



Sefa Career Week General Guide

Date: 1st of December-5th of December

Time: 09:00-21:00

Location: Roeterseiland Campus UvA

Table of contents

1. Introduction to Sefa Career Week 2025
2. Activity Specific Information
 - a. Company Fairs
 - b. Presentations
 - c. Speed Dates
 - d. Case Rounds
 - e. Networking Dinners
 - f. Informal Events
3. Networking Guide
 - a. Event Locations
 - b. Sefa Info Desk
4. Support on the Day
5. Open-to-Join Events Schedule
6. Campus Map and Key Locations
7. Overview of Participating Companies

Resources and guidance:

Find summaries of sessions, company career pages, and practical advice here to maintain your momentum after Sefa Career Week. Use these resources to follow up with companies, deepen your understanding of industries, and continue building your professional network.

Preparation to Get the Most Out of the Week!

- **Company Information** – This brochure provides an overview of each company, including their mission, core activities, and the roles they offer. Use it to prepare for informed and productive conversations. We recommend visiting their websites as well to gain a deeper understanding of their products and services.
- **Be ready with your Resume** - Even if you're not actively applying, it's a good idea to have updated CVs ready to share - you never know when a connection will turn into an opportunity.
- **Prepare a Few Thoughtful and Targeted Questions** - Choose a few that matter to you, such as growth paths, team culture, tools and tech stack, current projects, and how success is measured in the first six months.
- **Dresscode** - Business Formal
- **Be Curious, Open, and Yourself** - This fair is about exploring possibilities, building connections, and getting inspired. You don't need to sell yourself - just be present, engaged, and ready to learn.

Activity-specific information: fairs, presentations, speed dates, cases, dinners

Company Fairs

Companies have booths at De Brug (Roeterseiland-Campus) where recruiters are available to answer questions about recruitment goals, requirements, and general insights about the field.

Tips for Students:

- Research companies beforehand; know their main activities and values.

- Know how to present yourself - your background, study, interests, why you're interested in the company, potential career path.
- Take notes or business cards for follow-up after the event.
- Engage politely; ask about company culture, opportunities for students, and internships.

Sample Questions:

- "What qualities do you look for in interns or new graduates?"
- "What kind of daily tasks and projects are given to interns and working students?"
- "What do you value most in someone joining your team?"

How to Act:

- Walk around proactively. Approach recruiters confidently and wait your turn if others are speaking.
- Introduce yourself with a smile and a firm handshake.
- Maintain positive body language (eye contact, open posture).
- Always be respectful and say "Thank you for your time", ask for a connection request on LinkedIn if you had a nice conversation!

Presentations

Companies present their work, projects, or industry insights, followed by a networking opportunity.

Tips for Students:

- Arrive on time and take notes on key points.
- Prepare a few questions related to the company or topic.
- Approach speakers after the presentation to show interest and ask follow-up questions.

Sample Questions:

- "How does your company stay innovative in this area?"
- "What skills do you find most valuable in your team?"
- "How do students or interns contribute to ongoing projects?"

How to Act:

- Sit near the front if seats are open, this signals engagement.
 - Stay attentive: no phone use, whispering, or working on unrelated tasks.
 - During Q&A, raise your hand confidently and keep your questions relevant and concise.
 - After the session, thank the speaker and briefly introduce yourself if you decide to approach them.
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Speed Dates

Short, structured meetings with recruiters to introduce yourself and discuss opportunities.

Tips for Students:

- Practice a concise self-introduction (name, study, interests, career goals).
- Prepare 1–2 questions tailored to the company or role.
- Treat each interaction professionally; it's like a mini-interview.

Suggested Questions:

- “What type of tasks or projects would I work on as an intern?”
- “What makes someone successful in your team?”
- “Are there opportunities for mentorship or learning?”

How to Act:

- Greet each recruiter with confidence and stay calm.
 - Ask thoughtful questions and listen actively to their replies. When you reply, be personal, avoid generic answers to stand out.
 - End each round by thanking the recruiter and leaving with a positive, professional attitude.
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Cases

Companies present a real or simulated problem; students work in teams to develop solutions and present them.

Tips for Students:

- Listen carefully to the problem and clarify if needed.

- Collaborate actively with your team and contribute ideas.
- Focus on structure, creativity, and practicality in your solution.
- Be ready to present your solution clearly.
- Be confident when presenting your solutions.

Suggested Questions to Ask:

- "What constraints or priorities should we consider?"
- "Are there examples of how your company has approached similar problems?"

How to Act:

- Show initiative early: volunteer to organise tasks or propose a starting structure.
- Be respectful of teammates' ideas; build on others' contributions.
- During the presentation, speak clearly, share eye contact, and avoid reading directly from notes.
- Display professionalism, companies observe how you behave in a team setting as much as the final answer.

Networking Dinners

Description:

Informal dinners (e.g. ladies' dinners) where students meet company representatives in a relaxed, social environment.

Tips for Students:

- Use the opportunity to ask about company culture, personal experiences, or career advice.
- Don't dominate the conversation over others around you; engage actively but politely.
- Follow up afterwards with a LinkedIn connection or email.

Suggested Questions:

- "What do you enjoy most about working at your company?"
- "What advice would you give to students entering this field?"
- "How do you see this industry evolving in the next few years?"

How to Act:

- Be punctual and greet everyone at the table.
 - Use proper table manners: wait for others before starting, don't be messy.
 - Keep conversation professional but relaxed, avoid controversial topics.
 - Show genuine interest; ask questions and listen actively.
 - Don't drink too many alcoholic beverages (if any).
 - Thank the hosts at the end of the evening.
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Informal Events

These activities are social but structured - Padel, Boat tours, Wine Tasting, etc. You meet company representatives in a relaxed setting while maintaining professional behaviour.

Tips for Students

- Arrive on time and greet the hosts clearly and confidently.
- Ask about their role, team and career journeys, and anything else you are interested in.
- This is a great opportunity to share about your life and experiences to show certain skills or traits with recruiters.
- If alcohol is served, pace yourself and never exceed what keeps you fully composed.

Suggested Questions

- "What do you enjoy most about working at your company?"
- "How did you start in your current role?"
- "What skills help students succeed in your organisation?"

How to Act:

- Be approachable: Smile and introduce yourself to people you don't know.
- Read the room: Match the tone. If the environment is relaxed and conversational, avoid switching to "interview mode."
- Join ongoing conversations rather than waiting to be spoken to
- Balance personal and professional topics!
- Be inclusive: If someone is standing alone, invite them into your conversation. Recruiters notice social awareness.
- Close interactions politely: End conversations with a friendly "It was great speaking with you" before moving on. This prevents awkward exits.
- Follow up appropriately: Send a short, genuine LinkedIn message the next day referencing something you discussed.

General Networking Tips

Networking tips: Try to network before, during, and after the events, but don't hold up recruiters if they have to go somewhere. Plus, ask for effective follow-up advice.

- Prepare a short introduction with your name, study and interests.
- Set a simple goal for each event, such as meeting two recruiters or learning about one company.
- Read information about the companies you're interested in
- Ask short, clear questions that show genuine interest.
- Keep your phone in your bag or pocket.
- Take notes after each conversation so you can follow up.
- Add people on LinkedIn the same day with a short message.

Questions to ask company representatives

Growth and learning

- What growth and development opportunities exist for recent graduates?
- What training, mentorship, and learning resources are available?
- How do people progress from junior to mid-level roles?

Hiring process

- Which skills, experiences, and traits do you value most in candidates?
- What does the recruitment and application process look like, including timelines and assessments?

Day-to-day work

- What is the work environment like, and how does the team collaborate?
- What exciting projects or innovations are you working on now?
- How are new hires onboarded and supported in their first months?

Career mobility

- Are there opportunities for internal mobility or rotating roles?
- Is international experience or cross-country collaboration possible?

Culture and values

- What are the company's core values and long-term mission?
- What sets the company apart from others in the industry?

Well-being and inclusion

- How do you approach work-life balance and flexibility?
- What diversity, equity, and inclusion initiatives are in place?
- What employee well-being and support programs are available?

Performance

- How are goals set and performance feedback handled throughout the year?

Post Career Week Follow Up

Your interactions during the company fair may leave an impression, but it is important to follow up with the representatives you spoke to, to make it lasting. Here are some tips for ways to follow up after the event.

1. Send Thank-You Emails

Write within 24 to 48 hours. Reference your conversation, restate your interest, and include one specific detail you discussed to anchor their memory. Subject idea: "Great speaking at the [Event] about [team or role]"

Three lines work well: who you are, what you talked about, what you would like to do next.

2. Connect on LinkedIn

Send a personalised note that mentions the fair and the role or team. Keep it short and concrete.

Example: "Great to meet at the Career Fair. I enjoyed our chat about the data analyst role and your work with customer segmentation. I would love to stay in touch."

3. Apply Promptly (If you are looking for a job)

Tailor your CV to the skills they highlighted and mirror the language they used. Lead with results in your bullet points. If you discuss a specific vacancy, tell them you applied and ask if they would be open to a brief look at your cover letter for advice.

4. Stay Organised

Track who you met, what you discussed, what you sent, and next actions. A simple table with columns for name, company, role, date, follow-up sent, application status, and next step keeps momentum high.

Schedule Highlights

Here is everything you can look forward to included in your ticket automatically!

Monday December 1st

Deloitte Presentation

Location: REC A2.11

Time: 12:00-13:00

Speaker Event with Kimberly Fuqua on Building a Career You Love

Location: De Brug

Time: 13:00-14:00

Opening Drinks at Krater from 16:30 onwards

Location: Cafe De Krater

Time: 16:30 - 19:00

Tuesday December 2nd

YoungFinancials LinkedIn Training Presentation

Location: REC C1.03

Time: 10.00-11.30

Company Fair Day 1 (Explore the Company Fair Guide for information)

Location: De Brug

Time: 14:00-17:00

YoungFinancials Professional Headshot Stand included in the Company Fair

Wednesday December 3rd

Rituals Presentation and Networking

Location: REC A1.03

Time: 9.30-11.00

Speaker Event with Erik van Zwol on the AI Ecosystem

Location: De Brug

Time: 13:00-14:00

SCW x AISO Startup Fair

Location: De Brug

Time: 14:00-17:00

Frontex Presentation and Networking

Location: REC A2.07

Time: 10.00-11.30

Thursday December 4th

Company Fair Day 2 (Explore the Company Fair Guide for information)

Location: De Brug

Time: 14:00-17:00

Friday December 5th

Unilever Presentation and Networking

Location: REC A2.07

Time: 13.00-15.00

Closing Drinks at Krater from 16:30 onwards

Location: Cafe De Krater

Time: 16:30 - 19:00

Onsite Information



Infodesk:

Come with all your questions to the Sefa Desk in the E-building! We are all day open and more than happy to help!

Overview of Participating Companies



Capgemini

Mission

Unleashing human energy through technology for an inclusive and sustainable future.

What They Do

Capgemini is a global leader in consulting, technology services, and digital transformation. They help businesses harness tech to drive innovation, agility, and growth—across AI, cloud computing, software engineering, and cybersecurity.

Sample of Open Positions

- Business Analyst
- Cloud Consultant
- Data Scientist
- Cybersecurity Specialist

Company Profile

Capgemini is one of the largest IT consultancy firms in the Netherlands, with 7,000+ employees locally. You'll work in an inclusive and collaborative environment, helping clients tackle complex business challenges. The firm prioritizes learning, mentorship, and cross-functional teamwork. Employees have access to the "all-you-can-train" Academy and participate in projects that span industries and geographies. Whether your passion lies in strategy, technology, or engineering, Capgemini gives you the freedom to shape your future.

Why Capgemini?

- A focus on sustainability and responsible innovation
 - Structured growth paths from day one
 - An open, feedback-driven culture that supports new ideas
-



OLYX B.V.

About the Company

OLYX is a brokerage firm based in Amsterdam that's deeply rooted in human relationships.

Founded in 2014 by Pieter and Joppe, they believe trust is a core ingredient in trading. From their

office on the Keizersgracht, they specialize in the renewable energy space, especially biofuels such as biodiesel, ethanol, and biogas. Over the years, OLYX has built an extensive global network. They operate in Europe, Asia, and South America, facilitating complex trades and valuing long-term partnerships. They've brokered over € 6–10 billion in deal value with more than 600–700 trading partners. Sustainability is at their core, they're not just traders, but enablers of a greener future.

What They Offer

At OLYX, we are specialists in facilitating trades within the biofuel sector, connecting buyers and sellers worldwide. Our expertise spans biodiesel, biogas, ethanol, and bio-based feedstocks like used cooking oil and tallow. Beyond trading, we offer in-depth market insights and support carbon offset projects, helping companies reduce their environmental impact. Sustainability is at the core of what we do, and we prioritize long-term partnerships to make a global difference. Our Office is located in the heart of Amsterdam and we are proud to contribute to a greener future through innovative biofuel solutions.

Who They're Looking For

OLYX is always on the lookout for bright, driven individuals who embrace their philosophy of trust and connection.

Ideal (working) students or interns:

- Interested in renewable energy, sustainability, and trading
- Comfortable in a fast-paced, multicultural environment
- Proactive, relationship-oriented, and analytical
- Eager to contribute to a global business with real environmental impact

If you're motivated by making a difference, OLYX could be a place where your work matters in a real, global sense.



Frontex (European Border & Coast Guard Agency)

Who we are

Frontex, the European Border and Coast Guard Agency, supports EU Member States and Schengen-associated countries in the management of the EU's external borders and the fight against cross-border crime. Frontex is a hub of expertise for border control activities, sharing intelligence and knowledge with all EU Member States and neighbouring countries affected by irregular migration and cross-border crime. At Frontex, you can play an active

role in major issues affecting Europe today: borders, migration, and security We offer a fast-paced working environment in a rapidly growing EU Agency undergoing extensive changes in terms of staffing and mandate.

Benefits

Our package of benefits includes:

- Sickness and medical insurance
- A competitive EU pension scheme
- Flexi-time
- Teleworking
- Reimbursements for sports and fitness club memberships
- Public transport card
- Language classes
- Assistance from the expatriate services team
- Tax advantages for expatriate staff provided by the Polish authorities

Who we look for

We are looking for creative talent in a variety of fields such as: Project Management, EU Board and Coast Guard, Finance & Budget, Communications, Human Resources, Fundamental Rights and General Administration.

Who can apply

Nationals of EU Member States or Schengen Associated Countries who meet education requirements specified in the vacancy notice (generally High School or Bachelor sufficient) and have a thorough knowledge of one of the EU languages and a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties. Please note that English is our primary work language.

Other professional opportunities

Traineeships through the [Blue Book Traineeship Programme](#)

Interim (fixed term) contracts through a temporary employment agency



BDO Netherlands

The Best of Both Worlds at BDO

BDO is an international, multidisciplinary organization with strong regional engagement — a combination that makes us unique. With more than 1,650 offices and nearly 91,000

professionals in 167 countries, we offer clients in every market and at every scale new perspectives. This makes your work both interesting and challenging. Whether you work for a family business, an SME, a public organization, or a multinational company, your personal approach, expertise, and skills allow you to make a real impact for every client. Whether you're joining us as an intern, thesis student, or working student, at BDO you'll be part of a team of experienced colleagues from day one.

Opportunities for You

Your career at BDO can start in various ways, depending entirely on your ambitions and preferences.

As a working student, you'll work two to three days a week alongside our audit teams. You'll take on the role of a full-fledged Junior Assistant Accountant, with corresponding tasks and responsibilities. It's the perfect part-time job if you're pursuing a post-master's RA qualification and want to kickstart your career early.

During a thesis internship, you'll have the opportunity to write your thesis under the guidance of our experienced accountants. When your schedule allows, you can also join our audit teams to gain practical experience. This is your chance to build professional skills and explore the world of accountancy while completing your studies.

Have you (almost) finished your bachelor's or master's degree and want to become a Registered Accountant (RA)? BDO offers excellent opportunities to combine part-time work as an Assistant Accountant with earning your RA title. You'll work four days a week and attend university classes every Friday at the institution of your choice. Through our Starters Academy, you'll also receive hands-on training and personal development support to grow both professionally and personally.

Plenty of Room for Your Growth

At BDO, you'll find an open, social, and professional work environment that gives you every opportunity to develop yourself and shape your own path. Want to specialize in a particular field? Or are you more of a generalist who enjoys applying your skills broadly? Together, we'll find the direction that best suits your talents. You'll never be thrown in at the deep end — our Starters Academy, personal coaching, and on-the-job training programs are designed to help you get the most out of yourself.

See if BDO is Right for You!

As a student or graduate, you have endless possibilities and many choices to make. Do you prefer working for large multinationals or for SMEs and family-owned businesses? Do you want to climb the ladder quickly or move at your own pace? Would you rather have a

dedicated coach or work more independently? Play our interactive game and find out if BDO is the right fit for you!

Curious?

Want to learn more about BDO? Check out our social media channels for a behind-the-scenes look at our (home) offices and get to know us better: 📌 Instagram @werkenbijbdo, Facebook, and LinkedIn.

You can also read our employee stories at werkenbijbdo.nl/verhalen.

Interested in meeting us? Contact the Campus Recruiter in your region or sign up for one of our upcoming events!



Shape the future with confidence

EY (Ernst & Young)

Building a better working world.

EY's mission is to create long-term value for clients, people, and society by building trust in the capital markets and helping organizations navigate their biggest challenges—today and into the future.

What They Do

EY (Ernst & Young) is a global professional services leader, offering assurance, tax, consulting, and strategy services. With a presence in over 150 countries, EY helps businesses and governments solve complex problems, drive innovation, and build trust in financial and non-financial performance. From digital transformation and ESG strategy to risk management and capital market advisory, EY works across industries to deliver real, lasting impact.

Career at EY

At EY, you'll be part of a multidisciplinary team that values innovation, collaboration, and purpose. Whether you're launching your career in audit, consulting, or strategy, EY offers structured learning, mentorship from experienced professionals, and the chance to work on meaningful projects from day one. With global mobility programs, a strong focus on sustainability and diversity, and a culture that encourages continuous growth, EY gives you the tools and freedom to shape your own career while contributing to a better working world.



AB InBev

Headquartered in Leuven, Belgium, AB InBev is the world's biggest brewer. We're based in 16 European countries, with five different business units in 12 different time zones and 28 breweries. And this scale is built on solid foundations. Our history stretches back over 600 years, right back to when French monks were brewing their first Leffe beer. Today, working with brands like Stella Artois, Corona and our American brand Budweiser, we keep dreaming big. We brew the world's most-loved beers, build iconic brands and create meaningful experiences. We are committed to building great brands that stand the test of time, and to brew the best beers using the finest natural ingredients. At AB InBev, we believe that No. 1 isn't a position, it's a mindset. We're a company of owners, an organization that believes in achieving excellence every day. We're driven by the people around us, and we're motivated by the inspiring minds we work with.

In the Netherlands, we offer two Dutch-language traineeships starting in August 2025:

- Graduate Management Traineeship (GMT): A 10-month program where you work on real business projects alongside senior stakeholders. You'll gain valuable insights into leading and transforming a successful company.
- Commercial Management Traineeship (CMT): An 18-month program focused on commercial management and sales. You'll build strong leadership and commercial skills through hands-on experience with our top brands, preparing to become one of our future Sales & Commercial leaders.

Both programs follow the 70-20-10 learning approach: 70% learning through experience, 20% through coaching and mentoring, and 10% through formal training, giving you the best foundation to grow in a dynamic, fast-paced environment.



Mainfreight

About the Company

Mainfreight is a global logistics provider, founded in New Zealand in 1978, with a strong foothold in the Netherlands. Its Amsterdam (Schiphol-Rijk) branch specializes in airfreight operations, leveraging its location at one of Europe's most strategic gateways. Mainfreight offers a full suite of supply chain services, transport, ocean freight, air freight, and warehousing. In Amsterdam specifically, its airfreight branch is GDP-certified, reflecting a high standard of quality control, especially for sensitive goods such as pharmaceuticals. The company culture is built around its

motto: "Special people, Special company." Long-term thinking is central, decisions are made with a 100-year vision in mind.

What They Offer

- Air & Ocean Freight: Full-service global forwarding, consolidation, customs handling, and supply-chain visibility.
- Transport & Domestic Logistics: Road transport and cross-docking for efficient local and European distribution.
- Warehousing: Strategic warehouse operations in the Netherlands, e.g. in 's-Heerenberg.
- Training & Development: A structured, 3-year Management Traineeship ("Mainfreight Development Programme") with rotations across functions (operations, sales, transport, leadership).

Who They're Looking For

Mainfreight seeks people who:

- Are ambitious and interested in supply chain, logistics or transport
- Can work in a fast-paced, international environment
- Speak English and preferably Dutch (other languages are a plus)
- Are open to different roles (operations, sales, warehouse, transport)

Current Vacancies

Some roles currently open at Mainfreight NL:

- Management Traineeship – Amsterdam
- Air Export Operations – Amsterdam
- Internship – Warehousing ('s-Heerenberg)
- Sales Roles: Sales Executive, Sales Support, Account Manager, Pricing Team



Rituals Cosmetics

About the Company

Rituals is a Dutch luxury beauty & wellbeing brand, founded in Amsterdam. They aim to transform everyday routines into meaningful moments through products inspired by ancient traditions and wisdom. Their portfolio includes body care, home fragrances, natural-origin skincare, men's care, and even home wear. Rituals has a strong global footprint: over 1,100

physical stores across 33+ countries. Their headquarters is located in Amsterdam, on the Keizersgracht. They also operate a flagship “House of Rituals” in Amsterdam, a multi-floor experience space combining a spa, home, and body-care concept. Rituals is certified B-Corp, reflecting its commitment to social and environmental impact.

What They Offer

- High-quality beauty & wellbeing products rooted in mindful living
- A holistic lifestyle brand: not only cosmetics but also spiritual and home-care elements
- A unique corporate culture focused on “The Art of Soulful Living” emotional connection, self-care, and authenticity matter a lot.
- Physical & experiential retail: from standard stores to immersive “Mind Oases” and the flagship House of Rituals in Amsterdam.

Who They're Looking For

They look for people who:

- Care about wellness, sustainability, and meaningful consumer experiences
- Are creative, curious, and willing to innovate (especially for product development)
- Are team players, but also take ownership and bring personal energy
- Speak English (and preferably Dutch), and are comfortable in an international, purpose-driven environment
- Want to grow: Rituals offers developmental roles, internships, and cross-department experience

Current Vacancies

- Marketing & E-Commerce Internship: Recruitment Day in February 2026 at Amsterdam HQ.
 - Retail, Wholesale & Travel Internship: Roles in training, operational excellence, partnerships.
 - Additional internships: S&OP, Data & Process, R&D Packaging, Talent Acquisition, and more.
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ING

About the Company

ING is a major Dutch bank with its headquarters in Amsterdam and Leeuwarden, employing around 14,500 people in the Netherlands. They offer commercial, retail, wholesale banking, as well as tech and sustainability services. Their mission is “sustainable progress for all,” meaning they value both financial performance and social impact.

What They Offer

- Banking services (retail, business, wholesale)
- Tech & data roles (IT infrastructure, data science, risk)
- Sustainability projects and ESG initiatives
- Structured early-career programs: internships, traineeships, and dual-study tracks.
- Flexible benefits: ING allows customization of leave, learning & work-life balance.

A traineeship at ING: allow your talent to flourish

Considering a traineeship? ING offers promising master's graduates the chance to make the absolute most of their talent on a traineeship within the bank: International Talent Programme (ITP). We believe that you have the talent and potential to help us turn the financial sector around, making it more sustainable and customer-centric. Expectations are high but, in return, you have the opportunity to shine. During this four-year traineeship, you'll receive intensive training and ongoing support to ensure that you can fulfil your true potential and make a real difference at ING. Because at ING, your traineeship revolves around your development.

We are looking for talented master graduates. Choose the track that suits you best. The ING traineeship provides a good foundation for the future.

Internships

Not yet ready to graduate but interested in really getting to know what it's like to work at ING? It's possible to do an internship: the ideal opportunity to meet a wide variety of people, start to build up your own network, and learn about many different aspects of business. Discover your potential! Check out the possibilities: www.ing.nl/careers/starters



NN Group / Nationale-Nederlanden

You matter

At NN, our purpose is to help people care for what matters most to them. We put our resources, expertise, and networks to use for the well-being of our customers, the advancement of our communities, the preservation of our planet, and for the promotion of a stable, inclusive, and sustainable economy.

The world in which we live may change, but what really matters to people remains the same. Family, friends, love, health, home and work. Work is an important part of life. But you are more than just a colleague and that is something we understand very well at NN. Developing skills and competencies are not just the preserve of the world of work. You take something from all your roles in life. That is what makes everyone different. At NN we believe that differences are what make us better and that by bringing a set of unique talents and perspectives to the table, you contribute to what really matters. It is no coincidence that 'You matter' is our promise to you. You matter, in all the roles you play because what is important to you is also important to us.

An internship that matters

An internship is an excellent opportunity to discover what matters most in your future career and in your personal development. If you are looking for a challenging internship in a diverse organisation that puts people at the heart of what it does, NN offers opportunities for work experience or graduate internships where you are treated as a full member of the team.

We have regular internships at senior secondary vocational education level (mbo), higher professional education level (hbo) and university level (wo) in various business units, such as IT, marketing, HR, Finance, Risk, Investments or a secretarial or administrative internship. Who you are and where your interests lie matter to us, which is why we look at your talent and motivation before we look at your education.

If you would like to gain knowledge and experience and build a great CV at the same time, with an internship at NN, you help our customers care for what matters most to them. Take a look at our internship vacancies (www.nn-careers.com) to see whether there is one that suits you. If you have any questions, please contact our Internship Coordinator Bianca Hoogweg via stagebureau@nn.nl or via 06-10816801.

To see a video of how interns experienced their internship, check out our website: [Internship at NN \(nn-careers.com\)](http://nn-careers.com)

NN Group Traineeship – our future leaders

At NN, we help people care for what matters most to them. We do this by offering personal and relevant financial services. As a trainee at NN, you will contribute to this and help our company move forward in becoming ever more relevant to our customers. Your ideas matter because we are on the lookout for real future leaders.

During the traineeship, you will get to know our organisation well and will be given all the space you need to find your place at NN. The combination of a personal approach, international opportunities and a good dose of fun makes our traineeship unique. The possibilities of what you can do are endless, you are in the driver's seat of your career.

Website: [NN Traineeship – Our future leaders \(nn-careers.com\)](http://nn-careers.com)



IMPROVEN

About the Company

Improven is not starting over but we are continuing what we have built a strong track record with over the past 12 years: improving customer performance by optimizing processes, information provision and projects. We do this from a finance, IT, and risk perspective. So, whether it concerns the design and optimization of the financial function, the structural improvement of data quality or the setting up of a risk control framework, we will not leave before it works and is secured! The name Improven is an amalgamation of Improve, Prove and Proven. We improve customer performance with demonstrable results and with a proven approach that we tailor to each customer issue. Our promise "It can always be better!" is in our DNA. We focus on complex transitions and projects with high impact and change. On the other hand, we also like to help our clients optimize business operations by designing, setting up and testing business processes. No thick reports but working solutions and implementation power.

What They Offer

We expect the consultancy market to grow in the coming period as a result of relevant and impactful developments. Quality of information provision, demonstrable compliance with laws and regulations, digitization and data privacy play a crucial role in all sectors. We look forward to optimally advising, supporting, and guiding our clients in these matters.

Who They're Looking For

Improven aims for sustainable results. We do this with a professional organization that does not believe in easy success but in talented professionals who want to achieve a lot. Our employees work hard, have the right knowledge, and experience and enjoy establishing good and lasting relationships with our clients and partners. IMPROVEN colleagues are all experienced, passionate, and creative specialists who do not leave until it works and is secured.

Current Vacancies

- Young Improven Program ("Young Improven Business Consulting"): a 2-year development program for (almost) graduates.
 - Interim Roles: Several interim positions, e.g. Junior Data Consultant, Junior Finance Consultant, Project Controller, CISO, Business-IT Consultant, and more.
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Deloitte

You will join 7,500 people across 15 offices in the Netherlands offering professional services in the areas of Audit & Assurance, Technology & Transformation, Tax & Legal, Support, and Strategy, Risk & Transaction Advisory. Connect your future to Deloitte and make an impact that matters!

Together makes progress

Together, we help our clients navigate risks or deliver transformational changes, future proofing their business. Because together, we make progress.

Never stop growing

Your expertise fuels our capability, so we'll make sure you never stop growing. Whether it's from the complex work you do or the people you collaborate with, you'll learn every day to make an impact that matters.

Passion for purpose

At Deloitte you create positive progress for our clients, people and society. This sense of purpose is shared by everyone around you. Wherever your future lies, you'll be supported to achieve your ambitions your way.

Be the true you

Want to experience a feeling of belonging and acceptance at work? Then Deloitte is the place for you. We're making sure we're creating an environment where everyone is supported and heard in order to make a valuable, personal contribution.

Business areas

– Audit & Assurance

As the world changes, businesses must be ready to respond to the challenges and opportunities that lie ahead. In Audit & Assurance we ensure that companies operate as they should, building public confidence and trust. Are you in?

– Strategy, Risk & Transaction Advisory

In an ever-evolving world, there are no certainties in business. Are you ready to help clients navigate risks, process major transactions and deliver transformational changes that will future proof their business? Join us in making a positive difference.

– Tax & Legal

Tax & Legal makes the work of people in tax and legal departments at our clients more efficient and effective. They spend a large part of the day collecting and interpreting information and often work with outdated or sub-optimal methods. Are you ready to improve those processes with the help of technology?

– Technology & Transformation

Your journey to truly innovate at work starts at Deloitte. Are you in? Distinctive thinking, deep expertise, innovation and collaborative working, that's what connects us and that's what makes us Deloitte. If you want to help solve some of the biggest tech and transformational challenges around, join us

– Support

Want to turn Deloitte into a well-oiled machine? Join (internal) Support! You will work on building and maintaining the reputation of Deloitte, HR back office, ICT, administration and much more!

Who They're Looking For

- Students (HBO / WO) or recent graduates eager to work in consulting, finance, tax, or tech
- Analytical thinkers with problem-solving skills and the drive to contribute to real client challenges
- Team players who value collaboration and learning in a fast-paced environment
- People who are open to rotating roles (in traineeships) and growth across different service lines

Current Vacancies

- M&A Traineeship (Deloitte Netherlands): 12-month program in Financial Due Diligence, Valuations, Debt & Capital Advisory & more. Based in Amsterdam.
- Tax & Technology Traineeship: 2-year program in Amsterdam combining tax advisory with tech solutions.
- Tax Traineeship: 2-year Tax & Legal development program via the EVOLVE Development Program.
- Trainee (HBO – Finance): Entry-level role for students in accountancy / finance.
- Real Estate Advisory Traineeship: Start date available; focus on real estate consulting.



Artefact

About the Company

Artefact is a global consulting firm specialized in data and AI, focused on accelerating digital transformation through advanced analytics and artificial intelligence. They work end-to-end: from data strategy and governance to AI development, BI, cloud platforms, and data-driven marketing. Artefact has a strong commitment to ethics and sustainability, running initiatives like the "GreenFact" program to reduce their carbon footprint. Its Dutch presence is anchored in Utrecht, part of their 34-office global network.

What They Offer

- Data & AI consulting: strategy, transformation, and adoption
- Generative AI & agent-based AI tailored to different business functions (sales, supply chain, finance, etc.)
- Data infrastructure & cloud platforms
- Digital marketing powered by data: customer data platforms, media analytics, campaign optimization
- Learning culture: internal mentorship, 1-on-1 coaching, peer learning, and more than 1,500 training modules.

Who They're Looking For

- Specialists in data & AI consulting
- Software engineers / computer scientists / PhD-level talent for data engineering & AI development
- Data scientists and analysts passionate about solving complex business problems
- Digital marketing experts with strong data skills (PPC, CRM, programmatic, SEO)
- People who value collaboration, continuous learning, and working on ethical data projects

Current Vacancies

- Artefact currently advertises open roles for Consultant (Data & Digital), Expert (data or digital), and leadership / growth-track roles via their careers page.
 - They also accept open applications if you don't find a role that fits exactly.
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YoungFinancials

YoungFinancials

About the Company

Young Financials is a specialized recruitment & career-broker firm that connects recent graduates and young professionals with top-tier finance roles in the Dutch financial sector. They focus on roles in investment, control, business analysis, audit, and other finance-heavy positions. They also run Young Analytics, a branch dedicated to quantitative, data-driven roles in the public and private sectors. Young Financials offers tailored guidance, resume help, interview prep, career coaching, so that you can break into competitive finance firms.

What They Offer

- Entry-level finance roles (junior analyst, auditor, controller)
- Sales / recruitment roles (e.g., Sales Consultant)
- Structured support: networking, development, and job matching
- Intensive one-on-one guidance throughout the application & hiring process

Who They're Looking For

- Recent graduates (WO/HBO) or young professionals with a strong interest in finance
- Analytical, proactive individuals who can handle complex financial environments
- Good communicators: talking to clients, stakeholders, and internal teams
- People who are motivated to grow long-term in finance, not just fill a junior role



Moore MKW

About the Company

Moore MKW is a full-service accountancy and advisory firm in the Netherlands, with more than 1,000 professionals across ~19 offices. They help entrepreneurs with accounting, audit, tax, corporate finance, personnel & salary advice, and subsidy consulting. Their office is in Amsterdam, where they emphasize personal, future-proof advice to businesses of all sizes.

What They Offer

- Accounting & Audit: statutory audits, financial statements, and risk assurance
- Tax Advice: corporate, international, VAT, and structure-optimization

- Corporate Finance: M&A, financing, business succession
- Subsidy Advice: help with national and European funding schemes
- HR & Salary Advice: payroll, personnel policies, and compensation strategies
- International Work: audit and tax teams work with IFRS and cross-border clients.

Who They're Looking For

- Graduates or (nearly) graduates in accounting, finance, tax, or business advisory.
- People willing to develop broad consulting skills across disciplines (audit, tax, subsidies, HR)
- Analytical thinkers who also care about building personal client-relationships
- Individuals seeking a balance between professional development and work-life flexibility: Moore MKW offers good conditions, flexible hours, and learning opportunities.
- International-minded professionals: their audit and tax work involves IFRS and cross-border projects.

Current Vacancies

Here are some of the currently listed roles at Moore MKW:

- Stageplek Accountancy – Amsterdam: Internship for HBO Accountancy or Business Economics students.
- Stage Audit: Internship in audit at various Moore MKW offices. You'll help control financial reports, visit clients, and analyze data.
- Stage Belastingadvies (Tax Advice): Tax-advisor internship in several offices.
- Werkstudent / Part-time: For students who want to work alongside their study as a working student.



Unilever Netherlands

About the Company

Working on a better future, every day.

That is the Unilever vision. We help people to feel good, look good and get more out of life with brands and services that are good for them and for others. Daily, millions of consumers worldwide choose for one of our many successful and strong brands, like Axe, Ben & Jerrys, Calvé, Dove, Knorr, OLA, Omo and Unox. With about 400 different brands, we are one of the world's biggest producers of food, homecare and personal care products. We believe in the

power of our brands to improve the quality of people's lives. We also believe in doing what is good, for society and the environment.

Our vision acts as an inspiration and stimulant. Working at Unilever can be called a real adventure, as you are challenged continuously. With unpredictable consumers, financial proposals and logistical challenges. But also with unconditional customer loyalty, technical masterpieces and very important: a diversity of colleagues.

Working at Unilever means working together beyond country borders, disciplines and business units. It is an adventure, which inspires. It gives you a wide view on situations, leading to better and more creative ideas. And that leads to more innovation, results, progress and growth. This is essential to us, but also for you.

You learn a lot from different insights and you can share your knowledge and vision. You will get responsibilities from the start, including the accompanying budgets. You will get to know your strengths and weaknesses, and learn how to push boundaries to grow professionally and personally. Your own development is largely determined by yourself. We help you with this by offering extensive guidance on and off the job.

Develop into your best self. Get inspired by leaders and peers, and create life-shaping experiences for yourself. Be part of the most successful purpose-led business in the world. Be empowered to make a positive impact, by bringing your purpose into action.

Who They're Looking For

They look for:

- Students (Bachelor's or Master's) who are ambitious, curious, and interested in real-world business challenges.
- Graduates (or recent grads) who want to grow through leadership rotations (UFLP) across functions.
- People who value sustainability and responsible business, and who want to make a positive impact.
- Proactive, analytical thinkers who are comfortable working in fast-changing, global environments.
- Candidates with good communication skills and an inclusive mindset.

Current Vacancies

- Internship – Multiple Departments (NL): 5- or 6-month internships in functions such as Marketing, R&D, Finance, HR, Supply Chain, IT, Legal. Based in Rotterdam, Wageningen, or Hellendoorn; for HBO or WO students.
- Internship – Supply Chain Planning & Operations: Rotterdam; ≥ 32 h/week, 5–6 months.
- Internship – Supply Chain Strategies: Work cross-cluster on strategic business initiatives; Rotterdam.

- Internship – Procurement: Support procurement analytics, innovation, and sourcing projects; Rotterdam.
- Unilever Future Leaders Programme (UFLP): 3-year graduate programme with rotations in Marketing, Finance, R&D, Supply Chain, HR, Customer Development.

Unilever. A better world. A better business. A better you



Kraft Heinz

About the Company

Kraft Heinz is one of the world's largest food & beverage companies, known for iconic brands like Heinz, Brinta, De Ruijter, Venz, and Honig. In the Netherlands, they operate a head office in Amsterdam, an R&D centre in Nijmegen, and production sites in Utrecht and Elst. Their culture revolves around ownership, collaboration, and constant innovation.

What They Offer

- Internships across multiple business areas (Sales, Marketing, Supply Chain, Category, Data)
- Traineeships / early-career programs, including a Global Manufacturing Trainee Program in their Dutch factories.
- Exposure to real projects and senior leadership, plus tailored training & learning during internships.
- A hybrid working model for many roles (office + remote).

Who They're Looking For

They seek:

- Bachelor's or Master's students for internships, especially in Business, Marketing, Supply Chain, Data, or Engineering
- Graduates for their trainee program who are interested in manufacturing, operations, and production leadership
- People who are proactive, curious, and willing to take ownership of work
- Team players who can work in a fast-paced, global FMCG organization and collaborate across functions

Current Vacancies

- Sales & Operations Intern – Amsterdam, 6 months, hybrid role in supply chain and logistics

- Sales Intern (Benelux) – Amsterdam, working with retail, export, or discount channels
- Marketing Intern – Amsterdam; work with brand activations, product launches, and packaging strategy
- Category Intern – Amsterdam, 6 months in category management (Meals, Drinks, Brunch)
- Data Analyst Intern – Amsterdam (R&D / Digital Transformation team), 6–7 months
- Global Manufacturing Traineeship – 12-month program in Dutch factories (Elst or Utrecht) for graduates
- Internship – Natural Preservation R&D – Nijmegen, working on clean-label preservation in sauces & drinks.



Flynth (Netherlands / MKB(SME)-Accountancy & Advisory)

About the Company

Flynth is one of the largest accountants and advisors for small- and medium-sized enterprises (MKB) in the Netherlands. They combine local presence, with many offices across the country, with the professional strength of a national firm. Their service lines include accountancy, audit, advice, HR services, and more.

What They Offer

- Accounting & Audit: bookkeeping, financial statements, audits for MKB.
- Advisory: business strategy, M&A, subsidy advice, sector-specific consulting.
- Local-to-national opportunities: because of their wide network, you can work close to home while being part of a larger organization.
- Development: they support you with training, mentorship, and real responsibility.

Who They're Looking For

They seek:

- Dutch Students (HBO / WO) in accountancy, business economics, finance & control, HR, or advisory.
- Analytically strong, motivated people who want to grow in a professional service environment.
- Team players who value a personal and collegial culture combined with a serious advisory business

Current Vacancies (Student / Intern Roles)

- Meewerkstage – Accountancy (Dronten): 24-40 h/week, €800/month, working on administration, year-end accounts, tax returns.

- Meewerkstage – Accountancy ('s-Hertogenbosch): 32-40 h, making client administrations, preparing financial statements.
 - Meewerkstage – Belastingadvies (Tax Advice): roles in tax advisory, working with real client work.
 - Afstudeerstage (Accountancy): full-time research project + practical assignment, plus training and mentorship.
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deJong&Laan

De Jong & Laan

About the Company

De Jong & Laan is an accountancy firm with 25 offices across the Netherlands and, since 2023, located in Amsterdam and Utrecht. They focus on personal attention, strong development opportunities, and a professional environment with an approachable culture. Employees are supported in growing professionally and personally. Whether you just finished school or have been in the field for a while, learning never stops. De Jong & Laan offers a role that grows with you.

As an accountancy firm, they help clients with financial questions in accountancy, audit, tax, and HR. They support you as both an advisor and a specialist, with attention to your growth as a professional and as a person.

What They Offer

- Accountancy: bookkeeping, annual accounts, compilation, and advice
- Audit / Control: performing audits and process analyses
- Tax Advice: corporate and personal tax guidance
- HR / Personnel: support with personnel policies and payroll administration
- Personal development: mentoring, training, and growth opportunities

Who They're Looking For

- Students (HBO / WO) and recent graduates in accountancy, finance & control, or business economics
- Analytical, motivated individuals who want to grow in a professional and personal environment
- Team players who value a collegial, approachable workplace
- Candidates interested in internships, work-student roles, or graduate positions

Current Vacancies (Student / Intern Roles)

- (Graduation) Internship – Accountancy, Audit, or Tax – Amsterdam / Utrecht
- Work-Student – Accountancy or Tax – multiple offices
- No like Open applications for students or recent graduates

For more information or to apply, contact corporate recruiter Remco Beukhof at 06-33048154 or remco.beukhof@jonglaan.nl (werkenbijjonglaan.nl).



Henkel

About the Company

Henkel operates worldwide with leading innovations, brands, and technologies in two business areas: Adhesive Technologies and Consumer Brands. Founded in 1876, Henkel has over 145 years of success and holds leading positions in both industrial and consumer businesses with strong brands such as Persil, Schwarzkopf, and Loctite. Headquartered in Düsseldorf, Germany, Henkel is one of the most internationally aligned German-based companies in the global marketplace.

The company purpose expresses what unites Henkel colleagues worldwide: *Pioneers at heart for the good of generations*. With a diverse team of around 47,000 employees, Henkel strives to enrich and improve life daily through its products, services, and solutions. Shared values and leadership commitments guide decisions and actions, while a long-standing legacy of innovation, responsibility, and sustainability drives the company into the future.

What They Offer

- Internships · opportunities across departments including engineering, marketing, HR, supply chain, finance, and operations
- Hands-on experience · work on global projects and gain practical skills in an international setting
- Vibrant intern community · join a network of interns and young professionals across Henkel
- Compensation · competitive internship and travel compensation
- Career development · exposure to leadership, innovation, and sustainable business practices

Who They're Looking For

- Proactive, innovative, and curious students or recent graduates

- Individuals eager to contribute to global projects and grow professionally
- Team players who thrive in a diverse, international, and fast-paced environment

Current Vacancies

- Internships · multiple departments across the Netherlands
- Open applications encouraged for students and recent graduates



KPMG

About the Company

At KPMG, you advise a broad range of clients, often international enterprises, helping them grow or transform. The firm combines the latest technologies with a century of knowledge, expertise, and independent thinking. Technology drives progress only when guided by human insight and creativity, that's KPMG's approach to advancement.

Whatever financial challenge you can imagine, KPMG gives you the opportunity to work on it from mergers and acquisitions to risk management and digital sourcing.

What They Offer

- Diverse assignments- exposure to multiple industries, clients, and financial challenges
- Technology & innovation - leverage cutting-edge tools while applying human insight
- Career growth - fast responsibility, personal and professional development
- Team-oriented environment - open, informal, and collaborative culture fostering creativity and initiative
- Long-term career opportunities, from internships to graduate programs and specialized career paths

Who They're Looking For

- Open, creative, and entrepreneurial students or graduates
- Individuals who value both rational and intuitive thinking, technology, and human insight
- Team players who thrive in a dynamic, international environment
- People who want to make a tangible difference while developing personally and professionally

Current Vacancies

- Internships · multiple departments including Audit, Advisory, Tax, and Consulting (kpmg.nl/careers)
- Graduate programs · structured entry-level opportunities for recent graduates
- Open applications encouraged for ambitious students and graduates

KPMG emphasizes “People-driven progress”, combining expertise with human insight to create meaningful impact for clients and employees alike.