

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?

You will start the 1st of March 2024.

The UFLP selection process opens up 2 times a year:
 March/April for Starters September
 October/November for Starters March.

The start date is fixed.

What are the application requirements?

Eligibility to work in the Netherlands before the start of the programme. Search year / orientation year visa is accepted as well. You have obtained your master's degree at the start date of the UFLP (1 March 2024). Intermediate level of Dutch is preferred but not required for our commercial track.



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

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 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. Discovery Center Days will take place in November and are fixed per track. Unfortunately, we cannot move the Discovery Center Day(s).

*Example: If an applicant is not able to participate in a Commercial Discovery Center Day, but we organize multiple Commercial Discovery Centers, we can move an applicant to another Discovery Center Day.

How many times can I apply for the UFLP?

You can apply two times a year, even if you applied before. Apply in March/April and start in September or apply in October and start in March.

Can I apply for multiple UFLP tracks?

No, we recommend making an informed choice for one of the tracks the UFLP has to offer.

Is there a possibility to apply to several UFLP programmes across the world?

Yes, this is possible. Please check out the global UFLP Careers site to check the go live dates for other UFLP Programmes:

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

You must go through the entire application process for each application.



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

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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