

Frequently Asked Questions

What is UFLP?

Unilever Future Leaders Programme is a 3-year programme, designed to prepare Unilever's Future Leaders for business leadership roles through innovating projects, challenging tasks, and leadership opportunities. The programme encompasses rotations within, and across, functions in an accelerated learning environment. This includes extended leadership contact, formal training, field sales placements and professional development.

What are the application requirements?

Eligibility to work in the Netherlands before the start of the programme. Search year / orientation year visa is accepted as well.

You have obtained your master's degree at the start date of the UFLP (1 September 2022). Intermediate level of Dutch is preferred but not required for our commercial track.

What does the application process look like?

You need to finish the first 3 stages in the Digital Selection Process between:
April 4 – April 22

- Step 1: Application Form
- Step 2: Gamification (2 games)
- Step 3: Digital Interview

If you pass the stages, you will receive an invite for our Face 2 Face Discovery Center Day. The Discovery Center days take place between May 9 - May 27 at our Unilever Rotterdam office, depending on COVID restrictions, but most likely face to face. You **cannot** join this day virtually if it's face 2 face day at our Rotterdam office. The R&D Discovery Center Day will take place at our Hive office in Wageningen.

What is the start date if I apply now?

Start September 2022.

The UFLP selection process opens up 2 times a year:

April/May for Starters September

October/November for Starters March.

The start date is **fixed**.

Do I receive feedback for every stage in the (digital) selection process?

Every applicant will receive feedback after finishing a level in the digital selection process. We **cannot** provide additional personal feedback.

Candidates who attend the Discovery Center Day will receive personal feedback from one of the assessors (at the end of the day).

What if I cannot join the Discovery Center day?

Depending on the track we organize 1, 2 or 3 Discovery Center Days. Discovery Center Days will take place between May 9 – 27 and are fixed per track. Unfortunately, we cannot move the Discovery Center Day(s).

*Example: If an applicant is not able to participate in a Commercial Discovery Center Day, but we organize multiple Commercial Discovery Centers for that specific track, we can move an applicant to another Discovery Center Day.

How many times can I apply for the UFLP programme?

You can apply two times a year, even if you applied before.
Apply in March/April and start in September or
Apply in October and start in April

Can I apply for multiple UFLP tracks?

Yes, but we do not recommend applying for multiple tracks.
We recommend making an informed choice for one of the tracks.

If you decide to apply for multiple tracks, you must complete all the stages in the process for every application. You cannot include outcomes from other UFLP tracks you apply to.

What if I have any questions about special arrangements or reasonable adjustments, I require to complete any part of the application process?

Please let us know in your application form (stage 1 in the application process) and we will get in contact with you, confidentially. If you did not let us know in your application form, please send an email to Recruitment-Benelux@Unilever.com.

Is there a possibility to apply to several UFLP programmes across the world?

Yes, this is possible.

Please check out the global UFLP Careers site to check the go live dates for other UFLP Programmes: <https://careers.unilever.com/unilever-future-leaders-programme>.

You must go through the entire application process for each application.

Can I reimburse my travel expenses?

We do not reimburse costs related to the UFLP selection process (Discovery Center Day). Travel costs are at your own expense.