

KEY FACTS



Young professionals with 2-3 years of experience



Unlimited contract (tariff) Master: E11 / Bachelor E10



24 months: 3-4 rotations in Duesseldorf & one rotation abroad



Program start: flexible start for 2 candidates per year

PROGRAM OVERVIEW

3-4 Rotations for 3-6 months

HOME BASED ASSIGNMENT

ROTATION #1

ROTATION #2

ROTATION #3

ROTATION #4



HR BUSINESS PARTNERING

- The first station will be in a Corporate HR Business Partnering team
- Orientate yourself and get general onboarding sessions
- Support the HRBPs in implementing HR initiatives and project



RECRUITING

- Gain a deep understanding of recruitment processes and collaboration with stakeholders
- Build skills in candidate evaluation, including screening procedure
- Learn interview techniques and how to write job postings



HR BOARD OFFICE

- Gain insights into a board office's collaboration with the CHRO
- Understand the development, management, and implementation of strategic HR projects
- Assist in preparing board presentations



LOCATION ABROAD

- Support HR activities and projects at a location abroad
- Diversify your mind and broaden your horizon in new environment
- Gain a deeper understanding of global markets and local challenges



CENTER OF EXPERTISE

- Select one CoE area (e.g. talent management, job evaluation, compensation & benefits)
- Participate in projects to implement HR strategies and initiatives
- Collaborate on measures to enhance communication

Continuous support by mentor (supervisor) and responsible HR BP

PROGRAM BENEFITS



BUDDY & MENTORING

Participants receive guidance and support from an experienced mentor and a buddy who will help them onboard and navigate through the journey



INTERNATIONAL NETWORKING

Participants build an international network with Henkel colleagues around the globe and gather valuable experiences during their rotation abroad



PERSONAL GROWTH

Participants craft their career and enhance their personal and professional development in a dynamic environment



HANDS-ON EXPERIENCE

Participants work on real HR projects and responsibilities from day one, giving them practical, on-the-job experience that builds expertise and confidence

TARGET CANDIDATES



- Bachelor or Master graduates with excellent grades
- 2-3 years work experience (must have), preferably in a consultancy environment
- People interested in long-term FMCG career
- Strong general cognitive ability and be able to assimilate new information quickly
- Strong verbal, reasoning and analytical skills
- Entrepreneurial mindset
- Teamwork spirit with excellent communication and interpersonal skills
- Fluent in English



APPLICATION PROCESS

STEP 1



Submit application

STEP 2



Complete online assessment

STEP 3



Prepare & present case study

STEP 4



Final interview



YOU ARE IN!