Human Resources
A personalised Graduate Program to boost your career

12 months program

ROTATIONS
2 rotations of 6 months among
• Legal, Generalist, Learning, Recruitment, Projects, HRIS, International Mobility, Rewards
• HR regular follow-up

LEARNING
• Buddy to coach you
• Introduction to the HR Community (FIT Program)
• My Learning (business content & personal development)
• HR Tools training

EXPERIENCES
• Sales representative rotation
• Exposition to HR ExCo (Coffee, FIT, Workshop etc.)
• Day 1: 2 days to discover L’Oréal
• Work in a learning business
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APPLICATION
1/ Join our Internships or Apprenticeships and apply to the Graduate Program internally following your experience
2/ Keep an eye out for our job postings on our careers page

WHAT IS NEXT
Take a permanent role in
- Talent Acquisition
- HR Generalist
- HR Specialist
- HR Project Management

Grow you HR expertise through 2 personalised rotations of 6 months each according to your profile and aspirations

6 months Rotation#1
1 HR expertise + 1 Playground
- Generalist
- Learning
- Legal
- Talent Acquisition
- Rewards
- International Mobility

6 months Rotation#2
1 HR expertise + 1 Playground
- Generalist
- Learning
- Legal
- Talent Acquisition
- Rewards
- International Mobility

1 HR expertise + 1 Playground
- HQ
- Division / Brand
- Plant
- Warehouse

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**BACKGROUND**
Diplômée 2018 Master 2 RH @Sciences Po
Alternance @L'Oréal Learning for Transformation
Internship @L'Oréal HR Business Partner
Internship @Finaxys HR Business Partner
Internship @Alliance Française Communication

**GRADUATE**

- ROTATION #1 (7 months) HR Legal at HQ
- ROTATION #2 (1 year) HR Specialist Plant for Luxury Division

**POST GRADUATE**
Next step to come soon!

Antoine

**BACKGROUND**
Diplômé 2019 Master 2 RH @GEM
Alternance @L'Oréal HR Project Management
Internship @Danone Talent Acquisition
Internship @L'Oréal Talent Acquisition

**GRADUATE**

- ROTATION #1 (6 months) Sales Representative Professional Products
- ROTATION #2 (1 year) Global Employer Branding

**POST GRADUATE**
Talent Acquisition Specialist (current)

Hanna