

Graduate Scheme (UFLP) - UK & Ireland

FUNCTION: Technology Management: Technology

Your Future Employer

Unilever is one of the world's leading suppliers of Food, Beauty and Wellbeing, 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, Hellman's, Persil, Domestos, Marmite, Graze, Vaseline, Sure, Colman's and Pot Noodle.

Our goal is to deliver best-in-class performance with market making, unmissably superior brands. From our earliest days Unilever has been at the forefront of change always striving towards making a world where everyone can live well and within the natural limits of the planet. That's why our purpose is 'Brightening everyday life for all'.

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 (many of our senior employees didn't start out in technology!), a keen interest in forward-thinking innovations and technology that enables business growth is a must.

What will the programme involve?

This three-year development scheme is packed with 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 a 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 **Technology** stream below:

In this stream you will develop broad technology expertise through a variety of rotations across our technology organisation. You'll gain an understanding of agile methodologies and partner both global and country business teams to land technology innovations and transformations that power Unilever to win in the marketplace. You'll gain experience across our technology experience teams, delivering cutting edge capabilities to ensure we serve our consumers, customers and employees at the highest level. This could include leveraging digital innovations such as Generative-AI to support our disruptive marketing campaigns, landing new

capabilities to give our sales teams an advantage, or empowering Unilever's people to work at their best by revolutionising the Digital Workplace in a hybrid working world. In addition, you'll have the opportunity to gain exposure to our other streams; Cyber Security and Data & Analytics, to build breadth of knowledge and experience across all that technology at Unilever has to offer.

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 obstacles.

Some of our positions you could be allocated to include:

- Sustainability Enterprise Architect
- Collaboration Product Activation Lead
- UniOps Strategy Business Analyst
- Technology Business Partner

Skills required include:

- IT service Management
- Cloud Computing
- Cyber Security
- Digital Transformation
- Microsoft office skills (Excel, Outlook, Word, PowerPoint)

Please note, at Unilever we have development programmes, the skills below are skills which would be good to have at the beginning however you will develop them over the course of 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 portraits 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.

Please note, we do not use AI as a screening tool in our recruitment process therefore, your digital interview submission will be reviewed by a real person

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 a number of 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 Benefits Envelope of 25% of your base salary
- 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 wellbeing 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 font size, change font & colour, screen ruler, screen mask for everyone who would require support.

Please contact the Talent Acquisition team at 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:

W/C 8th December at our Port Sunlight and 100 Victoria Embankment office.

Closing date:

This is a rolling deadline, so we encourage you to apply as soon as possible to avoid disappointment in case applications close early.

Recruitment Fraud

Cyber criminals advertise fake job adverts with prestigious employers as a way of stealing information or even defrauding people 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 scan for signs of people setting up fake Unilever sites and act 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!