

# **Graduate Scheme (UFLP) - UK & Ireland**

## **FUNCTION: Technology Management Cyber Security**

### **Your Future Employer**

Unilever is one of the world's leading suppliers of Food, Home, and Personal Care products with sales in over 190 countries and reaching 3.4 billion consumers daily. Founded in Port Sunlight (Wirral) in 1929 by Lord Lever, Unilever has more than 400 brands found in homes around the world, including Dove, TRESemmé, Lynx, Lifebuoy, Shea Moisture, Persil, Domestos, Ben & Jerry's, Magnum, Marmite, The Vegetarian Butcher, Graze, Vaseline, Sure, Wall's, Colman's and Pot Noodle.

Faced with the challenge of climate change and the desire for human development, we want to move towards a world where everyone can live well and within the natural limits of the planet. That's why our purpose is 'to make sustainable living commonplace'.

### **What do we look for?**

We look for motivated, self-starters with a passion for technology, business, and the planet. You'll possess strong people skills and be a proven team player. While there is no specific degree background required across any of our streams, a keen interest in forward-thinking innovations and technology that enables business growth is a must.

### **The role: Technology Management - Cyber Security**

You'll be joining Unilever's Technology function, UniOps. UniOps touches every area of the business; providing critical internal services to keep the business running, alongside enabling Unilever to respond to external technological trends and challenges, such as the digitisation of business & consumer buying habits, accelerating cyber threats, and rapid developments in big data and artificial intelligence.

### **What will the programme involve?**

This three-year development scheme is packed with a variety and challenges designed to prepare you for your first managerial position. The scheme is composed of three streams that allow you to specialise in Technology, Cyber Security, or Data & Analytics. Whilst on the scheme you will complete six 6-month rotations. These will be split between your chosen specialisation, enabling you to build functional depth, alongside rotations across the other two streams to build breadth of knowledge. You may also complete an out-of-function rotation (e.g., in digital marketing or supply chain), enabling you to develop a more diverse set of skills and experiences outside of your chosen specialisation. Alongside your rotations, you will follow an established learning roadmap designed to build your business acumen, develop commercial

awareness, and establish leadership potential. You will also get the opportunity to work across a variety of Unilever offices.

Please see further information on the Cyber Security stream below:

In this stream you will specialise in Cyber Security, developing deeper expertise on how to mitigate Cyber Risk. You will build an understanding of the emerging and evolving Cyber threats Unilever faces, the tactics, and techniques our adversaries use, and the capabilities and mitigations that can be deployed to detect, respond, and recover from Cyber events. You will learn how to engage with business stakeholders to ensure appropriate mitigations are deployed across the business and understand how you can build awareness with employees to educate them on how to avoid being exploited. You will also develop an understanding of how Cyber Risk is assessed and governed, and how to operate assurance processes to check that industry-standard Cyber Security controls are in place and are adopted.

### **What could your day-to-day role include (depending on your role)?**

Throughout the programme, you will gain experience across our diverse technology organisation, designed to equip you with the necessary skills and expertise to become one of Unilever's many senior technology leaders. You could be working with some of our strategic technology partners like Microsoft, Salesforce, and SAP, to deliver large-scale global programmes, or with niche technology start-ups and industry innovators to solve current business and sustainability challenges.

### **Some of our positions you could be allocated to include:**

- Cyber Security Human Risk & Awareness
- Cyber Security Policy & Standards SME
- Artificial Intelligence Product Owner
- Cyber Threat Intelligence Lead

### **Skills required include:**

- Data Ethics
- Cyber security
- Risk and compliance
- DevOps
- Microsoft Office skills (Excel, Outlook, Word, PowerPoint)

Please note, that at Unilever, we have development programmes, the skills below are skills that would be good to have at the beginning however you will develop them throughout the programme.

### **Our application process involves:**

Step 1: Online Application

Complete the online application form. It is a simple and easy application process with the option of filling out your details using your LinkedIn profile. You may apply to one function in your application.

### Step 2: Profile Assessment

Complete two stages of profile assessment; a portrait personality test and an online assessment. These are designed to look at different elements of your cognitive, emotional, and social traits. You will receive personalised feedback after completing each stage.

### Step 3: Digital Interview:

The digital interview will consist of 3 short questions followed by a business case. You will be asked to solve real-world problems using Unilever scenarios. You'll be able to record and complete your interview anytime and anywhere.

### Step 4: Discovery Centre:

You will be invited to a 'day in the life' of a Future Leader at Unilever. You will get to experience a face-to-face day filled with several exciting activities including project meetings, business challenges, a team meeting with Unilever colleagues, and an interview.

### **What Can Unilever offer YOU?**

- A Competitive Salary of £35,000
- A pension Scheme
- Annual Bonus
- A discounted staff shop
- Subsidised Gym Memberships
- Shares
- Relocation support through a £5000 tax free loan
- 25 days of holiday allowance

Diversity at Unilever is about championing inclusion, embracing differences, creating possibilities, and growing together for better business performance. To celebrate this, we have internal networks and communities created to raise awareness for a cause, which work to create change within the business. These networks include Proud, Empower, Enable and Unity and our communities include Thriving Parents, Carers, and All Inclusion Club.

We give full and fair consideration to all applicants, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

We are a key advocate of well-being and offer a variety of support for our people including hubs, programmes, and development opportunities. We strive to achieve a family-friendly and inclusive workplace and to, above all, create possibilities for all.

### **What support will you receive?**

- A dedicated buddy to help you onboard and learn about the business.
- A dedicated Career Sponsor, who can support you with your growth & development throughout the total duration of your programme.
- An experienced Line Manager for each of your functional rotations, allowing you to gain a breadth of experience.
- A bespoke Learning & Development Plan, designed to help you build your leadership skills.
- Opportunities to gain leadership experience outside of your functional rotations.

### **Do you require any adjustments in the application or assessment process?**

If you do need any adjustments, please inform the Talent Acquisition team who will contact you to discuss the accessibility options available. E.g., If required extending time spent in any 'timebound' assessments/interviews.

\*We also provide accessibility options such as magnifying glass, decrease/increase the font size, change font & colour, screen ruler, and screen mask for everyone who would require support.

Please contact the Talent Acquisition team at [futurecareers.recruitment@unilever.com](mailto:futurecareers.recruitment@unilever.com)

To find out more about Unilever, including more information about our Employee Resource Groups, please click [here](#).

### **Location:**

We offer a 3-year programme consisting of a variety of roles across the UK with rotations ranging from 3 to 12 months. We require all applicants to be geographically mobile throughout the programme as we have opportunities across the UK and the programme is designed this way to excel your experience and leadership skills.

### **Travel Required:**

Approximately 10-25% of your time, depending on your functional rotation.

### **Discovery Centre:**

Our Discovery Centres will be running from the week commencing the 6th of January 2025 and will be held at our London Blackfriars office.

**Closing date:**

We will be closing our applications on the 10<sup>th</sup> of December 2024, however if we receive enough applications for the business area before this, applications will close accordingly. We, therefore, advise you to apply as early as possible to avoid disappointment.

**Recruitment Fraud**

Cyber-criminals advertise fake job adverts with prestigious employers as a way of stealing information or even defrauding individuals out of money. In the most sophisticated cases, they will set up fake websites, which have a similar address to companies like Unilever. They even conduct fake telephone interviews and then offer candidates a role with the proviso they pay a fee for background checks or to cover work visa costs. These types of attacks are becoming more common as more people are looking for employment in the economic climate.

**How is Unilever tackling this?**

Many of Unilever's recruitment sites publish a warning to candidates about recruitment fraud. The Cyber Security team also proactively scans for signs of people setting up fake Unilever sites and acts to close them down.

**What can I do?**

If you become aware of potential recruitment fraud, spot fake Unilever recruitment adverts or fake LinkedIn profiles, report them via Una Live Chat.

Unilever does not accept responsibility or liability for any candidates who are financially impacted by recruitment fraud. Your vigilance is key!