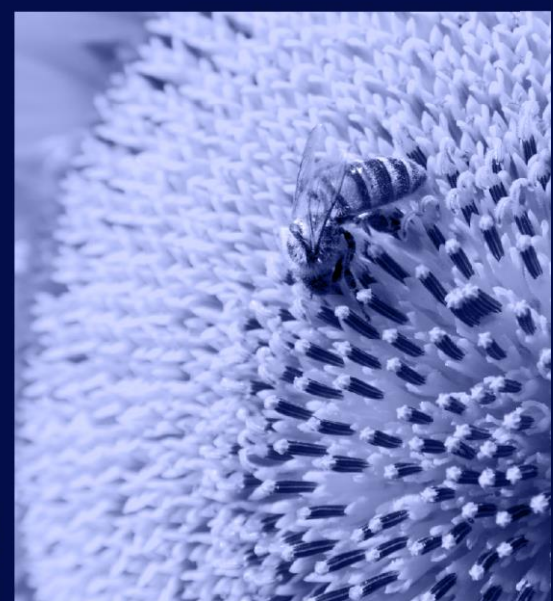




# FAST *FORWARD* YOUR CAREER



**EUROFINS EUROPEAN GRADUATE PROGRAMME**  
Environment Testing and Food & Feed Testing





# WILL YOU BE ONE OF OUR FUTURE LEADERS?

*We take leadership seriously. We look for leaders who thrive on the freedom to make their own decisions but understand the importance of teamwork. We're entrepreneurs, who understand we're stronger together.*

Are you studying Science or Engineering, at a Master's degree level, and will graduate by September 2022 at the latest?

Join the **Eurofins European Graduate Programme**, sponsored by our Environment Testing and Food & Feed Testing business lines, to boost your career and become one of our future leaders.

## WHAT'S IN IT FOR YOU?

**Accelerated career development** - During the Programme, you will take part in 3 challenging and innovative projects within the Environment Testing and Food & Feed Testing business lines. You will gain expertise in these industries and develop an international business insight. You will also have exposure to national business line leaders.

**International experience** - Each of the 3 projects will be located in a different European country: Denmark, France, Germany, Hungary, Ireland, Italy, Spain, the Netherlands, or the United Kingdom. The rotations across locations will give you the opportunity to grow a wide European network, while experiencing different cultures and approaches.

**Training and coaching** - The Programme is underscored by Learning & Development. You will receive training on key skills that will help you to succeed in your projects and future career, like presentation and communication, project management, strategic planning, and more.

## THE PROGRAMME IN A NUTSHELL

- 2 year paid rotational programme
- 3 European locations
- Starting Autumn 2022

[Apply here](#)



## FAQ

**Which countries participate in the Programme?** Denmark, France, Germany, Hungary, Ireland, Italy, Spain, the Netherlands, and the United Kingdom.

**Which country should I apply for?** You should apply for the location you would like to start your Graduate Programme (your first 8-month project).

**What requirements are needed to join the Programme?**

- Excellent educational background in Science or Engineering, at Master degree level, completed by the time you join us in Q3 2022
- Fluent spoken and written English; additional languages are a plus

**Do I need to have a work permit?** All participants require work authorisation for the country they apply for.

**Do I need previous experience to participate?** No, the Programme is designed for current students graduating in 2021 or before September 2022.

**How long is the Programme?** The Programme comprises 3 projects of 8 months each, for a total of 2 years.

**When does the Programme start?** The Programme will start in Autumn 2022 and will end mid-2024.

**Is the Graduate Programme paid?** Yes, the Graduate Programme is considered a full-time position and your salary will be comparable with an entry level position. The compensation and benefits package including components such as pension and health insurance, are based on local terms, and depend on which country you are hired in.

**Where will I be based for the international rotations?** Depending on factors such as business needs, available projects, your professional and personal development, and your preferences, the Programme Managers will make sure to find a rotation for you that allows you to learn, develop and contribute in one of the participating countries and business lines. You will be informed of your next locations at least two months in advance.

**What type of project will I participate in?** The specific content of the projects will be defined by the business needs at the time, but examples of possible topics are R&D, Project Management, Lean Operations, Automation, Strategic Planning, etc.

**What happens at the end of the Programme?** At the end of your rotations and after a successful experience, you will join a permanent position, most likely in the country you applied for.



# Application and selection process

**How do I apply?** Please apply online through this [dedicated link](#) by completing the electronic form and uploading the required documents.

**When is the application deadline?** Applications should be submitted by 28 February 2022.

**What documents do I need?** When applying, you should include your updated CV (clearly indicating your Master's graduation month and year) and your motivation letter.

**What should I mention in my motivation letter?** Your motivation letter is a great way to share more information about you, your background and your ambitions. We suggest you explain why you want to apply, your expectations for the Programme, and your goals for your future career.

**Will I be informed if I am not selected?** Yes, all applications will be answered. Candidates who are not selected will be notified by email.

**What is the selection process for the Programme?** The selection process comprises four steps, each of which will need to be passed in order to move onto the next:

- **Step 1 – HR assessment** · Consists of an interview with a member of the Recruiting Team to find out more about you and clarify any questions about your CV and letter. The recruiter representative will also validate your fit for the Programme and your motivation.
- **Step 2 – Online test** · The purpose of this test is to assess your verbal, numerical and abstract thinking skills.
- **Step 3 – First round of interviews** · After the two previous steps, you will be invited for a round of 1-2 interviews.
- **Step 4 – Final round of interviews** · The final step of the process is another round of interviews, similar to the previous one but with more senior interviewers this time.

**Will the interviews include a practical exercise or business case?** During the interviews in Steps 3 and 4 of the process, you may be asked to perform a practical exercise or business case, aligned with what we would expect from a candidate with your background. Take advantage of it! It is a great opportunity for you to showcase your problem-solving abilities, mental agility and let your interviewer know the way you think and how you tackle a problem.

**Will I receive feedback on the process?** You will receive feedback on your online test and, upon request to your recruiter, on your interviews (Steps 3 and 4).

**Campus Careers and Information Centre sites** · As part of your preparation for the selection process, we invite you to visit our [Students and Graduates Careers](#) site and our [Information Centre](#), to find out more about us, what we do and what we believe in.

**Contact** · If you have any questions, please contact us at [campus@eurofins.com](mailto:campus@eurofins.com)  
We are looking forward to meeting you!



# About Eurofins

Eurofins Scientific is an international life sciences company, providing a unique range of analytical testing services to clients across multiple industries, to make life and our environment safer, healthier and more sustainable. From the food you eat, to the water you drink, to the medicines you rely on, Eurofins works with the biggest companies in the world to ensure the products they supply are safe, their ingredients are authentic and labelling is accurate.

Eurofins is the global leader in food, environment, pharmaceutical and cosmetic product testing and in agrosience Contract Research Organisation services. Eurofins is one of the market leaders in certain testing and laboratory services for genomics, discovery pharmacology, forensics, advanced material sciences and in the support of clinical studies, as well as having an emerging global presence in Contract Development and Manufacturing Organisations. The Group also has a rapidly developing presence in highly specialised and molecular clinical diagnostic testing and in-vitro diagnostic products.

In over just 30 years, Eurofins has grown from one laboratory in Nantes, France to 55,000 staff across a decentralised and entrepreneurial network of 900 laboratories in over 50 countries. Eurofins offers a portfolio of over 200,000 analytical methods to evaluate the safety, identity, composition, authenticity, origin, traceability and purity of biological substances and products.

In 2020, Eurofins generated total revenues of EUR 5.4 billion, and has been among the best performing stocks in Europe over the past 20 years.

[www.eurofins.com](http://www.eurofins.com)