

Frequently Asked Questions



What is the UFLP?

The Unilever Future Leaders Programme (UFLP) is a 3- year programme, designed for you to develop yourself from a (recent) graduate into an experienced future-fit professional through innovating projects and challenging tasks. 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 is the start date if I apply in March?

The applications for our UFLP Traineeship are usually open in Spring (often March) each year, usually for 6 tracks: Marketing, Supply Chain & Procurement, Human Resources, Finance, Research & Development, and Customer Development, unless it's differently communicated on our website.

The start date is fixed (1st of September of the year you applied in).

What does the application process look like?

You need to finish the first 3 stages in the selection process digitally before the deadline:

- Step 1: Digital Application Form
- Step 2: Digital Assessments
- Step 3: Digital Interview
- Step 4: Face-to-face Discovery Center Day

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

Every applicant will receive automated 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).

How many times per year can I apply for the UFLP?

You can apply for the UFLP once per year.

Can I apply for multiple UFLP tracks/functions in the same intake?

No. Please make an informed decision about the UFLP track/function that best aligns with your purpose and career aspirations and apply for only one track of the UFLP program in any given year

What are the application requirements?

- Eligibility to work in the Netherlands before the start of the UFLP programme. Search year/orientation year visa is not accepted. Unilever cannot support the request for a visa in any form (R&D talents, EU nationals, and candidates with asylum residence permits, are excepted from this requirement).
- You have obtained your (master's) degree at the start date of the UFLP (1st of September of the year you applied in) .
- An intermediate level of Dutch is preferred but not required for some tracks.
- Our Discovery Center Days often take place in early April at our office in Rotterdam (for all tracks except R&D) or Wageningen (for R&D). It is not possible to join this day online.



If you pass the digital stages, you will receive an invite for our face-to-face Discovery Center Day.

The Discovery Center Days often take place early April at our Unilever office. You cannot join this day virtually.

What if I cannot join the Discovery Center Day?

Depending on the track we organize 1, 2 or 3 Discovery Center Days.

The Discovery Center Days are fixed per track. Unfortunately, we cannot move the Discovery Center Day(s) so if you can't join this day, your application will be considered as cancelled.

Is there a possibility of applying to several UFL programs across the world?

No. You can only apply to a UFL program in one country in any given year.

If you have already applied to a UFLP in one country, you must wait at least one year before applying to a UFLP program in another country. You may apply to a UFL program in any country for which you have a valid work permit/visa. Please check out the global UFLP Careers site to check out the go-live dates for programs in other Unilever locations.

<https://careers.unilever.com/unilever-future-leaders-programm>

What if I have questions about special arrangements or reasonable adjustments, am I required 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.

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.



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