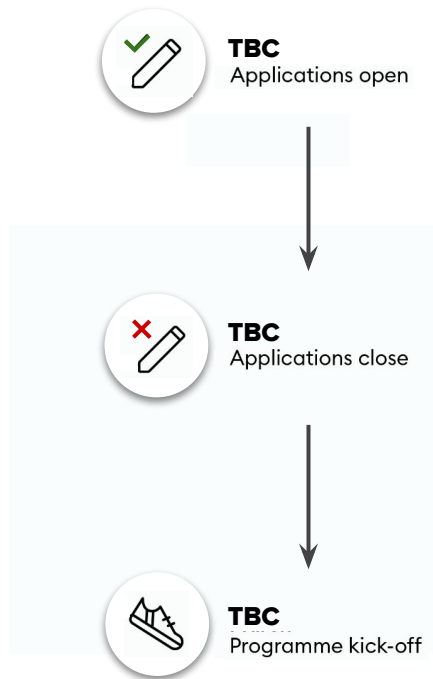
**Denmark Locations:** Copenhagen

**Programme Duration:** TBC

**Area:** TBC

**Rotations:** TBC

**International Rotations:** TBC



## SIZE



201 - 500

## HQ



Middelfart

## OFFICES IN



Global

## GRADUATE WEBSITE



Dan-Bunkering supplies bunker fuels, lubricants and related products and services for your vessels worldwide. Thanks to our geographical coverage and in-depth local knowledge, we are your global yet local bunker supplier and a vital part of any effective route planning in every corner of the world. If your vessels are passing the Panama Canal or making routes along the American west coast and Latin America, we offer full physical supply in both Montevideo, Buenaventura, and Cartagena.

## THE GRADUATE PROGRAM

**Number of positions:** TBC

**Denmark Locations:** Middelfart

**Programme Duration:** 24 Months

**Area:** Trading

**Rotations:** TBC

**International Rotations:** TBC



**Open**  
Applications open



**Ongoing**  
Applications close



**Ongoing**  
Programme kick-off



## SIZE



201 - 500

## HQ



London, UK

## OFFICES IN



Global

## GRADUATE WEBSITE



KPI OceanConnect is one of the world's largest and most experienced independent marine fuels service and solutions providers, established by the merger of KPI Bridge Oil and OceanConnect Marine. Our dedicated global team of 170 experienced professionals has delivered trusted expert advice and services to the international shipping community since 1971

## THE GRADUATE PROGRAM

**Number of positions:** TBC

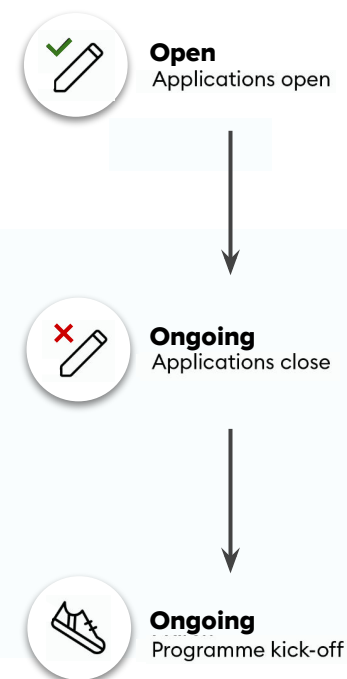
**Denmark Locations:** Middelfart

**Programme Duration:** Ongoing

**Area:** Trading

**Rotations:** TBC

**International Rotations:** Yes



 Graduateships

**GRADUATE PROGRAMMES  
IN CONSULTING COMPANIES**

**SIZE**



+ 10,000

**HQ**



Amsterdam

**OFFICES IN**



Global

**GRADUATE WEBSITE**



KPMG operates in 147 countries with over 219.000 employees. 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:** +20 across the two tracks

**Denmark HQ:** Copenhagen

**Programme Duration:** Advisory 12 Months, Aud 12 Months

**Area:** Advisory and Audit

**Rotations:** No, but you will have different clients

**International Rotations:** No

**ADVISORY**



**27 December**  
Applications open

**AUDIT**



**Open**  
Applications open



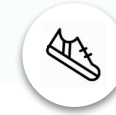
**Ongoing**  
Applications close



**Ongoing**  
Applications close



**1 September**  
Programme kick-off



**23 August**  
Programme kick-off

## THE INSIGHTS

**JOB OPPORTUNITIES AFTER GRADUATE ROLE**

(Examples of roles, not roles you will be able to enter into directly)

**INTERNAL**

**EXTERNAL**

- ❑ **NewTech graduate,** manager in NewTech (started the graduate program in 2017)
- ❑ **Deal Advisory graduate,** manager and hiring manager in Transaction Services (started the graduate program in 2015)

- ❑ **Consulting:** Mgmt & IT Consulting
- ❑ **Financial Services:** Banks, Pension Funds, Insurance Companies
- ❑ **C20 Companies**

glassdoor

3.9 ★★★★★

**GRADUATESHIPS POINTERS**

*Week-long training programme to kick-off your graduate programme*

*Assigned mentor throughout your programme*

*In-house fitness centre at work*

*No rotations as part of the programme*



# Aleksandra Billeskov - KPMG Graduate



“Something I have really come to appreciate in my graduate programme is the level and pace of my development.”

## 1. Why did you apply for KPMG?

When I first became aware of graduate programmes, I was surprised to see how many different setups had been developed in terms of e.g. fixed rotations vs. focus on one single department. Given my clear focus on the intersection between politics and business, in particular for energy, I applied to the second type of graduate programme and ultimately to KPMG’s Infrastructure, Government and Energy service line. KPMG has many service lines relevant to different profiles and the application process is key in identifying which service line is the best fit for each respective applicant and their background.

## 2. What is it like being a KPMG Graduate?

KPMG’s way of working provides an opportunity to try different projects within your focus area, coupled with frequently working in cross-functional teams. This has been key for me, as it has enabled me to work with multifaceted energy projects within offshore wind and PtX, build close working relationships and find my place in the team, without missing out on a broader network and understanding of other service lines and projects. This has been combined with ongoing support and training from the very start, preparing me to transition into new roles.

## 3. What’s the best thing about being a consultant?

One of most exciting elements in being a Consultant is the enormous amount of knowledge you obtain - largely by working with others, and the opportunity to dive into an area of your personal interest. Consulting is more than just creating PowerPoints. Among other things, it is about staying up-to-date and jointly as a team having knowledge and understanding of developments, in order to advise clients – often with short notice and sometimes ahead of newspaper headlines.

## 4. Final advice for the KPMG application process

Develop an application that reflects you and your interests in light of the company, trust your instinct during the interview, take risks if you believe in it, and finally be honest in your communication with the company!



See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



SIZE



HQ

 Hellerup, DK

OFFICES IN

 Global

GRADUATE WEBSITE



PwC Denmark consists of 2,500 employees who are passionate about making a positive difference for customers and colleagues. Globally, the consulting firm are almost 280,000 spanning across the globe.

## THE GRADUATE PROGRAM

**Number of positions:** 30

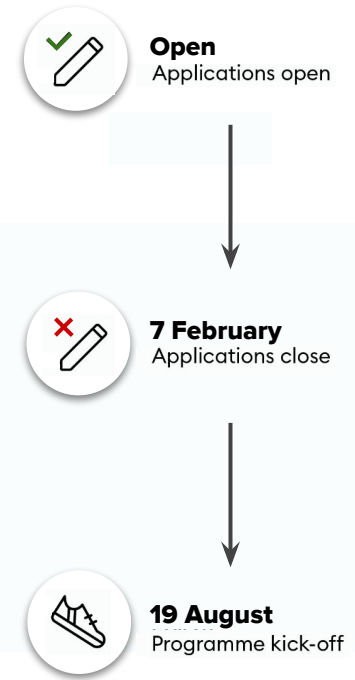
**Denmark Location:** Copenhagen or Aarhus

**Programme Duration:** 12 Months (employed as an Associate afterwards)

**Area:** CFO Service, Digital Trust & Trust and Transparency

**Rotations:** Yes, rotations are highly recommended between the different functions and to the Assurance, Top Tier Department.

**International Rotations:** No



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- You will continue as an Associate after ending your graduate role

#### EXTERNAL

- Consulting:** Mgmt & IT Consulting
- Financial Services:** Banks, Pension Funds, Insurance Companies
- C20 Companies:** Danske Bank, Nordea, Tryg.

**glassdoor** 3.9 ★★★★★

#### Pros

*Employment ensured after ending your graduate programme*

*Introduction week with your fellow graduates and a graduation week at the end of your programme*

*Ability to work with clients almost from day one*

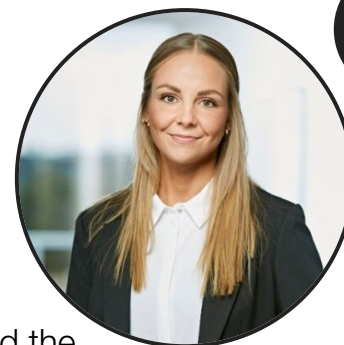
#### Cons



# Cecilie Ilsøe - PwC Graduate



“As a CFO graduate you get the best of both worlds - An invaluable support network of graduates and the ability to experience what it’s like to be a consultant.”



## 1. Why PwC

I was one of those graduates that did not have it all figured out when it came to finding my first full-time role. Naturally, graduate programmes appealed to me as it gives you the opportunity to try out different things and experience it together with other graduates.

In terms of PwC I really liked the fact that it was only 12 months and not 24 months as most other programmes. I didn’t like the idea of being “locked” in for 2 years if I did not like the role.

I had always been curious about the consulting world and when I read about the PwC programme I felt it would be a good match with my background and also in terms of values. The CFO Service team also deals with a relative broad range of financial topics which would ensure I got to try out many different projects and tasks.

## 2. Most exciting project

I was allocated to a clean up task for a client. The client had asked us to help them ensure that their accounting from previous years were also adding up to the current years. It’s quite normal to have some minor issues from the previous years which might mean the numbers don't add up fully. It was a very interesting task for me to be on and ensure that the books were accurate.

The client I worked for liked the outcome and has asked me to come back which was also a very nice experience. I like to work for the same clients as you are familiar with how they work and their teams.

## 3. Biggest challenge

I guess the flipside to what I described above regarding responsibility. You are given a lot of responsibility very early on so while that is exciting it is also challenging to be alone with clients and ensuring that you deliver in that role.

It is important that you are comfortable being sent out to clients on your own and can handle that situation. You will of course receive training and guidance and will always have your manager to assist you, but building out that independence and confidence is important.







See their graduate roles on [www.graduateships.com](http://www.graduateships.com)



Read more about their graduate programme on [www.graduateships.com](http://www.graduateships.com)



<b>SIZE</b>  201 - 500	<b>HQ</b>  Copenhagen	<b>OFFICES IN</b>  Scandinavia	<b>GRADUATE WEBSITE</b> 
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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:** TBC

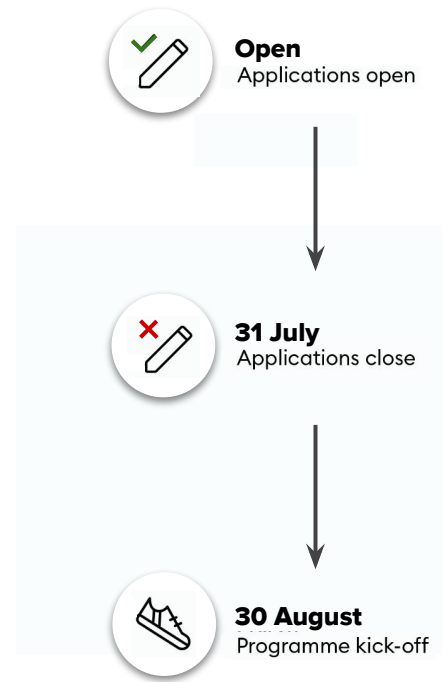
**Denmark Location:** Copenhagen

**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

- ❑ **NA** (you will be hired as a consultant)

#### EXTERNAL

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



3.3 ★★★★★

#### Pros

- Ability to work cross-functionally across the business*
- One of the very best structured graduate programmes within Consulting*
- Potential international travel as part of client projects*

#### Cons

...



<b>SIZE</b>  +10,000	<b>HQ</b>  New York, US	<b>OFFICES IN</b>  Global	<b>GRADUATE WEBSITE</b> 
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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

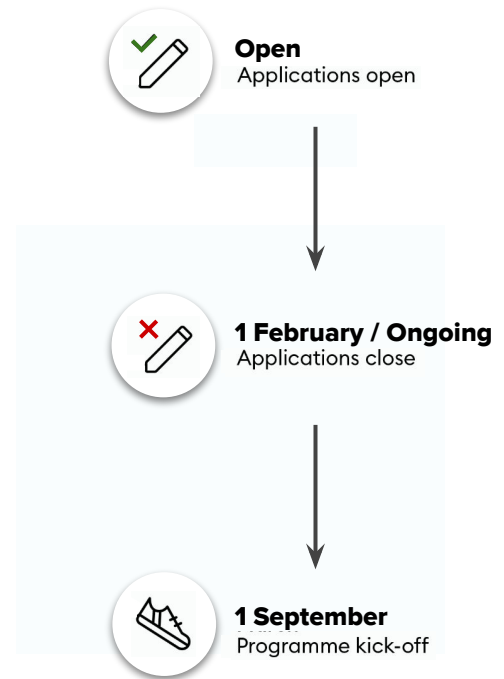
**Denmark Locations:** Copenhagen, Odense, Aarhus, Silkeborg, Esbjerg

**Programme Duration:** Ongoing

**Area:** Audit, Risk Advisory, CFO Area, IT

**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 etc.



3.9 ★★★★★

#### Pros

*Excellent development opportunities and strong digital profile*

*Employee friendly, good work culture*

#### Cons

*Working hours can be intense during certain times*

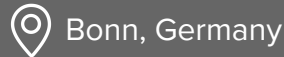


## SIZE



1,001 - 5,000

## HQ



## OFFICES IN



## GRADUATE WEBSITE



Simon-Kucher & Partners is a worldwide leader in pricing consulting, helping its clients maximize profits by giving them the tools and recommendations to correctly set prices for their products

## THE GRADUATE PROGRAM

**Number of positions:** TBC

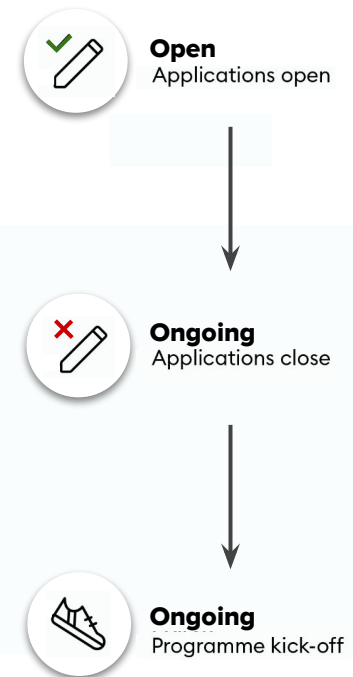
**Denmark Location:** Copenhagen

**Programme Duration:** Ongoing

**Area:** Management Consulting

**Rotations:** None

**International Rotations:** No



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- ❑ **NA** (you will be hired as a consultant)

#### EXTERNAL

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

**glassdoor**

3.8 ★★★★★

#### 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*

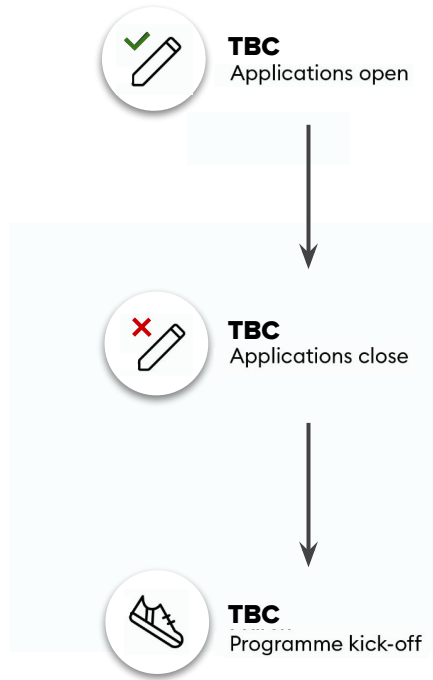


<p><b>SIZE</b></p>  <p>+ 10,000</p>	<p><b>HQ</b></p>  <p>London</p>	<p><b>OFFICES IN</b></p>  <p>Global</p>	<p><b>GRADUATE WEBSITE</b></p> 
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EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services 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 Locations:** TBC
- Programme Duration:** TBC
- Area:** TBC
- Rotations:** TBC
- International Rotations:** TBC



## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

**INTERNAL**

**EXTERNAL**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>❑ <b>NA</b> (you will be hired as a consultant)</li> </ul> | <ul style="list-style-type: none"> <li>❑ <b>Consulting:</b> Mgmt &amp; IT Consulting</li> <li>❑ <b>Financial Services:</b> Banks, Pension Funds, Insurance Companies</li> <li>❑ <b>C20 Companies:</b> Novo Nordisk, Maersk etc.</li> </ul> |
|---|--|

**glassdoor** 3.8 ★★★★★

**Pros**

*Work/life balance is heavily promoted on my team*  
*Good work environment for interns*

**Cons**

*Have to work at work life balance*







## SIZE



1,001 - 5,000

## HQ



Copenhagen

## 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:** 10-15

**Denmark Locations:** Copenhagen

**Programme Duration:** Ongoing

**Area:** IT and Mgmt Consulting

**Rotations:** None

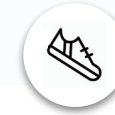
**International Rotations:** Potentially as part of client projects



**6 January**  
Applications open



**28 February**  
Applications close



**1 September**  
Programme kick-off

## THE INSIGHTS

### JOB OPPORTUNITIES AFTER GRADUATE ROLE

#### INTERNAL

- ❑ **NA** (you will be hired as a consultant)

#### EXTERNAL

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

glassdoor

3.5 ★★★★★

#### Pros

*Week long new starter training in the PA HQ in London*

*Some of the best offices in Copenhagen (Nordhavn)*

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

#### Cons

*Strongest in IT, Digital, Supply Chain and Innovation lacking a bit behind peers in other categories*



 Graduateships

**ABOUT THE GUIDE  
AND GRADUATESHIPS**

# A GUIDE TO THE GUIDE

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The company profiles in this guide are arranged in random order. As more programs open up through 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.

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

**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.

**COMPENSATION:** The compensation to be expected during the program. Very few companies provided this detail.

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

**START DATE:** The start date for 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.

**DURATION:** The duration of the graduate program.

**AVAILABLE POSITIONS:** Available graduate positions within the company. A company might have one job post but looking to hire say 6 graduates. In the cases where we have not been able to identify the number of positions we have made a guesstimate based on previous years.

**SHORT TEXT ABOUT COMPANY:** A brief text to provide a bit of context about the company. For more detail visit [www.graduateships.com](http://www.graduateships.com).

**THE APPLICATION PROCESS:** We have tried to simplify the steps in the application process. Unfortunately we have not been able to gather this information from all companies.

**GRADUATE POSITIONS:** This is where we list all the graduate positions that the company has open. These will be updated as we go along.

# A GUIDE TO THE GUIDE

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The companies in this guide are arranged in random order. As more programs open up through Q4 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*.

**#JOBS:** This is the number of jobs the company will offer in total.

**APP START:** This is the time by which you can first apply for the graduate programme

**APP DEADLINE:** The last day you can apply for the role

**PROGRAM START:** The start date for the graduate programme.

You will see that for many of the companies they have confirmed that they have a programme, but they have not yet been able to share all the details about the programme. We will be updating the guide on a continuous basis as soon as we get more details from the companies. So please do check back to this guide.

# 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.

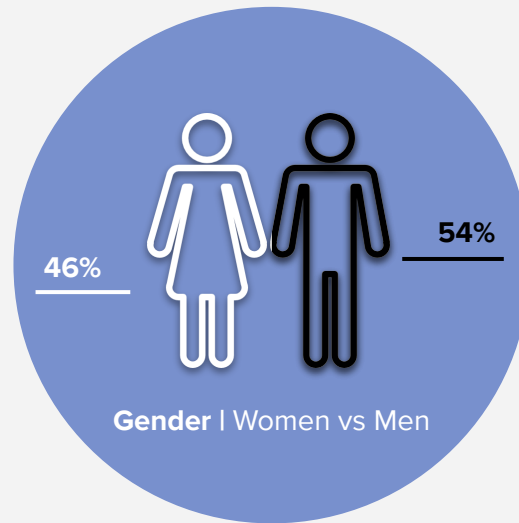
*“Graduate Programmes are the perfect way to start your career in a structured training environment where you get to see all parts of the business and be mentored by senior employees”*



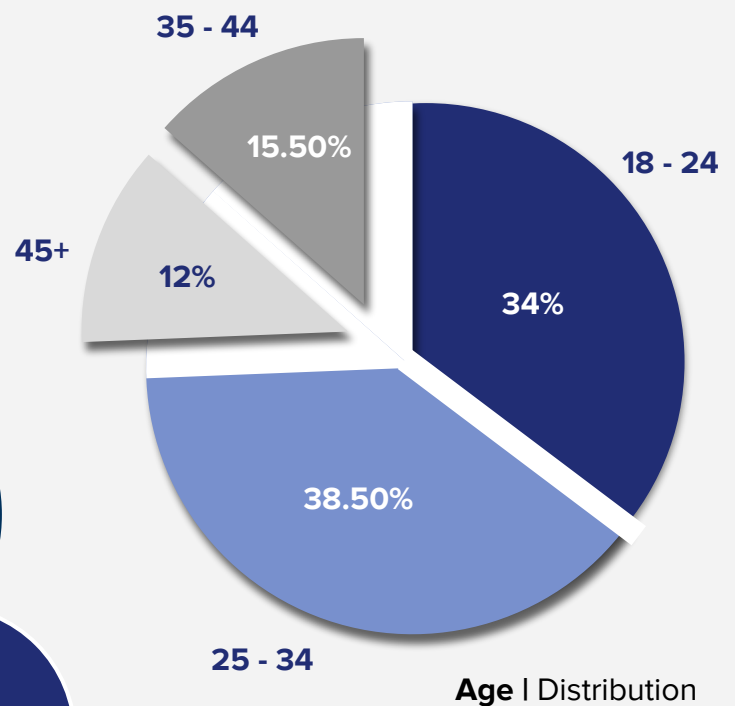
# Graduateships.com is Denmark's leading website

MEDIAKIT  
2020

... for ambitious students and graduates looking for graduate jobs and career advice. We are proudly focused on the niche that is graduates and graduate programmes.



**Geo | Universities**  
The larger the bubble the more students from that university



**100,000+**  
Unique visitors annually

**25%**  
are international EU students

**75,000**  
SoMe Reach

**Traffic | Desktop vs Mobile**



## About Us

We are a group of University students (some current, some former) who have gotten together to solve an issue we have all faced. Transparency in the job market for students and graduates. We want to offer students the full picture. We do this by publishing annual guides that provides students with the necessary insights and overview.

We also want to move beyond the obvious, and often generic, job and company descriptions. We want to go one level deeper to truly understand the people that work there and get the insights that really matters when graduates make decisions on what companies to work for

**2016**  
Year Founded

**1.000+**  
Graduate Jobs Posted

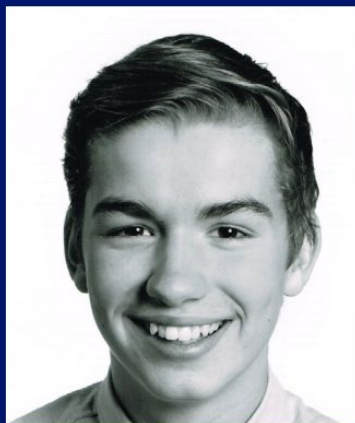
**229**  
Companies Registered

**100.000**  
Avg Yearly Unique Visits

## The Team



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Igor Pravdic  
CTO

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Member of Jury Venture Cup



Caroline Sehested  
Talent Innovator, Strategic  
Advisor & Keynote Speaker



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