



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

Research & Innovation

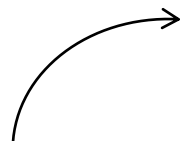
A personalised Graduate Program to boost your career



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**

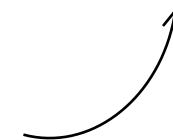
- Formulation,
- Raw Materials,
- Consumer Studies,
- Clinical Studies,
- Fragrance Development,
- Data Management, Machine Learning



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



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!



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!