



GRADUATESHIPS GUIDE - 2019 EDITION

THE BEST DANISH GRADUATE PROGRAMS



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INTRODUCTION

We are pleased to present the 2019 edition of the Graduateships Guide to Graduate Programs in Denmark. The first ever guide created with a full overview of all Graduate Programs in Denmark.

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

Today, a majority of all entry-level full-time hires in Denmark are sourced through graduate programs. 13 companies in the C20 Index are using graduate programs as a mean to ensure they continuously hire and develop the best internal talents. Companies are using it to hire and shape new graduates into future leaders at the companies. This means that for those looking to work for the most desired and admired employers in the countries graduate programs are the perfect way in. As a result, we've created the Graduateships Guide to Graduate Programs - an indispensable resource for finding the right Graduate opportunities for you.

The 2019 edition of the Graduateships Guide to Graduate Programs includes more than 50 companies based in various parts of Denmark. These companies combined offer more than 300 positions in different departments ranging from IT to Finance and Sales & Trading.

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

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

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

A GUIDE TO THE GUIDE

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.

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.

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.

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.

OVERVIEW OF DANISH GRADUATE PROGRAMS









FINANCIAL INSTITUTIONS

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|---|-------------|-----------|--------------|------------|------------------------------------|
|  | Danske Bank | 5 | 25/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | Nordea | 19 | 13/01/2019 | 01/09/2019 | IT FINANCE OPERATIONS |
|  | Nykredit | 15 | 03/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | Jyske Bank | 18 | Running | 01/09/2019 | IT FINANCE OPERATIONS |
|  | ATP | 11 | 17/03/2019 | 01/09/2019 | IT FINANCE OPERATIONS |
|  | PFA | 7 | 04/02/2019 | 01/09/2019 | IT FINANCE OPERATIONS |



FMCG

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|---|---------------|-----------|--------------------------|------------|------------------------------------|
|  | L'Oreal | 2 | 20/01/2019 | 01/09/2019 | MARKETING FINANCE |
|  | Arla | 10 - 15 | 07/01/2019 27/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | Carlsberg | 6 | 25/01/2019 | 01/09/2019 | IT FINANCE MARKETING |
|  | Salling Group | 6 | 27/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | dlg | 4-6 | 01/05/2019 | 01/09/2019 | MARKETING FINANCE |
|  | Bestseller | 7 | 16/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | GN | 6 | 11/02/2019 | 01/09/2019 | IT FINANCE MARKETING |
|  | DFD | 1 | Running | 01/09/2019 | FINANCE MARKETING |
|  | Danish Crown | 6 | 08/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | ECCO | 6 | 01/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |

OVERVIEW OF DANISH GRADUATE PROGRAMS



FMCG

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|--|---------|-----------|--------------|------------------|---------------------------------|
| | Jysk | 8 | TBA | 01/09/2019 | IT MARKETING |
| | LiDL | 6 | TBA | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | STG | 1 | 26/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | BAT | 1 | 10/02/2019 | April - Sep 2019 | MARKETING |
| | Mars | TBC | Rolling | Sep 2019 | MARKETING |



HEALTHCARE & BIOTECH

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|--|----------------|-----------|--------------|------------|---------------------------------|
| | Novo Nordisk | 32 | 08/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Coloplast | 8 | 13/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | William Demant | 5 | 13/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Novozymes | 4-6 | 13/01/2019 | 01/09/2019 | FINANCE |
| | Lundbeck | 6 | 13/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |



ENERGY

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|--|-------------------------|-----------|--------------|------------|---------------------------------|
| | Danske Commodities | 5 | 31/03/2019 | 01/09/2019 | IT FINANCE OPERATIONS |
| | Orsted | 18 | 13/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Vestas | 6 | 01/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Centrica Energy Trading | 3 | 19/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |

OVERVIEW OF DANISH GRADUATE PROGRAMS



INDUSTRY

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|------------------|-----------|-----------|--------------|------------|------------------------------------|
| | Falck | 4 | 14/02/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Grundfos | 16 | 10/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Danfoss | 8 | Running | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | ISS | 8 | Running | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Tetra Pak | 2 | Running | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |






IT

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|--------------------------------------|------------|-----------|--------------|------------|------------------------------------|
| | KMD | 6 | TBA | 01/09/2019 | IT MARKETING OPERATIONS |
| | Cisco | 6 | Running | 30/07/2019 | IT MARKETING |
| | TDC | 11 | 03/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Omada | 1 | 31/01/2019 | 01/03/2019 | IT |
| | Prysmian | 4 | 03/03/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | Microsoft | 3 | February | 01/09/2019 | IT MARKETING |
| | Visma | 1 | 17/02/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
| | IBM | 1 | Running | Spring | MARKETING |
| | Salesforce | 1 | 28/02/2019 | 01/09/2019 | MARKETING |
| | Hilti | 4 | 20/01/2019 | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |

OVERVIEW OF DANISH GRADUATE PROGRAMS









SHIPPING & TRANSPORT

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|---|---------|-----------|--------------|------------|------------------------------------|
|  | Monjasa | 1 | 04/03/2019 | 01/08/2019 | FINANCE OPERATIONS |
|  | Bunker | 2 | Running | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |
|  | Arriva | 1 | 10/02/2019 | 01/09/2019 | OPERATIONS |




CONSULTING

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|---|-----------|-----------|--------------|------------|------------------------------------|
|  | NNIT | 12 | 20/03/2019 | 01/09/2019 | IT |
|  | KPMG | 2 | Running | 09/08/2019 | IT FINANCE OPERATIONS |
|  | PwC | 5 | 31/01/2019 | 01/09/2019 | IT FINANCE OPERATIONS |
|  | Accenture | 6 | Running | 01/09/2019 | IT FINANCE OPERATIONS |
|  | Valcon | 4 | Running | 01/07/2019 | IT FINANCE MARKETING OPERATIONS |
|  | Deloitte | +16 | Running | 01/09/2019 | IT FINANCE MARKETING OPERATIONS |



NON-PROFIT

| | COMPANY | #PROGRAMS | APP DEADLINE | START DATE | AREAS |
|--|------------|-----------|--------------|------------|-------|
|  | TeachFirst | 1 | 14/01/2019 | 01/09/2019 | |

GRADUATE PROGRAMMES IN FINANCIAL INSTITUTIONS

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Finance & Economics, Business Innovation, Advisory

OPEN DATE: Open

ROTATIONS: 3

APP. DEADLINE: January 25

INTERNATIONAL ROTATION: Yes
(Sweden, Norway, Finland or Lithuania)

START DATE: September 2

AVAILABLE POSITIONS: 5

DURATION: 18 months

THE COMPANY

Danske Bank is a modern bank for people and businesses across the Nordics with deep financial competence and leading innovative solutions. The heart of their business is the bright heads of their more than 19,000 employees, working across 15 countries with one common goal: To help their customers reach their goals and realise their ambitions.

Since 1871, they have helped their customers become financially confident by making daily banking and important financial decisions easy. This is their customer promise. Today it is called innovation, but it has always been a part of their heritage. And they are constantly challenging themselves to improve the services, advice, tools and guidance they deliver. By doing so we aim to achieve their vision "to be recognised as the most trusted financial partner".

THE APPLICATION PROCESS

1

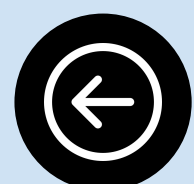
Upload your application and await feedback

2

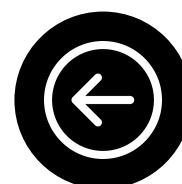
If your application matches, you will be invited for a face to face interview with the hiring manager and the HR

3

If you advance beyond the previous step you will be invited for an assessment centre and if successful get an offer



| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Business Innovation | 25/01/2019 | 01/09/2019 | Copenhagen |
| 2 | Finance & Economics | 25/01/2019 | 01/09/2019 | Copenhagen |
| 3 | Advisory | 25/01/2019 | 01/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Finance, IT, Software dev, Compliance, HR, Audit, Operations

OPEN DATE:

ROTATIONS: None

APP. DEADLINE: January 13

INTERNATIONAL ROTATION: Yes (Europe)

START DATE: September 1st

AVAILABLE POSITIONS: 19

DURATION: 12 months

THE COMPANY

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. At Nordea they build trusted relationships through their strong engagement with both customers and society.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|----|--|--------------|------------|------------------------|
| 1 | Corporate & Investment Banking | 13/01/2019 | 01/09/2019 | Copenhagen |
| 2 | Software Development | 13/01/2019 | 01/09/2019 | Copenhagen |
| 3 | Balance Sheet Management | 13/01/2019 | 01/09/2019 | Copenhagen |
| 4 | Credit Risk Control or Market Risk Infrastructure | 13/01/2019 | 01/09/2019 | Copenhagen |
| 5 | Group Architecture | 13/01/2019 | 01/09/2019 | Copenhagen / Stockholm |
| 6 | Group Risk Management and Control Reporting | 13/01/2019 | 01/09/2019 | Copenhagen |
| 7 | Group Talent | 13/01/2019 | 01/09/2019 | Copenhagen |
| 8 | Market Risk Control | 13/01/2019 | 01/09/2019 | Copenhagen |
| 9 | Information Management and Business Risk Control | 13/01/2019 | 01/09/2019 | Copenhagen / Helsinki |
| 10 | Group Financial Crime Prevention | 13/01/2019 | 01/09/2019 | Nordics |
| 11 | Group Internal Audit | 13/01/2019 | 01/09/2019 | Nordics |
| 12 | Global Business Risk Implementation & Support | 13/01/2019 | 01/09/2019 | Nordics |
| 13 | Group Compliance | 13/01/2019 | 01/09/2019 | Nordics |
| 14 | Group Credit Risk Management | 13/01/2019 | 01/09/2019 | Nordics |
| 15 | Know Your Customer Operations, Process Excellence | 13/01/2019 | 01/09/2019 | Copenhagen / Stockholm |
| 16 | Profit & Loss and Balance Sheet | 13/01/2019 | 01/09/2019 | Nordics |
| 17 | Trading & Investment COO - technology and process innovation | 13/01/2019 | 01/09/2019 | Nordics |
| 18 | Transformation Lead and Business Analysis in Personal banking | 13/01/2019 | 01/09/2019 | Nordics |
| 19 | Treasury&Anti-Money laundering Liquidity Risk or Credit Risk Control | 13/01/2019 | 01/09/2019 | Nordics |

THE GRADUATE PROGRAM

LOCATION: Copenhagen & Aarhus

COMPENSATION: NA

AREAS: Finance, IT, HR, Audit, Operations

OPEN DATE: February 11

ROTATIONS: None

APP. DEADLINE: March 3

INTERNATIONAL ROTATION: No

START DATE: September 1st

AVAILABLE POSITIONS: +15

DURATION: 12 months

THE COMPANY

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.

They are one of Denmark's most attractive and challenging workplaces, having almost 5,000 of the most skilled employees in Denmark today. They are proud of their performance-oriented culture, which offers a clear career path for their staff. All staff members know what they expect from them and how their personal contribution affects the Group's results.

THE APPLICATION PROCESS

1

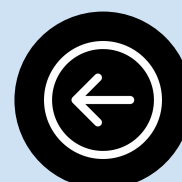
Upload your application and await feedback

2

If your application matches, you will be invited for a face to face interview with the hiring manager and the HR

3

If you advance beyond the previous step you will be invited for an assessment centre and if successful get an offer



| # | Position | App Deadline | Start Date | Location |
|----|---|--------------|------------|------------|
| 1 | Graduate to Procurement & Facility Management | 03/03/2019 | 01/09/2019 | Copenhagen |
| 2 | Graduate to Mortgage Products in Finance | 03/03/2019 | 01/09/2019 | Copenhagen |
| 3 | Graduate to Management & Reporting in Totalkredit | 03/03/2019 | 01/09/2019 | Copenhagen |
| 4 | Graduate to Risk | 03/03/2019 | 01/09/2019 | Copenhagen |
| 5 | Graduate to Performance Reporting in Corporate Finance | 03/03/2019 | 01/09/2019 | Copenhagen |
| 6 | Graduate to Credit | 03/03/2019 | 01/09/2019 | Copenhagen |
| 7 | Graduate to Fund Legal in Nykredit Portfolio Administration | 03/03/2019 | 01/09/2019 | Copenhagen |
| 8 | Graduate to Finance Business Partner in Corporate Finance | 03/03/2019 | 01/09/2019 | Copenhagen |
| 9 | Graduate to Asset Management | 03/03/2019 | 01/09/2019 | Copenhagen |
| 10 | Graduate to Consolidated Financial Statements | 03/03/2019 | 01/09/2019 | Copenhagen |
| 11 | Graduate to Business Intelligence in Corporate Finance | 03/03/2019 | 01/09/2019 | Copenhagen |
| 12 | Graduate to Capital Markets Operations | 03/03/2019 | 01/09/2019 | Copenhagen |
| 13 | Graduate to Funding | 03/03/2019 | 01/09/2019 | Copenhagen |
| 14 | Graduate to analyst assignments in Nykredit IT | 03/03/2019 | 01/09/2019 | Copenhagen |
| 15 | Graduate to Digital & Marketing | 03/03/2019 | 01/09/2019 | Copenhagen |
| 16 | Graduate to Retail Business | 03/03/2019 | 01/09/2019 | Copenhagen |
| 17 | Graduate for developer assignments in Nykredit IT | 03/03/2019 | 01/09/2019 | Copenhagen |
| 18 | Graduate to Corporate and Institutional Banking | 03/03/2019 | 01/09/2019 | Copenhagen |
| 19 | Graduate for IT security | 03/03/2019 | 01/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Silkeborg

COMPENSATION: NA

AREAS: Economy, Business Dev., IT, Audit, Finance, Supply Chain

OPEN DATE: November 23

ROTATIONS: 3

APP. DEADLINE: Ongoing (but expect all positions to be filled by 01/04/2019)

INTERNATIONAL ROTATION: No

START DATE: September 2

AVAILABLE POSITIONS: 18

DURATION: 18 months

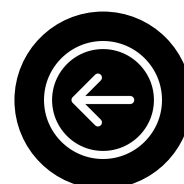
THE COMPANY

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 first Private Banking units opened in Copenhagen and Zurich in 1966 and 1970, respectively, under the name of Finansbanken which Jyske Bank acquired in 1981. the gibraltar unit opened in 1987 and the unit in cannes in 2004. the units in Copenhagen, Zurich and Gibraltar are account-keeping units, i.e. they manage the clients' accounts and portfolios.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|-----------|
| 1 | Stock and Obligations Research | NA | 02/09/2019 | Silkeborg |
| 2 | Financial Statement Analysis | NA | 02/09/2019 | Silkeborg |
| 3 | Capital Markets | NA | 02/09/2019 | Silkeborg |
| 4 | Process Optimisation | NA | 02/09/2019 | Silkeborg |
| 5 | Development of realkredit | NA | 02/09/2019 | Silkeborg |
| 6 | Logistics | NA | 02/09/2019 | Silkeborg |
| 7 | Process Automation | NA | 02/09/2019 | Silkeborg |
| 8 | IT & Investment Products | NA | 02/09/2019 | Silkeborg |
| 9 | Business Advisor | NA | 02/09/2019 | Denmark |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Economy, Business Dev., IT, Audit, Finance, Supply Chain

OPEN DATE: February 4

ROTATIONS: None, but two smaller secondments is available

APP. DEADLINE: March 17

INTERNATIONAL: No

START DATE: September 2

AVAILABLE POSITIONS: 8

DURATION: 12 months

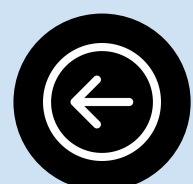
THE COMPANY

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.

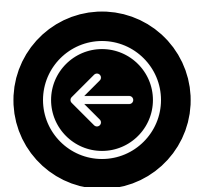
ATP's primary responsibility is to help ensure basic financial security and contribute to efficient welfare. To that end, we seek to maximise investment returns for the benefit of pensioners receiving ATP Livslang Pension (Lifelong Pension).

ATP is a mandatory pension scheme with 5,173,000 members. At the end of Q3 2018, 1,055,000 pensioners were receiving ATP Livslang Pension, and pension and lump-sum benefits amounted to a total of DKK 12.6bn.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|----|--|--------------|------------|------------|
| 1 | Data Engineering | 17/03/2019 | 02/09/2019 | Copenhagen |
| 2 | IT Graduate | 17/03/2019 | 02/09/2019 | Copenhagen |
| 3 | IT Architecture | 17/03/2019 | 02/09/2019 | Copenhagen |
| 4 | SAP Graduate to Corporate Finance | 17/03/2019 | 02/09/2019 | Copenhagen |
| 5 | Finance Support | 17/03/2019 | 02/09/2019 | Copenhagen |
| 6 | Global Direct Investments | 17/03/2019 | 02/09/2019 | Copenhagen |
| 7 | Management Secretariat | 17/03/2019 | 02/09/2019 | Copenhagen |
| 8 | Business Development | 17/03/2019 | 02/09/2019 | Copenhagen |
| 9 | Project Management and Business Transformation | 17/03/2019 | 02/09/2019 | Copenhagen |
| 10 | Business Development | 17/03/2019 | 02/09/2019 | Copenhagen |
| 11 | Data Analysis & Business Development | 17/03/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Investment, Business Dev.,
Supply Chain, Product, IT, Analytics

OPEN DATE: Open

ROTATIONS:

APP. DEADLINE: February 4

INTERNATIONAL: No

START DATE: September 2

AVAILABLE POSITIONS: 7

DURATION: 24 months

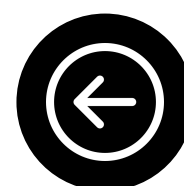
THE COMPANY

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. This is why part of their DNA is to contribute to positive developments in society. Today, they have more than 1.2 million individual customers, and they are working hard every day to live up to their customer promise: More for you.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | Agile & Portfolio Management | 04/02/2019 | 02/09/2019 | Copenhagen |
| 2 | Investment & Products | 04/02/2019 | 02/09/2019 | Copenhagen |
| 3 | AI & Analytics | 04/02/2019 | 02/09/2019 | Copenhagen |
| 4 | Product Strategy | 04/02/2019 | 02/09/2019 | Copenhagen |
| 5 | IT Architecture | 04/02/2019 | 02/09/2019 | Copenhagen |
| 6 | Strategic Procurement | 04/02/2019 | 02/09/2019 | Copenhagen |
| 7 | Business Development | 04/02/2019 | 02/09/2019 | Copenhagen |



GRADUATE PROGRAMMES IN FAST MOVING CONSUMER GOODS COMPANIES

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Marketing, Sales, Operations, Finance

OPEN DATE: Open

ROTATIONS: 2-3

APP. DEADLINE: January 20

INTERNATIONAL: Yes (Nordics)

START DATE: August or Jan (2020)

AVAILABLE POSITIONS: 2

DURATION: 12 months

THE COMPANY

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. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail and branded retail. Research and innovation, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world and attract one billion new consumers in the years to come. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.

THE APPLICATION PROCESS

1

Upload your application and await feedback

2

Online ability and digital marketing assessment as well as completion of an Instagram Story Task

3

Skype Interview with the Nordic Talent Acquisition Team

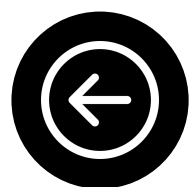
4

Assessment Day in Copenhagen

5

After the assessment day, we will evaluate the performance and make a decision on the match

| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|-------------------|------------|
| 1 | Nordic Management Trainee | 20/01/2019 | Aug or Jan (2020) | Copenhagen |
| 2 | Finance Graduate | Rolling | Aug or Jan (2020) | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Aarhus

COMPENSATION: NA

AREAS: Marketing, Sales, Operations, Finance

OPEN DATE: Open

ROTATIONS: 3

APP. DEADLINE: January 7 & January 27

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 10 - 15

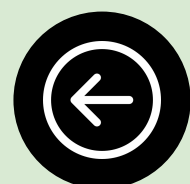
DURATION: 18 months and 24 months

THE COMPANY

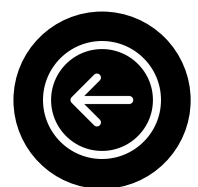
Arla Foods amba is an international cooperative based in Viby, Denmark, and the largest producer of dairy products in Scandinavia. Arla Foods was formed as the result of a merger between the Swedish dairy cooperative Arla and the Danish dairy company MD Foods on 17 April 2000. The name Arla derives from the same word as the English word "early" and is an archaic Swedish term for "early (in the morning)"

THE APPLICATION PROCESS

[LINK TO RECRUITMENT PROCESS](#)



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|----------|
| 1 | F15 Graduate Programme | 07/01/2019 | 01/09/2019 | Aarhus |
| 2 | Production Graduate | 27/01/2019 | 01/09/2019 | Aarhus |



THE GRADUATE PROGRAM

LOCATION: Copenhagen & Fredericia

COMPENSATION: NA

AREAS: Finance, Digital, Sales & Marketing, Supply Chain

OPEN DATE: Open

ROTATIONS: 4

APP. DEADLINE: January 25

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 6

DURATION: 24 months

THE COMPANY

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.

Their flagship brand – Carlsberg – is one of the best-known beer brands in the world, Carlsberg and Tuborg brands are among the eight biggest brands in Europe.

More than 42,000 people work for the Carlsberg Group, and their products are sold in more than 150 markets.

THE APPLICATION PROCESS

[LINK TO RECRUITMENT PROCESS](#)

1

Complete the online application form by submitting your CV and Cover Letter.

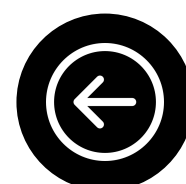
2

Attend the Graduate Assessment and complete cases and interviews within your chosen functionality

3

In the final stage of the recruitment process, successful applicants will be invited for a final interview with the respective function. This interview is to follow up on questions, learn about your working style preference and once more to assess the cultural match.

| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Commercial Graduate Programme | 25/01/2019 | 02/09/2019 | Copenhagen |
| 2 | Digital Graduate Programme | 25/01/2019 | 02/09/2019 | Copenhagen |
| 3 | Finance Graduate Programme | 25/01/2019 | 02/09/2019 | Copenhagen |
| 4 | Supply Chain Graduate Programme | 25/01/2019 | 02/09/2019 | Fredericia |



THE GRADUATE PROGRAM

LOCATION: Aarhus & Copenhagen

COMPENSATION: NA

AREAS: Commercial, Finance, Business Dev., HR, IT and Comms

OPEN DATE: Open

ROTATIONS: 4

APP. DEADLINE: January 27

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 6

DURATION: 24 months

THE COMPANY

The Salling Group is one of Denmark's largest companies, with more than 1500 stores in four countries, Salling have a responsibility to take care of their climate and environment. Reducing the impact of their operations is beneficial to both the global community and their business performance.

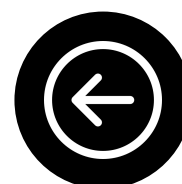
Every day, more than 50.000 employees across Denmark, Germany, Poland and Sweden are seeking to deliver the best possible shopping experience to the 10 million customers they service every week. The Salling Group owns Bilka, Føtex, Netto and Salling.

THE APPLICATION PROCESS

[LINK TO RECRUITMENT PROCESS](#)



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | Supply Chain & Logistics | 27/01/2019 | 02/09/2019 | Aarhus |
| 2 | IT Graduate | 27/01/2019 | 02/09/2019 | Aarhus |
| 3 | Finance | 27/01/2019 | 02/09/2019 | Aarhus |
| 4 | E-commerce & Digital | 27/01/2019 | 02/09/2019 | Aarhus |
| 5 | Commercial Management | 27/01/2019 | 02/09/2019 | Aarhus |
| 6 | Business Management | 27/01/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Commodity Trading

OPEN DATE: TBA

ROTATIONS: 4

APP. DEADLINE: May - June 2019

INTERNATIONAL: Yes (Kiel or Vilnius)

START DATE: September 1

AVAILABLE POSITIONS: 4-6

DURATION: 24 months

THE COMPANY

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. Operating solely on the Danish market 15 years ago, today they are an international conglomerate with activities in 18 countries. They are a limited liability cooperative headquartered at the Axelborg building in Copenhagen.

In 2017 they had a turnover of 49.1 billion DKK. They are thus one of Denmark's largest companies measured by revenue. Approximately 60% of DLG's revenue is generated in Germany, which is their largest market. DLG has approximately 6,300 employees of which almost 2,000 are employed in Denmark and 3,800 are employed in Germany.

THE APPLICATION PROCESS

The interview process consist of 2 interviews. In both interviews you will meet one of their trading managers and a HR Consultant. Other specialists from the trading department might also attend. If you are selected to go through to a second interview, you will be asked to complete an aptitude test and a personality test. In the second interview you will have a dialogue based on your test-results.





| # | Position | App Deadline | Start Date | Location |
|---|----------|--------------|------------|----------|
|---|----------|--------------|------------|----------|



About the program

Have you ever been staring at the large vessels when driving across one of the great bridges of Denmark, or passed by the great export terminals of Hamburg and wondered; how does it all work, and how can I be part of it? As commodity trader in DLG you might look at these vessels and realize - I traded that vessel.

You will be part of a team that trades physical agricultural commodities in a scale, that's difficult to relate to for most industry outsiders. The trading desks of the DLG Group executes more than 17 million tons of Agricultural commodities each year, across trading desks all around the Baltic Sea. Commodity trading at DLG might be quite different from the classical understanding people have of trading. The most important aspects of your job revolves around, how things will actually work in real life. Unlike equities, foreign exchange or bonds, you are trading palpable, physical commodities that need to move, to feed the inhabitants of this planet, become beer, bread, cooking oil, sustainable fuel and much more.

The DLG Group's 2-year Commodity Trader Trainee (CTT) programme gradually expands your skills and knowledge. The goal is clear. We want to make you a successful Trader in the global markets for grain, oilseeds and agricultural raw materials. The programme starts 1 September 2017. You can be a Commodity Trader Trainee in several of the DLG Group's companies – e.g. DLG a.m.b.a, HaGe, Scandagra and Svenska Foder.

2 years' of constant learning and development

Your CTT programme is divided into 4 blocks lasting 6 months each. Each block is carefully shaped to give you knowledge and prepare your skills to be a part of the trading departments in the DLG Group. As part of the programme, you will attend the GAFTA Distance Learning Programme that is developed to provide trading professionals with the right theoretical foundation to become successful. You will also be introduced to 'exchanges' in order to help you build a network.

Year 1 – introduction and contract execution

The first year will naturally be centred on giving you the best possible introduction to our business and company. Accordingly, you will begin to solve specific tasks related to contract execution. The two blocks in years 1 consists of:

- Working in the department for contract execution in home country. Introduction to contracts, price calculations, contact to other regions, market information. Supported by a trading professional in the home country
- Working in another country – same tasks as in home country. Supported by a trading professional

Year 2 – commerce and trading

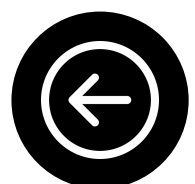
In your second year, you will start focusing on commerce related areas of expertise and trading. The two blocks of year 2 consists of:

- Trading in home country – tasks will be contract administration, local trading, start at GAFTA – external trading education, participation in European meetings, market demand analysis, market information, supply/demand, long and short listing, etc., systematic building of knowledge within grains, oilseeds and agricultural raw materials. Supported by a trading professional. One month will be spend in another country
- Your title changes to Junior Trader – task will be trading of one or more selected products with Profit & Loss (PnL) responsibility, to continue tasks in part one, and continue GAFTA trading education

Commercial degree and motivated for on-going learning

To apply, you must bring a commercial degree at minimum Bachelor's level – or similar skills. You will reach your goals and become successful through hard work, a humble attitude and willingness to take responsibility towards building knowledge and gaining capability – combined with the ability to identify opportunities and pursue them assiduously.. In addition, you must be good at English, and the language of the country where you are applying for the position. A third language will be an advantage.

[CLICK HERE TO APPLY](#)



THE GRADUATE PROGRAM

LOCATION: Aarhus or Brande

AREAS: Sourcing, Retail, Sales, E-Commerce, Design, IT

ROTATIONS:

INTERNATIONAL: Yes (Global)

AVAILABLE POSITIONS: 7

COMPENSATION: 12,800 DKK Monthly (+ paid Accommodation and more)

OPEN DATE: Open

APP. DEADLINE: January 16

START DATE: June

DURATION: 24 months

THE COMPANY

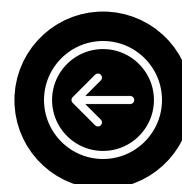
More than 15,000 people work at BESTSELLER worldwide. BESTSELLER is a family-owned clothing and accessories company founded in Denmark in 1975, providing fast affordable fashion for women, men, teenagers and children under brands such as JACK & JONES, SELECTED, VERO MODA, ONLY, PIECES, VILA, OBJECT,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

THE APPLICATION PROCESS

[LINK TO RECRUITMENT PROCESS](#)



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|-----------------|
| 1 | Sourcing | 16/01/2019 | June | Aarhus / Brande |
| 2 | Retail Management | 16/01/2019 | June | Aarhus / Brande |
| 3 | Sales Management | 16/01/2019 | June | Aarhus / Brande |
| 4 | E-commerce | 16/01/2019 | June | Aarhus / Brande |
| 5 | Design | 16/01/2019 | June | Aarhus / Brande |
| 6 | IT Business & Tech Dev | 16/01/2019 | June | Aarhus / Brande |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Finance, Marketing, Engineering

OPEN DATE: Open

ROTATIONS: 3

APP. DEADLINE: February 11 (April 15 for Engineering)

INTERNATIONAL: Yes (Global)

START DATE: June

AVAILABLE POSITIONS: 6

DURATION: 24 months

THE COMPANY

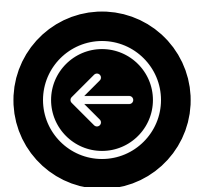
The GN Group is a global leader in intelligent audio solutions that let you hear more, do more and be more than you ever thought possible. Our unique portfolio of medical, professional & consumer audio solutions – and the deep research & development expertise behind this range of products gives our brands unprecedented advantages in the med-tech, hearables and intelligent audio field.

GN provides products and solutions to users in 100 countries across the world. Additional to ReSound and Jabra, GN also markets hearing aids under the Beltone and Interton brands. 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 APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|-----------------------------|--------------|------------|------------|
| 1 | Finance | 11/02/2019 | 02/09/2019 | Copenhagen |
| 2 | Marketing | 11/02/2019 | 02/09/2019 | Copenhagen |
| 3 | Engineering | 15/04/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Management Trainee

OPEN DATE: Open

ROTATIONS:

APP. DEADLINE: Running

INTERNATIONAL: NA

START DATE: September 2

AVAILABLE POSITIONS: 1

DURATION: 24 months

THE COMPANY

De Forenede Dampvaskerier was founded by K.P. Thorgaard in 1958 and still owned by the Thorgaard family and is now one of Scandinavia's largest service companies within the textile laundering and rental sector.

With more than 20 sites throughout Scandinavia, and with a turnover of approx. 200 mio EUR and 2000 committed employees who serve customers in all industries.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|------------------------------------|--------------|------------|------------|
| 1 | Management Trainee | Running | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Randers

COMPENSATION: NA

AREAS: Sales, Marketing, Production

OPEN DATE: Open

ROTATIONS: 3

APP. DEADLINE: March 8

INTERNATIONAL: Yes (Europe)

START DATE: September 1

AVAILABLE POSITIONS: 8

DURATION: 24 months

THE COMPANY

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.

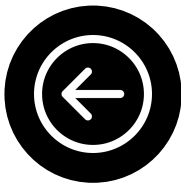
The Danish Crown Group turnover is app. DKK 60 billion with a workforce of app. 26,000 employees.

THE APPLICATION PROCESS

[LINK TO RECRUITING PROCESS](#)



| # | Position | App Deadline | Start Date | Location |
|---|--------------------------|--------------|------------|----------|
| 1 | Graduate | 08/03/2019 | 01/09/2019 | Randers |



THE GRADUATE PROGRAM

LOCATION: Bredebro

COMPENSATION: NA

AREAS: Finance, Production Mgmt,
Supply Chain & Design.

OPEN DATE: TBA

ROTATIONS: 3

APP. DEADLINE: March 1

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 8

DURATION: 24 months

THE COMPANY

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. At ECCO, they invest in their people. Their ambition is to be a highly attractive workplace, providing employees with ongoing opportunities for professional training and development, constant challenges and internal mobility in a global network. With about 20,000 employees from over 50 nationalities, you are offered a global position in a genuine multinational business that encompasses a rich mix of cultures, languages and backgrounds. NextGens have over the years proven to be a primary source for our leadership succession.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|----------|--------------|------------|----------|
| 1 | | | | |



THE GRADUATE PROGRAM

LOCATION: Brabrand

COMPENSATION: NA

AREAS: IT, Sales & Expansion

OPEN DATE: TBA

ROTATIONS: 2

APP. DEADLINE: TBA

INTERNATIONAL: Yes (Global)

START DATE: TBA

AVAILABLE POSITIONS: 8

DURATION: 24 months

THE COMPANY

JYSK is a global retail chain that sells everything for the home. JYSK is owned by founder Lars Larsen, who opened his first JYSK store in Aarhus, Denmark, in 1979.

JYSK Group is formed by the companies JYSK Nordic, JYSK Franchise and DÄNISCHES BETTENLAGER. In total, the companies have 2,710 stores, 23,000 employees across 51 countries. The turnover in the financial year 17/18 was 3.58 billion euro.

Although JYSK today is a global business, the company is managed based on its Scandinavian roots. This reflects in our company culture and the way we do business.

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|----------|--------------|------------|----------|
|---|----------|--------------|------------|----------|



THE GRADUATE PROGRAM

LOCATION: TBA

COMPENSATION: NA

AREAS: Finance, HR, Marketing, Supply Chain

OPEN DATE:

ROTATIONS: 3

APP. DEADLINE: TBA

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 6

DURATION: 18 months

THE COMPANY

Lidl is proud of their humble beginnings. In 1973, the first modern Lidl store opened in Ludwigshafen (25 miles south of Frankfurt). Employing 3 people and offering about 500 products, this small store was to become the foundation of Lidl's far-reaching expansion. During the 1990s they started branching outside of Germany and within a few years, they expanded all across Europe.

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. They have recently expanded to the United States and are striving to be a time-saving, life-enhancing grocery store where you love to shop.

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|----------|--------------|------------|----------|
|---|----------|--------------|------------|----------|



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Sales & Marketing

OPEN DATE: December 21

ROTATIONS: 2

APP. DEADLINE: January 26

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 1

DURATION: 16 months

THE COMPANY

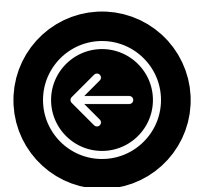
Today, Scandinavian Tobacco Group is a world leading manufacturer of cigars and traditional pipe tobacco. They also hold a strong position in the fine-cut tobacco category in the Scandinavian, US and other markets.

The Group employs approximately 7,600 people in the Dominican Republic, Honduras, Nicaragua, Indonesia, Europe, New Zealand, Australia, Canada and the US. They have 17 sales offices in North America, Europe, New Zealand and Australia, and they have sales to more than 100 countries around the world. In the US, they have a market-leading position in handmade cigars and catalogue and internet sales through their ownership of General Cigar and Cigars International.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|-------------------------------------|--------------|------------|------------|
| 1 | Sales and Marketing | 26/01/2019 | 01/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Sales & Marketing

OPEN DATE: January 2

ROTATIONS: 3

APP. DEADLINE: February 10

INTERNATIONAL: Yes (Global)

START DATE: Flexible (between April - September 2019)

AVAILABLE POSITIONS: 1

DURATION: 24 months

THE COMPANY

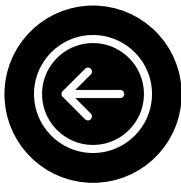
British American Tobacco is one of the world's leading multinational companies, with brands sold in over 200 markets, made in 44 factories in 42 countries. They are proud that they are consistently among the top 5 companies on the London Stock Exchange. Their portfolio includes world-famous Global Drive Brands – Dunhill, Kent, Lucky Strike, Pall Mall and Rothmans – along with many other leading international brands, such as Vogue, Peter Stuyvesant and State Express 555.

Alongside their traditional tobacco business, they are also developing products that offer consumers potentially less risky alternatives to regular cigarettes. Their Next Generation Products are already leading the way in the Industry of vapour and tobacco heating devices. They continue to develop a solid portfolio of consumer solutions which already include well known global brands like Vype, glo and Voke.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---------------------------|--------------|------------|------------|
| 1 | Marketing | 10/02/2019 | 01/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Generalist Track

OPEN DATE: NA

ROTATIONS: 3

APP. DEADLINE: Rolling

INTERNATIONAL: Yes (Global)

START DATE: Flexible (between April - September 2019)

AVAILABLE POSITIONS: TBC

DURATION: 36 months

THE COMPANY

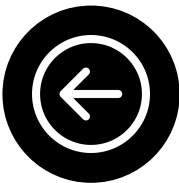
Mars Nordics business unit is part of the global organization, employs 270+ associates and is headquartered in Copenhagen, Denmark. The Mars Nordics unit started in 2012 when Mars Finland merged with Mars Scandinavia.

Masterfoods Scandinavia was established already in 1962. The office for Norway was established in 1973. Forty years later in 2002 Mars Denmark and Mars Sweden merged their offices in Ørestad, Copenhagen and completed this action fully in 2006 as the Mars sales office in Stockholm closed. Mars Finland was established in 1980, known in those days as Master Foods Oy. In May 2016, Wrigley Scandinavia became part of Mars with its confectionery portfolio.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--------------------------|--------------|------------|------------|
| 1 | Graduate | Rolling | 01/09/2019 | Copenhagen |



GRADUATE PROGRAMMES IN HEALTHCARE & BIOTECH COMPANIES

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Reg Affairs (R&D), Finance,
Procurement, Marketing, Market
Access, Business Processes

OPEN DATE: November 12

ROTATIONS: 3

APP. DEADLINE: January 8

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 32

DURATION: 24 months

THE COMPANY

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

Headquartered in Denmark, Novo Nordisk employs approximately 43,200 people in 79 countries and markets its products in more than 170 countries.

THE APPLICATION PROCESS

[LINK TO RECRUITING PROCESS](#)



| # | Position | App Deadline | Start Date | Location |
|----|---|--------------|------------|-------------|
| 1 | European Finance Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 2 | European Market Access Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 3 | Global Finance Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 4 | Global Marketing Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 5 | Global Business Processes Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 6 | Regulatory Affairs Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 7 | Global Procurement Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 8 | International Operations Finance Graduate | 08/01/2019 | 02/09/2019 | Copenhagen |
| 9 | International Operations Business Graduate, Mexico | 08/01/2019 | 02/09/2019 | Mexico |
| 10 | International Operations Business Graduate, Brazil | 08/01/2019 | 02/09/2019 | Brazil |
| 11 | International Operations Business Graduate, Colombia | 08/01/2019 | 02/09/2019 | Colombia |
| 12 | International Operations Business Graduate, Indonesia | 08/01/2019 | 02/09/2019 | Indonesia |
| 13 | International Operations Business Graduate, India | 08/01/2019 | 02/09/2019 | India |
| 14 | International Operations Business Graduate, Iran | 08/01/2019 | 02/09/2019 | Iran |
| 15 | International Operations Business Graduate, Algeria | 08/01/2019 | 02/09/2019 | Algeria |
| 16 | International Operations Business Graduate, Thailand | 08/01/2019 | 02/09/2019 | Thailand |
| 17 | International Operations Business Graduate, Kenya | 08/01/2019 | 02/09/2019 | Kenya |
| 18 | International Operations Business Graduate, Philippines | 08/01/2019 | 02/09/2019 | Philippines |

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Business, Supply Chain,
Finance, Engineering

OPEN DATE:

ROTATIONS: 2

APP. DEADLINE: January 13

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 8

DURATION: 36 months

THE COMPANY

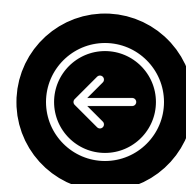
With about 12,000 employees worldwide and operations in 42 countries, Coloplast is in the business of developing, manufacturing and marketing medical technology and services related to ostomy, urology, continence and wound care.

Their work is about more than products. They are dedicated to improving the lives of people with intimate health care needs and to employing the best and brightest talents for long-term achievements. This mission is their motivation.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|-------------------------------------|--------------|------------|------------|
| 1 | Commercial | 13/01/2019 | 02/09/2019 | Copenhagen |
| 2 | Supply Chain | 13/01/2019 | 02/09/2019 | Copenhagen |
| 3 | Quality | 13/01/2019 | 02/09/2019 | Copenhagen |
| 4 | Regulatory Affairs | 13/01/2019 | 02/09/2019 | Copenhagen |
| 5 | Project Manager | 13/01/2019 | 02/09/2019 | Copenhagen |
| 6 | Technology Scouting | 13/01/2019 | 02/09/2019 | Copenhagen |
| 7 | Finance | 13/01/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Diagnostic Business, Digital Business, Engineering, Finance and Operations

OPEN DATE:

ROTATIONS: 4

APP. DEADLINE: January 13

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 8

DURATION: 24 months

THE COMPANY

Listed on Nasdaq Copenhagen as part of the 25 largest shares in terms of free floated market capitalisation, the C25 index, William Demant is a leading global company that develops, manufactures and sells hearing instruments, hearing implants, diagnostic instruments and personal communication devices. William Demant Invest, wholly owned by the Oticon Foundation, holds the majority of shares in William Demant Holding, the company behind the commercial successes of such world-renowned brands as Oticon, Bernafon, Sonic, Oticon Medical, Maico, Interacoustics, Grason-Stadler and Sennheiser Communications.

The Group operates in a global market with companies in more than 30 countries, has a total staff exceeding 13,000 and generates annual revenues of more than DKK 13 billion. Our products are sold in more than 130 countries.

THE APPLICATION PROCESS

1

Online case competition on January 21, 2019 from 16.00-18.00

2

Short video interview between January 23 and 27, 2019.

3

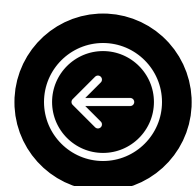
All-day Assessment Center at our HQ on February 1, 2019.

4

Final interviews are conducted shortly after the Assessment Center



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | Digital Business | 13/01/2019 | 02/09/2019 | Copenhagen |
| 2 | Global Diagnostic Business | 13/01/2019 | 02/09/2019 | Copenhagen |
| 3 | Global Finance | 13/01/2019 | 02/09/2019 | Copenhagen |
| 4 | Global Operations | 13/01/2019 | 02/09/2019 | Copenhagen |
| 5 | Engineering | 13/01/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Finance

OPEN DATE:

ROTATIONS: 4-6

APP. DEADLINE: January 13

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 2

DURATION: 24 months

THE COMPANY

Novozymes is the world leader in biological solutions. Together with customers, partners and the global community, they improve industrial performance while preserving the planet's resources and helping build better lives. 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. They call it Rethink Tomorrow. www.novozymes.com

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|-------------------------|--------------|------------|------------|
| 1 | Finance | 13/01/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Finance, Bis Dev, IT, Research

OPEN DATE: January 18

ROTATIONS: 3

APP. DEADLINE: February 24

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 2

DURATION: 24 months

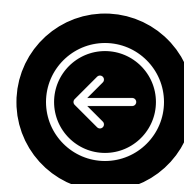
THE COMPANY

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 company's products are targeted at the disease areas depression, schizophrenia, Parkinson's disease and Alzheimer's disease. Lundbeck employs approximately 5,000 people worldwide. We have employees in more than 50 countries, and our products are registered in more than 100 countries. We have production facilities in Denmark, France and Italy and our research centre is based in Denmark. Lundbeck generated revenue of approximately DKK 17.2 billion in 2017.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | Graduate position in Medical, Regulatory & Clinical Quality Assurance (MRC QA) | 24/02/2019 | 01/09/2019 | Copenhagen |
| 2 | mHealth Graduate position in Biometrics | 24/02/2019 | 01/09/2019 | Copenhagen |



GRADUATE PROGRAMMES IN ENERGY COMPANIES

THE GRADUATE PROGRAM

LOCATION: Aarhus

COMPENSATION: NA

AREAS: Trading, Analysis, Algorithmic trading, AI

OPEN DATE: Open

ROTATIONS: 3

APP. DEADLINE: March 31

INTERNATIONAL ROTATION: No

START DATE: September 2

AVAILABLE POSITIONS: 5

DURATION: 18 months

THE COMPANY

Danske Commodities is an energy trading company, specialising in short-term power and gas trading. Every day, the company completes more than 3000 trades across 37 countries in Europe, constantly moving energy from where there is more than needed to where it is needed most. With more than ten years of experience, Danske Commodities utilises its expertise, unmatched market presence and 24/7 trading setup to offer balancing, optimisation and hedging services to energy producers and suppliers. Join Danske Commodities' Trading Graduate Programme and discover how far your talent can take you on Europe's leading energy trading floor. Through a challenging blend of trading and analytical assignments, your learning curve will be steep and rewarding.

THE APPLICATION PROCESS

[LINK TO RECRUITMENT PROCESS](#)

1

Upload your application and await feedback

2

If your application matches, you will be invited for a first interview

3

If you are still a match, you will receive a personality test and a cognitive test

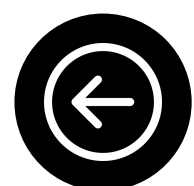
4

Your test results will be the base for your second interview

5

After the second interview, we will evaluate the two interviews and make a decision on the match

| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|----------|
| 1 | Trading graduate programme 2019 | 31/03/2019 | 01/09/2019 | Aarhus |



Can you handle 15 screens at a time?

Are you one of our next Trading Graduates? Discover how far your talent can take you on Europe's leading energy trading floor. When you become part of the DC Trading Graduate Programme, you become part of Denmark's 14th largest company measured on revenue. You will work closely with some of the strongest trading profiles in the energy industry and gain a broad and in-depth understanding of several trading disciplines as well as the European energy market. Danske Commodities is known for its agile decision-making processes and speed-to-market. We empower our employees to take ownership of their projects and you will get real responsibility from day one. The learning opportunities are vast as our focus is to ensure that our Graduates get a deep and profound understanding of trading in the energy sector.

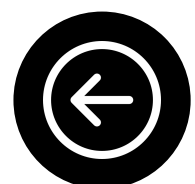
Practicalities:

- The programme will kick off in September 2019 and run for 18 months.
- You will rotate between three of our six different Trading & Origination teams: Power Markets, Intraday Trading, Gas Trading, Automated Trading, Structured Power Trading & Certificates and Origination.
- Each rotation will have a duration of six months.
- Once you have passed the Trading Graduate Programme, our ambition is to find a position in our Trading & Origination unit for you as a trader, analyst or algorithm developer.

Your tasks may include:

- Trading
- Optimising assets and positions
- Trading strategy implementation
- Market analysis
- Model development
- Algorithmic development
- Identifying and analysing new business and trading opportunities
- Developing and maintaining trading tools

[CLICK HERE TO APPLY](#)



1. Trading Graduate Programme

App Deadline: 31 March // Start Date: 1 September // Location: Aarhus



Danske
Commodities

The course of the Programme

As a Trading Graduate your trading-, strategic thinking-, and analytical skills will be challenged from day one. Get a complete overview of the Programme's content in the illustration below.

Intro days

The purpose of the introduction days is to introduce you to Danske Commodities. You will get an overview of our organisation and gain insight into our Trading & Origination business. We will also introduce you to our values, which are an important factor in our work life. Last but not least, the introduction days will give you the opportunity to get to know your fellow Graduates.

My challenge

"My Challenge" is your opportunity to dig into a problem of value to DC. You will present your findings to relevant stakeholders in the company and get feedback on your results and your approach. This will give you an in-depth knowledge about a specific area within the company and a deep understanding of our business.

Energy Risk Professional-programme

The ERP-programme focuses on risk management within the energy industry and consists of two modules. As part of the Graduate Trading Programme, you will complete both modules, which provides you with a thorough understanding of the energy value chains and how the energy market works. The exams will take place in a capital in Europe, where we will combine your stay with visits to interesting stakeholders or counterparties. When you have passed both exams in the programme, you will obtain the internationally acknowledged certification Energy Risk Professional.

Team challenge

During the team challenge, you will be introduced to a critical issue in DC that you and your fellow graduates will solve as a group. This is a way for you to work closely with the other Graduates and also to expand your network across the organisation. The final result will be evaluated by the Senior Management Group of Danske Commodities at an exam that marks the ending of your time as a Graduate.

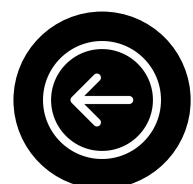
Mentoring, coaching and social events

To help and support you every step of the way, you will rely on your skilled colleagues and your manager, and you will be assigned an experienced trader or analyst to mentor you. Also, you will be offered sessions with an external coach to help you manage challenges and guide your development. And last but not least, the programme will include a number of social events, where you get to have fun outside the office, along with your fellow graduates and colleagues.

Your background

You have finished your studies within the last year (or will do so in the next few months). We expect that you hold a Master's or Diploma degree with top grades. You may have expanded your specialist knowledge with a PhD or gained relevant experience through a student job, an internship, a study programme abroad or similar. Your educational background could be in finance, economics, engineering, physics, math or something completely different – the important thing is that you are passionate about trading, analysis or artificial intelligence and that you are ready to learn.

[CLICK HERE TO APPLY](#)



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Business Dev & Finance, Digital & IT, Engineering

OPEN DATE: December 10

ROTATIONS: 3

APP. DEADLINE: January 13

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 18

DURATION: 24 months

THE COMPANY

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

They are a global leader within offshore wind and biomassfired power stations and Europe's fastest-growing energy company. Their heritage is Nordic, their outlook international. More than two-thirds of their operating income come from England, Germany, Taiwan and the US – and they are expanding worldwide.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|----|---|--------------|------------|------------|
| 1 | Business - Business Analysis | 13/01/2019 | 02/09/2019 | Copenhagen |
| 2 | Strategy - Business Dev. | 13/01/2019 | 02/09/2019 | Copenhagen |
| 3 | Business - New Business | 13/01/2019 | 02/09/2019 | Taipei |
| 4 | HR | 13/01/2019 | 02/09/2019 | Copenhagen |
| 5 | Strategy - International | 13/01/2019 | 02/09/2019 | Copenhagen |
| 6 | Finance | 13/01/2019 | 02/09/2019 | Copenhagen |
| 7 | Environment & Consenting | 13/01/2019 | 02/09/2019 | London |
| 8 | Commercial | 13/01/2019 | 02/09/2019 | Copenhagen |
| 9 | Business - Offshore Wind | 13/01/2019 | 02/09/2019 | Copenhagen |
| 10 | Partnerships | 13/01/2019 | 02/09/2019 | London |
| 11 | Digital - UX Design | 13/01/2019 | 02/09/2019 | Copenhagen |
| 12 | Digital - Project Management | 13/01/2019 | 02/09/2019 | Copenhagen |
| 13 | Digital - Data Gathering | 13/01/2019 | 02/09/2019 | Copenhagen |
| 14 | Digital - Cyber Security | 13/01/2019 | 02/09/2019 | Copenhagen |
| 15 | Engineering - Project Management | 13/01/2019 | 02/09/2019 | Copenhagen |
| 16 | Engineering - R&D | 13/01/2019 | 02/09/2019 | Copenhagen |
| 17 | Engineering - QHSE | 13/01/2019 | 02/09/2019 | Copenhagen |
| 18 | Engineering - Ops & Maintenance | 13/01/2019 | 02/09/2019 | Copenhagen |
| 19 | Engineering - QHSE | 13/01/2019 | 02/09/2019 | Copenhagen |
| 20 | Engineering - Commercial | 13/01/2019 | 02/09/2019 | Fredericia |
| 21 | Engineering - Windfarm Ops | 13/01/2019 | 02/09/2019 | Copenhagen |

THE GRADUATE PROGRAM

LOCATION: Aarhus

COMPENSATION: NA

AREAS: Business Dev & Finance, Digital & IT, Engineering

OPEN DATE:

ROTATIONS: 3

APP. DEADLINE: TBA

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 18

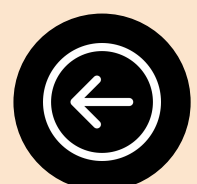
DURATION: 24 months

THE COMPANY

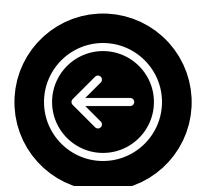
Vestas is the energy industry's global partner on sustainable energy solutions. They design, manufacture, install, and service wind turbines across the globe, and with 92 GW of wind turbines in 79 countries, they have installed more wind power than anyone else.

Through their industry-leading smart data capabilities and unparalleled 78 GW of wind turbines under service, they use data to interpret, forecast, and exploit wind resources and deliver best-in-class wind power solutions. Together with their customers, Vestas' more than 23,900 employees are bringing the world sustainable energy solutions to power a bright future.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Business Development | 01/03/2019 | 02/09/2019 | Aarhus |
| 2 | Supply Chain | 01/03/2019 | 02/09/2019 | Aarhus |
| 3 | Manufacturing | 01/03/2019 | 02/09/2019 | Lem |
| 4 | Commercial Management | 01/03/2019 | 02/09/2019 | Copenhagen |
| 5 | Innovation & Concepts | 01/03/2019 | 02/09/2019 | Aarhus |
| 6 | People & Culture | 01/03/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Aalborg

COMPENSATION: NA

AREAS: Rotating between various departments (Finance, IT, Analytics, Sales.)

OPEN DATE: TBA (January)

ROTATIONS: 3

APP. DEADLINE: March 19

INTERNATIONAL: Yes (London)

START DATE: September 1

AVAILABLE POSITIONS: 3

DURATION: 24 months

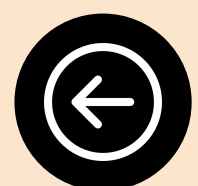
THE COMPANY

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.

In our Aalborg office, where this programme runs, we have employees from more than 25 different nationalities and an average age of 36 years. Combined with an academic working environment, this has all resulted in a unique atmosphere, where new ways of thinking and innovative ideas are part of the way we work. We can truly say that we are a dynamic, academic and international company.

THE APPLICATION PROCESS

They have two interviews: The first interview will be with the HR responsible for the graduate program. The second interview will be with the HR responsible as well as the department managers from the function you have applied for. For this interview there will also be a personality and a cognitive test.





| # | Position | App Deadline | Start Date | Location |
|---|------------------------------------|--------------|------------|----------|
| 1 | Graduate Programme | 19/03/2019 | 01/09/2019 | Aalborg |



GRADUATE PROGRAMMES IN INDUSTRIAL COMPANIES

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Diagnostic Business, Digital Business, Engineering, Finance and Operations

OPEN DATE:

ROTATIONS: 3

APP. DEADLINE: February 14

INTERNATIONAL: Yes (Europe))

START DATE: September 1

AVAILABLE POSITIONS: 4

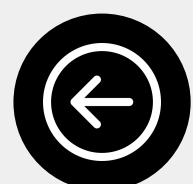
DURATION: 24 months

THE COMPANY

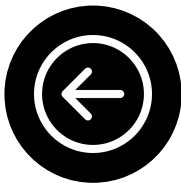
For more than 100 years, it has been Falck's mission to prevent accidents, disease and emergency situations, to rescue and assist people in emergencies quickly and competently and to rehabilitate people after illness and injury. With employees on six continents Falck is a company in constant development and with numerous possibilities for challenges and careers. You can read more about being part of Falck on www.falck.com Falck's six values Accessible, Competent, Efficient, Fast, Helpful, and Reliable make up the backbone of our organization.

They live by the values and if you want to be their new colleague, it is important that you can recognize yourself in the Falck values

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--------------------------|--------------|------------|------------|
| 1 | Graduate | 14/02/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Bjerringbro

COMPENSATION: NA

AREAS: Business, Finance, Supply Chain, Engineering & Data Science

OPEN DATE: February 10

ROTATIONS: 4

APP. DEADLINE: March 10

INTERNATIONAL: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 8

DURATION: 24 months

THE COMPANY

Through 83 companies Grundfos are directly accessible in 56 countries, and through their network of partners, distributors and subdealers, they are present in even more. The company employs around 19,280 people today. 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. Using as little energy as possible when doing it.

THE APPLICATION PROCESS

1

Before March 10,
Apply online with
your CV and
Cover Letter

2

March 30, Video
Interview with the
HR department

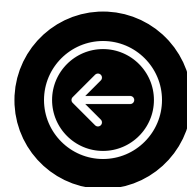
3

April 11 - 12,
Assessment
Centre

4

April 20, Final
interviews are
conducted
shortly after the
Assessment
Center

| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|-------------|
| 1 | Business | 10/03/2019 | 02/09/2019 | Bjerringbro |
| 2 | Finance | 10/03/2019 | 02/09/2019 | Bjerringbro |
| 3 | Supply Chain | 10/03/2019 | 02/09/2019 | Bjerringbro |
| 4 | Engineering & Data Science | 10/03/2019 | 02/09/2019 | Bjerringbro |



THE GRADUATE PROGRAM

LOCATION: Nordborg

COMPENSATION: NA

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

OPEN DATE: December 21

ROTATIONS: 4

APP. DEADLINE: Running (until they have hired the right candidates)

INTERNATIONAL ROTATION: Yes (Global)

START DATE: September 1

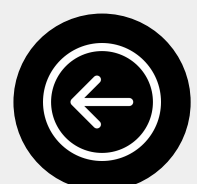
AVAILABLE POSITIONS: 8

DURATION: 24 months

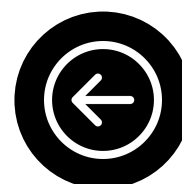
THE COMPANY

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. Join Danfoss to be part of a world-class team of over 26,000 people in 56 countries that engineer tomorrow and build a better future.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---------------------------------------|--------------|------------|----------|
| 1 | Innovation | Running | 02/09/2019 | Nordborg |
| 2 | Finance | Running | 02/09/2019 | Nordborg |
| 3 | Supply Chain | Running | 02/09/2019 | Nordborg |
| 4 | Sales & Marketing | Running | 02/09/2019 | Nordborg |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Management

OPEN DATE:

ROTATIONS: 3

APP. DEADLINE: Running

INTERNATIONAL ROTATION: Yes
(Global)

START DATE: September 1

AVAILABLE POSITIONS: 4

DURATION: 18 months

THE COMPANY

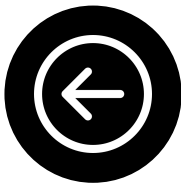
The ISS Group was founded in Copenhagen in 1901 and has grown to become one of the world's leading facility services companies. ISS offers a wide range of services such as: Cleaning, Catering, Security, Property and Support Services as well as Facility Management. Global revenue amounted to DKK 79.9 billion in 2017 and ISS has more than 480,000 employees and activities in more than 70 countries across Europe, Asia, North America, Latin America and Pacific, serving thousands of both public and private sector customers.

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|-------------------------------------|--------------|------------|------------|
| 1 | Management Graduate | Running | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Silkeborg or Aarhus

COMPENSATION: NA

AREAS: Automation & Mechanical Engineer

OPEN DATE: December 10

ROTATIONS:

APP. DEADLINE: Running

INTERNATIONAL ROTATION: Yes (Global)

START DATE: September 1

AVAILABLE POSITIONS: 2

DURATION: 12 months

THE COMPANY

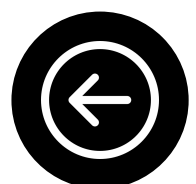
Together with their customers Tetra Pak make food safe and available, everywhere. Since the start in 1951 they have taken pride in providing the best possible processing and packaging solutions for food.

Tetra Pak is one of three companies in the Tetra Laval Group – a private group that started in Sweden. The other two companies are DeLaval and Sidel. Tetra Laval is headquartered in Switzerland.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|--------------------|
| 1 | Automation and Mechanical Engineer | Closed | 02/09/2019 | Silkeborg & Aarhus |



GRADUATE PROGRAMMES IN IT COMPANIES

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: IT, Project Management, Consulting, Sales, Product

OPEN DATE: TBA (January)

ROTATIONS: 4

APP. DEADLINE: TBA

INTERNATIONAL: Yes (Europe)

START DATE: September 1

AVAILABLE POSITIONS: 6

DURATION: 24 months

THE COMPANY

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

They have a broad portfolio of products and services, based predominantly on their own software solutions. They have a proven track record of delivering solutions to highly regulated markets and industries with large transaction sizes and high volumes.

Their headquarter is in Copenhagen, with five offices across Denmark, Oslo and Stockholm, as well as development centers in Poland and India.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|----------|--------------|------------|----------|
|---|----------|--------------|------------|----------|



THE GRADUATE PROGRAM

LOCATION: Amsterdam (1 year) then Copenhagen

AREAS: Sales, Engineering

ROTATIONS: 1

INTERNATIONAL: Yes (Amsterdam)

AVAILABLE POSITIONS: 6

COMPENSATION: NA

OPEN DATE:

APP. DEADLINE: TBA

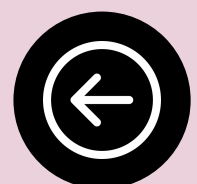
START DATE: July 30

DURATION: 12 months

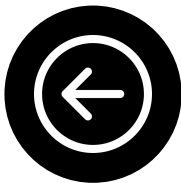
THE COMPANY

Cisco Systems makes the network gear -- routers, switches, and servers as well as software -- that moves information around the internet and corporate networks. The company, which has dominated the market for internet protocol-based networking equipment, also makes security devices, internet conferencing systems, set-top boxes, and other networking equipment to businesses and government agencies. Software that controls networks has become an increasing focus for Cisco, which also provides consulting services. Most sales come from customers in the Americas. Cisco's primary customers are large enterprises and telecommunications service providers, but it also sells products designed for small businesses.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---------------------------------------|--------------|------------|-----------|
| 1 | Sales Representatives | Running | 30/07/2019 | Amsterdam |
| 2 | Solutions Engineer | Running | 30/07/2019 | Amsterdam |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Product, IT, Strategy, Supply Chain, Finance, Sales & Marketing

OPEN DATE: January 14

ROTATIONS: 2

APP. DEADLINE: March 3

INTERNATIONAL: TBA

START DATE: September 1

AVAILABLE POSITIONS: 11

DURATION: 12 months

THE COMPANY

Get a career with Denmark's largest provider of communications and entertainment solutions. As the largest provider of communications and entertainment solutions, they must always be abreast with the latest developments. This requires innovative thinking, continuous implementation of new technology and sharp ideas. Because they have more than 10 different brands in Scandinavia: YouSee, Telmore, Full Rate, Full Rate Commercial, Bet25, Blockbuster, TDC Business, TDC Wholesale, TDC and Get they have much to offer. You will be part of a large group of about 9000 employees in Denmark, Sweden and Norway and TDC Group is Denmark's 10 largest private employer.

THE APPLICATION PROCESS

1

Submit your CV and Cover Letter

2

Video Interview with the HR department

3

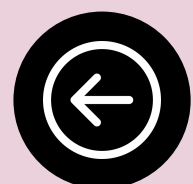
Online personality and analytical tests

4

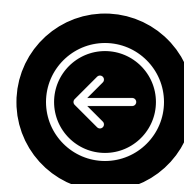
Assessment day (mid March)

5

Job Offer



| # | Position | App Deadline | Start Date | Location |
|----|--|--------------|------------|------------|
| 1 | Business Architect Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 2 | AI & Robotics Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 3 | Strategy Consultant Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 4 | Product Manager Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 5 | Business Analyst Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 6 | Customer Experience Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 7 | Procurement Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 8 | Finance Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 9 | Data Centre & Network Engineer Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 10 | Commercial Manager Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |
| 11 | Cybersecurity Graduates | 03/03/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: IT

OPEN DATE:

ROTATIONS: 1

APP. DEADLINE: January 31

INTERNATIONAL: TBA

START DATE: March 1

AVAILABLE POSITIONS: 1

DURATION: 6 months

THE COMPANY

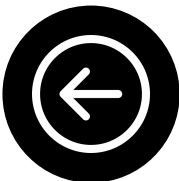
They are experts in cybersecurity, taking their customers by the hand, helping them to take IAM to the next level. You join a high-growth, international IT software company, headquartered in Denmark, with people across 6 locations in Europe and the US. In just a matter of years, they have grown from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

The Omada product is rated as one of the very best in the world by analyst firms like Gartner, Forrester, and KuppingerCole and they have a high focus on keeping developing their product to meet their customers' business requirements.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | IT Security Consultant | 31/01/2019 | 01/03/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Sales

OPEN DATE: December 10

ROTATIONS: 1

APP. DEADLINE: February

INTERNATIONAL: TBA

START DATE: September 1

AVAILABLE POSITIONS: 3

DURATION: 12 months

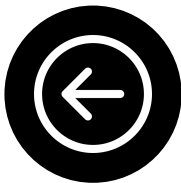
THE COMPANY

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. Microsoft's customers range from individuals and small businesses to the world's biggest companies and government agencies. Microsoft makes tablets (Surface), game consoles (Xbox), and even laptop computers, and it also owns Skype, the video meeting service. Geographically, Microsoft's revenue is evenly split between the US and the other countries.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Customer Facing Consultant | February | 01/09/2019 | Copenhagen |
| 2 | Sales | February | 01/09/2019 | Copenhagen |
| 3 | Principal Solution Specialist | February | 01/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Sales

OPEN DATE: December 10

ROTATIONS: 1

APP. DEADLINE: February 17

INTERNATIONAL: Yes (Scandinavia)

START DATE: September 1

AVAILABLE POSITIONS: 10

DURATION: 12 months

THE COMPANY

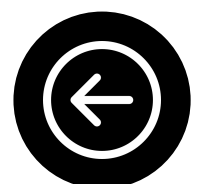
Visma has over 7,500 employees working in Denmark, Norway, Sweden, Finland, the Netherlands, Romania, Latvia and Lithuania. Their many units and companies are all working with the streamlining of business processes in various fields.

Nordic co-operation means that they are able to service companies that are represented in several Nordic countries. If your company need assistance in several of the Nordic countries, together they can tailor a solution that fits their needs. In Denmark, more than 1,000 people ready to streamline your business.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Technical Management Graduate | 17/02/2019 | 01/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen or Aarhus

COMPENSATION: NA

AREAS: Sales

OPEN DATE:

ROTATIONS: None

APP. DEADLINE: Running

INTERNATIONAL: TBA

START DATE: Early 2019

AVAILABLE POSITIONS: 1

DURATION: 24 months

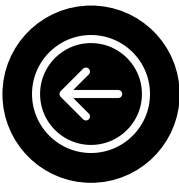
THE COMPANY

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|-----------------------|--------------|------------|----------------------|
| 1 | Sales | Running | Q1 2019 | Copenhagen or Aarhus |



THE GRADUATE PROGRAM

LOCATION: Amsterdam for 1 year then Copenhagen

AREAS: Sales

ROTATIONS: None

INTERNATIONAL: Yes (Amsterdam)

AVAILABLE POSITIONS: 1

COMPENSATION: NA

OPEN DATE: December

APP. DEADLINE: End of February

START DATE: Early 2019

DURATION: 12 months

THE COMPANY

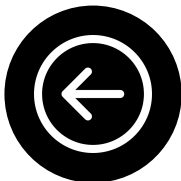
Salesforce.com could fill the sky with its clouds. The company offers cloud-based applications that manage employee collaboration as well as customer information for sales (Salesforce Sales Cloud), marketing (Salesforce Marketing Cloud), and customer support (Salesforce Service Cloud). Other products offer e-commerce, analytics, and social media tools through cloud-based applications. Salesforce counts more than 150,000 users of its customer relationship management (CRM) software, and its customers come from a variety of industries, including financial services, telecommunications, manufacturing, and entertainment. It generates most of its revenue in the US.

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|--|-----------------|------------|-----------|
| 1 | Associate Success Graduate | End of February | 01/09/2019 | Amsterdam |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Management

OPEN DATE: December

ROTATIONS: 4

APP. DEADLINE: January 20

INTERNATIONAL: Yes (Europe)

START DATE: September 1

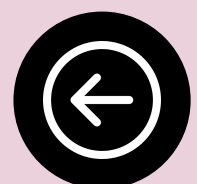
AVAILABLE POSITIONS: 2

DURATION: 24 months

THE COMPANY

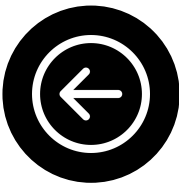
If you're new to the industry, you might not have heard of Hilti. They provide leading-edge tools, technologies, software and services for the global construction sector. They have a proud heritage, built over 75 years, and a worldwide reputation for pioneering products and exceptional service. With some 25,000 people in more than 120 countries, which they are looking to expand, they are a great place for you to show them your worth, step up to new challenges and grow your career.

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Global Management Development | 20/01/2019 | 01/09/2019 | Copenhagen |



GRADUATE PROGRAMMES IN SHIPPING & TRANSPORT COMPANIES

THE GRADUATE PROGRAM

LOCATION: Fredericia

COMPENSATION: NA

AREAS: Shipping & Oil

OPEN DATE:

ROTATIONS: 2

APP. DEADLINE: March 4

INTERNATIONAL: TBA

START DATE: August

AVAILABLE POSITIONS: 1

DURATION: 12 months

THE COMPANY

Monjasa is a global partner in the oil and shipping industries. Our core business includes reselling and physical supply of marine fuels, oil terminal operations and ship-owning activities on a global level. We are characterised by a strong entrepreneurial spirit and have achieved strong growth on a global scale since our start in 2002. Financially, Monjasa is recognised as a robust business partner and total revenue exceeded USD 1.4 billion in 2017 - or equivalent to 3.5 million tons of marine fuels supplied. The fleet currently consists of some 20 tankers. The Monjasa Group also includes the offshore ship-owning company C-bed Floating Hotels and RelateIT, who specialises in ERP and IT infrastructure solutions.

THE APPLICATION PROCESS

1

Submit your CV
and Cover Letter

2

Video Interview
with the HR
department

3

Online
personality and
analytical tests

4

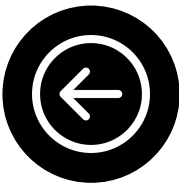
Assessment day
(mid March)

5

Job Offer



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | Shipping & Oil Trainee | 04/03/2019 | 01/08/2019 | Fredericia |



THE GRADUATE PROGRAM

LOCATION: Middelfart

COMPENSATION: NA

AREAS: Trading, Sales

OPEN DATE: November 28

ROTATIONS:

APP. DEADLINE:

INTERNATIONAL:

START DATE:

AVAILABLE POSITIONS: 2

DURATION: 24 months

THE COMPANY

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---------------------------------------|--------------|------------|------------|
| 1 | Bunker Trader Trainee | Running | TBA | Middelfart |



THE GRADUATE PROGRAM

LOCATION: Silkeborg

COMPENSATION: NA

AREAS: Planning

OPEN DATE:

ROTATIONS: 3

APP. DEADLINE: February 10

INTERNATIONAL ROTATION: Yes
(Europe)

START DATE: September 1

AVAILABLE POSITIONS: TBA

DURATION: 18 months

THE COMPANY

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

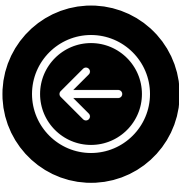
We operate a wide range of services including local buses, inter-urban commuter coaches, local, regional and national train services, trams and light rail, waterbuses, demand response, and non-emergency patient transport.

Arriva is part of Deutsche Bahn (DB) and is responsible for DB's regional passenger transport services outside Germany.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|-----------|
| 1 | Logistics & Planning Graduate | 10/02/2019 | 01/09/2019 | Silkeborg |



GRADUATE PROGRAMMES IN CONSULTING COMPANIES

THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Consulting, IT

OPEN DATE:

ROTATIONS: 3

APP. DEADLINE: TBA

INTERNATIONAL: Yes

START DATE: September 1

AVAILABLE POSITIONS: 12

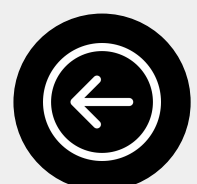
DURATION: 18 months

THE COMPANY

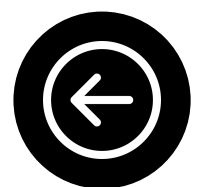
NNIT is one of Denmark's leading consultancies in IT development, implementation and operations. For over a decade, they have applied the latest advances in technology to make software development, business processes and communication significantly more effective.

NNIT's service offerings include advising, building, implementing, managing and supporting IT solutions and operating IT systems for customers. In 2017 their revenue was DKK 2.9 billion. Today, NNIT has more than 3,000 employees - of which approximately half work outside the borders of Denmark - in China, the Czech Republic, the Philippines, Switzerland and in the US.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|----------------------------------|--------------|------------|------------|
| 1 | Graduate Program | 20/03/2019 | 02/09/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: IT Consulting, Financial Consulting, Management Consulting

OPEN DATE:

ROTATIONS: 4

APP. DEADLINE: Running

INTERNATIONAL: No

START DATE: August 9

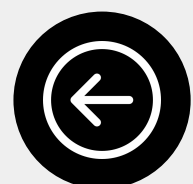
AVAILABLE POSITIONS: 2

DURATION: 24 months

THE COMPANY

KPMG operates in 154 countries with over 197,000 employees and a global revenue of more than USD 26.4 billion. At KPMG in Denmark, they are redefining what it means to be a professional services firm. They combine profound insight into Danish and Nordic affairs with strong global perspectives and challenge conventions by operating across Advisory, Audit and Tax. They have an agile set-up and a start-up mindset with more than 600 people working together to deliver value to their clients and helping them seize growth opportunities in Denmark and abroad.

THE APPLICATION PROCESS





| # | Position | App Deadline | Start Date | Location |
|---|---|--------------|------------|------------|
| 1 | Advisory Graduate Program | Running | 09/08/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen or Aarhus

COMPENSATION: NA

AREAS: Digital Trust, CFO Services,
Trust & Transparency

OPEN DATE:

ROTATIONS: 4

APP. DEADLINE: January 31

INTERNATIONAL: Yes (Europe)

START DATE: September 1

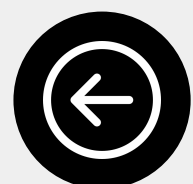
AVAILABLE POSITIONS: 5

DURATION: 12 months

THE COMPANY

Advisory is PwC's (Price waterhouse Coopers) consulting business, which employs approximately 125 experienced advisors in Denmark. PwC Advisory helps develop and implement economically attractive and sustainable change. It consists of two business areas, Deals and Corporate Finance and Consulting, each with its own unique set of valuable skills. PwC's Advisory practice provides the right mix of industry and functional expertise to help its clients address their most exciting and complex business issues and opportunities from strategy through execution.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--------------------------|--------------|------------|---------------------|
| 1 | Graduate | 31/01/2019 | 01/09/2019 | Copenhagen / Aarhus |

THE GRADUATE PROGRAM

LOCATION: Copenhagen & Kolding

COMPENSATION: NA

AREAS: Consulting, Technology, Logistics

OPEN DATE: January 3

ROTATIONS: 1

APP. DEADLINE: Running

INTERNATIONAL: No

START DATE: TBA

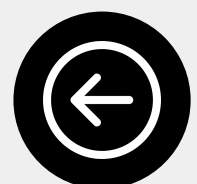
AVAILABLE POSITIONS: 6

DURATION: 12 months

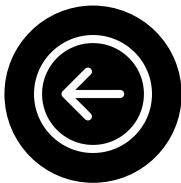
THE COMPANY

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions—underpinned by the world’s largest delivery network—Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With more than 460,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|------------|------------|
| 1 | Management Consulting Graduate | Running | TBA | Copenhagen |
| 2 | Technology Consulting Graduate | Running | TBA | Copenhagen |
| 3 | SAP Logistics Graduate | Running | TBA | Kolding |



THE GRADUATE PROGRAM

LOCATION: Copenhagen

COMPENSATION: NA

AREAS: Consulting

OPEN DATE: January 3

ROTATIONS: 1

APP. DEADLINE: Running

INTERNATIONAL: No (but projects abroad)

START DATE: July 1

AVAILABLE POSITIONS: 4

DURATION: 24 months

THE COMPANY

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 APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--------------------------|--------------|------------|------------|
| 1 | Graduate | Running | 01/07/2019 | Copenhagen |



THE GRADUATE PROGRAM

LOCATION: Copenhagen & Aarhus

COMPENSATION: NA

AREAS: CFO Services, Cyber Risk, Ops, Strategy

OPEN DATE:

ROTATIONS:

APP. DEADLINE: Running

INTERNATIONAL: No (but projects abroad)

START DATE: March 1, Aug 1, Sep 1

AVAILABLE POSITIONS: +16

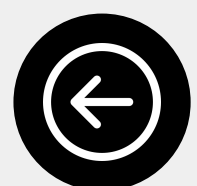
DURATION: 12 months

THE COMPANY

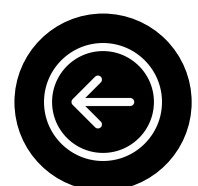
Deloitte Consulting is one of the largest consulting firms with more than 600 consultants and an ambition to be the leading Danish consultant in IT strategic consulting. Globally Deloitte has more than 68,000 professionals.

Deloitte and its subsidiaries work in four key business areas-audit, risk and financial advisory, tax, and consulting-with the ability to combine elements of those groups to address clients' needs. Deloitte was recently ranked by Gartner, IDC, and Kennedy as the leading consulting firm globally for the fifth consecutive year, named a leader in business transformation consulting by Forrester, and serves 90% of Fortune 500 companies.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--|--------------|--------------------------|---------------------|
| 1 | CFO Services Graduates | Running | 01/09/2019 | Aarhus |
| 2 | Operational Risk Graduates | Running | 01/03/2019 01/09/2019 | Copenhagen & Aarhus |
| 3 | Cyber Risk Graduates | Running | 01/08/2019 | Copenhagen & Aarhus |
| 4 | Strategic, Regulatory & Financial Risk | Running | 01/03/2019 01/09/2019 | Copenhagen |
| 5 | CFO Services Graduates | Running | 01/03/2019 01/09/2019 | Copenhagen |



GRADUATE PROGRAMMES IN NON-PROFIT COMPANIES

THE GRADUATE PROGRAM

LOCATION: Copenhagen, Aalborg, Kalundborg

AREAS: Teaching

ROTATIONS:

INTERNATIONAL: No

AVAILABLE POSITIONS: 8

COMPENSATION: NA

OPEN DATE:

APP. DEADLINE: January 14

START DATE: September 1

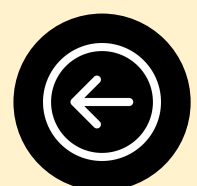
DURATION: 24 months

THE COMPANY

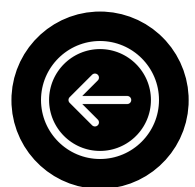
Teach First Denmark engage the brightest graduates from universities for a two-year, fully paid leadership development program where they teach at schools in socially deprived areas.

In 2013, the Teach First UK the third most searched career opportunity in the UK among graduates and is the organization that every year hires mostly from Oxford and Cambridge. In 2011 sought 18 percent of graduates from Harvard in to the program.

THE APPLICATION PROCESS



| # | Position | App Deadline | Start Date | Location |
|---|--------------------------------------|--------------|------------|---------------------------------|
| 1 | Teach First Graduate | 14/01/2019 | 01/09/2019 | Copenhagen, Aalborg, Kalundborg |





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

