

## L'ORÉAL

- 7-9 trainee positions open for the year of 2021
- **For Alumni: Management trainee program** (1 year company rotation) –  
As the competition is high, it is recommended to work hard for the application process and be prepared to do something extra, self-education  
Applicant should have : innovative approach, entrepreneurial spirit, digitization knowledge (not only in marketing but also in finance)
- **Paid internships**: for students in their 3<sup>rd</sup> and 4<sup>th</sup> year of study
- **Departments**: business, finance, logistics, sales, marketing
- **Instagram**: possibility to watch a normal day at L'Oréal
- **Contact persons**:  
  
**JAN PIŠTĚK**: <https://www.linkedin.com/in/janpistek/> (Product manager)  
**DAVID DVORÁK**: <https://www.linkedin.com/in/david-dvorak-prague/> (Talent Acquisition Manager)
- **Website**: <https://www.loreal.com/en/careers/>

### Good advice when applying:

It is important to know what is the company's main business activity, but also what is their added value in terms of the CSR (Corporate Social Responsibility) for example. How is the company engaged in the local community, what is their vision and mission.

It is important to be well prepared for the interview in a complex way (if you apply for an analytic position for example – be prepared for a test from Excel!)

Have an answer prepared in advance on question: What is your motivation to apply for this position?

L'Oréal is open to applicants from different backgrounds even if such is not relevant to the vacant position.

### What to focus on in the crisis:

Combining a digital mindset with analysis and other skills.

Intuitive ability to read the data and use them for a professional argumentation.

Focus on your hobbies and self-learning (courses, workshops, lectures, voluntary work etc.) which might be in relation to your applied position.

## MICROSOFT

- 6-7 trainee positions open for the year of 2021
- **Program Aspire** : **after 6 months** of the traineeship possibility to be transferred to a full time position, every 12 months possibility to change the department, the entrance tests are not easy, however not impossible for applicants with skills and knowledge

- There are plenty of open positions at Microsoft where applicants do not have to show previous work experience
- **Website:** <https://careers.microsoft.com/us/en>

### Good advice when applying:

**Understand the company itself:** characteristics of the Microsoft business, what is their segment on the market, their competitors - show your own thinking about it  
Show the interviewer that you are able to learn new things. Hard-skills will be tested for technical positions.

Be able to recognize your strengths and focus on what are you good at rather than vice versa.

**Do not be afraid to apply for a position at Microsoft – do not have an exaggerated respect from the company.**

The work-life balance of its employees is more important for Microsoft.

Working from home or having a hybrid version of home/office work is not exceptional.

Application process goes on even online !

## E.ON

- **Websites:** <https://www.eon.cz/kariera/studenti-a-absolventi>
- **Summer academy:** for students of 4<sup>th</sup> and 5<sup>th</sup> year of study
- **Scholarship program:** for students of 4<sup>th</sup> and 5<sup>th</sup> year of study
- **Trainee program:** paid for 2 years, open throughout the year
- **Junior technician program:** for 1 year, less rotation
- Assistance with the supervision of thesis

### Good advice when applying:

Important to know what are your strengths and weaknesses relevant to the applied position.  
Knowledge of the position you apply for  
Understanding customers of E.ON

What is required to have: creativity, communication skills, willingness to learn new things, humbleness, important to have a long term vision what you would like to achieve in the company, be healthy confident.

## ALZA

- 13 positions in trainee program in Business field for 2021
- **Trainee program:** paid for **6 months** (with an experienced buddy employee, career maps)
- **Senior e-commerce expert** positions are not occupied at Alza, those experts are in high need
- **High demand for juniors in those departments:** marketing, IT, logistics, operations, sales network
- **Website:** <https://www.alza.cz/kariera>
- **HR recruiter:** <https://cz.linkedin.com/in/martinabrixí> (Mrs. Martina Brixí)

- 200 open positions in CZ/SK/HU from logistics, business to IT
- The great emphasis on learning and development (business university) at Alza
- Candidates are educated already during the application process!
- **Application process is running non-stop and online!**
- Alza is a very innovative fast-speed processing company
- Alza supports various community projects

**Good advice when applying:**

7 commercial merchant numbers – basic knowledge to have, will be tested

Test of general knowledge and skills in business (analytical and other)

It is possible to undergo the non-binding interview and receive a professional feedback

Have a desire to build and develop your knowledge and skills. Be proactive and healthy ambitious.

Prepare your example - if you have done something beyond the standard job description (improved something, put your idea into practice) in the past.

Have the spirit to realize your goals and ideas, the ability to finish things.

At the interview, mention all the relevant courses (even online) you have completed in your free time !

**Candidate should be/have:**

- ability to make decisions in new situations and learn new things, independence, big data and work with them, process thinking, leadership, global thinking, speed and ability to set priorities, adaptability, flexibility, hard-working approach