



EMEA Graduate Development Programs

HR Rotation Program

The HR Rotation Program is aimed at building our future HR leaders. The program offers both an undergraduate and graduate path. Our rotationers take on work that directly impacts both their teams and the businesses they support. Other important aspects of this program include both formal and informal mentors, HR Rotation boot camp, development sessions, General HR, and HRRP alumni networking, and exposure to senior executive leaders, including the Chief Executive HR Officer.

Duration: 2- 3 years (3 rotations)

Locations: Ireland, United Kingdom, and Slovakia

Patricia Sikova - HR Rotationer | Slovakia



"To have a role made up of several diverse responsibilities is a great advantage and an opportunity to gain variable experience in different areas. I also like the international aspect of the program. It currently consists of about 60 participants from around the world, including APJ, NORAM, LATAM, and EMEA. Although the connection is sometimes a challenge due to different time zones, but the diversity in the team ultimately always helps to create an optimal and creative solution. The bonus are fun facts about the countries."

Supply Chain Development Program

The Global Supply Chain Development Program (SCDP) is the first step in your supply chain career at Dell. SCDP offers total supply chain and professional development, including three yearly rotations in unique roles & departments, an extensive functional and professional development curriculum, built-in networking opportunities with executive leadership, personal leadership opportunities, and community service/team-building. We've created an optimal environment for you to grow and develop your career by providing a unique support structure with mentors, coaches and peer networking, generally senior leaders that can support your personal and professional development throughout the program, as well as on-the-job learning and feedback. Also, you will have the opportunity to participate in conferences, Training & Networking industry events.

Duration: 3 years (3 rotations)

Locations: Ireland

Eoin Breen - SDCP Rotationer | Ireland



"As part of the SCDP I have had access to an in depth training program to help develop myself as a professional and to increase my knowledge of Dell's Supply Chain. I have had the opportunity and visibility to speak with members of senior management and hear their thoughts and insights on Dell's supply chain and the company as a whole. I have also taken part in training and networking events with members of the from America and Asia helping to broaden my network."

Finance Development Program

The Finance Development Program (FDP) gives recent college graduates a chance to explore a variety of experiences within Dell Technologies Finance. The goal of the program is to provide exposure to several key areas, including corporate, business segment, global operations, business operations, and accounting. Other important aspects of the program are the networking opportunities and the structured program curriculum. The format of the curriculum is classroom-style learning during Year 1 & team-based project work during Year 2. Top performers are eligible to earn the opportunity for international and regional rotations for the fourth and final semester. Example FDP roles include: Corporate FP&A, Sales Planning & Strategy, Corporate Consulting, Global Operations, Treasury, Transfer Pricing, Special Pricing, Investor Relations, among others.

Duration: 2 years

Locations: Slovakia, Romania, Ireland

Ioana Samoila- Finance Graduate | Romania



"Within a 2 year timeframe I have had rotations every 6 months within various departments. Having the opportunity to travel and see different Dell Technologies sites, feels like an amazing next step in my career development. Being part of a global team, regularly meeting a great number of young professionals for classes and projects while sharing our views and opinions over a cup of coffee, in a break or during dinner, must be the highlight of the program."

EMEA Sales Graduate Program

The EMEA Sales graduate program is aimed at building the organization's future commercial leaders with two unique graduate opportunities as a Graduate Inside Sales Account Manager or Graduate – Technical Sales Representative. The program offers trainings, will help you build a strong professional network, give you exposure to senior leaders, a diverse range of B2B clients, and help you find where you fit best, so you can succeed in your career.

Duration: 12 months

Locations: Ireland, United Kingdom, France, Germany, Belgium, The Netherlands, Sweden, Denmark, Norway, Spain, Italy, Poland, Czech Republic, Croatia, Switzerland, Morocco, Egypt, Dubai, Saudi Arabia, Oman, Israel, and Hungary

Ilona - Sales Graduate | The Netherlands



"The biggest misconception about a career in sales is that it's a man's world. I am surrounded by many bright men but I am also surrounded by so many smart and driven women who are always ready to help me grow."

Next Gen Sales Academy

The Next Gen Sales Academy is a global sales scheme designed to build future sales leaders within our industry. This fast track career program will provide training and coaching that will support you in your first lead generation role as an Associate Inside Sales. After that you will transition into an Inside Sales Representative Role (ISR).

Duration: 30 months

Locations: United Kingdom, France, Germany, The Netherlands, Sweden, Spain, Italy, and Switzerland

Simon - Associate ISR | Sweden



" I recommend this program if you want to bring value to customers and help them with the latest trends and technology. It's perfect if you want to gain experience, learn daily and grow in sales."

Product Marketing Rotation Program

The Product Marketing Graduate Rotation Program gives you a unique opportunity to experience many of the 4 P's of Marketing (Product, Price, Promotion & Place) in a dynamic technology marketing environment. During the 3 year duration of this rotation program, you will get to spend 1 year in 3 of the following areas: Product Line Management (Systems), Product Line Management (Client Peripherals) , Pricing, Merchandising, E-commerce and Product Planning.

Duration: 3 years (3 rotations)

Locations: France, Ireland, United Kingdom, and Slovakia