

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 now?

The UFLP selection process opens up 2 times a year (March & October):

- Are you applying in March? then you will start the UFLP on the 1st of September of the same year you applied.
- Are you applying in October/November? then you will start the UFLP on the 1st of March the next year.

The start date is fixed (Either 1st of March or 1st of September, depending on when you applied)

What does the application process look like?

You need to finish the first 3 stages in the Digital Selection Process between October 1 - October 22

Step 1: Digital Application Form

Step 2: Digital Assessments

Step 3: Digital Interview

Step 4: Face-to-face Discovery Center Day

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 (EU nationals, candidates with asylum residence permits, and candidates who apply to the Research & Development UFLP Track are excepted from this requirement).
- You have obtained your master's degree at the start date of the UFLP (1st of March if you applied in October or 1st of September If you applied in March).
- Intermediate level of Dutch is preferred but not required for some tracks.



If you pass the digital stages, you will receive an invite for our face-to-face Discovery Center Day. The Discovery Center Days take place in November at our Unilever Rotterdam office. You cannot join this day virtually. The R&D Discovery Center Day will take place at our Hive office in Wageningen.

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).

What if I cannot join the Discovery Center Day?

Depending on the track we organize 1, 2 or 3 Discovery Center Days. Those Days will take place in November or April (as we open for applications twice a year).*

The Discovery Center Days are fixed per track. Unfortunately, we cannot move the Discovery Center Day(s).

*If you apply in March, You need to attend the Discovery Centre day in April. If you apply in October, You need to attend the Discovery Centre Day in November.

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

You can apply for the UFLP only once per year. We open the UFLP Twice a year. Apply in March/April and start in September or apply in October and start in March.

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.

Is there a possibility of applying to several UFLP 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-programme>



What if I have questions about specials 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. If you did not let us know in your application form, please send an email to Recruitment-Benelux@Unilever.com

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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