

Guide to Masters & MBA Recruitment in the **Top 100 International Sustainability Companies**

August 2023



Click on the company name to be taken to the individual company entry. Please note: all information was correct at time of publication.

BANKS AND FINANCIAL SERVICES

[BlueOrchard Finance Ltd](#)
[BNP Paribas](#)
[British International Investment](#)
[Citigroup Inc.](#)
[Credit Agricole SA Group](#)
[Dalberg Advisors](#)
[DBS Bank](#)
[Fidelity International Finance in Motion](#)
[Hamilton Lane](#)
[IFC](#)
[ING Bank](#)
[KFW Bank](#)
[KKR & Co. Inc](#)
[Nomura Greentech](#)
 Principle Financial Group
[Rabobank](#)
[Standard Chartered](#)
[Swedbank Offices](#)
[Tikehau Capital](#)
[T.Rowe Price](#)

CONSULTING

[Accenture](#)
[Bain & Co.](#)
[Boston Consulting Group](#)
[Capgemini SE](#)
[Deloitte LLP](#)
[dss+](#)
[KPMG](#)
[ERM](#)
[EY](#)
[McKinsey & Co.](#)
[PricewaterhouseCoopers \(PwC\)](#)
 Ricardo PLC
[Verdantix](#)
[WSP](#)

SOFTWARE & TECHNOLOGY

[ASM International NV](#)
[Autodesk](#)
[BT Group](#)
[Cisco Systems Inc](#)
 Dassault Systemes SE
[Google](#)
[HP Inc](#)
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[Konica Minolta](#)
[Microsoft](#)
[MTN](#)
 Nvidia
[SAP SE](#)
 Salesforce
 Siemens AG
[Telefonaktiebolaget LM Ericsson](#)
[Xerox Holdings Corp](#)

INDUSTRIALS

[Cascades Inc](#)
[Johnson Controls Int. PLC](#)
[KONE Corp.](#)
[McCormick & Company Inc](#)

ENERGY

[Brookfield Renewable Corp.](#)
[Enphase Energy Inc](#)
[Equinor ASA](#)
[First Solar](#)
[GE Renewable Energy](#)
[Iberdrola](#)
[Neste Oyj](#)
[Ørsted](#)
[Schneider Electric](#)
[Siemens Gamesa](#)
[Stantec](#)
 Suzlon
[Vestas Wind Systems](#)

INFRASTRUCTURE & REAL ESTATE

[CapitaLand Group](#)
[City Developments Ltd](#)
[JLL](#)

SERVICES & CONSUMER

[adidas AG](#)
[Coca-Cola Company, The](#)
[Clorox Company, The](#)
[Coloplast A/S](#)
[Danaher Corp.](#)
[Danone S.A.](#)
[Ecolab Inc](#)
[Essity AB](#)
[Henkel AG & Co KgaA](#)
[Kering SA](#)
[Koninklijke Philips NV](#)
[Levi Strauss & Co.](#)
[Nike](#)
[Patagonia](#)
[PUMA SE](#)
 PVH
[South Pole](#)
[Unilever PLC](#)
 Workday
 World Food Programme (WFP)
 Xylem

PHARMACEUTICALS

AstraZeneca PLC
 Eisai Co Ltd
 Gilead Sciences Inc
 Merck KGaA
 Novozymes
 Pfizer Inc

Company Name	Program News	Deadline Date
GE Renewable Energy	GE Renewable Energy Operations Management Leadership Program (OMLP) - Italy Grid Solutions – R3669818 - Italy Operations Management Leadership Program – OMLP – R3715656 – China Commercial Leadership Program (CLP) - 2023 - Grid Solutions – R3714742, R3700427 – US Renewable Energy Engineering Internship - Summer 2024 – R3725780 – US	Apply ASAP – positions close once full.
Philips	Philips currently has over 140 internship positions available globally.	Apply ASAP
Unilever	Future Leavers Programmes – Globally	Apply ASAP
Levi Strauss & Co.	Global Retail Strategy and Analytics Intern - R-0102349 – Belgium Project Manager Internship – R-0104279 – Belgium	Apply ASAP
Bain	Junior Consultant – Job ID 10349 – The Netherlands, India Summer Associate – Job ID 10369 – Global	Apply ASAP
BCG	Consulting – Internship – Consulting, Technology & Engineering – US Software Engineer Internship – BCG X (master's degree/PhD) -	Apply ASAP
Deloitte Consulting	2023 Campus Recruitment is open in China (bachelors to MBA positions), 2,500 graduates to be hired. 2023/24 US MBA Campus Recruitment	Apply ASAP
EY	Junior consultant in environment and sustainable development sector Bank Insurance F/M – 1408429 - France Consultant EY-Parthenon Turnaround and Restructuring Strategy – Amsterdam – 82481 – the Netherlands	Apply ASAP
McKinsey	Associate – Global Junior Associate – Amsterdam	Rolling application
PwC	Assurance Financial Markets & Real Estate (FMRE) Associate - Summer / Fall 2024 - Job ID 6142325USEIB – US Assurance Financial Markets & Real Estate (FMRE) Intern - Winter 2024 - Job ID 11112228USEIB – US Assurance Financial Markets & Real Estate (FMRE) Intern - Summer 2024 – Job ID 11112227USEIB – US	Apply ASAP
Microsoft	Researcher - MSRA - 2024 Full Time Opportunities for University Master's degree Graduates – 1597996 - China	Apply ASAP
Clorox Company	Product Supply Co-Op - Business Track (Jan 2024) – 11536 – US Product Supply Co-Op - Technical Track (Jan 2024)	Apply ASAP

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

Company	Finance in Motion GmbH Carl-von-Noorden-Platz 5, 60596 Frankfurt am Main, Germany +49 69 271 035 0 www.finance-in-motion.com
Key contacts	Milena Bertram – Impact & Sustainability Thomas John Zahay – Human Resources Director See Our People for biographies of the entire Finance in Motion team.
How to Apply	See Careers . There is no MBA or master’s degree specific recruitment programme, instead Finance in Motion hire into direct roles. See Open Positions to search and apply.
International Opportunities	Finance in Motion has operations in Europe, Africa, Asia and Latin America. See Location Overview .
Internships	Internships are offered if required by the business. Degree requirements will be shown on the advertisement, these are usually aimed at those enrolled in an undergraduate or post-graduate degree in economics, business administration, development finance, engineering (in particular electrical engineering) or the social sciences.
Key Dates	Positions are offered as they are required.
Sustainability/ESG	Impact financing channelled through funds advised and managed by Finance in Motion works towards the Sustainable Development Goals (SDGs) and creates long lasting positive impact for people and planet. Read here about how it manages positive impact and ESG risk. The company’s mission is to generate positive and mitigate negative environmental and social outcomes.
Additional Information	Finance in Motion is a leading impact asset manager with many years of specialist experience in impact investing. It is focused on generating positive change in emerging markets by designing and implementing impact driven investment vehicles and investment solutions that contribute to the United Nations’ Sustainable Development Goals (SDGs). Impact is at the heart of what it does. To date, Finance in Motion has successfully invested over EUR 6 billion across the globe to this purpose. It creates value by complementing investments with capacity building for its investees and local partners. The company has more than 300 staff from over 60 countries.

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Company **WSP Global Inc.**
1600, Boul. Rene-Levesque West, 16th Floor, Montreal, Quebec. H3H 1P9. Canada
+1 514-340-0046

www.wsp.com

Key contacts For careers enquires only (No applications or CVs) please email the [Global Team](#)
Chief Ethics and Compliance Officer – Julianna Fox
See [Global Leadership Team](#)

How to Apply See [careers](#). Although there is no MBA or master’s program in place, early career professionals are encouraged and will immediately be placed working on high-profile projects that resonate locally and internationally. Employees at WSP have a wide variety of training and development opportunities. To search and apply for open positions see [Job Opportunities](#) where it is possible to search by country, location, and keyword. [Spontaneous applications](#) are welcomed.

International Opportunities WSP Global has more than 500 offices across the globe. View [Our Offices](#) for details

Internships Internships are offered globally as they are required. Monitor the ‘Job Opportunities’ board and search intern. Roles tend to be aimed at undergraduate students; however, requirements will be listed on the job advertisement.

Key Dates As required.

Sustainability/ESG WSP aims to be at the forefront of the transition to a more equitable, inclusive and low-carbon world. Its [2022-24 Global Strategic Action Plan](#) is underpinned by a firm commitment to sustainability and ESG matters, both in its own activities and in the work it undertakes for clients. WSP’s [Global Environmental, Social & Governance \(ESG\) Statement](#) defines its objectives and approach to embedding sustainability in its services and advice to clients, in its own operations, and in the communities in which WSP work.

Additional Information As one of the largest professional services firms in the world, WSP exists to future-proof our cities and our environment. It provides strategic advisory, engineering and design services to clients seeking sustainable solutions in the transportation, infrastructure, environment, building, energy, water, and mining sectors. Its 67,000 trusted professionals are united by the common purpose of creating positive, long-lasting impacts on the communities it serves through a culture of innovation, integrity, and inclusion. In 2022, WSP reported \$11.9 B (CAD) in revenue.

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<p>Company</p>	<p>Telefonaktiebolaget LM Ericsson (Ericsson) Torshamnsgatan 21, Kista, 164 83 Stockholm +46 10 719 00 00</p> <p>www.ericsson.com</p>
<p>Key contacts</p>	<p>HR can be reached via the contact form. Heather Johnson, Vice President of Sustainability and Corporate Responsibility</p>
<p>How to Apply</p>	<p>Ericsson's 18-month Excellerate Global Leadership Program is aimed at those with an MBA or similar degree and three to six years of full-time work experience. The program includes 3 rotations of which one is based internationally. Also on offer, although aimed at undergraduates and Master's degree graduates, are RAMP (Rotation and Mentorship Program) experiences via three customizable tracks – Finance & Business Enablement, Supply Chain, and Industry 4.0 & Smart Manufacturing or the 18-24-month rotational Global Sourcing Graduate Program aimed at Master's degree graduates with a maximum of 3 year's work experience.</p>
<p>International Opportunities</p>	<p>Present in over 180 countries, see Find office locations for address and contact details. All global opportunities can be found on the Jobs at Ericsson board.</p>
<p>Internships</p>	<p>Ericsson recruits interns from diverse backgrounds, from various areas of study and into every area of our business, including: Computer Science, Computer Engineering, Electrical Engineering, Information Technology, Management, Information Systems, Business, Finance/Accounting, Marketing and Human Resource Management. Internships are offered globally.</p>
<p>Key Dates</p>	<p>Applications for the 2023 Excellerate Global Leadership Program have now closed. Monitor the link above for details of the 2024 cohort. In the US Internships are open for application September – April, however, apply early as applications are accepted on a rolling basis and will close once full.</p>
<p>Sustainability/ESG</p>	<p>Ericsson is a pioneer in using ICT to address environmental issues and boost socioeconomic development. It is committed and strives to develop, produce and offer sustainable products, services and solutions and to contribute to the sustainable development of society. See Sustainability and Corporate Responsibility Report to learn more about Ericsson's efforts and achievements within Environment, Social and Governance.</p>
<p>Additional Information</p>	<p>Ericsson is one of the leading providers of Information and Communication Technology (ICT) to service providers, with about 40% of the world's mobile traffic carried through its networks. The company enables the full value of connectivity by creating game-changing technology and services that are easy to use, adopt and scale, making its customers successful in a fully connected world.</p>

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Company **Iberdrola SA**
5 Plaza Euskadi, Bilbao, Biscay 48009. Spain

www.iberdrola.com

Key contacts See [contact our recruitment team](#) for name and contact details for each regional recruitment contact.

How to Apply Not specifically aimed at MBA graduates, Iberdrola runs the [International Graduate Programme](#), aimed at recent graduates with 1-2 years of experience. During the programme, up to two rotations are carried out in different areas and businesses of Iberdrola nationally and internationally at Iberdrola headquarters located around the world. Graduates are particularly sought in the areas of Big Data, Data Analytics, Cybersecurity, Digital, Engineering, Renewables, Smart Grids, Smart Solutions and New technologies. Those interested are encouraged to monitor the [Iberdrola LinkedIn](#) page for updates. See [work with us](#) to search and apply for open global graduate and professional roles.

International Opportunities Iberdrola has offices and subsidiaries globally. See [locations](#)

Internships Iberdrola runs several [internship programmes](#) globally. The [Iberdrola Alumni Program](#), developed by Iberdrola España, allows students to carry out internships in different business areas and different locations nationwide. The UK based [Scottish Power Summer Placement Programme](#) aimed at undergraduates and the US [AVANGRID10 week Internships](#) aimed at undergraduate and graduate students.

Key Dates 2023 programmes are now closed for application. Monitor the International Graduate Programme link above for details of the next cohort.

Sustainability/ESG Iberdrola intends to make its growth in renewables and networks compatible with the objective of achieving carbon neutrality for scopes 1 and 2 in 2030 and zero net emissions before 2040 for all scopes, including scope 3 (expressed in CO2eq). See [2022 Sustainability report](#) for further information on how it is achieving its targets.

Additional Information Iberdrola is a global energy leader, the largest wind power producer and one of the largest electricity companies by market capitalization in the world. The group supplies energy to nearly 100 million people in dozens of countries such as Spain, the United Kingdom (Scottish Power), the United States (AVANGRID), Brazil (Neoenergia), Mexico, Germany, Portugal, Italy and France, and has a workforce of more than 35,000 people.

Iberdrola leads the energy transition towards a sustainable model through its investments in renewable energy, smart grids, large-scale energy storage and digital transformation to offer the most advanced products and services to its customers. Thanks to its commitment to clean energy, it is one of the companies with the lowest emissions and an international benchmark for its contribution to the fight against climate change and sustainability.

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Company	Vestas Wind Systems A/S Global HQ: Hedeager 42, 8200 Aarhus N, Denmark Tel: (+45) 97 30 00 00 www.vestas.com
Key contacts	Lisa Ekstrand – VP Sustainability
How to Apply	See Careers . Although not aimed specifically at MBA graduates, the Vestas Graduate Programme is an important part of its talent strategy. The company seeks out the future business leaders, specialists and project managers. The 2-year programme offers two rotations of 12 months with the opportunity to work in two different areas and locations of the organisation. Graduates will be exposed to five modules, each with a different leadership focus. The programme has three predefined tracks: Innovation & Digital, Supply Chain & Sustainability and Business & Commercial.
International Opportunities	Vestas has offices in 24 countries and five strong regional sales business units in Northern Central Europe, Americas, Mediterranean, and Asia Pacific, and China. See Our Locations for a global office's contact details.
Internships	Vestas employs student works and interns across the business. Openings are posted as they are required.
Key Dates	Recruitment for the 2024 graduate cohort will commence late 2023.
Sustainability/ESG	Vestas has four key goals in its Sustainability Strategy. Carbon Neutrality by 2030 without carbon offsets, to be producing zero-waste wind turbines by 2040, to become the safest, most inclusive and socially responsible company in the energy industry to and to lead the transition towards a world powered by sustainable energy. See 2022 Sustainability Report for detailed information on the company's sustainability goals, progress, and challenges. See Policies for all sustainability related policies.
Additional Information	Vestas is the energy industry's global partner on sustainable energy solutions. It designs, manufactures, installs, and services wind turbines across the globe, and with +164 GW of wind turbines in 88 countries, Vestas has installed more wind power than anyone else. Vestas has been named the most sustainable company in the energy industry and second most sustainable company in the world in 2022 in the Corporate Knights Global 100 list.

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Company	<p>CapitaLand Limited 168 Robinson Road, #30-01 Capital Tower, Singapore 068912 +65 6713 2888</p> <p>www.capitaland.com</p>
Key contacts	<p>Via the contact form only. Enquiries for the GDP can be emailed to buildyourdream@capitaland.com. Vinamra Srivastava, Chief Sustainability Officer</p>
How to Apply	<p>See Careers. The CapitaLand Graduate Development Programme (GDP) nurtures promising young graduates with less than two years of working experience for future leadership positions within CapitaLand. The programme offers a holistic structure with prospects for personal growth and development, with a comprehensive learning roadmap. Aimed at graduates from all disciplines, the 21-month programme offers a General Track or a Technical Track (Engineering or project management disciplines). Apply online. To search for all current opportunities, including direct hire. See Search Jobs.</p>
International Opportunities	<p>CapitaLand has a presence in Asia-Pacific, the US and Europe. Office address can be found at Contact Us.</p>
Internships	<p>CapitaLand offers 3-month Internships for young students. During the internship, CapitaLand assesses potential candidates and explore possibilities for exceptional candidates to join us upon graduation through our Graduate Development Programme, or other available full-time opportunities. Applicants should be undergraduates/polytechnic students with excellent academic and CCA track records.</p>
Key Dates	<p>Interns can join all year round.</p>
Sustainability/ESG	<p>CapitaLand place sustainability at the core of everything it does. The company is committed to growing in a responsible manner, delivering long-term economic value, and contributing to the environmental and social well-being of its communities. The CapitaLand Investment 2030 Sustainability Master Plan continues to serve as a strategic blueprint for CLI's sustainability journey. Unveiled in 2020, the Master Plan outlines its ambitious goals and directs sustainability efforts towards a shared purpose. CLI reviewed it in 2022 to strengthen its ESG (Environmental, Social and Governance) pillars; the company strives to BUILD a resilient and resource-efficient real estate portfolio, ENABLES thriving and future-adaptive communities, and STEWARDS responsible business conduct and governance.</p>
Additional Information	<p>CapitaLand Group (CapitaLand) is one of Asia's largest diversified real estate groups. Headquartered in Singapore, CapitaLand's portfolio focuses on real estate investment management and real estate development, and spans across more than 260 cities in over 40 countries.</p>

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