

# 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 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 2025) .
- An intermediate level of Dutch is preferred but not required for some tracks.

## What is the start date if I apply now?

The UFLP selection process opens up again in Spring 2025.

**The start date is fixed (1st of September 2025).**



## What does the application process look like?

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

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

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 at our Unilever office. You cannot join this day virtually.

## 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.

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

## 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.

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

No. You can only apply to a UFLP 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 UFLP 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 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. If you did not let us know in your application form, please send an email to [Recruitment-Benelux@Unilever.com](mailto: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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