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

Research & Innovation
GRADUATE PROGRAM
since 2019

A 1-year program
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

WHAT IS NEXT

Take permanent role in R&I either as:
- Formulation Engineer
- Consumer Engineer Specialist
- Data Scientist
- Project Management Officer...

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

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
Research & Innovation
A personalised graduate program to boost your career

**Anja**

**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

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

**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!