

Did you know...?

# 4.8 BILLION PEOPLE

use our products every day

Procter & Gamble  
Internships & Graduate Careers

**A NEW CHALLENGE EVERY DAY.™**  
Daily. Globally. Personally. Professionally.

**P&G**  
[www.we.experiencepg.com](http://www.we.experiencepg.com) or  
[www.uki.experiencepg.com](http://www.uki.experiencepg.com) for UK and Ireland



- 4-6** About us
- 7-15** Career functions
- 16-17** Flexible working
- 18** Compensation & benefits
- 19** Training / Development
- 20-21** Starting options & profiles
- 22** How to apply

## Do you shave with a Gillette Fusion or Venus razor? Wash your hair with Pantene? Or wear a scent from Hugo Boss?

**You probably use P&G products without even knowing it.**

But you can do more than use our products: you could be creating, manufacturing, promoting or selling them.

P&G has **120,000 employees worldwide**, representing over **150 nationalities**. We can offer a **huge array of careers** in a flexible and inspiring environment.

We believe the one factor that has enabled P&G to survive and thrive for so long is our Company's Purpose. In and of itself, this Purpose is not especially unique. Lots of companies have similar aspirations. But there are two things that set P&G's Purpose apart:

1. Our Purpose has been remarkably consistent from the time this Company was founded in 1837.
2. Our Purpose is pervasive. It guides and inspires everything we do at P&G. Committing ourselves to **"Touching and Improving Lives, Now and for Generations to Come"** inspires our performance as professionals. It captures our imagination and passion. It focuses us on the people we serve and inspires empathy for them. It helps us identify the tensions in people's lives that we can help resolve - tensions such as the trade-off between product performance and quality... and the desire to protect the environment. If we understand these tensions, we can develop the insights that lead to big innovations.



***People are our most important asset and source of competitive advantage. Our success depends on the strength of our people which we build from within via training, job rotation and leadership development.***

***Ranked #1***

by Chief Executive Magazine - 'Best Companies for Leaders 2014'

***Ranked #7***

in The DiversityInc Top 50 Companies for Diversity

***Ranked #5***

by Forbes - 'World's Most Admired Companies'





# *Improving today,* **PROTECTING TOMORROW**

**Sustainability is about ensuring a better quality of life, now and for generations to come.**

At P&G sustainability includes both environmental sustainability and social responsibility.

### **Environmental sustainability:**

Our environment vision for sustainability at P&G will guide all sustainability decisions and goal-setting within the organisation. It will influence the products we develop, how they are produced and distributed, and how we help educate the consumer to use our products.

Our long term-environmental vision includes:

- Powering our plants with 100% renewable energy, with no toxic emissions
- Using 100% renewable materials or recycle for all products and packaging
- Having zero consumer or manufacturing waste go to landfills
- Designing products that delight consumer while maximising the conservation of resources

### **Social responsibility:**

Since the Pampers-UNICEF partnership began in 2006, Pampers has donated funds for over 300 million vaccines that are helping to protect 100 million mums and their babies in 25 of the countries where Maternal and Neonatal Tetanus exists.



***If you can help us further develop great brands that engage with consumers, we'll help you to build a highly varied, rewarding career in any of the following business functions:***

## **Customer Business Development (Sales)**

***"Energising customers to win with our consumers"***

The Customer Business Development (CBD) concept, which P&G pioneered, came from recognising that two-way partnerships with our customers are fundamental to the growth of our business. CBD lead the interface with our customers and develop strategic selling concepts and activities to grow P&G's business and the customers' sales. We work with our customers, whether at retail, distributors, headquarters, influencers or end-users, to align strategies and exchange capabilities, competencies and assets. The common objective is that both companies achieve greater turnover, market share and profitability than they could have achieved separately.

**Where do I start?** Your first challenge will be to learn about the basics of selling, develop a solid understanding of our industry, products, accounts and the Company's business practices. You'll work closely with your customers, finding ways our brands can build their business, increase market share, and improve consumers' lives. As your experience builds, you'll lead the development

of strategic selling plans, working as part of a CBD team where your selling expertise will be partnered with managers who have finance, information technology, customer services and logistics, marketing and human resources skills. CBD is recognised externally as the 'face' of P&G, and it will be your responsibility to lead the relationship between the P&G team and the customer's management.

**My career opportunities:** When you demonstrate the ability to handle more challenging work, you'll be given assignments with larger, more complex accounts or that offer increased responsibility. New responsibilities can be offered within your current team, or as part of a move to another team, or as a broadening assignment in a different function.



## Marketing

### *“Lead a Company within a Company”*

Did you know P&G invented the concept of brands and brand management? Over the years, we've remained consistently on the cutting edge of marketing, always finding new and exciting ways to reach consumers. So it's not surprising that some of the world's best marketing pros and business leaders started at P&G.

Our marketing philosophy can be summed up in a simple concept: “We believe we have two moments to touch consumers: when they choose to buy our product in the store and when they use it at home – what we call the ‘two moments of truth’”. The first moment is what we focus on when we market products.

To narrow in and strengthen communications effectiveness, P&G employs another principle, “Who, What, How.” As a P&G marketer, you will pinpoint a product's target demographic (Who) and desired image (What) in order to determine what vehicles (How) are most effective in relaying your message to consumers.

**Where do I start?** You will begin your career as member of a brand group. From the first day, you will be given immediate responsibility and be expected to build your part of the business as if it were your own. You will be responsible for developing a marketing plan to identify specific marketing tactics and use your plan to build on consumer, shopper and customer insights to deliver overall business objectives and strategies.

**My career opportunities:** As a Brand Manager you will lead a brand's strategic choices, product and commercial innovations, and marketing elements across all media, while collaborating with multi-function teams and agency partners.

During your career you might work in one of our country operations, in one of three teams:

- an operations team for a specific Brand or a Category
- a communications team, with responsibilities for many categories on a specific marketing touch point (Digital, In-store, Media etc.)
- a sales team developing marketing plans across categories for a specific Customer

Alternatively you could work in one of our Global Business Units in the Regional Headquarters of Geneva, with roles within a Brand or Category Team, covering longer term strategic marketing work including innovation, communication & equity development.



## Finance & Accounting

*“Leading strategy development and execution for sustainable growth”*

We lead the strategy development process for the Company and support the businesses with leading edge thinking, and quality implementation. We use our skills and the breadth of our experience to provide guidance to key business decisions. We are at the forefront of looking for ways to improve productivity and reduce losses, to meet or exceed the expectations of our consumers. We lead in the development and maintenance of the Company’s external compliance and internal controls. All we do is with transparency and integrity.

**Where do I start?** As an analyst in an entry-level position in management, you will have a role within a business unit or within

corporate finance. Ranging from financial analysis in a global or regional business unit, to driving cost innovation in a manufacturing plant, to creating joint value with one of our customers or by analysing new products and promotions in a market, to supporting operations in Accounting, Tax or Treasury.

**My career opportunities:** Finance in P&G is a function with roles that reach through all organisations, production sites, headquarters and customer teams. From early on in your career you will have the opportunity to develop a broad and versatile financial skill set, and drive your unique perspective of the total business. You will also have the opportunity to take more business and people management responsibility based on your results, skills development and potential.



## Consumer & Market Knowledge

*“Driving strategy through consumer expertise”*

Consumer & Market Knowledge (CMK) is a consumer understanding powerhouse, unparalleled in the industry. As a leader of consumer understanding, we shape the direction of our businesses by answering the following type of questions:

1. What should our brands stand for?
2. What are the future pockets of growth where we should heavily invest today?
3. How do we create win-win-win situations for shoppers, retailers and P&G?

From global strategy to local market execution, our core work is the integration of consumer, shopper and market understanding to catalyse business growth across P&G's brands.

**Where do I start?** You will be an integral part of a multi-functional business team, working with various functions such as Marketing, R&D, CBD (Sales) and Finance.

**My career opportunities:** You will be given strong responsibilities from day 1. Every 2 to 3 years you will be given the opportunity to work in a different role with different responsibilities, teams, brands and geographic areas.

## Human Resources

*“Connecting People to Purpose”*

In Human Resources (HR), we lead, and partner, with each P&Ger, to bring our P&G Purpose to life. You make the difference by applying your business knowledge to design a framework that enables our businesses, organisations and people to be at their very best. Whether you work as an HR business partner or in one of our Practices (such as Compensation & Benefits), in HR you act as a change agent, you play a key role in improving work processes and in designing and implementing working conditions of the future. Our work goes far beyond transactional and administrative tasks, we are the agents of transformation & change, we are trusted partners of our lead teams and design the company of tomorrow together with our functional leaders and our employees.

**Where do I start?** We offer a wide range of starting positions in our HR Practices (such as Recruiting or Learning & Development) as well as in the HR Business Partner teams.

**My career opportunities:** Your career is progressing through a mix of HR Business Partner and Practice assignments, with local and geographical responsibilities. You will build your capability and multi-disciplinary skills through diverse assignments and gain experience early on that HR practitioners in other companies may never get to do in a lifetime.

## Communications

### *"The voice of P&G and its brands"*

Supporting a major product launch event, writing media releases or speeches, working press conferences, meeting journalists, bloggers, stakeholders or even Government Ministers. Just a day in the life of a Public Relations Professional at P&G... It is our job to communicate P&G and our brands externally. Working with local, specialist and national media and across all levels and geographies of the organisation, you craft our public message and cultivate the best relationships to deliver it to the outside world. To consumers, to business partners, to investors and to Government. You really are the voice of the organisation - you set the strategy then deliver it.



### **Where do I start?**

You will work alongside a team to manage, shape and leverage brand and company reputation. You might find yourself working in a Regional Business Unit where you will be responsible for designing strategy and deploying launch plans for new product initiatives, building key influencer and stakeholder relationships and guiding the business on opportunities and risks. Or you could work in a Selling & Marketing Organisation, where you will be responsible for activating launch plans for new initiatives in

the local market, building important local stakeholder and influencer relationships, ranging from media, government, retailers, celebrities, professionals (doctors, dentists, dermatologists, etc) and employees.

**My career opportunities:** You could become an expert in one of the disciplines mentioned above, offered at country, regional or global level or you might chose to become a generalist, typically managing people and organisations.

## Purchasing

*“Strategic business partners providing best value decisions”*

Strategic Purchasing manages the sourcing of the Company's requirements for goods and services needed to produce, and market, world-class consumer products. We use analysis, judgment and outstanding communication skills to best link P&G business strategy with the capability of our external partners to drive sustainable competitive advantage. Our responsibilities include working with suppliers, in close cooperation with other functions within P&G to:

- deliver regional/global projects with excellence
- drive product & service innovation that gives P&G competitive advantage
- propose & implement breakthrough cost savings projects
- negotiate contracts and commercial terms for existing business
- design, recommend and align sourcing strategies and supplier relationship management plans across Europe.

**Where do I start?** From the start you will be responsible for sourcing any one of our many materials or services necessary to produce our world class consumer products, to market them and to keep the P&G company working. Example of buying areas include: raw and packaging materials, devices, capital equipment, marketing/media services, contract manufacturing services, and more.

**My career opportunities:** You will be part of an international team working across the region, and often globally with a high degree of travel. Over the course of your career you will have the ability to touch many markets ranging from commodities to highly innovative and specialised materials and services where you will have the opportunity to impact the markets from early on.

## Supply Network Operations

*“The engine that accelerates value creation”*

Getting thousands of different products onto the shelves in our customer's stores in the right quantities, at the right time and with perfect quality really does present a new challenge every day! P&G's Supply Network Operations (SNO) organisation is there to meet this challenge: forecasting customer demand, managing the information flows from orders, shipments and invoices and owning the physical distribution process from Distribution Centre to the customer's shelf.

**Where do I start?** You can start your career in one of 15 different diverse work areas within our end-to-end operation. So you could be planning





market demand or supply, creating or executing the physical design of our supply networks around the world, interfacing with our customers and suppliers, or leading new breakthroughs in value creation.

**My career opportunities:**

Throughout your career you might work in one of the following areas: Business Planning, Operations Planning, Customer Logistics, Physical Distribution, Customisation and Customer Service Operations.

## Information & Decision Solutions (Information Technology)

*“Lead the transformation of P&G business through technology-driven innovation”*

It isn't just about technology; it's about using information and technology to transform the way P&G does business. Information & Decision Solutions (IDS) creates the systems and tools that help P&G gather, analyse and use information to dramatically improve business results and processes. We also work with external partners to create, integrate and manage systems and internal infrastructures.

We run the full lifecycle: from analysing the business challenges, recommending possible solutions to then implementing and running the ongoing service. As an IDS professional you'll therefore get a very wide range of experiences.

We are unleashing the power of new businesses and capabilities to drive innovation, speeding time to market with virtualisation and modelling, empowering real time decision making

with decision cockpits and creating 1 to 1 consumer connections like [www.pampers.com](http://www.pampers.com).

**Where do I start?** Information Technology is the single greatest driver of change in the world today. As an IDS Analyst within P&G you will drive business transformation that makes P&G more agile, capable or efficient and lead change of our multi-billion dollar business.

**My career opportunities:** You will build your career through a wide variety of assignments in the different groups within IDS, including chances to work in different locations.

## Research & Development

*“The magic behind our brands”*

Every year P&G invests around \$2 billion in Research & Development (R&D), corresponding to more than 2% of company net sales. P&G strong focus on innovation is reflected by a company portfolio of more than 35,000 patents. Through innovation we fulfil our purpose to improve the consumers' lives, looking carefully for sustainability opportunities at every touch point along our products' development path. We do this by developing new materials, packaging innovations and alternative energy programs that allow us to deliver more sustainable products. Also, we leverage on cutting edge technologies such as virtual modeling and simulation tools to maximise our efficiency. In Western Europe we employ around 3000 people with multicultural and multidisciplinary scientific backgrounds.



**Where do I start?** As a member of our R&D organisation, you could be involved in pure or applied research, product development or the design and execution of studies to identify consumer needs. You might be developing chemical or mechanical processes for product formulation and manufacturing, or conducting chemical, biological and physical tests on new or improved product technologies.

**My career opportunities:**

Depending on your skills and background, you might work in Product Research, Product Development, Process Development and Manufacturing Capability, Packaging Development, Analytical & Microbiology or Product Safety & Regulatory Affairs. Your career will be developed based on the Technical Career System which provides an integrated career path for all R&D employees.

## Engineering

*“Producing world class consumer goods requires world class technology”*

Our engineers are responsible for inventing and developing the manufacturing technologies and expanding our production facilities across the world. Engineers are right in the middle of every project, delivering the technology, driving speed-to-market, controlling capital spending and coordinating across functions. Through the use of state-of-the-art technologies, equipment and work systems, we create a continuous stream of flexible, loss free, profit generating innovations. Engineering consists of the

following areas: Project Management, Technology & Process Development and Modelling & Simulation.

**Where do I start?** Typically, you start your career in one of our Technical Centres in a technical role. Your initial responsibilities may include Idea development, Modeling & Simulation, hands-on process development, vendor communication, contractor management and project start-ups at our production sites to just name a few.

**My career opportunities:** Every career in Engineering is unique.

Depending on your strengths and interests, you may embark on a technologist or a managerial career path. All Engineering sub-functions are open to you – technical roles from technology innovation to project expansion, production capacity increase work, Project Management, Cost Engineering to just name a few.

Our Engineering function has also a reputation to be a great source of talent for other functions in the company – both in the technical and commercial field.

## Manufacturing

### *“Transforming materials for winning consumer experiences”*

Product Supply Manufacturing is responsible for every aspect of product making. Manufacturing has far-reaching responsibilities which cover reliability, quality, safety of our equipment and processes, and the motivation of the people working in the plant. Through our cutting edge manufacturing technology and Integrated Work Systems, we continue to set the highest standards and deliver breakthrough results.

**Where do I start?** Your role at P&G will start within the fields of Process Engineering in the Operations Department and occasionally in Planning or Warehousing.

**Packing:** As a Process Engineer you will be in charge of the continuous improvement of the packing lines in terms of productivity, quality and start-up of new machinery. You will identify and eliminate losses in the process of your automated packing line area and process initiatives without incurring incremental losses.

**Making:** You will be in charge of the continuous improvement of the product making areas in terms of productivity, quality and start-up of new machinery. You will propose any improvement actions or process modification which will ensure our new formula are optimised and adjusted to the needs.

**Logistics:** You will be in charge of the optimisation of the Supply Chain, from delivery of raw materials and packing materials to the distribution of the packaged goods. Your job will consist of identifying and eliminating losses

which will optimise current processes. Located on an industrial site, or a plant, and working closely with production operators and planning groups, you will lead projects like adoption of new planning systems, new products integration, decrease of inventory.

**My career opportunities:** Once you have mastered the technology and systems in your initial Process Engineering assignment, you will typically be ready to move onto managing a process or line team. Here you will have direct responsibility for all results and people in your area. From here you can pursue further mastery in production or develop your career in other Product Supply areas.

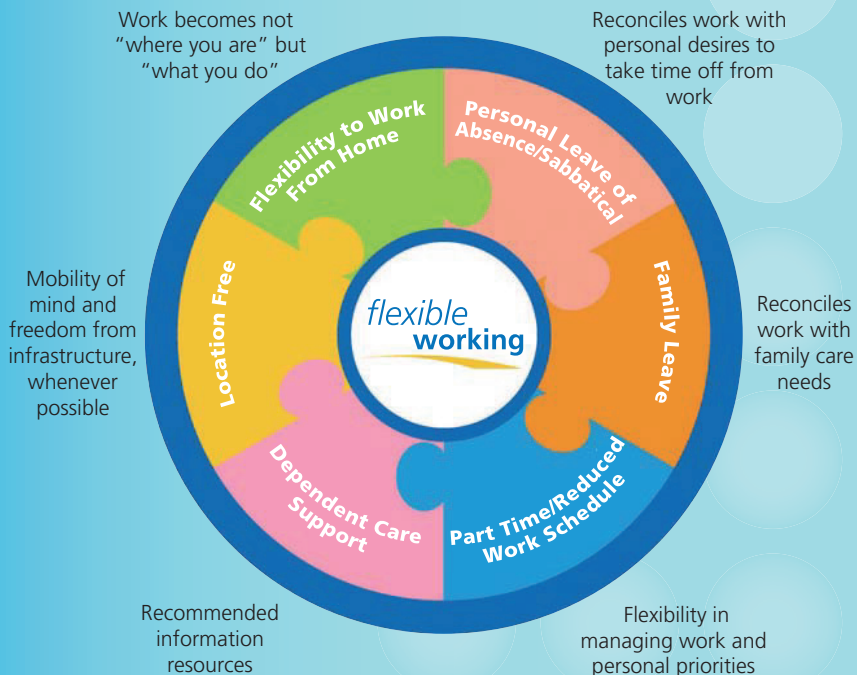


## Benefit from our flexible working plans and **GET CONTROL**

Flexibility grants employees **a greater choice and control over how, when and where they work**. It embraces the needs of multiple generations by providing the opportunity to customise a career path and explore a variety of employment relationships.

The interest of the company and individual are inseparable. This is why P&Gers can choose from several alternatives to meet business targets while taking into account their personal needs and desires. P&G has a Flex@Work culture that encourages people to balance work and personal demands. P&G and the employee decide together whether a flexible work arrangement is right, and if so, which option fits best.

### WHAT'S IT ALL ABOUT...?



## *The top talent who join our Company* **DESERVE TOP REWARDS!**

**We apply the concept of “Total Compensation” which includes your pay as well as other elements of high significance to you.**

***So... how is Total Compensation built up?***

### **Salary**

We believe our salaries should stand out from the crowd and that is why we apply two principles when defining our salaries:

#### ***We pay competitively:***

We review our salary ranges each year through benchmarking with the finest companies that compete with P&G for market share and people, and ensure our salaries are set at the top level.

#### ***We pay for performance:***

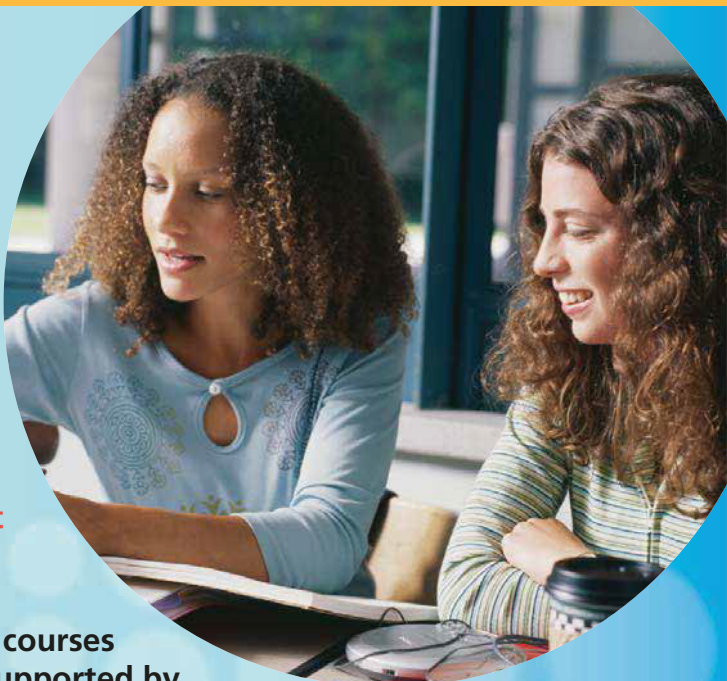
Salary increases happen steadily throughout your career and will vary based on your performance progression: each employee has their own salary plan to correctly reward each individual contribution.

### **Additional Compensation Elements\***

- **P&G Pension**
- **Disability Plan**
- **Medical Plan**
- **Life insurance**
- **Stock Purchase programs**
- **Added extras:**  
gyms, healthy meals, P&G products with discounts, celebrating your seniority in the company are just a few of the ways we like making our employee's life better everyday.

\* The above list is just a sample and will vary from country to country depending laws and regulation. You will be given a full benefits overview once you are eligible to join the company.





Our **build from within** culture means your **learning and development** is crucial to the future success of our Company.

**A combination of training courses and real life experiences supported by your coach will help you on-board and then give you the skills and experiences you need to evolve into senior management positions.**

***We believe learning is a unique engaging experience.***

Your first six months will be spent on on-boarding, which will help you to get to grips with our business – and give you a great chance to start networking! Then our career paths will see you rotating responsibilities within your function according to your interests and development needs. You'll be continuously building your commercial, technical, managerial and interpersonal skills and you'll also gain the multi-cultural understanding to manage international relationships.

Top-class learning and development includes a number of tools: local and regional classroom training, internet-based courses... or whatever suits you best. And far from having everything laid out for you, we will actively engage you in developing your individual strengths.



## WE HIRE THE PERSON

### *Not the position*

At P&G, we are proud that we develop talents almost exclusively from within. This means we are not just offering you your first job out of University, we are hiring you with the expectation you will grow into one of our future leaders. Maybe even our next CEO. For this reason our hiring process is very challenging and rigorous. During this process, we learn about you, but you learn about us too. In fact, many successful candidates have told us that going through the process served as a great indicator of the intellectual challenges they would soon face in their P&G career.

### THERE ARE TWO WAYS TO START YOUR P&G CAREER!

#### Internships

Make an early impact on our business. An internship will expose you to real projects and challenges, backed up by your P&G coach. All year round and throughout Europe, we invest in short-term and long-term paid internships for students from different backgrounds and disciplines. This is your chance to understand diverse businesses, brands and products. You will grow in our multi-functional environment and develop your talent and ideas.

#### Sarah Aladine

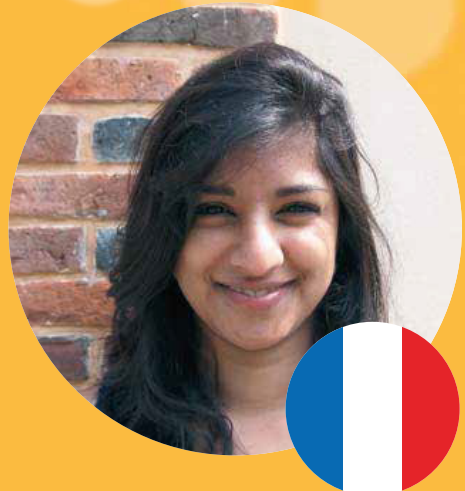
#### Faculty of Pharmacy

– Paris 5 University, France

Intern – Communications

#### *What is the best thing about working at P&G?*

“Doing the internship at P&G allows you to develop leadership skills in a multifunctional environment. The best thing is that you can work on several projects, can take the lead of them and get real responsibilities.”



## Or experience P&G face to face by attending a Career Academy!

### P&G Career Academies/Seminars

Whatever your degree, discipline or background is, test yourself in a real-life business environment and experience a unique, top-class learning opportunity.

We offer a variety of courses/seminars in different functions across Western Europe. Our seminars over 2-4 days offer the possibility to gain exposure of our business, our people and our environment.

### Floris Jochemsen

University of Amsterdam, The Netherlands

CBD Account Manager

#### ***Why did you apply for P&G?***

"Shortly after graduating I applied for the Master class of P&G. This was a great opportunity to experience the rapidly changing world of the FMCG and at the same time work together with the challenging people from P&G. In a very exciting business case we learned about all the different functions within the company. Afterwards I was so enthused, that I applied for a job at Customer Business Development."



#### ***What is the best thing about working at P&G?***

"That we work with high class people in a dynamic and energetic environment. Also the great responsibility you receive from day one, makes working for P&G the best choice when looking for a steep learning and development curve. The promotion from within strategy at P&G creates an environment where we all learn from each other."

***Our recruitment process starts with***

# **YOU APPLYING ONLINE!**

***To keep the process flexible and fast you apply online from wherever you are located.***

**1** Apply online via [www.we.experiencepg.com](http://www.we.experiencepg.com) or [www.uki.experiencepg.com](http://www.uki.experiencepg.com) for UK/Ireland

**2** Complete our online assessments

- a. Competency-based assessment  
(Multiple-choice questionnaire about your background, experiences, interests and work-related attitudes)
- b. Cognitive Ability Test  
(Applicable depending on the position you apply for)

**3** Reasoning Test

A paper based figural, numerical and logical reasoning test in your mother tongue.

A practice test is available on the above career websites

**4** Competency-based interviews

During the interviews, some of which may be conducted over the phone, we want to learn more about your leadership, team working and problem solving abilities. What makes you tick? What have you accomplished so far? And what can you do in the future to make your career and P&G even more exciting? This is also your opportunity to find out all about us. What makes us tick? What do we stand for? You can find out more about our competencies (Success Drivers) online.

# ***Become a part of P&G!***



**A NEW CHALLENGE EVERY DAY.™**  
Daily. Globally. Personally. Professionally.

**P&G**

[www.we.experiencepg.com](http://www.we.experiencepg.com) or  
[www.uki.experiencepg.com](http://www.uki.experiencepg.com) for UK and Ireland