




Human Resources Rotation Program

The Dell HR Rotation Program provides undergraduate and masters-level graduates an opportunity to launch and accelerate their careers while building critical experience in a variety of human resources functional areas.

“The HR Rotation Program is designed to grow and develop our future HR leaders at Dell. Participating team members bring energy, innovation and new insights to the organization. In return, they receive curated opportunities and leadership visibility as they learn and hone practical skills within three structured rotations designed to set them up for success.”

-Jenn Saavedra, Chief Human Resources Officer, Dell Technologies

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About the HR Rotation Program

The Dell HRRP offers differentiated foundational development experiences aimed at rapidly accelerating the growth of diverse, driven HR professionals. Dell's HR rotation program graduates drive our company strategy by leading and influencing the future of work at Dell.

- Years the HRRP has existed: 18 years
- Total number of graduates to date: 147
- Alumni spanning all career levels, including senior executive (HRLT)

HRRP locations span across the globe and are offered in-person with a hybrid work structure.

Why Top Talent Chooses Dell Technologies

We are committed to offering you a fulfilling career and a fulfilling life. Just as we push the boundaries of technology to support our customers, we want to push the boundaries to support our people. We are grounded in our drive to deliver technology and expertise that not only helps people succeed, but that pushes the realm of what is possible.



ACTIVATE ACHIEVEMENT

Support and reward high-performance and development



ACTIVATE BALANCE

Enable workload balancing and champion flexibility and total wellness



ACTIVATE CONNECTION

Facilitate connection within the work team and the broader Dell community



ACTIVATE DIVERSITY

Promote an inclusive workplace and build a representative workforce

Program Structure

The HRRP is a three-year program featuring three year-long rotation experiences. Each rotation has a different HR concentration and provides technical and human resources training.

Here is an example of a HRRP journey:

Rotation 1:

HR Shared Services rotation

Rotation 2:

Compensation and Benefits rotation

Rotation 3:

HR Client Support rotation

Program Development

The HRRP equips program participants by providing mentoring, senior leadership exposure, and opportunities to lead at scale through committees that shape the future of our function.

Dell is looking for individuals to gain:

- An accelerated career path
- Rapid growth HR experiences
- Leadership and problem-solving capabilities
- Strategic and operational HR knowledge

Who are we looking for?

Ideal candidates for this program are:

- Driven, self-starting undergraduate (less than 12 months work experience) and graduate students (up to ~5 years work experience)
- Pursuing a career in human resources
- Relevant internship experience, with Dell preferred
- Ability to deal with ambiguity and learn on the fly in a fast-paced environment
- Agile, innovative thinkers, eager to learn

Explore
other HR
opportunities

1

Start your search.
Visit jobs.dell.com and search for open positions.

2

Apply for a job.
When you find a role that interests you, click the "Apply Now" button on the description page.

3

Submit your profile.
Create and submit a complete candidate profile. This will help you find the best fit and will allow our recruiters to track progress and make contact with you.