



HR Rotation Program

The HR Rotation Program has both an undergraduate and graduate path, both falling under the same program. 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, HRRP bootcamp, development sessions, General HR, HRRP, and HRRP alumni networking, and exposure to senior executive leaders, including the Chief Executive HR Officer.

IT Development Program

The IT Development Program is a 2-year program that provides our graduate hires with opportunities to network, learn and thrive in our global and innovative environment. We provide continuous support, mentorship and training to help launch your career. Assignments will involve real world challenges with in IT, continuous valuable training, networking sessions with global leaders, volunteering & stretch assignments opportunities, continuous mentorship guidance, peer social networking & teambuilding days.



Marketing Development Program

In the Marketing Development Program you will lead strategic assignments in various parts of the organization on a wide variety of teams such as: marketing operations, product marketing, and regional marketing. You will have access to structured and exclusive trainings, executive exposure through mentorships and events, networking opportunities within your cohort and other development program members, community service projects, coaching, inclusion in the MDP alumni network, and the chance to identify your ideal role within Dell.

Undergraduate Marketing Development Program



The Undergraduate Marketing Development Program consists of 2, one year rotations that fall under the Global Marketing Organization. The members of this program will have access to real time business projects including project management, product launches, writing customer success stories and participating in industry events in addition to conducting market research and making recommendations. This is a highly selective and program which provides the additional advantages of a cohort, trainings, coaching, mentoring and executive exposure.

Sales Academy

Sales Academy is the entry point to start your journey in technology sales with a best-in-class onboarding and training program. Start here to build amazing relationships while learning the essential skills that lead to lasting success in your sales career.



Graduate Development Program



The Graduate Development Program's mission is to enable our recent grads to create strong networks, achieve critical experiences, and develop core skills that position them for career success at Dell. Our recent grads will have the opportunity to learn about Dell's strategy and diverse product lines, participate in peer job shadows, gain a cross-functional understanding of how our business functions work, learn how to succeed in their careers at Dell through Lessons in Leadership sessions, grow new capabilities through engaging courses, and more!



Accounting Development Program

The Accounting Development Program (ADP) is designed to develop our next generation of accounting leaders by providing experiences that drive breadth and depth of accounting knowledge through challenging rotations, enhanced accounting training, and networking opportunities. The program includes three consecutive one-year assignments through diverse accounting domains, and participants are eligible to earn the opportunity for international and regional rotations. Additionally, the program provides support for participants as they pursue their accounting certification (CPA, ACCA, CIMA or equivalent).

Finance Development Program

The Finance Development Program (FDP) gives recent college graduates a chance to explore a variety of experiences within Dell 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.



Global Services Associate Program

The Global Services Associate Program offers a fun and rewarding training environment that provides future career development and networking opportunities. Through this program you will gain experience in technical and analytical work through customer facing roles in 8 core areas. GSAP's learning environment allows you to focus on your professional development and technical skills so that you can become an individual contributor and add value to your team within a shorter time frame.

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.