

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

August 2023



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Company Name	Program News	Deadline Date
BNP Paribas	Global Markets Graduate Program – Italy – Ref: ITA001466 Graduate Trainee in Company Engagement – Switzerland – Ref: FON000127 Graduate Program CIB Global Markets, AMM Strategist C++ - France – Ref: !!_GP23_CIBGM_0006b	Apply ASAP. Positions close once full.
IFC	World Bank Group Young Professionals Program (WBG YPP)	31 st July 2023
ING	HRBP Retail (Traineeship) – 068342 – Belgium (master's) ITP Analytics Track – 065097 – Poland (master's)	
KfW Group	KfW has a number of open trainee and internship programs aimed at master's graduates. Below is a sample Trainee (f/m/d) accounting with focus on further development of IT systems and data management - Germany Trainee (f/m/d) development bank with a focus on staff departments – Germany Internship in the development bank - equity financing Europe/Asia/MENA Internship in the Development Bank - Sustainable Urban Development, Southeast Europe and Türkiye	
Rabobank	Advanced Analytics Young Professional Program – JR_00085204 – Netherlands	Apply ASAP
Schneider Electric	VIE - Program and Strategy Deployment Manager - MADRID - H/F Req ID 54898 - Spain	Apply ASAP
Siemens Gamesa	Internship Corporate Strategy – Market & Competitors – R34465 – Madrid, Spain	Apply ASAP
Tikehau Capital	Internship - Legal Team (Legal Corporate) (M/F) - July 2024 (master's) - France Internship - Legal Officer (M/F) - July 2024 (master's) - France Internship – Finance and Treasury Department (M/F) - September 2023 (master's) – France Internship - Fund operations Private Debt (M/F) - September 2023 (master's) – France	
Cisco	Cisco Incubator Program – Germany – 1402707 Network Engineer (Intern) – Australia – 1406362 Communications Intern - Lisbon - Full time – 1404126 Legal Intern - Master – Spain - 1406176	Apply ASAP
SAP SE	SAP Next Talent Program – Brno – Req 356382 – Brno, CZ	Apply ASAP
Ericsson	MBA Intern – ID 724662	Apply ASAP
Johnson Controls	MBA Digital Solutions Intern (Jan-May'24) – WD30183131 – Singapore Finance Internship – Future Leaders – WD30169189 - Budapest Graduate Project Manager – Rotational Program – WD30179617 - UK	Positions close once full, apply ASAP

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	
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	
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	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	
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)	
Ricardo PLC	Internships , UK various locations	29 th August 2023

Company Name	Program News	Deadline Date
Dassault Systemes	APPRENTICESHIP - HR & Employee Engagement Officer (M/F) – Job ID 534009 – France APPRENTICESHIP- PLM Consultant (M/F) – Job ID 534111 - France Apprenticeship - Consultant 3DExperience - Marine And Offshore (H/F) – 534267 - France	
NVIDIA	Formal Verification Engineer - New College Graduate - JR1967427 – Hungary Formal Verification Engineer - New College Graduate 2023 - JR1969151 – USA DFX Engineer - New College Graduate – JR1956623 - Taiwan	Apply ASAP
Salesforce	Summer 2024 Intern - Associate Product Manager (APM) – US – JR208989 Sales Programs Internship - Italian Speakers – Italy – JR203531 Sales Development Representative Equality Summit 22-24 October 2023 - US	21 st August 2023 ASAP 8 th September 2023
Siemens AG	Finance Excellence Program Associate (MBA) – Job ID 378278 – Germany Siemens Graduate Program Germany for Controlling and Finance at the Tax Tech Lab (f/m/d) – Job ID 373321 – Germany Internship - Strategy & Business Intelligence (MBA) – Job ID 378394 - Singapore XPS Leadership Program 2023/2024 – Job ID 382859 - Germany Supply Chain Management Intern – Job ID 376819 - Singapore	Apply ASAP
AstraZeneca	Operations Global Graduate Associates Programme, Global Quality and Regional Supply & Manufacturing – US – Job ID R-177287 Operations Global Graduate Associates Programme, Procurement and Global Supply Chain & Strategy – US – Job ID R-177292 Technology Graduate Leadership Programme – US – R-175497 AZ201 – AstraZeneca Internship Program – Marketing Intern (Oncology) – Turkey – R-170231	Apply ASAP
Merck	Trainee GOglobal Inhouse Consulting – Req ID 266654 – Germany Internship: Strategic Business Transformation – Req ID 267209 - Germany	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.*

<p>Company</p>	<p>IFC International Finance Corporation (World Bank Group) International Finance Corporation, 2121 Pennsylvania Avenue, NW Washington, DC 20433, US +1 (202) 473-1000</p> <p>www.ifc.org</p>
<p>Key contacts</p>	<p>Apply online only.</p>
<p>How to Apply</p>	<p>Effective June 1, 2020, the IFC and World Bank merged their respective Young Professionals Programs into one World Bank Group Young Professionals Program (the WBG YPP). The WBG YPP is a two-year leadership development program at the start of a five-year employment contract with the World Bank, IFC or MIGA. As part of the two-year curriculum, YPs undertake rotational assignments within their host organization, another WBG institution and/or a field office, where they gain valuable hands-on experience in different areas of our business.</p>
<p>International Opportunities</p>	<p>The IFC YPP is primarily based in Washington DC, but candidates can then be relocated to one of the IFCs international offices. IFC hires investment officers directly into its country and regional offices on a year-round basis. Such positions are advertised on the website under Current Opportunities. See Where We Work for details of all World Bank Group's locations.</p>
<p>Internships</p>	<p>The IFC also runs a paid Global Internship Program for candidates in the first or second-to-last year of a Masters' degree with 3 years' experience. Summer interns are hired each year for a minimum period of four weeks between May and September to work on discrete projects.</p>
<p>Key Dates</p>	<p>Follow the links above to monitor the opening date of the next WBG YPP cohort. Applications for the 2023 programme were open between 3rd and 31st July.</p>
<p>Sustainability/ESG</p>	<p>IFC's ESG policies, guidelines, and tools are widely adopted as market standards and embedded in operational policies by corporations, investors, financial intermediaries, stock exchanges, regulators, and countries. See Sustainability for IFC's policies. The World Bank has two goals: end extreme poverty and promote shared prosperity in a sustainable way. It has created a SDG (Sustainability Development Goals) Atlas which may be of interest.</p>
<p>Additional Information</p>	<p>IFC - a sister organization of the World Bank and member of the World Bank Group - is the largest global development institution focused exclusively on the private sector in developing countries. It promotes sustainable private sector development primarily by financing private sector projects and companies located in the developing world, helping private companies in the developing world mobilize financing in international financial markets and providing advice and technical assistance to businesses and governments. Holding a \$74 billion portfolio touching almost every major industry, the company now reach millions of people in more than 120 countries.</p>

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Company	Ricardo PLC Shoreham-by-Sea, West Sussex. BN43 5FG. UK +44 (0)1273 455611 www.ricardo.com
Key contacts	Email the graduate recruitment team at: graduates@ricardo.com Clive Wotton , Group Director, Sustainability, Quality and Risk
How to Apply	Ricardo's Graduate Programs are aimed at bachelor's or master's degree graduates. The 2-year Graduate Schemes are available in either an Automotive or Rail track and include four diverse placements around the business with international opportunities. Graduate programs are available in North America, Czech Republic, Asia Pacific or the UK. MBA graduates may prefer to look at experienced professional opportunities .
International Opportunities	Ricardo has offices in 23 countries worldwide. See Locations for contact details.
Internships	Internships and one year work placements are offered across all locations. In the US, 10-12-week summer internships are available in engineering positions. In Europe, Interns carry out research and analysis tasks; in the Czech Republic and the UK 6–12-week summer internships or 1 year internships are available. For students in Asia, six-month internships are available between September-April or January to August.
Key Dates	In the US graduates typically join Ricardo in October or March each year. UK graduate recruitment typically starts in December/January for Autumn programme start dates. In the Czech Republic graduates join from September to November each year and in Asia Pacific graduates join between April and August.
Sustainability/ESG	In 1915 Sir Harry Ricardo, one of the most innovative engineers of his time, set out on a mission to 'maximise efficiency and eliminate waste'. Climate change is pivotal to the Group's strategy. Today, Ricardo contributes to eight of the UN Sustainable Development Goals and operationalise principles of the UN Global Compact, it already measures and discloses elements of its impact on the environment, by greenhouse gas emissions inventory reporting, and it has gone further this year to include scope 3 for FY 2021/22.
Additional Information	Ricardo delivers engineering consulting services and solution built on sustainable technological innovation. The company works across eight key market sectors: aerospace & defence; automotive; energy utilities and waste; financial services; government and public sector; industrial and manufacturing; maritime; rail and mass transit. We deliver technologically advanced solutions that ensure access to clean air and water; cross-sector engineering solutions to accelerate decarbonised transportation; innovation to support global net zero and industry agendas; comprehensive expertise in safety, assurance and certification.

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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	Workday 6110 Stoneridge Mall Road, Pleasanton, CA 94588. USA +1-877-967-5329 www.workday.com
Key contacts	Erik Hansen - Senior Director, Environmental Sustainability. Ashley Goldsmith – Chief People Officer
How to Apply	See Careers . There is no specific recruitment program for MBAs, however, Generation Workday® is a 12-month, cross-functional development program designed to support recent college graduates in making the transition to work which may be of interest. MBAs looking for a direct entry can search and apply for opportunities at Jobs Search .
International Opportunities	Workday is proud of its global workplace. See Our Offices for contact details. The company does not sponsor work visa applications.
Internships	Interns on a Workday Internship Program are involved in real work and can participate in a variety of workshops and activities as well as receive mentorship.
Key Dates	See Join Our Next Cohort for open internship and graduate opportunities.
Sustainability/ESG	Workday is actively reducing its carbon footprint, making investments in renewable energy, promoting climate policy, reducing and responsibly disposing of its e-waste, and encouraging employees to adopt sustainable practices. In 2023 the company joined Frontier, a \$1B+ advance market commitment to purchase permanent carbon removal. See 2023 Global Impact Report to read more about the company's commitments and ESG progress.
Additional Information	Workday is a leading provider of enterprise cloud applications for finance, HR, and planning. Founded in 2005, Workday delivers financial management, human capital management, and analytics applications designed for the world's largest companies, educational institutions, and government agencies. Organizations ranging from medium-sized businesses to more than 50% of the Fortune 500 have selected Workday. Workday reported full year Fiscal 2023 total revenues of \$6.22 Billion and has approximately 17,700 employees.

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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	<p>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 (ScottishPower), the United States (AVANGRID), Brazil (Neoenergia), Mexico, Germany, Portugal, Italy and France, and has a workforce of more than 35,000 people.</p> <p>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.</p>

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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. Candidates must have the right to work in the country for which they are applying.
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 polices.
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	CapitaLand Limited 168 Robinson Road, #30-01 Capital Tower, Singapore 068912 +65 6713 2888 www.capitaland.com
Key contacts	Via the contact form only. Enquiries for the GDP can be emailed to buildyourdream@capitaland.com . Vinamra Srivastava , Chief Sustainability Officer
How to Apply	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 .
International Opportunities	CapitaLand has a presence in Asia-Pacific, the US and Europe. Office address can be found at Contact Us .
Internships	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.
Key Dates	Interns can join all year round.
Sustainability/ESG	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.
Additional Information	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 style="text-align: right;">Return to index page</p>