

# Prácticas en **EUROPA**



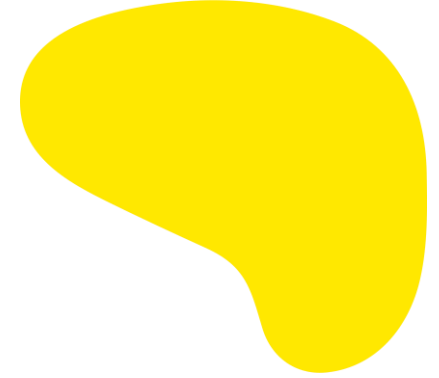
MINISTERIO  
DE TRABAJO  
Y ECONOMÍA SOCIAL

SERVICIO PÚBLICO  
DE EMPLEO ESTATAL

**SEPE**

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# Introducción

Las prácticas en empresas son una de las opciones más interesantes para jóvenes graduados/as que aún no tienen experiencia profesional relevante que reflejar en su CV cuando llega el momento de incorporarse al mercado laboral.

Por cierto, si ese es tu caso, no dejes de leer este **artículo** sobre cómo plantear tu CV sin tener mucha experiencia profesional: <https://rebrand.ly/cv0>

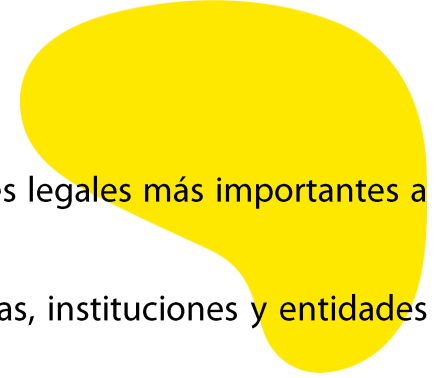
El objetivo del periodo de prácticas es proporcionar al alumnado el conocimiento directo del funcionamiento de una entidad para mejorar sus posibilidades de encontrar un puesto de trabajo adecuado a su formación, por lo que está convirtiéndose en una actividad imprescindible, actuando como una pasarela que comunica al estudiante en el tramo final de la carrera con el primer empleo, especialmente en momentos de crisis económicas.

## Las prácticas permiten:

- Aplicar en contexto real los conocimientos adquiridos en la Universidad o institución educativa.
- Completar la formación con otros conocimientos prácticos relacionados con las salidas profesionales de la carrera.
- Conocer de primera mano los condicionantes presentes hoy en el mundo del trabajo: competitividad y calidad, apertura de los mercados, globalización de la actividad económica, etc.

## Legislación sobre las Prácticas de Universitarios en Empresas

En nuestro país las prácticas de los estudiantes universitarios en empresas están reguladas por el [Real Decreto 592/2014](#) del 11 de julio y el [Real Decreto 1543/2011](#) de 31 de octubre, por los que se regulan las prácticas académicas externas de los estudiantes



universitarios. Se distingue entre prácticas *curriculares* y *extracurriculares*. Estas son las cuestiones legales más importantes a tener en cuenta sobre la regulación de las prácticas en España:

- Podrán realizarse en la propia universidad o en entidades colaboradoras, tales como empresas, instituciones y entidades públicas y privadas en el ámbito nacional **e internacional**.
- Las prácticas externas curriculares tendrán la duración que establezcan los planes de estudios; las extracurriculares tendrán una duración preferentemente no superior al 50% del curso académico, procurando el aseguramiento del correcto desarrollo y seguimiento de las actividades académicas del estudiante.
- Es frecuente que las empresas concedan a los estudiantes ayudas económicas para realizar las prácticas bajo la denominación de "Bolsas o Ayudas al estudio", pero se trata de una ayuda, no de una remuneración o contraprestación.
- La realización de prácticas- y esto es muy importante- no entraña el establecimiento de relación laboral alguna entre el estudiante y la entidad que le acoge.
- Las condiciones estipuladas para la estancia se plasman en un Convenio, que es el equivalente, en el plano no laboral, al contrato. Los organismos que gestionan las prácticas y la mayoría de las empresas disponen de sus propios modelos de convenios.
- El Suplemento Europeo al Título recogerá las prácticas externas realizadas.

También afecta a las prácticas en empresas la **Disposición Adicional 5ª del [Real Decreto-ley 28/2018](#)**, de 28 de diciembre, sobre la inclusión obligatoria en Seguridad Social de las personas (estudiantes tanto universitarios como de FP) que desarrollan programas de formación y prácticas no laborales y académicas, este Real Decreto-ley ha sido completado por el [Real Decreto-ley 2/2023](#), Disposición Adicional 52ª: todas las compañías deberán dar de alta en Seguridad Social a las personas becarias, independientemente de que sean prácticas remuneradas o no. Queda pendiente (aunque se esperaba la publicación en mayo de 2023 ha quedado pospuesta por el adelanto electoral) la publicación del **Estatuto del Becario/a**.

# Prácticas en Empresas e Instituciones Extranjeras

Se trata de una forma más de **perfeccionar** –que no *aprender*- el idioma trabajando y adquirir el vocabulario específico de una ocupación. También hay que considerar que muchas empresas están abiertas a aceptar becarios con inglés (sea cual sea el idioma oficial del país), pero que esta predisposición no suele darse a la hora de firmar contratos de trabajo, a no ser que se trate de grandes multinacionales.

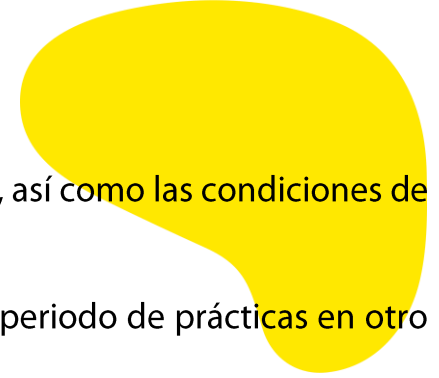
Generalmente, en el caso de PYMES u Organizaciones Internacionales, **no tienen remuneración**, aunque en algunos programas se incluye una beca destinada a gastos personales. Sin embargo, muchos grupos empresariales o multinacionales ofrecen sus propios programas de formación/empleo para recién titulados/as (o estudiantes de último curso) interesados/as en desarrollar allí su carrera profesional.

## Características:

- Edad entre los 18 y 30 años (a veces hay limitación con respecto a la fecha de **obtención del título**, no sobre la edad del/de la candidata/a)
- Nivel alto del idioma del país.
- Proceso de selección de los/as candidatos/as (no hay aceptación inmediata por cumplir los requisitos).

Las tareas a realizar variarán en función del perfil profesional. Las actividades más ofertadas son las relacionadas con los campos de la **medicina, ingeniería o disciplinas técnicas, administración de empresas, sociología-políticas, derecho**, etc.

Muchas empresas y ONGs u Organizaciones Internacionales ofrecen también la posibilidad de firmar un **convenio** con la institución educativa del estudiante interesado/a en realizar un periodo de prácticas en estas organizaciones como parte de su formación práctica obligatoria a lo largo de los estudios (**Erasmus+**). En los links que incluimos a continuación podrás decidir



qué tipo de instituciones y/o empresas trabajan en el campo en el que te gustaría realizar prácticas, así como las condiciones de las mismas (duración, posible remuneración, departamentos, titulaciones demandadas, etc.)

Normalmente, la **valoración** de los/as candidatos/as en los procesos selectivos para acceder a un periodo de prácticas en otro país o en Organizaciones Internacionales tienen en cuenta:

- a. Expediente académico.
- b. Formación complementaria en alguna materia de interés para la organización.
- c. Conocimiento de idiomas (además del inglés, otro idioma europeo además del materno es una ventaja)
- d. Capacidad del candidato/a para adaptarse a un ambiente multicultural.

En los links que te ofrecemos a continuación encontrarás información sobre las distintas posibilidades en el ámbito de las prácticas en empresa en otros países (condiciones, posible remuneración, criterios de selección, disciplinas aceptadas, etc.). El listado, en todo caso, no pretende ser exhaustivo.

Algunas de las instituciones que se presentan pueden aparecer repetidas en dos o más apartados (por dependencia funcional o por temática o perfil de candidatos/as). Cuando el conocimiento del idioma sea necesario para optar a un periodo de prácticas, se ha conservado la introducción general **en el idioma** original de cada link.

Ten en cuenta que las instituciones públicas o privadas **no europeas (incluyendo en este caso a UK)** pueden establecer requisitos de acceso a sus programas que incluyan estar en posesión de visados y/o permisos de trabajo en vigor.

## WEBS que gestionan PRÁCTICAS o intermedian

### **EURODYSEE**

<https://eurodysee.aer.eu/traineeships/>

Institución relacionada con la Asamblea de las Regiones Europeas. Para participar en el programa hay que ser residente en una de las regiones participantes (aunque basta con presentar el certificado de empadronamiento). Hay un enlace a las regiones que pueden acceder al programa. En España sólo se adhieren al programa Cataluña, Murcia y la Comunidad Valenciana.

### **IAGORA**

<http://www.iagora.com/index.html>

Ofrece prácticas y posibilidades de trabajar con empresa en toda Europa y para **todo tipo de ocupaciones**. Se pueden ver los nombres de las empresas, y una pequeña descripción de cada una, pero no los datos de contacto. La página actúa como un simple intermediario.

### **EUROBRUSSELS**

<http://www.eurobrussels.com/jobs/internship>

Periodos de prácticas en Europa. Es una base de datos de ofertas de prácticas de diversas empresas, asociaciones y ONGs europeas.

### **GoAbroad**

<http://www.goabroad.com/>

Bien organizado a nivel gráfico y de comunicación. Muy preciso en la descripción de cada oferta. **Todos los perfiles profesionales.**

### **EURACTIV Jobsite**

<http://jobs.euractiv.com/>

With a network in 15 European capitals, EurActiv reports news and facilitates debates on EU policy and European politics. In EurActiv Jobsite you will find many employment and internships opportunities.





### **RECRUITING ERASMUS**

<http://www.recruitingerasmus.com/>

Recruiting Erasmus es un proyecto innovador que nace con el objetivo de facilitar el contacto entre las empresas socias y vosotros, los estudiantes que actualmente cursáis o acabáis de cursar vuestros estudios universitarios fuera de nuestras fronteras, ya sea por medio de la beca Erasmus o de otro programa similar de carácter internacional.

### **GOINGLOBAL**

<http://www.goinglobal.com>

Going Global is the leading provider of both country-specific and USA city-specific career and employment information. Our unlimited access subscription database features 33 Country Career guides, 43 USA City Career Guides, corporate profiles and more than 600,000 job listings within the USA and around the world.

### **IHIPO**

<http://www.ihipo.com/>

We enable our users (students and graduates) to find [Internships](#), [Jobs](#) and [Graduate Programs](#) abroad. The iHipo [CV tips](#) section offers advice on [CV writing](#), [resume writing](#), [cover letter writing](#), as well as [interview questions](#) to prepare you for your job interview.

### **PRÁCTICAS de la Fundación Universidad-Empresa (FUE)**

<http://www.talentoteca.es>

A través de nuestros programas de prácticas para estudiantes y recién titulados proporcionamos una primera experiencia en un entorno de trabajo real, ayudamos a detectar talento, y contribuimos a reforzar el desarrollo profesional de los jóvenes.

### **ERASMUS INTERN**

<http://erasmusintern.org/>

Provides a place where companies and organisations can publish their traineeship offers and search for trainees and where students that want to do a traineeship abroad can have their profiles, search and apply for traineeships vacancies.

### **GRADUATE JOBS IN EUROPE**

<https://www.graduate-jobs.com/jobs/international-europe>

Sección específica del portal Graduatejobs que incluye sólo los puestos en países europeos.

### **GRADUATE LAND**

<https://graduateland.com/es>

Kick-start your career on Graduateland, the preferred career network for students and graduates. Jobs, internships, and graduate programmes, it's all there.

### **EUROPEAN INTERNSHIPS**

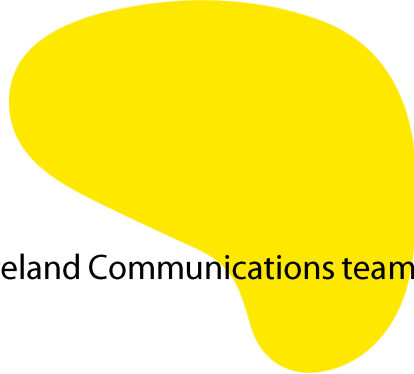
<http://www.europeaninternships.com/>

European Internships can help you find the placement you want. To use our services, you must select the sector in which you are interested in working. A wide range of sectors are available such as education, communications, teaching languages, healthcare, environmental science, psychology.

### **PRAXIS**

<http://www.praxisnetwork.eu/>

Tips 'n tricks for finding the perfect internship or project, preparing for going abroad and getting the most out of your international experience.



### **EUROPEAN MOVEMENT IRELAND**

<https://www.europeanmovement.ie/jobs-list/>

Welcome to this week's Jobs and Internship in Europe blog post. This blog is updated weekly by the EM Ireland Communications team with details of the most recent European job and internship opportunities.

### **EUROPE INTERNSHIPS**

<http://www.europe-internship.com/>

Online platform providing internships, traineeships and student job opportunities in Europe

### **GLOBAL PLACEMENTS**

[https://globalplacement.com/internship\\_search/](https://globalplacement.com/internship_search/)

Globalplacement.com was founded in 2003 as an online mediation agency for international internships, graduation assignments and traineeships.

### **INTERWISE**

<http://www.internwise.eu/>

Internwise is an exciting website with the goal of connecting employers with talented and ambitious students and newly graduates. Designers, photographers, programmers or marketers: all sorts of young talents will use Internwise to find the next step on their professional growth.

### **IFOA SAPERE UTILE**

<https://www.ifo.it/ricerca-annunci/>

Internship dedicated to EU and non-EU candidates willing to spend their curricular or extracurricular internship in Italy.

### **EURODESK OPPORTUNITY FINDER**

<https://programmes.eurodesk.eu/internships>

Eurodesk es una red europea que ofrece un servicio integral de información y orientación a los jóvenes: oportunidades sobre movilidad europea para el aprendizaje y contenidos informativos de interés juvenil.

## **MY INTERNSHIP**

<https://myinternship.eu/>

My internship career platform has simplified the way in which students meet employers and land international internships supported by Erasmus + grant.

## **CAREER STRUCTURE**

<https://www.careerstructure.com/jobs/graduate-engineer/in-europe>

Careers in construction, engineering and the built environment for recent graduates.

## Becas para realizar PRÁCTICAS internacionales

### **BECAS ERASMUS PRÁCTICAS**

[https://ec.europa.eu/programmes/erasmus-plus/opportunities/traineeships-students\\_es](https://ec.europa.eu/programmes/erasmus-plus/opportunities/traineeships-students_es)

Programa de entre 3 y 12 meses. Quien debe solicitar financiación a la Comisión Europea debe ser la institución educativa (Universidad o centro de estudios). Sólo se concederán fondos destinados a la movilidad de estudiantes Erasmus a aquellas instituciones de educación superior que posean una Carta Universitaria Erasmus ampliada (EUC).

### **FUNDACIÓN SEPI**

[https://www.fundacionsepi.es/becas/tipos\\_de\\_programas.asp](https://www.fundacionsepi.es/becas/tipos_de_programas.asp)

Es la página de la Fundación Sepi. Promueve **programas de Becas de formación práctica** para jóvenes titulados/as sin experiencia, en colaboración con empresas e instituciones de varios tipos (Iberia, Deloitte, Telefónica, CASA, EADS, etc.). Especialmente indicadas para ingenierías y administración de empresa o empresariales. Convocatoria anual.

### **BECAS VULCANUS**

<https://www.eu-japan.eu/events/vulcanus-japan>

**Vulcanus in Japan** started in 1997. The program consists of industrial placements for EU students. It starts in September and ends in August of the following year in order to accommodate the academic year in EU Member States.

### **BECAS ICEX**

<http://becas.icex.es/>

Desde 1975, nuestro objetivo es la formación de jóvenes profesionales especializados en la prestación de servicios de internacionalización empresarial.

## **BECAS MAEC- AECID**

<https://www.aecid.gob.es/es/Paginas/Convocatorias-y-procedimientos-activos.aspx>

La convocatoria anual de los distintos **Programas de Becas MAEC- AECID para ciudadanos extranjeros y españoles** constituye un instrumento destacado de la política de cooperación española con los países receptores de ayuda oficial al desarrollo y, asimismo, un elemento esencial para las relaciones culturales y científicas de España con el resto del mundo.

## **TALENTOTECA**

<https://www.talentoteca.es/programas-practicas/>

Talentoteca es un Patronato compuesto por la Cámara Oficial de Comercio e Industria de Madrid, por CEIM y por las diecisiete Universidades con campus en Madrid. Incluye un portal de prácticas e información sobre varios Programas:

- **START.** Para estudiantes de grado o postgrado.
- **FP Dual.**
- **CITIUS.** Prácticas en empresa tuteladas durante los estudios.

## Asociaciones europeas que ofrecen PRÁCTICAS

**AIESec** (*Association internationale des étudiants en sciences économiques et commerciales*)

<https://aiesec.org/global-talent>

Asociación estudiantil de ámbito europeo que ofrece a sus socios la oportunidad de realizar prácticas internacionales en otros países en el ámbito de la **Economía, comercio, marketing, IT, etc.**

**ELSA** (*European Law Students' Association*)

<https://traineeships.elsa.org/about/applicants.html>

Asociación Europea de Estudiantes de Derecho. Ofrece periodos de prácticas e intercambio a **estudiantes de derecho** europeos (Programa STEP)

**IBA** (*International Bar Association*)

[http://www.ibanet.org/Education\\_and\\_Internships/Legal\\_Internship\\_Programme.aspx](http://www.ibanet.org/Education_and_Internships/Legal_Internship_Programme.aspx)

The International Bar Association (IBA), established in 1947, is the world's leading organisation of international legal practitioners, bar associations and law societies. Intern positions are available for undergraduate **law students**, postgraduate law students, and newly qualified lawyers at the International Bar Association's offices in London and The Hague.

**IAESTE** (*The Int. Association for the Exchange of Students for Technical Experience*)

[https://iaeste.org/student\\_pages](https://iaeste.org/student_pages)

Asociación Internacional para el Intercambio de Estudiantes con formación tecnológica. Ofrece programa de prácticas internacionales para personas que estén estudiando la licenciatura o el doctorado de 19 a 30 años. Se requiere un nivel alto de inglés.

**GAAEC** (*Greek Association for Atlantic and European Cooperation*)

<http://www.gaaec.org/en/involved/internship>

Through this internship program, GAAEC wants to give the intern the opportunity to become familiar with the real-life work conditions of a non-governmental organization and apply the theoretical knowledge acquired in university. In this regard, the interns will actively participate on all organizational aspects of several national & international activities organized by GAAEC.

**EADI** (*European Association of Development Research and Training Institutes*)

<http://www.eadi.org/jobs-internships/>

The minimum duration of an internship is three months, but can be negotiated between the intern and EADI but will however not exceed 6 months. Requirements: education and work experience (if any), language skills (a good command of written and spoken English and French is required, German is helpful).

**CIMO – CENTRO PARA LA MOVILIDAD INTERNACIONAL, Finlandia**

<https://www.oph.fi/en/search?keyword=scholarships>

Becas destinadas a estudiantes universitarios o nuevos graduados menores de 35 años interesados en realizar investigación áreas como la agricultura, forestales, sector servicios, estudios de lengua y cultura finlandesa, tecnologías de la información, etc.

**AEC** (*Association Européenne des Conservatoires, Académies de Musique et Musikhochschulen*)

<https://www.aec-music.eu/about-aec/organisation/internships>

The AEC's objective is to support professional music training in Europe through the organisation of European projects, congresses and seminars, exchanges, research and by representing the interests of its members on European, national and international level.

**ALDA** (*European Association for Local Democracy*)

<https://www.alda-europe.eu/get-involved/#work-with-us>

The European Association for Local Democracy is a non-governmental organization dedicated to the promotion of good governance and citizen participation at the local level. ALDA focuses on activities that facilitate cooperation between local authorities and civil society.



## Prácticas en Instituciones de la UE

### PARLAMENTO EUROPEO- Becas Robert Schuman

<http://www.europarl.europa.eu/at-your-service/es/work-with-us/traineeships>

#### Modalidades:

- Remuneradas -> Generales o de Periodismo (Becas Schuman)
- Prácticas con eurodiputados en el Parlamento Europeo.

### EPSO Prácticas



[https://epso.europa.eu/job-opportunities/traineeships\\_es](https://epso.europa.eu/job-opportunities/traineeships_es)

Web que **centraliza y da acceso directo a los distintos programas de prácticas en más de 30 organismos, instituciones y agencias europeas**. Pueden hacerse en muy diversos ámbitos (derecho, recursos humanos, política medioambiental, comunicación, etc.) y permiten ver de cerca el trabajo de la UE. Selecciona el organismo y consulta en la misma web más abajo las distintas posibilidades.

### CENTRO EUROPEO DE IDIOMAS MODERNOS

<https://www.ecml.at/Aboutus/Traineeship/tabid/1790/language/en-GB/Default.aspx>

El objetivo principal de las prácticas es conocer la metodología de trabajo del CEIM, así como desarrollar actividades que incluyan proyectos relacionados con las diferentes áreas de trabajo del CEIM. Las prácticas se realizan en el Centro Europeo de Idiomas Modernos con sede en Graz (Austria). Van dirigidas a personas con nivel de formación de postgrado y plurilingües, y tienen una duración de 3 a 6 meses.

### **PRÁCTICAS EN EL BANCO EUROPEO DE INVERSIONES**

<https://www.eib.org/en/about/careers/categories/traineeship-and-graduate/index.htm>

Our traineeships have a duration of three to five months (six months if requested by universities) and give you the chance to gain professional experience in your chosen field of studies, with the added benefit of getting an understanding of the Bank's work.

### **AGENCIA ESPACIAL EUROPEA**

[http://www.esa.int/Education/Gaining\\_experience](http://www.esa.int/Education/Gaining_experience)

Programa para jóvenes graduados en el que ofrecen un año de práctica profesional en uno de los centros dependientes de la AEE: [ESTEC](#), the European Space and Technology Center en los Países Bajos, [ESOC](#), the European Space Operations Center en Alemania, [ESRIN](#), ESA Center en Italia, o [ESA HQ](#) en París, en un ambiente multicultural.

### **BANCO EUROPEO PARA LA RECONSTRUCCIÓN Y EL DESARROLLO (BERD).**

<https://www.ebrd.com/careers/ebd-internships.html>

Tienen puestos para personal en prácticas anunciados en su base de datos de ofertas de empleo, pero también dan la posibilidad de mandar el CV y buscar un puesto *ad hoc*.

### **AER- ASAMBLEA DE LAS REGIONES EUROPEAS**

<http://aer.eu/category/structure/team/job-opportunities/>

The Assembly of European Regions is the political organisation of the regions of Europe and a representative of their interests at the European and international levels. Internships are available in the following fields: Each of the AER's three Committees and four Programs, Secretary General's office, Press and Public Relations, Organisation of conferences, events and meetings; Media and IT and Translation.



### **EPO. Oficina Europea de Patentes.**

<http://www.epo.org/about-us/jobs/vacancies/internships.html>

Ofrecen prácticas para profesionales en el área de las patentes y para graduados en derecho, relaciones internacionales, asuntos europeos, economía y comunicación.

### **ECB EUROPEAN CENTRAL BANK- BANCO CENTRAL EUROPEO**

<https://www.ecb.europa.eu/careers/what-we-offer/graduate/html/index.en.html>

The ECB's Graduate Programme is aimed at attracting talented recent graduates with a postgraduate degree in one of a broad range of disciplines and a keen interest in central banking. A PhD is an advantage, although graduates with a Masters degree are also encouraged to apply.

### **EIF. EUROPEAN INVESTMENT FUND- GRAD Program and internships**

<https://www.ief.org/jobs/grad/index.htm>

The European Investment Fund's Graduate Recruitment and Development (GRAD) programme is aiming at recent graduates looking to gain early professional "hands-on" experience.

### **CEDEFOP**

<https://www.cedefop.europa.eu/en/about-cedefop/recruitment/traineeships>

Cedefop tiene como misión mejorar los sistemas de formación profesional a través de la aplicación e políticas efectivas. Tiene sede en Tesalónica, Grecia.

### **EFSA. Autoridad Europea de Seguridad Alimentaria**

<https://www.efsa.europa.eu/es/careers/youngprofessionals>

La EFSA ofrece prácticas remuneradas a jóvenes profesionales altamente cualificados que se hallan al comienzo de su carrera profesional, en un campo de su elección.

### **ELA. European Labour Authority**

<https://www.ela.europa.eu/en/working-us>

The ELA traineeship programme is an opportunity for enthusiastic university graduates to acquire practical experience and knowledge of the day-to-day work of our Units. The traineeship will last 6 months (with possibility of extension) and will be based in our office in Bratislava.

### **EEA. Agencia Europea de Medioambiente**

<https://www.eea.europa.eu/en/about/careers/traineeships>

Each year, the European Environment Agency (EEA) welcomes several trainees through the European Commission's Blue Book Traineeship programme. As a trainee at the EEA, you gain hands-on experience by participating in the daily operations of the agency. Trainees come from various academic backgrounds, Member States, and experience levels, and work with teams throughout the agency.

### **ENISA. EU Agency for Cybersecurity**

<https://www.enisa.europa.eu/recruitment/working-for-enisa/traineeship>

Addressed mainly to young university graduates, without excluding those who – in the framework of lifelong learning – have recently obtained a university diploma and are at the beginning of a new professional career.

### **Posibilidades de EMPLEO en agencias europeas**

<https://www.exteriores.gob.es/RepresentacionesPermanentes/EspanaUE/es/TrabajarenUE/Paginas/Procesos%20seleccion/AGENCIAS.aspx>

El Ministerio de Asuntos Exteriores facilita los enlaces a los espacios dedicados a informar sobre posibilidades de empleo en las diferentes Agencias de la UE. Hay muchas agencias repartidas por toda Europa. También publica un boletín semanal de vacantes en organismos internacionales al que puedes suscribirte desde aquí:

<https://www.exteriores.gob.es/es/ServiciosAlCiudadano/OportunidadesEnOrganizacionesInternacionales/Paginas/Vacantes.aspx>

# PRÁCTICAS en Organizaciones Internacionales

## *Desarrollo y Cooperación*

**UNOG.** Programa de Prácticas de la Oficina de la ONU en Ginebra

<https://www.ungeneva.org/en/about/careers>

Para licenciados o estudiantes universitarios con el objetivo de entender mejor el funcionamiento de la ONU. No son remuneradas. Accede desde este link a información sobre Young Professionals Programme, Junior Professional Officer, Prácticas y Voluntariado.

**PRACTICAS de VOLUNTARIADO (NACIONES UNIDAS).**

<http://www.unv.org/how-to-volunteer.html>

Periodos de prácticas en UN Volunteers. Ofrecen la posibilidad de ser voluntario/a en tu país, en otro país u online. Consulta su página web para ampliar más detalles.

**PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD):** Programa de las N.U. para el Desarrollo.

<https://www.undp.org/content/undp/en/home/jobs/types-of-opportunities/internships.html>

Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano. Los estudiantes en prácticas se asignan a distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo, aunque también pueden colaborar en temas jurídicos internacionales.

**PROGRAMA DE PRÁCTICAS DE UNICEF**

<https://www.unicef.org/careers/internships>

The UNICEF Internship Programme offers eligible/qualified students at both Headquarters and country offices the opportunity to acquire direct practical experience in UNICEF's work under the direct supervision of experienced UNICEF staff.

**PROGRAMA DE PRÁCTICAS EN LA OECD** (Org. para la Coop. y el Desarrollo Económico)

<http://www.oecd.org/careers/internshipprogramme.htm>

Only full-time students who can benefit from a Memorandum of Agreement between their releasing institution and the OECD can obtain an unpaid internship within the Organisation. Areas of study must be directly related to the Organisation's programme of work. No remuneradas.

**PRÁCTICAS EN EL OIM (IOM)** Organización Internacional para las Migraciones

<http://www.iom.int/internships-iom>

El programa de prácticas de la OIM ofrece a estudiantes la oportunidad de aprender sobre las actividades de la OIM, adquirir una experiencia laboral inicial y/o preparar una tesis. Asimismo, gracias a las prácticas se establecen vínculos con las instituciones y universidades a las que pertenecen los candidatos/as, que suelen ser estudiantes en último año de carrera o recién graduados.

**PRÁCTICAS EN OOPS-UNRWA** (Organismo de Obras Públicas de las N. U. para los Refugiados de Palestina en el Cercano Oriente)

<http://www.unrwa.org/careers/internships>

A limited number of unpaid internships are offered each year in the Agency's Headquarters in Amman, Jordan, and in four of its five field offices - Amman, Beirut, Damascus and Jerusalem. Due to the security situation in Gaza, UNRWA will not be offering any internships. Internships last from three to a maximum of six months.

### **PROGRAMA DE PRÁCTICAS DE LA OTAN** (*Organización del Tratado Atlántico Norte*)

<http://www.nato.int/cps/en/natolive/71157.htm>

Do you study **Political Science, International Relations or Security Studies**? Are you an interdisciplinary candidate with qualifications in Economics, Finance, or Human Resources? Have you studied Information Technology, Web or Graphic design, or Library Sciences? Do you study Aeronautics or Engineering? Your background is Media, or Journalism? You speak Russian or Arabic? Are you able to conduct independent research and analysis?...

### **PRÁCTICAS EN EL OIEA** (*Organismo Internacional de Energía Atómica*)

<http://www.iaea.org/About/Jobs/internships.html>

The OIEA accepts a limited number of interns each year. The internships are awarded to persons studying toward a university degree or who have recently received a degree. The duration of internships is normally not less than three months and not more than one year.

**Fields:** Natural Sciences, Social Sciences/Humanities, Engineering, Information Technology, Administration and Management.

### **PRÁCTICAS EN EL OPAQ-OPCW** (*Organización para la Prohibición de las Armas Químicas*)

<https://www.opcw.org/work-us/internships>

The purpose of the internship programme is to expose participants to the activities of the Organisation, and enable them to enhance their educational experience through practical work assignments. The programme also provides the Secretariat with the assistance of qualified students who are specialised in relevant occupational fields. Must be fluent in both written and spoken English. A good working knowledge of one of the other official languages (Arabic, Chinese, French, Russian, and Spanish) is desirable.

### **EUISS** (*Instituto Europeo de Estudios de Seguridad*)+ **Visiting Fellows Programme**

<https://www.iss.europa.eu/opportunities>

The main task of interns will be to assist the research team under the supervision of the Research Fellow responsible for the programme. Candidates should have a good knowledge of at least one of the Institute's working languages (FR and EN).

## Economía y Finanzas

### **PROGRAMA DE PRÁCTICAS DE LA ONUDI** (*Organización de las Naciones Unidas para el Desarrollo Industrial*)

<https://careers.unido.org/go/Internship-Programme/8954055/>

The programme purpose is to promote a better understanding of our Organization's goals and objectives and, at the same time, to afford interns with an insight on how attempts are made to solve problems confronting developing economies in the area of industrialization. An internship lasts at least 3 to 6 months and can be extended up to 9 months.

### **PROGRAMA DE PRÁCTICAS EN LA OMS** (*Organización Mundial de la Salud*), Ginebra.

<https://www.who.int/careers/internship-programme>

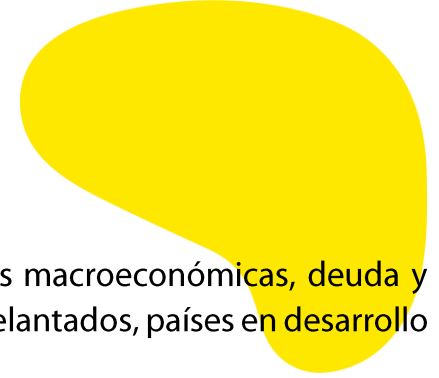
The duration of WHO internships is between six weeks to three months. Exceptionally, internships may be extended up to a maximum of 24 weeks depending on your degree requirements. Unfortunately, WHO internships are not paid and all costs of travel and accommodation are the responsibility of the intern or the sponsoring institution.

### **PROGRAMA DE PRÁCTICAS EN LA OIT-ILO** (*Organización Internacional del Trabajo*)

<https://www.itcilo.org/about/jobs>

You should be able and interested to adapt to an international, multicultural, multilingual environment and have excellent communication skills. As an intern you need to be able to work fairly independently as well as part of a team and be initiative and flexible. Any past work experience and knowledge of IT-related work would be an advantage. The length of an internship is usually between three up to a maximum of six months.





**PROGRAMA DE PRÁCTICAS EN LA UNCTAD- CNUCED** (*Conferencia de las NU sobre Comercio y Desarrollo*)

<http://unctad.org/en/Pages/About%20UNCTAD/Internship-Programme.aspx>

**Actividades:** Comercio y productos básicos, Inversión, tecnología y fomento de la empresa, Políticas macroeconómicas, deuda y financiación del desarrollo, Transporte, aduanas y tecnología de la información, África, países menos adelantados, países en desarrollo sin litoral y pequeños Estados insulares en desarrollo.

**PROGRAMA DE PRÁCTICAS EN LA FAO** (*Organización de las NU para la Agricultura y la Alimentación*)

[https://jobs.fao.org/careersection/fao\\_external/jobsearch.ftl?lang=en](https://jobs.fao.org/careersection/fao_external/jobsearch.ftl?lang=en)

**La Organización de las Naciones Unidas para la Agricultura y la Alimentación** conduce las actividades internacionales encaminadas a erradicar el hambre. La FAO también es una fuente de conocimientos y de información. La Organización ayuda a los países en desarrollo y a los países en transición a modernizar y mejorar sus actividades agrícolas, forestales y pesqueras, con el fin de asegurar una buena nutrición para todos.

**PROGRAMA DE PRÁCTICAS EN EL BANCO MUNDIAL**

<https://www.worldbank.org/en/about/careers/programs-and-internships>

El Banco Mundial es propiedad de 187 países miembros y está formada por dos instituciones de desarrollo singulares: el [Banco Internacional de Reconstrucción y Fomento \(BIRF\)](#) y la [Asociación Internacional de Fomento \(AIF\)](#).

**PROGRAMA DE PRÁCTICAS EN EL FMI** (*Fondo Monetario Internacional*)

<https://www.imf.org/en/About/Recruitment/working-at-the-imf/fund-internship-program>

Our summer interns gain an insider's view of the member-country-focused mandate and critical international work of the IMF. You will build professional networks while you apply your research and analytical skills to help us explore questions of real importance to our member countries and to global economic stability.

### **PROGRAMA DE PRÁCTICAS EN LA CFI** (*Corporación Financiera Internacional*)

<https://rebrand.ly/IFC-Global-Internship-Programme>

The Global Internship Program (GIP) offers highly motivated individuals an opportunity to be exposed to the mission and work of IFC and the broader World Bank Group and become part of the largest private sector development institution in the world.

### **BANCO AFRICANO DE DESARROLLO (AFDB)**

<https://www.afdb.org/en/about/careers/internship-programme>

The broad objectives of the program are to provide students with an opportunity to acquire professional and practical experience at the African Development Bank and to provide the Bank with a pool of potential candidates for future recruitment purposes. Applicants must be students, aged between 18 to 30 years and must be fluent in, at least, one of the Bank's working languages (English or French).

### **BANCO ASIÁTICO DE DESARROLLO (ADB)**

<https://www.adb.org/work-with-us/careers/internship-program>

ADB's vision is an Asia and Pacific region free of poverty. ADB welcomes motivated, open-minded and self-directed individuals to apply for internship assignments in ADB. The Internship Program is a project-oriented learning opportunity for graduate candidates which offer widely-varied assignments year to year depending on business needs.

### **BANCO INTERAMERICANO DE DESARROLLO (IDB)**

<https://jobs.iadb.org/es/pasantias>

Nuestro Programa de pasantías remuneradas ofrece oportunidades en todo el Grupo IDB (IDB, IDB Invest y IDB Lab). Tenemos posiciones disponibles en nuestra Sede en Washington D.C., en nuestras oficinas en América Latina, el Caribe, Asia, y Europa, y en el Instituto para la Integración de América Latina y el Caribe (INTAL) en Argentina.



### **ORGANIZACIÓN PARA LA COOPERACIÓN Y EL DESARROLLO (OCDE).**

<https://www.oecd.org/careers/internship-programme/>

**Young Professionals Programme:** Candidates who are interested in the objectives of the OECD in promoting international policy co-operation. They must have the nationality of an [OECD member country](#), be under 33 years of age, have an Advanced academic degree in a subject of relevance to the [OECD's work](#) and An excellent command of at least one of the two OECD official languages (English and French).

## *Jurídico y Derecho*

### **OMPI. ORGANIZACIÓN MUNDIAL DE LA PROPIEDAD INTELECTUAL, Ginebra**

[https://wipo.taleo.net/careersection/wp\\_internship/jobsearch.ftl?lang=en](https://wipo.taleo.net/careersection/wp_internship/jobsearch.ftl?lang=en)

The WIPO Internship Program is open to students and young professionals from any region in the world that have a background in intellectual property or other related fields of interest to WIPO, such as science and technology, finance, human resources, economics, communications, IT, translation, international relations etc.

### **OIT. ORGANIZACIÓN INTERNACIONAL DEL TRABAJO, Ginebra**

[https://jobs.ilo.org/content/Internships/?locale=en\\_GB](https://jobs.ilo.org/content/Internships/?locale=en_GB)

The ILO is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. If you are interested in joining the ILO as an intern, you will help to make its vision of universal human conditions of labour a reality.

### **OMC. ORGANIZACIÓN MUNDIAL DEL COMERCIO, Ginebra**

[https://www.wto.org/english/thewto\\_e/vacancies\\_e/iypp\\_e.htm](https://www.wto.org/english/thewto_e/vacancies_e/iypp_e.htm)

Los pasantes deberán haber terminado sus estudios universitarios en una disciplina pertinente (por ejemplo, economía, derecho, ciencias políticas, relaciones internacionales) y deberán haber cursado al menos un año de sus estudios de **postgrado**. Las pasantías se realizan únicamente en Ginebra (Suiza).

### **UNCITRAL. Comisión de las NNUU sobre el Derecho Mercantil Internacional, Viena.**

[https://uncitral.un.org/en/about/vacancies\\_internships](https://uncitral.un.org/en/about/vacancies_internships)

The International Trade Law Division of the United Nations Office of Legal Affairs (ITLD), which serves as the substantive secretariat of UNCITRAL, offers an internship programme for a selected number of applicants who hold a first university degree (or equivalent) and are enrolled in a degree programme in a graduate school with their major field of study being as a general rule commercial law, international trade law or private international law.

### **ACNUR. Alto Comisionado de las Naciones Unidas para los Refugiados**

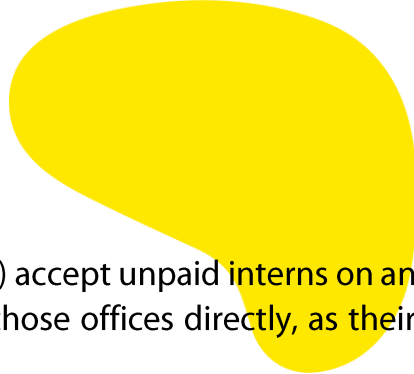
<https://www.acnur.org/es-es/pasantias.html>

Por lo general, los pasantes son estudiantes de licenciatura o programas de maestría en el campo del derecho, ciencias políticas, desarrollo económico y social, relaciones internacionales, o política y administración pública. Para beneficiarse efectivamente de la pasantía con el ACNUR, los pasantes deben ser capaces de realizar su trabajo con un alto grado de independencia y demostrar iniciativa y flexibilidad en sus labores.

### **ACNUDH. Alto Comisionado de las Naciones Unidas para los Derechos Humanos**

<http://www.ohchr.org/SP/AboutUs/Pages/InternshipProgramme.aspx>

Los graduados que se están especializando en derechos humanos pueden realizar pasantías en la Oficina del Alto Comisionado para los Derechos Humanos (OACDH). Las pasantías tienen por finalidad ayudar a los pasantes a comprender mejor los temas relativos a los derechos humanos y darles una idea más completa de la labor que desarrollan la OACDH.



**ODC. Oficina contra la Droga y el Delito**, Viena.

[https://www.unov.org/unov/en/job\\_internship.html](https://www.unov.org/unov/en/job_internship.html)

The United Nations Office at Vienna (UNOV) and the United Nations Office on Drugs and Crime (UNODC) accept unpaid interns on an ad hoc basis. Students interested in serving as interns at other United Nations offices should contact those offices directly, as their internship programmes are administered separately.

**TIJ, Tribunal Internacional de Justicia**, La Haya.

<https://www.icj-cij.org/en/internships>

The International Court of Justice offers internships of one to three months to students and young professionals who are in the early stages of their careers. The internship is an opportunity for them to put their knowledge and experience into practice, while performing tasks for the Court.

**CPI. Corte Penal Internacional**, La Haya

<https://www.icc-cpi.int/jobs>

The Court offers internships to highly motivated young professionals with good academic qualifications who are in the early stages of their careers. The Internship is a practical educational experience whereby Interns principally assist the staff of the Court in discharging their duties.

**CICR. Comité Internacional de la Cruz Roja**, Ginebra

<https://www.icrc.org/en/traineeships>

The ICRC offers remunerated internships for periods of 6 to 12 months at its headquarters in Geneva. There are no internship positions in our delegations abroad and we do not offer summer internships. The ICRC does not recruit volunteers. Candidates wishing to work as volunteers should contact their National Red Cross/Red Crescent Society.

Para ver posibles prácticas en el campo jurídico en instituciones europeas, consulte el apartado de "Prácticas en instituciones de la UE"

### Energía

#### **PRÁCTICAS EN EL OIEA** (Organismo Internacional de Energía Atómica)

<http://www.iaea.org/About/Jobs/internships.html>

The IAEA accepts a limited number of interns each year. The internships are awarded to persons studying toward a university degree or who have recently received a degree. The duration of internships is normally not less than three months and not more than one year.

#### **CERN. Centro Europeo de Investigación Nuclear**, Ginebra.

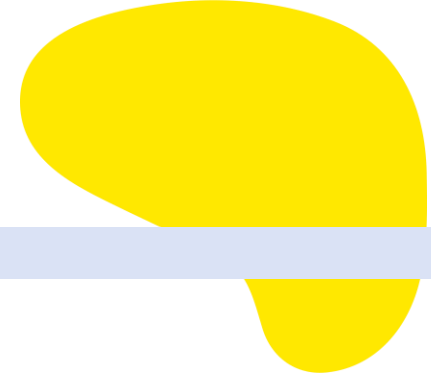
<http://home.cern/students-educators/summer-student-programme>

The [CERN Summer Student Programme](http://home.cern/students-educators/summer-student-programme) offers undergraduate students of physics, computing and engineering a unique opportunity to join in the day-to-day work of research teams participating in experiments at CERN in Geneva, Switzerland.

#### **OSCE. Organización para la Seguridad y Cooperación en Europa**, Viena.

<https://jobs.osce.org/internships>

The OSCE Internship Programme provides a framework for graduate/postgraduate students or recent graduates or postgraduates to develop their professional skills and gain practical work experience in an international environment.



## Informática- Tecnología de la información

**UIT. Unión Internacional de las Telecomunicaciones**, Ginebra.

<https://www.itu.int/en/careers/Pages/Internship.aspx>

The Union runs a **non-remunerated** internship programme for students who wish to improve their skills and gain experience working in an international environment.

**Centro Internacional de Informática de las Naciones Unidas**, Ginebra.

<https://www.unicc.org/working-with-us/>

The United Nations International Computing Centre (ICC) has a number of places for final year or recently graduated students specialising in information technology or other relevant disciplines. Eligible candidates are sponsored or encouraged by their institutes, during the course of their studies, to take time out in the industry to pursue their studies and interest in computing.

## Ciencias Experimentales

**PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD)**: Programa de las Naciones Unidas para el Desarrollo.

<https://www.undp.org/content/undp/en/home/jobs/types-of-opportunities/internships.html>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano. Los estudiantes en prácticas se asignan a distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo, aunque también pueden colaborar en temas jurídicos internacionales.

**PNUMA. Programa de las Naciones Unidas para el Medio Ambiente**, Nairobi.

<https://unon.org/content/internship-programme>

The objectives of the internship programme are to provide current students with important practical experience which complements their field of study, which at the same time will be of benefit to the UN offices to which the intern is assigned and to expose the students to the UN and its policies and programmes and have them become ambassadors of good will.

**SCDB. Secretaría del Convenio de las Naciones Unidas sobre Biodiversidad.**

<http://www.cbd.int/secretariat/vacancies.shtml>

Non-remunerated. Applicants MUST be currently enrolled in a third or fourth year of under-graduate (BA/BSc) or in a graduate or post-graduate programme, submit an endorsement from the Nominating/ Sponsoring Institution and be willing to enrol in the programme on a full-time basis spending five days a week usually for a period of 3-6 months.

**UNFCCC. Convención de las Naciones Unidas sobre el Cambio Climático.**

<https://unfccc.int/about-us/internships>

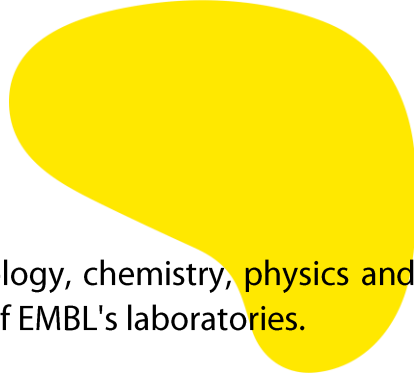
The objective of the internship programme is to provide a framework through which postgraduate students from diverse academic backgrounds may be assigned to the UNFCCC secretariat to enhance their educational experience through practical work assignments.

**CCD-UN. Convención de las Naciones Unidas para la Lucha contra la Desertificación**

<https://www.unccd.int/about-us/secretariat/vacancies/apply-unccd-internship>

Occasionally the United Nations arranges ad-hoc internships for graduate students specialising in a field related to the work of the United Nations. These internships are intended to promote among the participants a better understanding of international problems and give an insight into the work of the United Nations and to provide departments with the able assistance of outstanding young students specialising in a field related to their own work.





**EMBL, Laboratorio Europeo de Biología Molecular**, Heidelberg.

<https://www.embl.org/training/>

EMBL welcomes undergraduate students of all disciplines in the natural sciences extending from biology, chemistry, physics and mathematics to medicine, informatics and engineering. Undergraduates will carry out research at one of EMBL's laboratories.

**Centro Internacional de Ingeniería Genética y Biotecnología**, Trieste.

<https://www.icgeb.org/activities/fellowship/>

ICGEB Arturo Falaschi Fellowship Programmes include five types of long and short-term PhD and Postdoctoral awards available to scientists who are nationals of ICGEB Member States to perform research in Trieste, New Delhi or Cape Town.

## Transporte

**OACI (IATA). Organización para la Aviación Civil Internacional**, Montreal.

<https://www.iata.org/en/careers/#tab-4>

IATA Internships incorporate talented, innovative and motivated individuals from academic training, into the IATA working environment. Internships at IATA are available in two programs: International Graduate Internship Program (IGIP) and Undergraduate Internship Program (UIP).

**OMI. Organización Marítima Internacional**, Londres.

<https://www.imo.org/en/OurWork/ERO/Pages/Internship-default.aspx>

Students are considered for attachment at IMO Headquarters only at the request of their Governments or appropriate governmental authorities if the country concerned is a Member State of IMO or at the request of Universities/high learning institutions.

### **EUROCONTROL. Organización Europea para la Seguridad de la Navegación Aérea**

<https://www.eurocontrol.int/careers>

EUROCONTROL runs a traineeship programme that allows undergraduate students, graduates and Ph.D. students to benefit from professional exposure at one of EUROCONTROL's sites across Europe.

## *Telecomunicaciones y Aeronáutica*

### **UIT. Unión Internacional de las Telecomunicaciones**, Ginebra.

<http://www.itu.int/en/careers/Pages/Internship.aspx>

The Union runs a non-remunerated internship programme for students who wish to improve their skills and gain experience working in an international environment.

### **ESA. Agencia Espacial Europea**, París.

[http://www.esa.int/About\\_Us/Careers\\_at\\_ESA/Graduates\\_Young\\_Graduate\\_Trainees](http://www.esa.int/About_Us/Careers_at_ESA/Graduates_Young_Graduate_Trainees)

ESA's Young Graduate Trainee (YGT) programme offers recently graduated men and women, a one-year non-renewable training contract designed to give valuable work experience and to prepare for future employment in the space industry and/or research.

### **ESO. Organización Europea de la Investigación Astronómica**, Múnich.

<https://recruitment.eso.org/>

The [ESO studentship programme](#) is opened to students enrolled in a Ph.D. programme in the ESO member states and exceptionally at university outside the ESO member states. It aims at providing the opportunities and the facilities to enhance the post-graduate programmes of ESO member states universities by bringing young scientists into close contact with the instruments, activities, and people at one of the world's foremost observatories.

**UNESCO. Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura**, París.

<https://en.unesco.org/careers/internships>

Students from a wide range of disciplines are all able to apply for individual 1-4 month internships at UNESCO Headquarters and Field Offices. Depending on your qualifications, these internships relate either to the Organization's strategic activities or to administrative or technical functions.

**UNU. Universidad de las Naciones Unidas**, Tokio.

<https://unu.edu/about/internship>

The United Nations University offers a number of internship opportunities to postgraduate students and young professionals from a wide range of disciplines. These internships provide an opportunity to gain practical and valuable work experience in a United Nations agency, while furthering the mission and work of the University.

**UNITAR. Instituto de las Naciones Unidas para la Formación y la Investigación**

<https://www.unitar.org/vacancy-announcements>

The purpose of the internship programme at UNITAR is to provide a framework by which individuals from diverse academic backgrounds may be assigned to UNITAR, where their educational experience can be enhanced through practical work assignment while they provide the Institute with their assistance as qualified individuals specialized in various professional fields.

**OFICINA DEL ALTO COMISIONADO DE LAS NACIONES UNIDAS**

<http://www.ohchr.org/SP/AboutUs/Pages/InternshipProgramme.aspx>

El objetivo de las prácticas es trabajar en el ámbito relacionados con los Derechos Humanos que desarrolla el Alto Comisionado de las Naciones Unidas. Los periodos de prácticas se realizan en la oficina del Alto Comisionado de las Naciones Unidas para los Derechos Humanos (OHCHR). Va dirigida a aquellas personas propuestas por una institución académica, licenciados en una disciplina relativa a

la labor de las NNUU. Los períodos de prácticas tienen una duración de 3 meses como mínimo. Las prácticas no suelen ser remuneradas.

**WFP. Programa Mundial de Alimentos.**

<http://www1.wfp.org/careers/internships>

The objectives of the Internship Programme are to promote among the participants a better understanding of the United Nations and of the World Food Programme. Internships provide Divisions at headquarters or country offices with the assistance of outstanding young students specializing in fields relevant to WFP activities

## *Ciencias Sociales*

### *Urbanismo/Hábitat*

**UNESCO. Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura,** París.

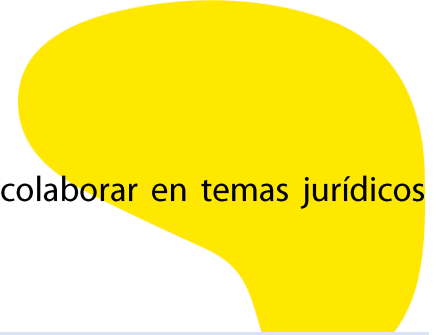
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<https://www.undp.org/content/undp/en/home/jobs/types-of-opportunities/internships.html>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano. Los estudiantes en prácticas se asignan a distintos servicios para colaborar en



estudios e investigaciones en el tema de la cooperación y el desarrollo, aunque también pueden colaborar en temas jurídicos internacionales

### *Psicología, Sociología, Trabajo Social*

#### **PROGRAMA DE PRÁCTICAS EN LA OIT-ILO** (*Organización Internacional del Trabajo*)

<https://jobs.ilo.org/go/Junior-Professional-Officer-and-Internships/2843301/>

You should be able and interested to adapt to an international, multicultural, multilingual environment and have excellent communication skills. As an intern you need to be able to work fairly independently as well as part of a team and be initiative and flexible. Any past work experience and knowledge of IT-related work would be an advantage.

#### **ACNUR. Alto Comisionado de las Naciones Unidas para los Refugiados**, Ginebra.

<https://www.acnur.org/es-es/pasantias.html>

Por lo general, los pasantes son estudiantes de licenciatura o programas de maestría en el campo del derecho, ciencias políticas, desarrollo económico y social, relaciones internacionales, o política y administración pública.

#### **ODC. Oficina contra la Droga y el Delito**, Viena.

[https://www.unov.org/unov/en/job\\_internship.html](https://www.unov.org/unov/en/job_internship.html)

The United Nations Office at Vienna (UNOV) and the United Nations Office on Drugs and Crime (UNODC) accept unpaid interns on an ad hoc basis. Students interested in serving as interns at other United Nations offices should contact those offices directly, as their internship programmes are administered separately.

#### **PRÁCTICAS EN OOPS-UNRWA** (Organismo de Obras Públicas de las NN. UU. para los Refugiados de Palestina en el Cercano Oriente)

<http://www.unrwa.org/careers/internships>

A limited number of unpaid internships are offered in the Agency's offices in Amman, Beirut, and Jerusalem, and at the Representative Office New York and Representative Office to the EU in Brussels. A limited number of unpaid internships are also offered each year in the Agency's Headquarters in Amman, Jordan.

### **UNRISD. Inst. de Investigación de las NNUU para el Desarrollo Social**

[http://www.unrisd.org/80256B3C005BF3C2/\(httpPages\)/3CD212B2C54B5F8B8025792000339276?OpenDocument](http://www.unrisd.org/80256B3C005BF3C2/(httpPages)/3CD212B2C54B5F8B8025792000339276?OpenDocument)

The Institute offers a very limited number of internships every year. Applicants, who are studying towards a Masters' degree, are advised to have support from a sponsoring university or to be within the framework of an academic programme as internships at UNRISD are non-remunerated.

### **PRÁCTICAS EN EL OIM (IOM) Organización Internacional para las Migraciones**

<https://www.iom.int/internships-iom>

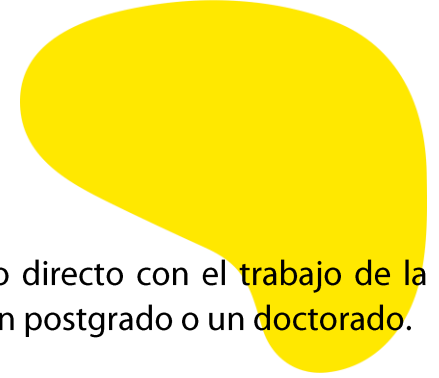
El programa de prácticas de la OIM ofrece a estudiantes la oportunidad de aprender sobre las actividades de la OIM, adquirir una experiencia laboral inicial y/o preparar una tesis. Asimismo, gracias a las prácticas se establecen vínculos con las instituciones y universidades a las que pertenecen los candidatos/as, que suelen ser estudiantes en último año de carrera o recién graduados, entre 19 y 32 años de edad (la edad promedio es 26 años).

## *Mujer e Igualdad*

### **Comité para la Eliminación de la Discriminación contra la Mujer (CEDAW).**

<http://www.un.org/womenwatch/daw/daw/intern.htm>

The Division for the Advancement of Women welcomes interns throughout the year as part of the United Nations internship programme. Interested candidates can apply to work with DAW on gender equality issues under the occupational category "**Social Affairs, Gender Issues and Environmental Affairs**".



### **Programa de prácticas ONU Mujeres**

<http://www.unwomen.org/es/about-us/employment/internship-programme>

El Programa de Prácticas Profesionales de ONU Mujeres ofrece la oportunidad de entrar en contacto directo con el trabajo de la Entidad a un pequeño grupo de estudiantes destacadas/os que actualmente cursan una licenciatura, un postgrado o un doctorado.

## *Medio Ambiente*

### **UNEP. UN Environment Programm**, Nairobi.

<https://www.unep.org/work-with-us>

The objectives of the internship programme are to provide current students with important practical experience which complements their field of study, which at the same time will be of benefit to the UN offices to which the intern is assigned and to expose the students to the UN and its policies.

### **PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD):** Programa de las NN.UU para el Desarrollo.

<https://www.undp.org/content/undp/en/home/jobs/types-of-opportunities/internships.html>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano, asignando puestos en distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo.

### **SCDB. Secretaría del Convenio de las Naciones Unidas sobre Biodiversidad.**

<https://www.cbd.int/secretariat/vacancies/>

The Applicant MUST be currently enrolled in a third or fourth year of under-graduate (BA/BSc) or in a graduate or post-graduate programme, submit an endorsement from the Nominating/ Sponsoring Institution and be willing to enrol in the programme on a full-time basis spending five days a week usually for a period of 3-6 months.

### **UNFCCC. Convención de las Naciones Unidas sobre el Cambio Climático.**

<https://unfccc.int/internships>

The objective of the internship programme is to provide a framework through which postgraduate students from diverse academic backgrounds may be assigned to the UNFCCC secretariat to enhance their educational experience through practical work assignments.

### **CCD-UN. Convención de las Naciones Unidas para la Lucha contra la Desertificación**

<https://www.unccd.int/convention/work-with-us/internship>

Occasionally the United Nations arranges ad-hoc internships for graduate students specialising in a field related to the work of the United Nations. These internships are intended to promote among the participants a better understanding of international problems and give an insight into the work of the United Nations.

### **PROGRAMA DE PRÁCTICAS DE FIDA (Fondo Internacional de Desarrollo Agrícola)**

<https://www.ifad.org/en/internship-programme>

The Internship Programme aims at promoting amongst the participants a better understanding of the United Nations and IFAD. The programme is meant for recent university graduates or students who specialise in fields of work relevant to IFAD's mandate. Interns are fully involved in the work programme of the Division that has selected them to carry out assignments relevant to their studies under the supervision of an IFAD staff member.



# PRÁCTICAS y Programas para recién graduados/as en empresas

## Ingeniería

**BAE SYSTEMS (UK) Fields:** ADE, Finanzas, Ingeniería.

<https://www.baesystems.com/en/careers/careers-in-the-uk/graduates>

Few organisations can offer opportunities as exciting and challenging as ours in the fields of business, engineering and finance.

### **SHELL GLOBAL**

<https://www.shell.com/careers/about-careers-at-shell/shell-graduate-programme.html>

BG Group's graduate development programme is designed to give you early responsibility and offer you international opportunities sooner rather than later. So expect to hit the ground running, working on real projects with real involvement right from the start. And be prepared to travel at any moment, with our guarantee of at least one international assignment during your two years programme.

**DASSAULT AVIATION (FR) Fields:** TIC, ADE, Ing.

[https://carriere.dassault-aviation.com/pages/offre/listeoffre.aspx?changefacet=1&facet\\_Contract=4161](https://carriere.dassault-aviation.com/pages/offre/listeoffre.aspx?changefacet=1&facet_Contract=4161)

Every year, Dassault Aviation offers students about 500 placements in all of the company's activities (Engineering departments, Flight tests, Support, Purchases, I.T., etc.), placements for students preparing a vocational training qualification and under graduates studying in top schools or university.

**GMV (ES). Fields:** TIC, Ingeniería

Empleo (incluye puestos de becarios)

[https://gmv.csod.com/ux/ats/careersite/4/home?c=gmv&cfdd\[0\]\[id\]=271&cfdd\[0\]\[options\]\[0\]=927&lang=es-ES](https://gmv.csod.com/ux/ats/careersite/4/home?c=gmv&cfdd[0][id]=271&cfdd[0][options][0]=927&lang=es-ES)

¿Eres estudiante? GMV te da la oportunidad de aprender de nuestros expertos en un ambiente de trabajo joven y dinámico mientras estudias. Ofrecemos este programa a estudiantes de las universidades con las cuales la empresa tiene convenios en esta área. Ingeniería, Aeronáutica, Defensa y Seguridad

### **LINDE**

<https://www.lindecareers.com/en/students-graduates-linde/graduates/european-graduate-programme/index.html>

Linde is a leading global industrial gases and engineering company. At Linde, we cater for this by offering a wide range of entry opportunities for passionate people at all stages of their education.

### **THALES GROUP (FR) Seguridad**

<https://rebrand.ly/Thales-internship>

Líder mundial en electrónica militar (misiles, antimisiles, sistemas de control aéreo, sistemas de combate naval y aéreo) y se sitúa en la tercera fila del sector submarino.

### **MEDTRONIC**

<https://www.medtronic.com/us-en/about/careers/early-careers.html>

Multinacional líder en la venta de **productos médicos**, en particular, para la cura de enfermedades crónicas. Colabora con muchos institutos de investigación. Ofrece prácticas para **MBA e Ingenierías**.

### **TRELLEBORG**

<http://www.trelleborg.com/en/career/trelleborg--group--university>

Provisión y manufacturación de productos relacionados con la ingeniería aeroespacial, automovilística, civil, energética, química, etc. Ofrecen prácticas a jóvenes graduados/as en ingeniería y espíritu emprendedor, con capacidad de gestionar proyectos.



### CHEP

<https://www.chep.com/careers/graduate-program>

We offer a complete range of pallets and containers for your supply chain needs. CHEP maintains relationships with several accredited Universities who exceed in the Supply Chain, Finance, and General Business fields. However, our opportunities are not limited to graduates of these institutions.

### EATON

<https://www.eaton.com/us/en-us/company/careers/university-students.html>

Put your academic learning to the 'real world' test with an Eaton internship. Find out just how much of a difference you can make in only 10-12 weeks. Choose from one of Eaton's 3 corporate internship programs by clicking on the photo below, or search all of the Internships and Co-Op openings for an opportunity near you.

### BOSH

<https://www.grupo-bosch.es/en/careers/students-and-graduates/>

BSH Electrodomésticos España, S.A. es la compañía española filial del Grupo BSH (BSH Bosch y Siemens Hausgeräte GmbH). Tiene filiales en todo el mundo. Tiene una Web donde ofrecen **puestos de trabajo y prácticas**.

### DUPONT

<http://www.dupont.com/corporate-functions/careers/university-recruiting.html>

DuPont is seeking students studying engineering (primarily chemical, mechanical, and electrical), science (chemistry and biology), information technology and business (accounting, finance, logistics and transportation). Depending on your geographical region, we offer various internship and co-op opportunities.

### BROSE

<https://www.brose.com/de-en/career/career-entrant/>

We are creating new technologies for the cars of tomorrow. If you are a university graduate, skilled engineer or experienced executive and are looking for new challenges, then you should get to know us. We have opportunities for rapid advancement to positions of responsibility in an international environment. In addition to our internationally advertised positions, we offer traineeships and subjects for academic theses (for "Diplom", bachelor's and master's degrees)

### **JACOBS**

<https://careers.jacobs.com/early-careers/>

You have purpose. And at Jacobs, you can live it. No matter what drives you, you'll discover how you can cultivate, nurture and achieve your goals all at a single global company.

### **AIRBUS GROUP**

<https://www.airbus.com/en/careers/students>

Airbus Group internships are primarily available in France, Germany, Spain and the UK. They provide a unique insight into potential career paths in the Group. You have the option of working in disciplines such as engineering, manufacturing, supply chain, human resources (HR), finance, Information technology (IT) and communications.

### **MAN TRUCK & BUS**

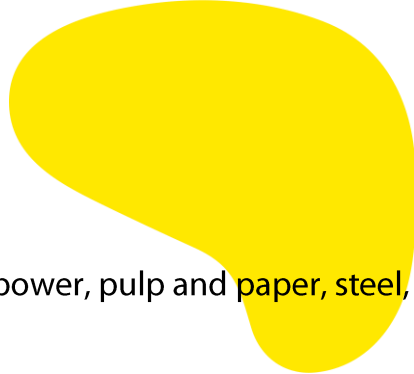
<https://www.mantruckandbus.com/en/company/careers/internship-thesis.html>

Our Graduate Program gives young emerging talent insight into the entire operational activities of a global engineering group. Have you already got to know the practical side of your job through extensive internships? On the job entry will quickly give you responsibility and make you a key part of the MAN team.

### **TENARIS**

<https://www.tenaris.com/en/careers/starting-your-career>

Tenaris consists of a network of manufacturing facilities, service yards and commercial offices that spans the globe. We provide casing and tubing, line pipe and various other mechanical and structural steel pipes for different applications. Tenaris provides scholarships to students in selected countries for undergraduate and graduate studies in engineering and applied sciences.



### **ANDRITZ**

<https://www.andritz.com/careers-en/students-and-graduates>

The ANDRITZ GROUP is a global market leader for customized plant, systems and services for the hydropower, pulp and paper, steel, and other specialized industries (solid/liquid separation, feed and biofuel).

### **ROLLS-ROYCE**

<https://careers.rolls-royce.com/students-and-graduates>

You never stop learning. You never stop looking at new ways to improve things. You never compromise on quality. When someone says 'impossible', you say 'why not?' We like the way you think. Welcome to Rolls-Royce.

### **DAIKIN**

<https://careers.daikin.eu/>

Are you a recent graduate with international ambitions? Daikin Europe's International Young Graduate Program offers select participants the opportunity to gain international experience paired with extensive training to jumpstart their careers at Daikin.

### **OFGEM**

<https://www.ofgem.gov.uk/careers/ofgem-graduate-development-programme>

La Oficina de Mercados de Gas y Electricidad, que apoya a la Autoridad de Mercados de Gas y Electricidad, es el regulador gubernamental para los mercados de electricidad y gas natural en Gran Bretaña.

### **EIT. European Institute of Innovation & Technology**

<https://eit.europa.eu/work-with-us/careers>

Traineeships at the EIT are addressed mainly to young university graduates, without excluding those who - in the framework of lifelong learning - have recently obtained a university diploma and are at the beginning of a new professional career.

## **MERCK**

<https://www.merckgroup.com/en/careers/students/graduate-program-goglobal.html>

On the one hand, there's you: ready for challenges and full of drive. On the other hand, there's us: a leading science and technology company that develops people like you with unique Graduate Programs.

## **EUROFINS**

<https://careers.eurofins.com/graduate-programme/>

Are you studying Science or Engineering, at a Master's degree level, and will graduate by September 2023 at the latest? Join the Eurofins European Graduate Programme, to boost your career and become one of our future leaders

## **ITERA**

<https://www.itera.com/en/join-us/careers>

Si eres recién titulado y estás deseando empezar tu carrera profesional tenemos un puesto para ti. En Itera buscamos, para una de las empresas del grupo, especializada en servicios integrales de automatización industrial y servicio técnico oficial, a un perfil SAT para que pase a formar parte de nuestro equipo.

## **ALSTOM**

<https://www.alstom.com/es/press-releases-news/2020/10/alstom-espana-lanza-una-nueva-edicion-de-su-programa-de-becas-para>

Este programa, de 12 meses de duración, está dirigido a recién titulados en Ingeniería Industrial, Organización Industrial, Ingeniería Eléctrica o Administración y Dirección de Empresas, entre otras áreas.

## **AVERY DENNISON**

<https://www.averydennison.com/en/home/about-us/careers/Early-Career-Development/european-graduate-program.html>

Avery Dennison is a materials science and manufacturing company specialized in the design and manufacture of a wide variety of labelling and functional materials. Our expertise and global scale enable us to deliver innovative, sustainable and intelligent solutions to customers all over the world.

### **CAMPOFRIO**

<http://www.campofrio.es/cs/wc/employ.html>

Si eres estudiante de los últimos años de carrera y está dispuesto a asumir responsabilidades, tiene la oportunidad de solicitar prácticas en Campofrío. [Envía tu curriculum](#).

### **DANONE**

<https://careers.danone.com/en-global/>

An internship in our group is an enriching and fulfilling experience for students or new graduates. Internships build self-esteem and are meant to give students the chance to work beside skilled staff to enhance their career paths, introduce them to possible new paths, and begin learning the ropes of professional life.

**NESTLE' Fields:** Ingeniería, auditoría, marketing & sales

<https://www.nestle.com/jobs/career-area/internships>

Each year, Corporate Headquarters recruit a number of top young graduates into different areas of our business. All have strong academic qualifications, essential language skills and relevant internships or professional experience. But what really sets Nestlé graduates apart is their enthusiasm to meet new challenges every day they work with us in any country throughout the World.

### **CARLSBERG**

[https://careers.carlsberg.com/content/Early-Careers/?locale=en\\_GB](https://careers.carlsberg.com/content/Early-Careers/?locale=en_GB)

We think of our graduates as long-term staff – right from the very beginning. So your career at Carlsberg doesn't start *after* the programme. It starts on the very first day you join us. To be sure we get the best candidates, our recruitment is flexible. You can apply any time. Check out your local company website to find out more about the recruitment process.

## **HEINEKEN**

<https://agegate.theheinekencompany.com/>

Every year HEINEKEN employs graduates directly into different roles across our business and through graduate recruitment schemes in some of our local markets. Whilst some of these programmes have an international element, we have a specific programme for those focused on a long term international career.

## **ADIDAS GROUP**

<https://careers.adidas-group.com/teams/students/internships-students#2019-internships>

Be the fastest off the mark and clear the first hurdle on your path to a professional career with our challenging, three to six month internships. Kick-start your career by working in an Adidas Group team and see first-hand what it takes to succeed in an international company.

## **UNIQLO**

<https://www.fastretailing.com/employment/en/uniqlo/eu/graduate/>

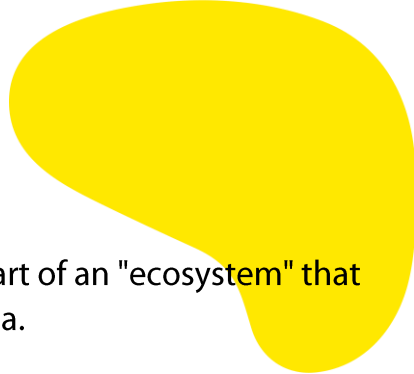
As we continue to grow, every year, an average of 800 graduates around the globe join the “UNIQLO Management Candidate” graduate programme, also called UMC. In Europe, we have opportunities in France, UK, Germany, Belgium, Netherlands, Sweden, Denmark, Spain and Italy.

## **NIKE**

<https://jobs.nike.com/es/internships>

It takes more than just a passion for sport to stay on top of our game. That’s why at Nike we seek the exceptional, the motivated and the innovative. Our highly competitive internship programs provide candidates with the opportunity to gain the best hands-on experience in virtually every area within Nike.





## **LVMH**

<https://www.lvmh.com/talents/work-with-us/job-offers/>

LVMH is a powerfully stimulating learning organization that offers motivating career opportunities as part of an "ecosystem" that counts over 60 prestigious brands and an unparalleled heritage, spanning Europe, the Americas and Asia.

## **GRUPO INDITEX**

<https://www.inditexcareers.com/portalweb/es/offers>

Nuestras marcas, Zara, Pull & Bear, Kiddy's Class, Massimo Dutti, Bershka, Stradivarius, Oysho, Zara Home, Uterqüe y Tempe te ofrecen: Si quieres trabajar en contacto directo con nuestros clientes, puestos en tiendas. Si eres creativo y quieres participar en las decisiones de producto, puestos de diseño, compras y comercial.

## **RECKITT BENCKISER**

[https://careers.reckitt.com/go/Graduates-&-Interns\\_gb/3895301/](https://careers.reckitt.com/go/Graduates-&-Interns_gb/3895301/)

Manufacturing Engineer Intern: responsible for analysing and improving operations to more effectively use people, materials, machines, and facilities; Logistics Intern: support and complete Transportation analyses and reporting for logistics facilities; HR Intern: responsible for providing entry level HR Generalist support to our Human Resources Business Partners, support projects associated with recruitment, training and compensation and benefits.

## **MANGO**

<https://jobs.mango.com/es/work>

MANGO te ofrece la posibilidad de realizar prácticas con un Convenio de Prácticas gestionado por tu escuela o universidad mientras estás cursando tus estudios. Las prácticas suponen una oportunidad para formarte y adquirir experiencia en una gran empresa multinacional.

## **H&M**

<https://career.hm.com/gb-en/blog/job-family/student-early-career/>

Si te atrae trabajar en una empresa de moda de rápido crecimiento a nivel mundial, sigue leyendo. Un trabajo a jornada parcial en una de nuestras tiendas de H&M puede llevarte a un trabajo a jornada completa o incluso a hacer una carrera internacional.

## **PRIMARK**

<https://careers.primark.com/early-careers>

Hacemos posible el crecimiento de Primark gracias a nuestros empleados y cultura y por eso nuestro departamento de RR. HH. se llama P&C (People & Culture).

## **PUMA**

<https://about.puma.com/en/careers/job-openings#jobfinder> -> Future Talents

You have finished your studies successfully and would like to start your career on a specific entry level position in of the most desirable sports lifestyle companies in the world? PUMA offers motivated and ambitious graduates a great variety of opportunities in a dynamic work environment.

## **AB InBev**

<https://www.ab-inbev.com/careers/>

Are you looking for an internship to enable you to learn and develop your management skills? Are you interested in working in a fast-paced, reward-driven environment, where you are able to grow at the pace of your talents and get to know different business operations?

## **DIAGEO- European Graduate Program**

<https://www.diageo.com/en/careers/early-careers/graduates>

Diageo is proud to produce some of the world's leading brands across total beverage alcohol – spirits, beer and wine. Be it origin, blend or perfect serve each of our brands is famous in its own way. Many have been a favourite choice for centuries, while some are



younger additions to our collection.

### **CARGILL**

<https://careers.cargill.com/en/university>

Cargill provides food, agriculture, financial and industrial products and services to the world. Together with farmers, customers, governments and communities, we help people thrive by applying our insights and 150 years of experience.

### **PEPSICO- Students Opportunities**

<https://daretodomoreeurope.pepsico.com/en>

At PepsiCo, you get the best of both worlds: an entrepreneur's mindset plus reach and resources. Our collaborative culture and worldwide presence generate a stream of new opportunities to define the future and propel your life's work.

### **KRAFT HEINZ EMEA Trainee Program**

<https://kraftheinz.avature.net/careers/StudentsPrograms>

Our Kraft Heinz EMEA Trainee Program is a departure from the ordinary training experience. We immerse talented and driven people in our business and fast-track them for big roles in our company. We offer Trainee Programs in all 5 zones across our Kraft Heinz globe as it serves as a critical talent pipeline for the organization.

### **RED BULL (Austria)**

<https://jobs.redbull.com/es-es/microsite/graduate-program?lang=en>

This programme is designed to draw out the best in you. We provide you with the opportunities to prove your capabilities and pursue your potential.

### **FASHION UNITED**

<https://fashionunited.es/ofertas-trabajo-moda/pasantias>

¿Buscas trabajo en moda? Empieza tu vida profesional aquí. Oportunidades en gran variedad de empresas de moda.

## ALL WE WEAR GROUP

<https://awwg.com/careers/internship-and-graduate-program/>

At AWWG we've always got an eye on the future. We know that youth is full of new ideas that will help our organization to evolve and leave a mark. We want to help the new generations grow as professionals and push them beyond their limits.

## Automoción

**MAHLE** (Alemania). Fields: Mechanical, Aeronautical, Aerospace and Automotive engineering, Process Engineering, Supply Engineering, etc.

<https://www.jobs.mahle.com/germany/en/your-future-at-mahle/graduates/>

As a university graduate, you have a wide range of opportunities to launch your career at MAHLE. Whether as part of our International Graduate Program or as a direct hire – we can point you in the right direction on any one of our numerous career paths.

**BMW (Alemania)** Fields: Engineering, TIC, Accounting, Sales, Banking.

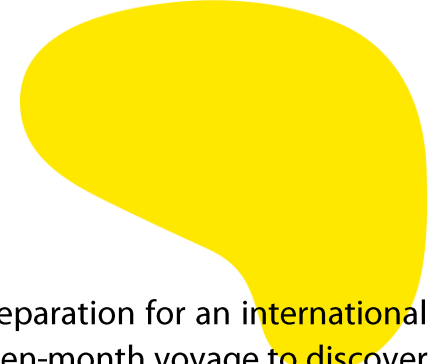
<https://www.bmwgroup.com/en/careers.html>

The BMW Group promotes motivated university graduates with a maximum of 3 years of occupational experience through the entry and promotion programme Drive. In addition, the BMW Group facilitates the writing of a PhD thesis within a practical environment.

**BOSH (Alemania)** Fields: I+D, Producción, Venta Técnica, Controlling, Logística/Compras, Recursos Humanos, Ventas/Marketing

<https://www.grupo-bosch.es/en/careers/students-and-graduates/>

Todas las sociedades de Bosch en España ofrecen la posibilidad de realizar prácticas a estudiantes tanto españoles como extranjeros en distintas áreas técnicas y económicas. Hay un Programa Trainee Técnico con tres variantes (I+D, Producción, Venta Técnica) y un Programa Trainee Económico.



### **INFINEON- IGP**

<http://www.infineon.com/cms/en/careers/students-graduates/>

The **International Graduate Program (IGP)** is designed to strengthen your core competencies in preparation for an international career with Infineon, one of the leading semiconductor companies. You will go for an intensive eighteen-month voyage to discover the Infineon world.

### **MICHELIN**

<https://recrutement.michelin.fr/en-fr/career-journey/boost-your-career>

Are you looking for a unique opportunity to contribute to revolutionizing a sector currently undergoing far-reaching changes? Join us to take up the challenges of sustainable mobility through our **Graduate Programs** and **VIE Programs**.

**RENAULT (FR) Fields:** Technical field (design, production), Marketing/Sales and Support services (finance and control, human resources, communication).

<https://www.renault.co.uk/careers/graduates.html>

Renault takes on 2,800 interns (from CAP/BEP professional-certificate level to five years of further education) across all Group functions every year in France. Lasting from one month to one year, internships at Renault correspond to clearly defined assignments that favour the acquisition of real professional experience.

### **GRUNDFOS**

<https://www.grundfos.com/us/about-us/careers/student-and-graduates/global-graduate-programme>

Our Graduate Programme is an exclusive talent development programme offered to a limited number of hand-picked, high potential graduates with the passion, intellectual strength, global mindset and innovative ability to directly contribute to the strong purpose of Grundfos.

## **DRIV**

<https://www.drivparts.com/en-eu/careers/students-and-graduates/europe-middle-east-africa.html>

Our program provides opportunities for you to work on projects with impact. The engineering and business careers we offer are as diverse as the automotive industry itself. Located in manufacturing sites and distribution centers across Europe, we offer a range of graduate opportunities, which will expand your skills and expertise.

**VOLKSWAGEN (Alemania) Fields:** Engineering, Financial, Logistics

<https://www.volkswagen.com/en/career/careers-with-the-group.html>

Incluye links a las webs de selección de **Volkswagen, Audi, SEAT, Skoda, Bentley, Bugatti, Lamborghini, Porsche, Ducati, Scania y Man.**

## **AUDI GLOBAL**

<https://www.audi.com/en/career/graduates/audi-global-graduate-program.html>

Would you like to start your career as a trainee at Audi and get an overview of the entire company? – Then the Audi Global Graduate Program is just right for you!

## **ZF – GROUP Driveline and Chassis Technology**

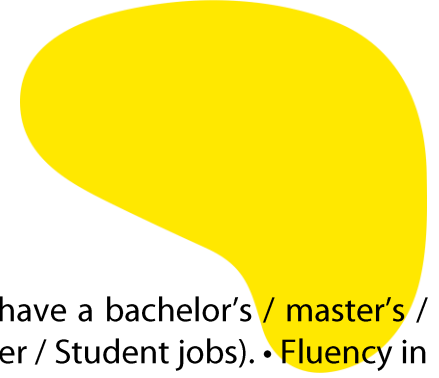
[https://www.zf.com/mobile/en/careers/get\\_started\\_with\\_zf/students\\_and\\_graduates/trainee\\_program/trainee.html](https://www.zf.com/mobile/en/careers/get_started_with_zf/students_and_graduates/trainee_program/trainee.html)

Apply for an internship at one of the ZF sites. The international internship program is your passport to the future.

## **VOLVO**

<https://www.volvogroup.com/en/careers/opportunities-for-students.html>

Are you interested in making your thesis work or internship at Volvo Car Corporation? For us it is important to have a close relationship with schools and universities. By taking in students with different backgrounds we ensure that the company will develop and prosper.



## **TOYOTA**

<https://rebrand.ly/Toyota-graduates>

To apply for our internship programme, you must meet the following criteria: • The candidate must have a bachelor's / master's / University degree. • Less than 18 months' professional experience (NOT including Internships or Summer / Student jobs). • Fluency in English.

## **VALEO**

<https://www.valeo.com/en/find-a-job-or-internship/>

To deliver to our OEM and Aftermarket customers around the globe, added value through innovative, total quality, cost effective solutions and services in the Domains of Comfort & Driving Assistance, Powertrain Efficiency, Thermal Systems and Visibility. "Automotive technology, naturally" is our signature reflecting our mission.

## **GOODYEAR DUNLOP**

<https://jobs.goodyear.com/default/go/Internships%2C-Co-Ops%2C-&-Entry-Level/3940400/>

DRIVE ON - our European Graduate Development Programme - only has room for the best of the best - those who would like to jump start their career with one of the world's leading tyre companies. GOODYEAR DUNLOP EUROPE offers you the perfect work environment where you can develop to your full potential under the guidance of outstanding mentors.

## **TESLA**

[https://www.tesla.com/es\\_ES/careers/students](https://www.tesla.com/es_ES/careers/students)

Ofrecemos oportunidades de **prácticas** durante todo el año en las oficinas de Tesla de todo el mundo.

## **TATA STEEL EUROPE**

<https://www.tatasteeleurope.com/en/careers/uk/graduates>

Our two-year graduate programme offers excellent opportunities for individuals who want to apply and develop their academic qualifications in a practical, real world setting. It offers a mix of on the job experience and practice-based learning, backed up by a thorough programme of formal training.

### **NISSAN**

<https://www.nissanmotor.jobs/amie/eu/career-programs.html>

Join our Graduate scheme in Europe, a complete program of three 8-month rotations. The GPN will take you to different locations (both European Headquarters and local business units) and different placements within Sales & Marketing, Administration & Finance and Human Resources.

## *Banca, Seguros y Servicios financieros*

### **AXA Empresa de Seguros**

<https://www.axa.es/acerca-axa/unete-a-nuestro-equipo-becas-formativas-axa>

Si quieres adquirir experiencia en un entorno multinacional y tener la oportunidad de desarrollar una carrera profesional vinculada a la formación que estás cursando, te ofrecemos una oferta diferente, que se adapta a tus necesidades y que podrás compatibilizar con tus estudios.

### **BARCLAYS GLOBAL INVESTORS**

<https://search.jobs.barclays/grads-interns>

From internships to full-time positions - we will have a programme to suit you. To get a sense of what it's like to work here, experience it for yourself. Our internships will immerse you in our work, culture and business.





### **BNP PARIBAS**

<https://www.bnpparibas.es/es/trabaja-con-nosotros-2/ofertas-de-trabajo/>

BNP Paribas ofrece una serie de programas diseñados para aportar a jóvenes estudiantes la experiencia y orientación que necesitan para desarrollar sus expectativas laborales y comenzar su carrera en el mundo de la banca.

**Oportunidades para graduados en Pariba Fortis Bélgica:** <https://www.bnpparibasfortis.com/jobs/internships>

### **CREDIT LYONNAIS**

<https://www.lcl.fr/decouvrir-lcl/recrutement/etudiants>

Que vous soyez à la recherche d'un stage, d'une alternance ou d'un job étudiant, LCL vous accompagne dans vos premiers contacts avec le monde professionnel.

### **HISCOX**

<https://www.hiscoxgroup.com/our-graduate-programme-europe>

You will join a cohort of graduates across our European locations and together with your peers across the Group, you'll undertake a structured learning programme that will equip you with skills essential for your future career.

### **NATWEST GROUP**

<https://jobs.natwestgroup.com/pages/early-careers>

We offer a range of graduate and intern programmes across Europe. Each one offers real responsibility from day one and world-class training and support. Natwest Group includes brands such as Natwest, Royal Bank of Scotland, Isle of Man Bank, Ulster Bank, RBS International, etc.

### **TULLETT PREBON**

<https://www.tullettprebon.com/careers/gradprogram.aspx>

At Tullett Prebon, we are committed to the next generation of talent for our business and are always keen to hear from individuals who want to work for a company that thrives on new perspectives, innovation and cutting edge technology.

### **STANDARD CHARTERED**

<https://www.sc.com/en/careers/early-careers/graduates/>

Career opportunities abound at Standard Chartered. With an established presence in some of the world's most dynamic growth markets in Asia, Africa and the Middle East, and a strong commitment to developing your unique strengths, we are well placed to help you accelerate your career.

### **CREDIT SUISSE GROUP**

<https://www.credit-suisse.com/careers/en/students.html>

A three-year commercial banking apprenticeship gives you a broad basic training in banking. We also offer four-year IT apprenticeships in application development and systems engineering.

### **DEUTSCHE BANK**

<https://careers.db.com/students-graduates/graduate-programme/>

At Deutsche Bank, you'll launch, develop and progress your career. You'll embrace challenge, be inspired and rise to the occasion—all at one of the largest and most rewarding global financial institutions.

### **AAREAL BANK AG**

<https://www.aareal-bank.com/en/your-perspectives-at-aareal-bank/who-were-looking-for/current-and-future-graduates>

El Aareal Bank Group es un grupo de empresas alemanas especializadas en propiedad inmobiliaria y su financiación. Tiene representación en 19 países de 3 continentes (Europa, Norteamérica y Asia), y trabajadores procedentes de 31 países.



### **SOCIÉTÉ GÉNÉRAL**

<https://careers.societegenerale.com/etudiants-jeunes-diplomes/graduate-programmes>

Société Générale es una de las principales empresas europeas de **servicios financieros**, actividad que también se extiende a otras partes del mundo. Sus oficinas centrales se encuentran en Francia. Ofrece programas de formación en alternancia.

### **HSBC**

<https://www.hsbc.com/careers/students-and-graduates>

HSBC offers undergraduate and post graduate programmes, in over 30 countries and territories, covering all our business areas. You can search for the best programme for you either by location or by business area.

### **NOMURA**

<http://www.nomura.com/europe/careers/>

The graduates we take on today are set to enjoy great success. If you're ready to become one of them, get an overview of our business areas and choose the one that suits you. Find out more about our business. Then consider whether you should apply to the Analyst or Associate program.

### **GRUPO SANTANDER**

<https://www.santander.com/es/trabaja-con-nosotros>

Si quieres formarte en Banca Comercial, Banca de Inversiones, Mercados Financieros, Riesgos, Auditoría, Asesoría Jurídica, Tecnología, Operaciones, Intervención, Seguros, Gestión de Activos, RRHH, Comunicación, etc, ahora puede ser el momento.

### **ERSTE GROUP BANK**

<https://www.erstegroup.com/en/career/graduates>

Erste Group Bank AG is one of the largest financial services providers in Central and Eastern Europe and focuses on retail and SME banking. Programs: students4excellence.at, Balkan Case Challenge (BCC), Danubia Summer University, Masterclass CEE, University of Applied Sciences bfi Vienna.

### **LAZARD**

<http://www.lazard.com/careers/students/>

Lazard, one of the world's preeminent financial advisory and asset management firms, operates from 41 cities across 26 countries in North America, Europe, Asia, Australia, Central and South America. Each year Lazard visits leading universities and business schools throughout Europe. Our hiring is done regionally, therefore opportunities and training and development vary by location.

### **CITI GROUP**

<https://careers.citigroup.com/students-and-graduates/>

Our world is changing and after graduation, so will yours. We invite you to take advantage of one of the strongest financial networks in the world as a platform to launch your new career. With a history that goes back over 200 years and offices in more than 100 countries around the world, your opportunities are endless. Help us build our future and we'll help build yours.

### **SIGS**

<https://careers.sig.com/europe-recentgraduate-jobs>

As one of the largest proprietary trading firms in the world, we trade our own capital at our own risk. We are experts in trading essentially all listed financial products and asset classes, with a focus on derivatives, and handle millions of transactions on exchanges around the world every day



## IMC

<https://careers.imc.com/ap/en/students>

For three decades IMC has provided liquidity to the financial markets globally. Specialised in algorithmic trading and advanced technology, we set the pace for the evolution of market making.

## WILLIS TOWERS WATSON

<https://careers.wtwco.com/early-careers/> -> Graduates

We offer diverse learning opportunities through working on complex yet interesting assignments. If you have a flair for numbers, people and problem-solving, then you can help solve some of today's most complex business problems while also developing your career.

## SCHLUMBERGER SEMA

<https://careers.slb.com/early-careers/internships>

Field internships offer you a unique chance to experience a job at one of our field locations to find out if a field engineer or field specialist position with Schlumberger is really the job for you. The educational requirements are completion of second year studies or above in an undergraduate program in any **engineering** discipline, **geology**, **geophysics** or sciences.

## MORGAN STANLEY

<https://www.morganstanley.com/people-opportunities/students-graduates>

Presta **servicios financieros** de carácter global.

- Asesoría para la inversión bancaria y en seguros.
- Operaciones de ventas institucionales.
- Investigación y análisis de mercado y servicios financieros de terceros países y áreas económicas.
- Servicios directos de todo tipo en el ámbito financiero para el inversor individual.

**Tienen programas universitarios** para estudiantes o graduados que quieran desarrollar su carrera profesional en el mundo de las finanzas.

### **MAZARS**

<https://www.mazarscareers.com/es/>

We are proud to offer our clients a wide range of services, mirrored in the variety of training schemes we can offer: Chartered Accountancy, Tax, Financial Planning, Governance Risk & Internal Controls (Internal Audit) and Outsourcing Services.

### **MUNICH RE**

<https://www.munichre.com/en/careers/students-and-career-starters/international-graduate-trainee-programme.html>

Where can you develop professionally and personally and get involved in forward-looking solutions for clients all over the world? The answer is, at Munich Re. You can apply directly for an advertised vacancy or for a position as a graduate trainee. Students who have completed a university degree may take advantage of one of our student programmes or write their doctoral thesis at Munich Re.

### **M&G INVESTMENTS**

<https://www.mandgplc.com/careers/graduates-interns-and-apprentices>

M&G is one of Europe's leading active asset managers with over £200 billion under management (as at 30 June 2011). From equities and fixed income to commercial property, our expertise is built on 80 years of managing investments.

### **ZURICH FINANCIAL SERVICES GROUP**

<https://www.zurich.co.uk/careers/internships>

The Global Associate Program (GAP) is for highly talented graduates with the drive to become senior technical experts and leaders at Zurich. Each year we select up to 80 top talents from around the world through a rigorous recruiting process.



### **GOLDMAN SACHS**

<https://www.goldmansachs.com/careers/students/index.html>

We actively seek to recruit talented people from all academic backgrounds into our university programs and entry level positions. Ranging from one-week spring internships to full-time jobs, all our positions offer an opportunity to learn first-hand about the firm, our culture and the financial services industry.

### **LLOYDS BANKING GROUP**

<http://www.lloydsbankinggrouptalent.com/graduates/>

Our business is focussed on the UK, but we have an international presence too, focussed on countries which have a strong relationship with the UK. And we're playing our part in building a strong, sustainable economy for the future: we're committed to building relationships with our many small business customers.

### **STANDARD BANK**

<https://www.standardbank.com/sbg/standard-bank-group/careers/early-careers/graduate-programmes>

Our three main business areas are Personal and Business Banking (PBB), Corporate and Investment Banking (CIB), and Wealth. In all of these areas, we encourage our people to think for themselves, be creative and, above all, understand their customers and the markets they're working in so they can deliver ground-breaking solutions. Our graduate programmes are currently available in both PBB and CIB, as well as in some core group support teams.

### **SWISS RE**

<https://careers.swissre.com/go/Internships/2744401/>

The graduates @swissre programme offers you the opportunity to join the exciting world of a specialised financial services organisation. If you have just earned your degree and have little or no work experience, we will recruit you for a position in one of our business functions where a line manager will be appointed to be responsible for you.

### **BCR- Banca Comerciala Romana**

<https://www.bcr.ro/en/careers/youth-programs>

Banca Comerciala Romana is the most important financial group in Romania. Wishing to join BCR means you're ready to live and work in Romania; you're ready to strive for high performance in a dynamic & fast growing business environment. You can learn about the available job opportunities and internships and apply directly on our website.

### **NORDEA**

<https://www.nordea.com/en/careers/nordea-graduate-programme>

Nordea Graduate Programme has been running since year 2000 and with more than 700 participants and over 80% retention rate of former graduates, we offer you a rewarding fast track to kick-start your career within the largest financial services group in Northern Europe.

### **UBS**

<https://www.ubs.com/global/en/careers/recent-graduates.html>

Las empresas e instituciones líderes de más de 50 países confían en nuestros recursos financieros, experiencia e infraestructura para ayudarlas a hacer crecer sus negocios, gestionar sus riesgos e invertir para el futuro.





### **J.P. MORGAN**

<https://careers.jpmorgan.com/global/en/students/programs>

Since our inception over 200 years ago, we've evolved to offer the whole spectrum of global banking and financial services, and in many cases, we've helped define them.

### **BUREAU VERITAS**

<https://group.bureauveritas.com/careers>

Every year, we welcome and train over 10,000 of the most dedicated, talented and highly skilled engineers, technicians, inspectors, auditors and support staff from around the world.

### **PRYSMIAN GROUP**

<https://www.prysmiangroup.com/en/people-and-careers/what-we-offer/graduate-program>

Prysmian Group promotes a business model based on the concept of shared value through a strategic approach.

### **KPMG**

<https://www.kpmgcareers.co.uk/graduates/graduate-programmes>

KPMG is a global network of professional firms providing Audit, Tax and Advisory services. We have more than 152,000 outstanding professionals working together to deliver value in 156 countries worldwide.

### **DELOITTE (GIP: Global Internship Program)**

<https://www2.deloitte.com/es/es/pages/careers/careers/global-internship-program.html>

Deloitte te invita a vivir una experiencia única mediante un programa de prácticas internacionales que comprende: entre cuatro y ocho semanas en verano en una oficina de Deloitte a nivel mundial + cuatro meses a media jornada en la oficina de Deloitte España de la ciudad en que tú estudies.

### **PwC IRELAND**

<https://www.pwc.ie/careers-ie/graduate-programme.html>

Your graduate life is about so much more than just a graduate programme. You want to build on your unique strengths and find your place in the world. We want you to succeed. Welcome to PwC.

### **MARSH MCLENNAN**

<https://careers.marshmclennan.com/eu/en/marsh-europe-graduate-programs>

Develop yourself on a personal and professional level inside a truly international company. We at Marsh are risk advisors and brokers for a number of the world's most well-known companies.



### **PwC España**

<https://www.pwc.es/es/carrera-profesional/recien-graduados.html>

Buscamos a graduados en Ingeniería (Industrial, Telecomunicaciones, Informática, Aeroespacial, etc.), Arquitectos, ADE, Derecho, Matemáticos, Estadísticos, Físicos y cualquier Doble Grado, así como también másteres habilitantes de Ingenierías, Big Data y/o Business Intelligence, Matemáticas...

### **ERNST & YOUNG (EY)**

<https://ukcareers.ey.com/students/programmes/graduate-programmes/>

If you've graduated from university, or will do soon, one of our graduate programmes could be just the job. You'll be part of a team working with interesting clients, while earning a salary. We'll help you develop the things you're naturally good at and learn new skills for your career, too. By the time you finish, you'll be professionally qualified and ready to progress with us.

### **PROTIVITI**

<https://www.protiviti.com/UK-en/students-and-graduates>

At Protiviti, our graduates are part of delivering solutions to our clients from day one. We offer travel opportunities, an approachable work environment and extensive training to provide you with the technical skills you need to advance your career.

### **ACCENTURE- Consulting Graduate Program**

<https://www.accenture.com/us-en/careers/life-at-accenture/entry-level>

Accenture Consultants help our clients conceive, design and execute business solutions at the speed and scale that the new digital world demands. On this programme, you'll develop the skills to transform our clients businesses across people, processes and technology.

## **BAIN & CO**

<https://www.bain.com/careers/>

Bain & Company has been named one of the world's best places to work, offering a wide range of career options for undergraduates, MBAs, advanced degree holders and working professionals.

## **NEWTON EUROPE**

<https://www.newtoneurope.com/careers/graduates>

Newton is a UK-based specialist in operational improvement, fuelled by a fundamental belief that even the best organisations can be better.

## *Construcción y Auxiliar*

## **BILFINGER BERGER**

<https://www.bilfinger.com/en/careers/early-career-starters/>

As an international Multi Service Group in the areas of construction and services, we are looking for [employees](#) who are talented and flexible. Working for us, you will have the opportunity to take on important tasks as part of a highly-motivated team. And we will support your professional and personal development in every way.

## **BLACKROCK Campus Programs**

<https://careers.blackrock.com/early-careers/europe/>

Join an industry leader that embraces a future full of opportunities. BlackRock emphasizes entry-level hiring and is committed to building from within. Currently, we offer formal programs in the US and the UK.



### **KONE**

<http://www.kone.com/en/careers/students-and-graduates/>

Get a head start on your career in one of the world's leading elevator and escalator companies. We are a global company, driven by technology and focused on our customers. We provide intelligent and eco-efficient solutions for elevators, escalators, autowalks and automatic building doors.

### **FERROVIAL**

<https://www.ferrovial.com/es-es/empleo/graduate-program/>

Ferrovial es el mayor inversor privado de infraestructuras de transporte del mundo con una plantilla de alrededor de 70.000 personas en más de 15 mercados. Ferrovial oferta becas y puestos de trabajo en filiales españolas e internacionales.

### **NETWORK RAIL**

<https://www.networkrail.co.uk/careers/early-careers/graduate-schemes/>

We believe the participants in our graduate scheme will become the future leaders of the organisation. Few other schemes can boast such huge responsibility.

### **HEIDELBERGER ZEMENT GROUP**

<http://www.heidelbergcement.com/en/graduates>

We provide apprenticeships in many different areas. Whether they are interested in commercial, industrial or technical work, we help our apprentices to reach their goals at the right time through practical training. Organisational and business relationships are discussed and commercial issues examined carefully, under expert guidance.

### **HOLCIM (European Business Services)**

<https://www.holcim-ebs.eu/careers>

European Business Services as part of Holcim Group offers various job positions in the accounting & finance area as well as part-time opportunities for university students.

### **BAM GROUP- Ireland**

<https://www.bamcareers.com/ie/en/campaigns-graduate-programme>

BAM is a successful European construction group and unites operating companies in five home markets with the administrative centre in the Netherlands and listed at Euronext Amsterdam. Every year, Royal BAM Group gives students the chance of work experience in one of our operating companies and the opportunity to get to know the Group.

### **VINCI GROUPE**

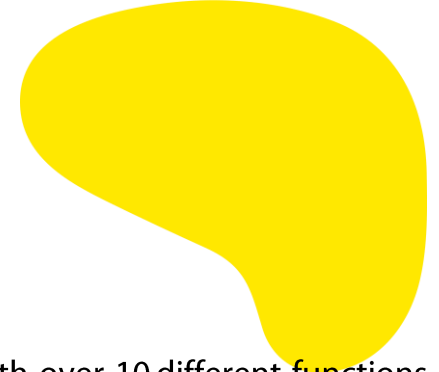
<https://www.vinci.com/vinci.nsf/en/item/vinci-careers-students.htm>

At VINCI, we recognise and value your personality as a driver of your development and professional success, whatever your level or area of expertise. Numerous programmes are open to students, from last year of junior secondary to students at business and engineering schools.

### **ACERALIA. Grupo Arcelor**

<https://corporate.arcelormittal.com/careers/graduates-and-students>

We are looking for young talent and mobile engineers. You want to be involved in unique challenges with extraordinary possibilities to learn and develop?



### **TATA STEEL EUROPE**

<https://www.tatasteeleurope.com/en/careers/uk/graduates>

Our graduates have the opportunity to work in one of our ten business units across the country. With over 10 different functions available for you to choose from, we have a wide variety of options that will suit most degree types, ranging from Mechanical Engineers and Metallurgists through to Finance and HR.

### **RIO TINTO ALCAN**

<https://www.riotinto.com/en/careers/graduates-students>

We place individuals where they can achieve real business outcomes while continuing to develop skills and competence. Our graduate opportunities vary from year to year, depending on our requirements.

### **SCHNEIDER ELECTRIC**

<https://www.se.com/ww/en/about-us/careers/students-young-professionals.jsp>

Get an inside view of our company while acquiring invaluable hands-on experience. You'll grow and take on responsibility under the watchful eye of a mentor. Internships & International Recruiting Programme.

### **ELECTROLUX**

<https://career.electroluxgroup.com/global/en/early-careers>

There are always opportunities at Electrolux, whether you are an experienced professional or just starting out. We encourage you to explore our open positions and apply on-line for any of the openings listed below. Applying on-line for a specific position is the best way how to take the first step in starting your career with us in Sweden or abroad.

### **THYSSENKRUPP**

<https://karriere.thyssenkrupp.com/en/university-students>

ThyssenKrupp gives you the opportunity to take a good look at hard facts and discover new relationships between them. You will see how innovative products are developed, new markets opened up, or how production processes are optimized.

### **SCHOTT**

<http://www.schott.com/english/jobs/entry/graduates/graduates/index.html>

Welcome to SCHOTT. For more than 125 years our company has been developing and manufacturing special glass, special materials, components and systems, to improve how people live and work. By providing innovative ideas and outstanding expertise in technology, SCHOTT offers solutions for the future and takes its responsibility for society and the environment very seriously.

### **UNIBAIL-RODAMCO-WESTFIELD Job category-> Internacional Graduate Program**

[https://urw.wd3.myworkdayjobs.com/urw\\_career\\_site](https://urw.wd3.myworkdayjobs.com/urw_career_site)

Through the European Graduate Program the young graduates can discover the diversity of Unibail-Rodamco business and approach to commercial real estate operations, acquire the fundamentals of its business, build a network and prepare their future career.

## **Farmacia y Química**

### **ABBOTT- PDP's**

<http://www.abbott.com/careers/students.html>

We are a global, broad-based health care company devoted to discovering new medicines, new technologies and new ways to manage health. Our products span the continuum of care, from nutritional products and laboratory diagnostics through medical devices and pharmaceutical therapies. Our comprehensive line of products encircles life itself - addressing important health needs from infancy to the golden years.





### **AIR LIQUIDE**

<http://www.airliquide.com/en/careers/en-quete-de-defis/learn-during-an-internship.html>

Each year, Air Liquide proposes a large number of internships everywhere in the world. The diversity of the Group's activities means that interns can be welcomed in many different sectors such as R&D, engineering, production, logistics, information systems, purchasing, sales/marketing, finance/auditing, legal matters, human resources and so on.

### **AKZO NOBEL**

<https://www.akzonobel.com/en/careers/our-people/get-program#tabId=botan-aksoy>

Akzo Nobel currently offers opportunities in the following areas: Customer Business Development/Sales, Marketing, Research & Development, Engineering for Manufacturing, Human Resources, Information Technology, Purchasing, Supply Chain and Finance.

### **SANOFI**

<https://empleo.adecco.es/sanofi-talent-graduate-program-2022/>

If you're a student, our partnerships, research fellowships, apprenticeships, internships and training courses will give you the valuable experience you need to start your career.

### **BASF**

<https://www.basf.com/es/es/careers/graduates.html>

BASF te ofrece la oportunidad de iniciar tu carrera profesional en la empresa líder mundial en el sector químico. Concedemos prácticas a más de 150 estudiantes cada año de diferentes especialidades. Nuestro objetivo es facilitar el contacto de los estudiantes con el mundo laboral, ofreciéndoles la posibilidad de realizar prácticas relacionadas con su formación académica, así como de explorar diferentes alternativas profesionales.

## **JOHNSON & JOHNSON**

<https://www.careers.jnj.com/students>

if you're ready to meet a diverse and collaborative community, share your unique background and your brightest ideas—and always be heard—learn more about internships, co-ops, leadership development programs (LDPs) and full-time roles for students at Johnson & Johnson today.

## **BAYER**

<https://www.bayer.com/en/career>

As you begin your career, it's important to find opportunities that will help you build a strong professional foundation while developing specific expertise. Our series of specialized graduate programs allow you to build on your academic achievements and begin to make an impact in your chosen field.

## **BEIERSDORF**

<http://www.beiersdorf.com/career/students-and-graduates/graduate-programs>

Going BEYOND BORDERS. Beyond Borders is an 18-month program with a five to six-month overseas placement, either in another group company or at our global headquarters in Hamburg, Germany.

## **FRESENIUS**

<https://karriere.fresenius.de/de/berufseinsteiger/traineeprogramme> (DE)

Already successfully completed your studies or vocational training? Now looking to apply what you know to business? Fresenius offers you a variety of exciting options that allow you to forge your career in a way that matches your goals and personal expectations.



### **GSK- Glaxo Smith Kline**

<https://www.gsk.com/en-gb/careers/early-talent/future-leaders-graduate-programme/>

Our two- to-three-year Future Leaders Programme will help develop your leadership skills as part of a company whose purpose is to get ahead of disease, together. If you are hardworking and dedicated, the programme will provide you with many of the vital tools required to boost your career.

### **ROCHE**

<https://careers.roche.com/global/en/graduates-programmes>

Bring along your ideas and your ability to research, develop, plan and organise. Interesting projects are taking place throughout the entire company and dedicated students from these fields of study are always in demand: Engineering, Natural Sciences (Chemistry, Pharmacy, Biotechnology, Mathematics etc.), Business Studies and Computer Science.

### **L'OREAL**

[https://careers.loreal.com/en\\_US/content/GlobalGradOpp](https://careers.loreal.com/en_US/content/GlobalGradOpp)

Are you ready to own a part of our business? This is your opportunity to lead high-impact projects that compliment your courses as you rotate through a variety of different brands and functions. We always look for talented individuals who demonstrate leadership potential

### **CRODA**

<https://www.croda.com/en-gb/careers/graduate-opportunities>

CRODA es una multinacional que trabaja en productos químicos (polímeros, lubricantes, aceites vegetales, etc.) Tiene 3.500 empleados en 35 países. Admite recién licenciados/as (o que se hayan licenciado en los últimos 5 años) en Ciencias, Química, Ingeniería y otras titulaciones con vocación comercial. Tienen un programa para Reino Unido y otro para EE.UU.

### **ALMIRALL**

<https://career5.successfactors.eu/career?company=AlmirallProd&rcm%5fsite%5flocale=en%5fEN&>

Currently, we offer internship programs in different areas in our centres based in Catalonia. We will provide you with a unique opportunity to gain hands-on experience and contribute to your development as well as growing the company successfully. You can find internship opportunities on our job site.

### **ASTRA ZENECA**

<https://careers.astrazeneca.com/early-talent>

We are a global research-based biopharmaceutical company. Interns are an integral part of AstraZeneca. They touch every area of our business. Whether you're a high school, college, graduate or post-graduate student, there is real work for you to do at AstraZeneca.

### **NOVO NORDISK**

<https://www.novonordisk.com/careers/early-career-programmes.html>

Novo Nordisk's graduate programme is the perfect springboard to a fulfilling career. Are you a high-performing individual who has the potential to develop into a key person in our global organisation? If the answer is yes, then read on. We call our graduate programme Base Camp. To get here you already need some skills, talent and experience – just like at a real base camp.

### **LILLY**

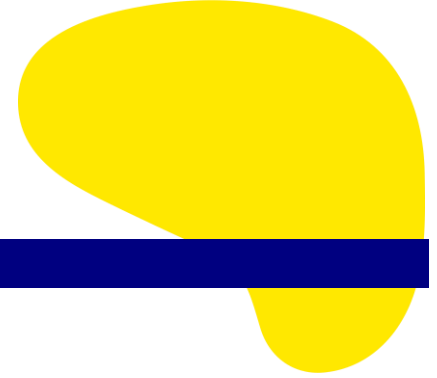
<https://careers.lilly.com/student-opportunities>

So, you're thinking about joining Lilly? You've come to the right place. The pharmaceutical industry is a complex, rapidly changing environment, and we are always looking for highly capable leaders to help us continue making life better for people around the world.

### **LUNDBECK**

<https://www.lundbeck.com/global/careers/early-career-programs/students>

We have designed a two-year programme to support you in the transition from being a student to becoming a young professional, navigating in a global and collaborative workplace.



## Distribución y Comercio

### **AMAZON**

[https://www.amazon.jobs/en/landing\\_pages/eu-ops-interns](https://www.amazon.jobs/en/landing_pages/eu-ops-interns)

We're looking for ambitious and enthusiastic students to join us at the heart of our core consumer business. As part of the e-commerce internship program you'll work in either the Retail team or within the Seller Services team in our Madrid downtown office.

### **UNILEVER**

<https://careers.unilever.com/early-careers-at-unilever>

Unilever ofrece programas de becas en casi todas sus oficinas del mundo. La duración del programa va desde 12 semanas a 1 años según el país. En España las becas son de 6 a 9 meses de duración.

### **SYNGENTA (Industria Agroalimentaria)**

<https://www.syngenta.ch/unternehmen/karriere/fuer-berufseinsteiger/praktikum-diplomarbeit-doktorarbeit> **(DE-FR)**

You are a talented graduate with an interest in agribusiness – ready to gain experience and be highly committed in several areas. The Syngenta Graduate Programs, challenging and varied, are in tune with your open-minded and enthusiastic nature. You have recently completed your studies and wish to start your professional life. Or you already have a couple of years of experience and wish to develop further.

### **CARREFOUR**

<http://graduates.carrefour.fr/> **(FR)**

Le Graduate Program Dirigeants est un dispositif attractif de recrutement conçu pour les jeunes diplômés à fort potentiel issus des meilleurs cursus internationaux. Chaque année, nous recrutons en CDI environ 60 jeunes diplômés, qui accélèrent leur carrière grâce à notre programme d'accompagnement individualisé.

### **ALDI Ireland**

<https://www.aldirecruitment.ie/area-manager-programme/graduate-area-manager-programme>

At Aldi only the best will do. It's a philosophy that has made us a driving force in retail. Now we're looking for outstanding graduates, born leaders possessing the drive and ambition to succeed in a demanding and fast-paced environment.

### **RED BULL**

<https://jobs.redbull.com/es-es/microsite/graduate-program>

The Red Bull Graduate Programme is an intense, challenging 18 month deep dive into the business, cultivating talents and building the next generation of experts at Red Bull.

### **CASTORAMA**

<https://emploi.castorama.fr/lespace-etudiants/>

Vous recherchez un stage de quelques jours à un an, vous voulez découvrir le fonctionnement d'un magasin avec une expérience formatrice.

### **DECATHLON (ES)**

<https://trabajaconnosotros.decathlon.es/programa-de-practicas/>

Con el programa de prácticas tienes la posibilidad de seguir desarrollándote día a día en tus competencias y habilidades y poder poner en práctica lo que has estudiado. Podrás realizar tus prácticas en un entorno de trabajo en equipo, con personas que se atreven, que tienen autonomía, que les gustan los retos y que son apasionados del servicio cliente, estarás siempre acompañado por un tutor/a.



## LIDL

<https://empleo.lidl.es/estudiantes-y-recien-graduados>

¿Ha finalizado o está finalizando sus estudios con éxito? ¿Domina el español y el inglés o el alemán con fluidez a nivel oral y escrito? ¿Asuma el reto formando parte de una compañía multinacional en expansión con nuestros programas formativos en Lidl España!

## IKEA

<https://ikea.jobs.cz/en/students-and-graduates/> (CZ)

Motivated? Talented? Creative? A future leader? Are you always looking to improve, challenge the status quo and come up with new solutions? If the answer is yes, the 12-month IKEA Trainee Program is a great opportunity for you to show us and yourself what you can do: your personality is the key.

Programa IKEA **Bélgica**: <https://www.ikea.com/be/en/this-is-ikea/work-with-us/apply-for-our-trainee-program-pubdaf54e70>

## WAYFAIR

[https://www.wayfair.com/careers/students?gh\\_src=a5f36eaa2](https://www.wayfair.com/careers/students?gh_src=a5f36eaa2)

Wayfair believes everyone should live in a home they love. Through technology and innovation, Wayfair makes it possible for shoppers to quickly and easily find exactly what they want from a selection of more than 10 million items across home furnishings, décor, home improvement, housewares and more.

## REWEHANDELSGRUPPE

<https://karriere.rewe.de/> (DE)

Bei REWE gibt es 3.500 Auszubildende und jedes Jahr bringen wir 1.200 neue Auszubildende in den verschiedenen Ausbildungsberufen an den Start. Der Ausbildungsberuf Kaufmann/-frau im Einzelhandel zählt dabei zu den wichtigsten. Detaillierte Informationen zur Ausbildung bei REWE finden Sie in unserem neuen [Ausbildungsportal](#).

### **THE BOOTS COMPANY**

<https://www.boots.jobs/graduates-and-early-careers/graduates/>

La compañía ofrece distintos programas específicos para cada rama de actividad de la empresa: Brand, Buying & Marketing; Retail Management; Finances; IT; Pharmacy and Undergraduate Programme.

### **TESCO Ireland**

<http://www.tesco-earlycareers.com/>

With 19 programmes to choose from, whatever type of business leader you aspire to be, Tesco has a bespoke scheme to help you reach your goal.

### **DAIRYGOLD**

<https://www.dairygold.ie/graduate-development-programme/>

As a growing and vibrant business, the recruitment and development of talent into our business is a key pillar of Dairygold's human resources strategy. Our business offers opportunities for a broad spectrum of academic disciplines.

### **LEROY MERLIN**

<https://corporativo.leroymerlin.es/conocenos/estudiantes-graduados>

Programa de Jóvenes Graduados/as y Programa de Becas y Prácticas de Leroy Merlin España. Accede a toda la información relativa a ambos programas, además de a las oportunidades que te ofrecemos, tanto en nuestras tiendas, como en nuestros servicios corporativos.



### AT&T- LDP

<http://att.jobs/careers/college/>

**Leadership Development Programme:** It takes incredible people to run a billion-dollar Fortune 7 Company. Know any? We're looking for our future leaders, and we can't think of a better place for exceptional students/recent grads to start their career.

### LAGARDERE -> Type de contrat = "stage"

<https://www.lagardere.com/nous-rejoindre/nos-offres/>

Les sociétés du groupe Lagardère proposent des offres d'emplois, de stages et de VIE, en France et à l'international. Pour présenter votre candidature, nous vous invitons à consulter les offres de nos différentes sociétés, puis à postuler en ligne. Votre dossier sera traité par le département recrutement de la société concernée.

### SIEMENS

<https://new.siemens.com/global/en/company/jobs/search-careers/siemens-graduate-program.html>

**Siemens Graduate Program:** What do you want to do with your future? If the answer is kick-start your career with a global two-year program that offers the opportunity to work abroad, then the Siemens Graduate Program (SGP) is for you.

### ILL- Institute Laue-Langevin

<https://www.ill.eu/careers/all-our-vacancies/internships-work-placements/>

The **Institut Laue-Langevin** is an international research centre at the leading edge of neutron science and technology. Every year students choose to spend part of their university career working at the ILL for periods varying usually from two to six months

## **SONY**

<https://www.sonyjobs.com/internships.html>

Sony is an exciting, international company with many development opportunities in a unique and broad range of sectors, including consumer and professional products, media and entertainment.

## **AAAS - The American Association for the Advancement of Science**

<http://www.aaas.org/careercenter/internships/>

Volunteer internships at AAAS exist to make use of training and abilities of undergraduate and graduate students in developing special projects or studies for the organization. Students can relate their education and training to particular subject areas in providing services. Volunteer internships can be full-time or part-time and students can earn college credit depending on the requirements of the college or university. Paid internships exist at AAAS to provide actual or practical work experience.

## **H&P HEWLETT PACKARD**

[https://www.hpe.com/emea\\_europe/en/about/jobs/students.html](https://www.hpe.com/emea_europe/en/about/jobs/students.html)

Candidates for our university hiring programmes must have completed at least one year of college with strong academic achievement toward a BS, BA, MS, MBA or PhD degree. We hire students across multiple functional areas.

## **MICROSOFT**

<https://careers.microsoft.com/v2/global/en/students>

You have unique experiences, skills, and passions—and we believe you can bring them all to Microsoft for a rich, rewarding career and lifestyle that will surprise you with its breadth and potential.

## **DXC-Technology**

[http://www.dxc.technology/students\\_and\\_new\\_grads/flxwd/127481-new\\_hires\\_recent\\_graduates\\_portal](http://www.dxc.technology/students_and_new_grads/flxwd/127481-new_hires_recent_graduates_portal)

DXC Technology is the world's leading independent, comprehensive IT services company, helping clients harness the power of innovation to thrive on change



## **IBM**

<https://www.ibm.com/careers/uk-en/early-career/entry-level/>

If you love working with people and you thrive in a collaborative culture, then you'll fit right in. Joining as a business, design, technology or strategic analytics consultant you'll be guided through our 2-year consulting graduate programme, giving you the confidence to realise your potential.

## **THOUGHTWORKS**

<https://www.thoughtworks.com/careers/graduates>

Nuestra misión es mejorar la humanidad a través de software y ayudar a impulsar la creación de un ecosistema social y económicamente justo. Reunimos a las personas más capaces, motivados y apasionado (nuestros 'ThoughtWorkers')

## **CAPGEMINI**

<https://www.capgemini.com/gb-en/careers/your-career-path/graduates/>

Cap Gemini S.A. es una corporación multinacional francesa con sede en París, Francia. El programa proporciona servicios de TI y es una de las mayores compañías del mundo de consultoría, externalización y servicios profesionales con casi 190.000 empleados en más de 40 países

### **BERTELSMAN**

<https://createyourowncareer.de/en/graduates/>

Within the Bertelsmann group of companies, some of our divisions and companies offer a wide variety of international and local educational, trainee, internship, developmental, and rotational programs that help different target groups explore and discover the many different faces of our companies.

### **THOMSON REUTERS**

<https://www.thomsonreuters.com/en/careers/campus-careers.html>

Thomson Reuters offers different programs spanning businesses, professions and the entire globe: there's nothing typical about internships and programs at Thomson Reuters. We don't want typical candidates, so we offer an array of mentored internships and full-time options for you to find an opportunity tailored to your interests and expertise.

### **TF1 GROUP (FR)**

<https://career012.successfactors.eu/career?company=tfsaP>

Premier groupe de télévision généraliste française, TF1 est un groupe de communication intégré qui a développé depuis plusieurs années des activités sur des segments porteurs. La vocation de TF1 est d'informer et de divertir. Tous les profils et formations sont recherchés: techniciens audiovisuels, journalistes, ingénieurs, commerciaux, ainsi que les cursus universitaires.

### **NOKIA**

[http://www.nokia.com/en\\_int/about-us/careers/students-and-graduates](http://www.nokia.com/en_int/about-us/careers/students-and-graduates)

Nokia is a global leader in creating the technologies at the heart of our connected world. Powered by the research and innovation of Nokia Bell Labs, we serve communications service providers, governments, large enterprises and consumers, with the industry's most complete, end-to-end portfolio of products, services and licensing.



## **ORANGE**

<https://orange.jobs/site/fr-orange-graduate-programme/index.htm>

En Orange queremos darte la oportunidad de formar parte de nuestra compañía a través de un programa formativo orientado a tu desarrollo profesional dentro de nuestra organización en el que invertimos en tu futuro profesional, para así abrirte la posibilidad de formar parte del equipo Orange.

## **SFR**

<https://alticefrance.com/etudiants-0>

Créé en 1987, SFR s'est progressivement développé pour devenir un opérateur intégré, avec des services diversifiés dans la téléphonie et l'Internet fixe et mobile, distribués sur l'ensemble des marchés de télécoms : grand public, entreprises et marché opérateurs.

## **ERICSSON**

<https://www.ericsson.com/en/careers/student-young-professionals>

We see our interns as the Ericsson professionals of tomorrow, influencing how we do business today. An internship is an experience that genuinely benefits your longer-term career prospects.

## **MICROSOFT**

<https://careers.microsoft.com/students#programs>

Our Intern program will provide you with the opportunity to gain valuable work experience, develop your skills and fast track you to our Graduate program once you've graduated.

## **SAGEM**

<https://careers.sagemcom.com/homepage.aspx?LCID=1033> Seleccionar "Stage"

Sagemcom est un groupe français de haute technologie à dimension internationale. Ayant acquis des positions de premier plan grâce à son fort potentiel d'innovation, Sagemcom a l'ambition de devenir un des leaders mondiaux des terminaux Haut débit, de la Convergence et de l'Energie.

## **SWISSCOM**

<https://www.swisscom.ch/en/about/jobs/next-apprenticeship-internship-traineeship.html>

At what stage are you in your studies? Are you still working on your degree? Are you just about to finish your thesis? Or do you already have a bachelor's or master's degree? Whatever the case, it's never too early to think about starting your career and the direction your journey should take.

## **BT GROUP**

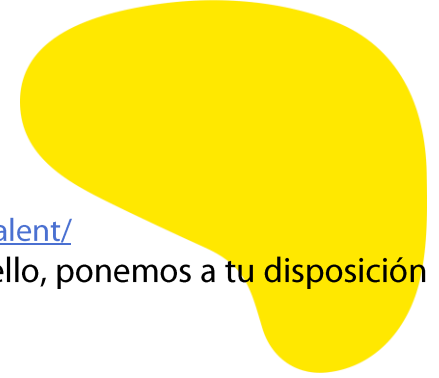
<https://www.bt.com/careers/early-careers>

BT is one of the world's leading communications services companies, serving the needs of customers in the UK and in more than 170 countries. Our main activities are the provision of fixed-line services, broadband, mobile and TV products and services as well as networked IT services.

## **TALENTUM TELEFÓNICA**

<https://jobs.telefonica.com/job/Beca-Talentum/827481701/>

Somos la plataforma de impulso al talento joven de Telefónica, un programa que ofrece oportunidades a los jóvenes a través de su extenso programa de becas, formación y retos en equipo. Nuestras becas están destinadas tanto a recién titulados como a estudiantes afincados en España.



## **VODAFONE**

<https://www.vodafone.es/c/conocenos/es/vodafone-espana/trabaja-con-nosotros/vodafone-youth/becas-yu-talent/>

En Vodafone sabemos que solamente es posible llegar a lo más alto cuando tú das lo mejor de ti. Por ello, ponemos a tu disposición los siguientes programas para que puedas desarrollar tu talento dentro de nuestro equipo.

## **Energía**

### **ABB**

<https://careers.abb/global/en/students>

ABB is a leader in power and automation technologies that enable utility and industry customers to improve performance while lowering environmental impact. The ABB Group of companies operates in around 100 countries and employs about 117,000 people.

### **BP. BRITISH PETROLEUM**

Programa para graduados e investigadores

<https://www.bp.com/en/global/corporate/careers/students-and-graduates.html>

Las becas de verano se conceden para distintos puestos dentro de los negocios y funciones de BP Oil España. Dependiendo del horario se ofrece entre 600 y 1.100 Euros al mes. Formación en Ingenierías, Economía, Derecho y Administración y Dirección de Empresas.

### **CEA. COMISARIADO PARA LA ENERGÍA ATÓMICA**

Prácticas y formación en alternancia (FR)

<http://www.cea.fr/recrutement/Pages/je-cherche/un-stage.aspx>

Les stages sont ouverts aux étudiants qui souhaitent compléter leur formation universitaire par une première pratique professionnelle. **Nécessairement intégrés dans le cursus scolaire** de l'étudiant, ils sont effectués en vue de la préparation d'un diplôme.

### **SHELL**

<http://www.shell.com/global/aboutshell/careers/students-and-graduates.html>

As your internship will be fully assessed against real tasks and targets, we gain a very rounded view of your skills and capabilities. Succeed in your internship and you could be offered a full-time position at Shell when you graduate. It's a simple and direct route into Shell.

### **ENI**

<https://www.eni.com/en-IT/careers.html>

We work with universities to create courses that focus on the knowledge and technical skills of the oil and gas industry. Teaching programmes are linked to our business, share the most recent knowledge about the sector and are delivered by Eni experts.

### **GAZ DE FRANCE**

<https://www.engie.com/en/jobs/internship-apprenticeship>

GDF SUEZ businesses develops its three businesses (electricity, natural gas, and energy and environmental services) around a model based on responsible growth in order to provide essential services to its customers every day.

### **E.ON**

<https://www.eon.com/en/about-us/careers/graduates.html>

Trainees in the international E.ON Graduate Program (EGP) can expect a creative, dynamic environment with various opportunities for development - with the chance of distinguishing oneself from the very first day onwards.





### **SAICA**

<https://www.saica.com/en/vacancies/>

Proporcionamos soluciones sostenibles para la fabricación de papel y embalaje reciclados, así como para la gestión y valorización de residuos

### **EQUINOR**

<https://www.equinor.com/careers/graduates>

Corporate graduate programme: Our graduate programme is aimed at applicants who have recently graduated. The programme accelerates the learning and development of new employees and supports our international ambitions.

### **Generación GALP**

<https://jobs.galp.com/go/Pr%C3%A1cticas/1335801/>

Generation Galp es un programa de prácticas remuneradas con una duración de un año para preparar a los jóvenes españoles con mayor potencial, para que en el medio plazo puedan formar parte de los cuadros estratégicos de Galp Energía.

### **RWE AG**

<https://www.rwe.com/en/rwe-careers-portal/career-paths/graduates>

Whether you're still in secondary school, attending university, have just finished your degree or are already in the midst of your career, the world of RWE can offer you the best opportunities for success at every phase of your educational and professional life.

### **SKANSKA**

<https://www.skanskaearlycareers.co.uk/>

An internship with Skanska is a wonderful opportunity to transform the knowledge you've acquired in the classroom into valuable, sought after skills. Plus, it's a good way to take the first step into getting into Skanska.

### **REPSOL YPF**

<https://www.repsol.com/es/empleo/que-buscamos/estudiantes-graduados/index.cshtml>

Ya puedes acceder a nuestro nuevo Programa de Becas IMPULSA que tiene como objetivo un primer contacto laboral para titulados superiores de los dos últimos años de carrera o recién titulados.

### **VESTAS**

<https://www.vestas.com/en/careers/early-careers/graduate-programme>

We approach your development through a combination of Education (classroom or shop-floor modules), Experience (learning from colleagues in live work environments) and Exposure (to new technologies, processes and ways of thinking). Our education efforts are particularly focused on technical training as it is crucial that our workforce is the most technically accomplished in the industry

### **FUGRO**

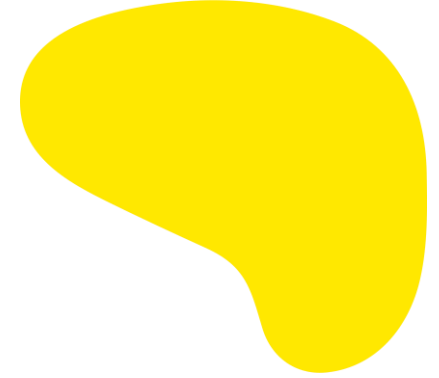
<https://www.fugro.com/careers/working-at-fugro/u-gro>

Fugro Robertson is a world-leading oil and gas consultancy. As a recent graduate, you are ready to start your career and grow your professional knowledge. In addition, you will receive world class training and development opportunities and you will earn responsibility very early in your career.

### **EUFORES. European Forum for Renewable Energy Sources**

<http://www.eufores.org/index.php?id=105>

EUFORES was founded in 1995 as an independent non-profit organisation aiming at promoting renewable energy sources and energy efficiency in the European Union. On a daily basis, EUFORES gathers expertise, advises on policy, disseminates up-to-date information to its members and promotes beneficial legislation (i.e. by several projects) in the fields of renewable energy and energy efficiency.



### **AZTI-TECNALIA**

<https://www.azti.es/trabaja-con-nosotros/pre-y-postdoctoral/>

AZTI-Tecnalia, Centro Tecnológico experto en Investigación Marina y Alimentaria, es una Fundación cuyo objetivo es el desarrollo social y mejora de la competitividad en sus sectores de actuación, el mar y los alimentos, mediante la Investigación e Innovación tecnológica.

### **ENAGAS**

[https://enagas.wd3.myworkdayjobs.com/Portal\\_Externo](https://enagas.wd3.myworkdayjobs.com/Portal_Externo) -> Programa Good New Energy

Con casi 50 años de experiencia en midstream, Enagás es referente internacional en el desarrollo y operación de infraestructuras gasistas, terminales de GNL, gasoductos y almacenamientos subterráneos.

### **CEPSA**

<https://www.cepsa.com/es/talento/estudiantes>

En Cepsa disponemos de programas para estudiantes y recién graduados con el objetivo de que inicies tu experiencia profesional formando parte de una compañía líder en la que podrás aprender y mejorar cada día.

### **AIR FRANCE (FR)**

<https://corporate.airfrance.com/fr/jeunes-diplomees>

Parce qu'ils permettent de rapprocher le monde de l'enseignement de celui de l'entreprise et d'effectuer ainsi les premiers pas vers la vie professionnelle, Air France propose chaque année une diversité de stages, dont près de 500 stages de niveau bac +4/5.

### **DISNEYLAND PARIS**

<http://careers.disneylandparis.com/fr/etudiants-et-jeunes-diplomes>

At Disneyland Paris we are committed to developing your talents. Looking for an internship or an apprenticeship? Our role is to guide you and to contribute to your evolving be it food and beverage, hotel and tourism, commerce, maintenance, horticulture, marketing, finance, human resources, communication and much more!

### **LUFTHANSA (BE)**

<https://www.be-lufthansa.com/en/internship>

International aviation groups also require special abilities from their commercial departments. This is why we conduct our own qualification measures in many different areas. We ensure that our training includes state-of-the-art technology, diversification, professional experience and top-level qualification: commercial, technical and catering apprenticeships.

### **TfL: Transport for London**

<https://tfl.gov.uk/corporate/careers/graduates>

Graduate recruitment: It's one of the busiest cities in the world. One of the fastest growing. and one of the reasons why a career at Transport for London (TfL) will see you affect the lives of millions. Without us London would stand still. Every single day we take millions of people to wherever they want to go.



### **BRAMBLES Graduate Development Programme**

<https://www.chep.com/careers/graduate-program>

As pioneers of the sharing economy, Brambles created one of the world's most sustainable logistics businesses through the share and reuse of its platforms under a model known as 'pooling'.

### **MAERSK**

<https://www.maersk.com/careers/our-teams/students-graduates>

At Maersk, we believe that passion drives your career while experiences shape it. Go with Maersk graduate programme is designed to give you the best career foundation to succeed in a global industry.

### **DP WORLD**

<https://www.dpworld.com/careers/grow/europe>

Our GROW Europe Graduate programme provides a unique opportunity to contribute to a truly industry changing transformation. From industrial scale port automation projects in some of the worlds most technologically advanced ports, through to the development of digital supply chain applications, new commercial products and sustainability projects, DP World in Europe is an exciting place to build your career.

### **MARRIOTT HOTELS**

<https://university.marriott.com/>

Marriott International cuenta con 30 reconocidas marcas de hoteles en 122 países de todo el mundo, y seguimos creciendo. ¡Las oportunidades son innumerables! El siguiente paso en tu carrera podría llevarte a tu mayor aventura.

### **NH HOTEL GROUP**

<https://www.nh-hotels.com/corporate/jobs/internship-programme>

At NH Hoteles, our internship programmes are one of our main sources of recruitment, with 70% of the students who complete one of these programmes going on to join the Chain. Our main selection criteria are potential and attitude. So if you are interested in becoming part of a multinational leader in the urban hotel industry, this is your opportunity.

### **HILTON WORLDWIDE (Europe)**

<http://jobs.hilton.com/universities/europe.php>

Hilton Worldwide tiene 3 Programas para Graduados: Elevator Graduate Development Program Europe; Finesse Finance y Management Development Program

### **FOUR SEASONS HOTELS AND RESORTS**

<https://www.fourseasons.com/careers/student-graduate-programs/>

Four Seasons offers global internship opportunities to undergraduates and graduates who want to get a head start in their career.

### **MELIÀ**

<https://careers.melia.com/go/Students-and-recent-graduates/8861801/>

Junto con las ofertas de empleo del Grupo Melià, también encontrarás posibilidades de becas y de prácticas.

### **TUI GROUP**

<https://careers.tuigroup.com/jobs/> -> Early Career

TUI AG es una empresa alemana presente principalmente en el sector turístico. Forma parte del índice DAX de la bolsa de Frankfurt.

### CONSEJO DE EUROPA

<http://www.coe.int/en/web/jobs/traineeships>

The Council of Europe's traineeship scheme consists of a **three-month period**: candidates can choose between: **January to March, April to June and September to December**. The Council of Europe does not organise any traineeships during the summer period. We would also like to specify that we do not offer traineeships in translation and interpretation.

### UNECE. United Nations Economic Commission for Europe

[http://www.unece.org/oes/internships/internship\\_prog.html](http://www.unece.org/oes/internships/internship_prog.html)

The United Nations Economic Commission for Europe (UNECE) accepts interns from time to time on an ad hoc basis. The internships are open to graduate or post-graduate students, who have specialized in a field related to UNECE programmes of work, namely: environment, transport, statistics, sustainable energy, trade, timber and forests, housing and land management, population, economic cooperation and integration and gender.

### CASE

<https://www.case.org/case-graduate-trainee-programme-europe>

The CASE Graduate Trainee Programme is an extensive training programme which aims to develop high calibre talent in the advancement profession across higher education, schools, and not-for-profit sectors. The training programme has been designed for graduates and postgraduates seeking a career in fundraising and philanthropy, to develop and refine their skillset while experiencing interactive workshops, professional mentoring, and invaluable networking.

### **EUROPARC FEDERATION**

<https://www.europarc.org/about-us/join-us/job-vacancies/>

The EUROPARC Federation is currently looking for a full time intern in its European Policy Office in Brussels (Belgium)

### **EFI. European Forest Institute**

<http://www.efi.int/portal/careers/students/>

EFI offers internship opportunities to undergraduate or graduate students at EFI. The purpose of the EFI Internship Programme is to provide a unique opportunity for interested candidates to get involved in European level forest research and research co-operation and co-ordination and to get to know EFI from the inside. The duration of the internship will be at least three months with a maximum duration limited to six months

### **GREENPEACE INTERNATIONAL**

<https://workfor.international.greenpeace.org/>

Greenpeace International is an environmental organisation that leads global campaigns and provides strategic support to Greenpeace national and regional offices.

### **IEEP. Institute for European Environmental Policy**

<http://www.ieep.eu/work-with-us/>

The Institute for European Environmental Policy (IEEP) is an independent and influential policy studies institute based in central London and Brussels, which undertakes research and consultancy work on the development, implementation and evaluation of environmental and environment-related policies in Europe.





### **UNITED NATIONS ENVIRONMENT PROGRAMME, Regional Office for Europe**

<https://www.unep.org/work-with-us> -> Internship

Students from a wide range of disciplines are able to apply, and depending on qualifications, are selected for internships that relate either to the organization's strategic activities or to administrative or technical functions. Internships afford you the opportunity to work in a multi-cultural international organization.

### **WWF. World Wide Fund for Nature**

<https://www.worldwildlife.org/about/careers> -> Search internship

WWF Youth Volunteer Program: You're young and you've got a brain. Added to this, you've got a passion for the planet.

### **EFSA. European Food Safety Authority**

<https://www.efsa.europa.eu/en/careers/starting-your-career-at-efsa>

In-service training enables trainees to acquire practical experience by means of their work and to put into practice the knowledge they have acquired during their academic studies or professional careers in the areas of science, communication or administration.

### **IIED, International Institute for Environment & Development**

<https://www.iied.org/internships>

IIED provides work experience in sustainable development and an opportunity to become familiar with the type of work and activities associated with an international career in this field, such as influencing policy, action-research, networking and advocacy.

### **SEI, Stockholm Environment Institute**

<https://www.sei.org/people/jobs/>

Employment opportunities and internships from all SEI centres are posted here. In some cases, employment procedures of a centre's host University or Institution are followed.

### **EESI, Environmental and Energy Study Institute**

<https://www.eesi.org/about/internships>

EESI relies on interns to provide substantive help to advance our environmental and energy policy agenda. In return, interns gain insight into the workings of Congress and the federal legislative process, knowledge of significant environmental and energy issues, and an understanding of a non-profit organization.

### **VEOLIA WATER. PANGEO Graduate Programme (FR)**

<http://www.veolia.com/fr/groupe/carrieres/pangeo/le-programme>

Operated by Veolia Water Solutions & Technologies, PANGEO is a graduate programme aimed at taking on candidates in roles such as Engineering, Business development, Finance and other Support functions. It provides paid international assignments of 12-24 months in duration.

### **WWOOF World Wide Opportunities on Organic Farms**

<http://www.wwof.net/>

**Volunteers:** Usually you live with your host and are expected to join in and cooperate with the day to day activities. In most countries, the exchange is based on 4-6 hours help-fair exchange for a full day's food and accommodation.

### **RWE**

<https://www.rwe.com/en/rwe-careers-portal/career-paths/graduates/rwe-renewables-graduate-programme/>

The Renewables International Graduate Programme is the career entry point for qualified international graduates. In our 18-month programme, you will build professional experience, bring your knowledge into projects and actively shape the energy turnaround with us.

## Las Prácticas y las Redes Sociales

Si te interesa estar al tanto de las posibilidades de prácticas que se van presentando procedentes de todo tipo de organismos e instituciones, posiblemente te venga bien tener una cuenta en Twitter y realizar búsquedas periódicas por *hashtags* como #internship o #practicar (internships, stages, Praktikum, tirocinio, etc..)

Cuentas en Twitter<sup>1</sup> a las que puedes seguir: @internships, @Prospects, @internshipjob, @AbroadInterns, @FindInternships, etc.

Cada vez más, las grandes empresas utilizan **LinkedIn** para gestionar sus ofertas de empleo y sus programas de prácticas. Crea o actualiza tu perfil en LinkedIn en inglés y sigue a las empresas que más te interesen. Aquí te dejamos algunos consejos:

[Redes Sociales: ¿una herramienta de búsqueda de empleo?](#)

[9 cosas que los recién graduados/as deben saber cuando empiezan a buscar trabajo](#)

[Utiliza LinkedIn para buscar empleo en Europa](#)

Define tus intereses y sigue estas cuentas, además de realizar búsquedas periódicas por los hashtags que te interesen.

Una forma interesante de presentarte a una empresa para solicitar una plaza en prácticas o un contrato cuando se tiene poca experiencia profesional es el **currículo por competencias**. ¿Necesitas información sobre qué es y cómo se hace? Hay muchos artículos online donde podréis informaros, como:

[Habilidades para currículum: cómo introducirlas de forma efectiva](#)

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<sup>1</sup> No necesariamente recomendadas por EURES España, sólo a modo de ejemplo.

## Otros Links interesantes

Apartado de '**Prácticas y Aprendizaje**' en EURES-SEPE:

[http://www.sepe.es/contenidos/personas/encontrar\\_empleo/encontrar\\_empleo\\_europa/practicas.html](http://www.sepe.es/contenidos/personas/encontrar_empleo/encontrar_empleo_europa/practicas.html)

Información sobre becas y contratos de **investigación** en Europa: [www.euraxess.es](http://www.euraxess.es)

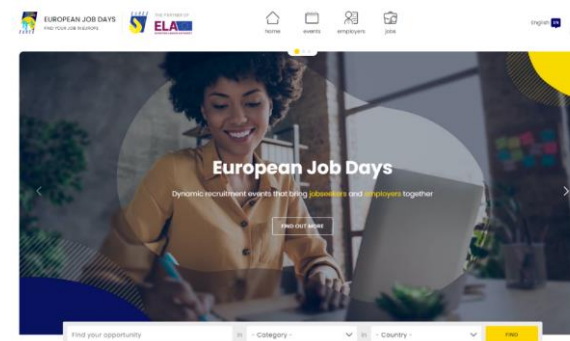
Información sobre vacantes (empleo) en [Organizaciones Internacionales](#).

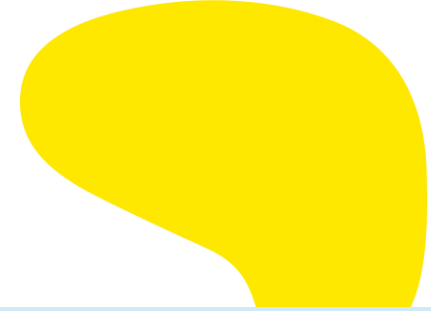
## European (online) Job Days

**El Portal de los EUROPEAN ONLINE JOB DAYS** es una plataforma virtual donde EURES organiza ferias de empleo virtuales por sectores y/o países en los que existe la posibilidad de solicitar puestos de trabajo anunciados con antelación al día del evento (también pueden ser **prácticas**) y tomar un primer contacto con la empresa a través del chat o una entrevista online en caso de que tu candidatura les resulte interesante.

Podéis encontrar más información en [este vídeo](#).

<https://www.europeanjobdays.eu/>





Si echas de menos algún enlace importante o quieres sugerir enlaces, corregir links obsoletos o realizar cualquier otra aportación, puedes hacerlo a esta dirección de correo electrónico: [eures@sepe.es](mailto:eures@sepe.es)

**[www.sepe.es/redEURES](http://www.sepe.es/redEURES)**



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