



# Research & Innovation

GRADUATE PROGRAM

since 2019

A 1-year program



## ROTATIONS

**2 rotations of 6 months:**

- Functional project oriented rotation
- Expertise rotation
- HR regular follow-up



## LEARNING

- On the Job learning
- Buddy to coach you
- Social Learning with Management
- MyLearning (business content and personal development)



## EXPERIENCES

- Day 1 (on boarding seminar)
- Immersions in R&I, in Business and Operations teams
- International exposure through projects

L'ORÉAL  
Research & Innovation

# Research & Innovation

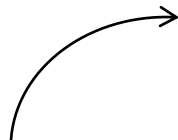
A personalised Graduate Program to boost your career



## 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



2 personalised rotations of 6 months each according to your profile and aspirations

### 6 months ROTATION#1

- Innovation Project in Application Research
- Innovation Project in Product Performance Evaluation
- Project in Data Management



### 6 months ROTATION#2

- Formulation,
- Raw Materials,
- Consumer Studies,
- Clinical Studies,
- Fragrance Development,
- Data Management, Machine Learning



## WHAT IS NEXT

Take permanent role in **R&I** either as :

- Formulation Engineer
- Consumer Engineer Specialist
- Data Scientist
- Project Management Officer ...



# Research & Innovation

A personalised graduate program to boost your career



Alexandre



## BACKGROUND

**Engineer Diploma in 2019**  
**Internship @L'Oréal** : Digital Innovation  
Research Laboratory



## GRADUATE 12 months (ongoing)

**ROTATION #1** (6 months): Color Intelligence  
Research Laboratory  
**ROTATION #2** (6 months): Coloration Development  
Laboratory



## POST GRADUATE

Next step to come soon!



## BACKGROUND

**Engineer Diploma in 2017**  
**Alternance@L'Oréal** : Formulation Laboratory



## GRADUATE 12 months (ongoing)

**ROTATION #1** (6 months): Application  
Research Laboratory for Make-up  
**ROTATION #2** (6 months): Application  
Research Laboratory for Hairstyling



Anja



## POST GRADUATE

Next step to come soon!