



FAQ's - what do you want to know?



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PLACEMENT ROLES

Q.

WHAT ARE THE PERKS OF A WORK PLACEMENT AT DANONE?

A.

All of our amazing benefits are available to our placement and intern students. You can find more information about these on our Reward and Recognition page ([link](#))

Q.

TO WHAT EXTENT WILL I ENJOY MY WORK PLACEMENT?

A.

At Danone you make your placement whatever you want it to be! We are confident you will enjoy your time with us but why not have a look at the reviews we have from our previous placements and interns on Rate My Placement at <http://www.ratemyplacement.co.uk/company-profile/1837/danone>

Q.

TO WHAT EXTENT WILL I BE GIVEN SUPPORT AND GUIDANCE BY MY SUPERVISOR OR MANAGER?

A.

We view our placement students and interns as our talent pipeline for our Graduate Programme. Your managers will support you in the same way as they would any other employee. All placement students/ interns will be given clear objectives and an Individual Development Plan, both of which are reviewed regularly with their line manager in order to ensure they have the right support in place, to make their time with us a great success.

Q.

HOW BUSY WILL I BE ON A DAILY BASIS?

A.

Our placement and intern roles are critical to the success of the teams they sit within and so don't expect to be sat twiddling your thumbs while working with us! You will have key accountabilities and tangible objectives to deliver against all which will be keeping you busy throughout the day.



HOW MUCH RESPONSIBILITY WILL I BE GIVEN DURING MY PLACEMENT?



At Danone we're big enough to matter but small enough for you to make a difference! Our placement and intern roles are considered to be integral to the teams they support and so you will receive lots of responsibility while you're with us. We assess each placement role to ensure that it is not too admin heavy and that there will be at least 1 project that you will completely own; from conception right through to implementation.



I HAVE APPLIED FOR A POSITION BEFORE. CAN I APPLY AGAIN?



If you did not get through the initial assessment centre, we will provide you with feedback that explains why and whether we would encourage you to apply again.



TO WHAT EXTENT WILL I FEEL VALUED BY MY COLLEAGUES?



At Danone our placements and interns are just as much part of their teams and the business as anyone else. You are given real projects that have a tangible impact on the business and so are extremely valued by those you are working with.



IS THERE A GOOD SOCIAL SCENE AMONGST FELLOW PLACEMENT STUDENTS/ COLLEAGUES?



We take 25-30 placement students and 20+ graduates and so there is a strong graduate and undergraduate community within Danone. There are regularly organised after-work drinks, both with the placements and interns, as well as with the graduates in the business. On top of this Danone's culture is all about having a great balance between work and fun and so throughout the year we have a Summer Party, Halloween Party and Christmas Party!



ARE THERE MANY OPPORTUNITIES TO GET INVOLVED IN ACTIVITIES OUTSIDE OF WORK?



On top of the 25 days of holiday you receive per annum all employees are given an additional 2 days to do any volunteering or charity work. We also have our own CSR programmes; Eat Like A Champ, HEY Programme, Danone Nations Cup, and Best Cares all of which have volunteering opportunities for employees to get involved in. There is also an active social scene with regularly organised after work drinks and events throughout the year.

GRADUATE ROLES



WHAT QUALITIES DO DANONE LOOK FOR IN AN APPLICANT?



There's no single type of person who succeeds at Danone, but we do look for people with something special to offer. We're looking for people who have a passion for excellence and achieving results. You'll need the ability to challenge and influence others, along with the capacity to adapt to new and different situations. The ability to build strong and effective relationships and to inspire and motivate the others are also assessed. We look for evidence of these behaviours and skills throughout the selection process, so when you're preparing for the assessment centre, you should consider how and when you've demonstrated these specific behaviours, skills and attitudes. Examples can be drawn from your academic work, hobbies, part-time jobs or extracurricular activities.



CAN I CHOOSE AN AREA OF THE BUSINESS TO BEGIN WITH?



You can certainly indicate the area of the business you aspire to work in if you have a preference. However, we understand that sometimes, the career path you want to take may not be clear so as part of the assessment process, we aim to give you career guidance based on your strengths exhibited.



HOW MANY GRADUATES ARE DANONE LOOKING FOR?



We recruit around 30 graduates and 20 placement students per year into the business.



WHAT ARE THE DIFFERENT GRADUATE OPPORTUNITIES AVAILABLE?



Danone UK offers two forms of graduate opportunity. You will either be recruited into an existing role, e.g. Assistant Brand Manager, Territory Manager or Category Executive, where you'll be immersed in the role and specific function from day one. Alternatively, you can join one of our graduate rotation programmes, based at our offices near Bath or in London, Ealing Broadway. Under this programme, you'll take on two placements, which will expose you to different functions across two categories.



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IN TERMS OF PERSONAL TRAINING AND DEVELOPMENT, TO WHAT EXTENT WILL THE COMPANY OR FIRM INVEST IN ME?



At Danone we believe training and development is more than just sitting in a classroom. Here every activity you undertake is an opportunity to learn and discover something new about yourself, your job or your way of working. As standard all our placement students and interns will undertake a full business induction plan, as well as completing our Insights Discovery course. Any other training will be role dependent and if deemed appropriate, it will be supported by the business, regardless of the length of time you are with us.



WHAT DOES THE SELECTION PROCESS INVOLVE?



You should begin by submitting your CV and completing our application form. After this pre-screen, successful applicants are then invited to undertake psychometric testing. Upon successful completion of the tests, you will be invited to take part in a video interview. Shortlisted candidates will then be invited to our Danone leadership Academy, which includes a range of exercises including additional numerical and verbal testing and group exercises.



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If you did not get through the initial assessment centre, we will provide you with feedback that explains why and whether we would encourage you to apply again.



CAN I APPLY FOR ROLES OUTSIDE THE UK?



To see our worldwide list of graduate vacancies, you can access www.danone.com



CAN I APPLY IF I REQUIRE A WORK PERMIT/CERTIFICATE OF SPONSORSHIP?



Danone is only able to recruit individuals who are eligible to work in the UK. Unfortunately, we are unable to provide sponsorship for any applicants who are non-EEA nationals. For more information, please refer to the UKBA website <http://www.ukba.homeoffice.gov.uk/>



DOES DANONE RECRUIT GRADUATES THROUGH MILKROUND?



Yes. Application to our graduate programme runs to the end of October of each year. However, new graduate opportunities arise in Danone throughout the year. If there are no relevant positions currently available, we would still like to hear from you on a speculative basis.



CAN I APPLY IF I DON'T MEET THE ACADEMIC CRITERIA?



Our entry criteria are at least a 2:1 degree classification in any discipline and a minimum of 320 UCAS points (sales and marketing /business partner programmes and direct hire) and a minimum of 300 UCAS points (nutrition programme).



I'VE ALREADY GRADUATED. CAN I STILL APPLY FOR A GRADUATE POSITION?



Yes. We'd welcome your application if you've already graduated or if you're studying for a postgraduate qualification. If you've already got significant work experience or professional qualifications, you can also review the careers section of our website dedicated to candidates with work experience.



AS A GRADUATE, WHAT TRAINING & DEVELOPMENT CAN I EXPECT?



Along with all of our graduates, you will complete a structured induction period where you will learn about yourself as well as the business. You'll be given a personalised, individual development plan, based on information gathered from the assessment centre. Alongside this, you will be provided with regular feedback and learning support and training to develop the skills and expertise for you to grow within the business.



I HAVE CHECKED THE AVAILABLE VACANCIES ONLINE BUT THERE DON'T SEEM TO BE ANY SPECIFIC ROLES RELEVANT TO ME. WHAT ELSE CAN I DO?



New graduate opportunities arise in Danone throughout the year. If there are no relevant positions currently available, we would still like to hear from you on a speculative basis. You can forward your CV to: careers.ukireland@danone.com



DOES HAVING A DISABILITY AFFECT MY APPLICATION?



At Danone we're committed to encouraging diversity. Any information you provide will enable us to make reasonable adjustments. If you have a disability or any special requirements which should be taken into account, please let us know as part of your application.



CAN I APPLY TO THIS YEAR'S GRADUATE PROGRAMME IF I HAD ALREADY SUBMITTED AN APPLICATION LAST YEAR?



If you have applied to our graduate scheme within the last 12 months and were unsuccessful, we will provide you with feedback that explains why and whether we would encourage you to apply for the following year's scheme.