



# PRÁCTICAS EN ORGANISMOS PÚBLICOS Y PRIVADOS INTERNACIONALES



# PRÁCTICAS INTERNACIONALES

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## INTRODUCCIÓN

Las prácticas en empresas son una de las opciones más interesantes para jóvenes graduados/as que aun no tienen experiencia profesional relevante que reflejar en su CV cuando llega el momento de incorporarse al mercado laboral.

El objetivo del periodo de prácticas es proporcionar al alumno el conocimiento directo del funcionamiento de una entidad con el objetivo de mejorar sus posibilidades de encontrar un puesto de trabajo adecuado a su formación, por lo que está convirtiéndose en una actividad imprescindible, actuando como una pasarela que comunica al estudiante en el tramo final de la carrera con el primer empleo, especialmente en momentos de crisis económicas como la actual.

Las prácticas permiten:

-  Aplicar en contexto real los conocimientos adquiridos en la Universidad o institución educativa.
-  Completar la formación con otros conocimientos prácticos relacionados con las salidas profesionales de la carrera.
-  Conocer de primera mano, los condicionantes presentes hoy en el mundo del trabajo: competitividad y calidad, apertura de los mercados, globalización de la actividad económica etc.

### Legislación sobre las Prácticas de Universitarios en Empresas

En nuestro país las prácticas de los estudiantes universitarios en empresas están reguladas por el [Real Decreto 592/2014](#), de 11 de julio, por el que se regulan las prácticas académicas externas de los estudiantes universitarios. Se distingue entre prácticas *curriculares* y *extracurriculares*. Estas son las cuestiones legales más importantes a tener en cuenta sobre la regulación de las prácticas en España:

-  Podrán realizarse en la propia universidad o en entidades colaboradoras, tales como, empresas, instituciones y entidades públicas y privadas en el ámbito nacional e internacional
-  Las prácticas externas curriculares tendrán la duración que establezcan los planes de estudios; las extracurriculares tendrán una duración preferentemente no superior al 50% del curso académico, procurando el aseguramiento del correcto desarrollo y seguimiento de las actividades académicas del estudiante.
-  Es frecuente que las empresas concedan a los estudiantes ayudas económicas para realizar las prácticas bajo la denominación de "Bolsas o Ayudas al estudio", pero se trata de una ayuda, no de una remuneración o contraprestación.
-  La realización de prácticas- y esto es muy importante- no entraña el establecimiento de relación laboral alguna entre el estudiante y la entidad que le acoge.
-  Las condiciones estipuladas para la estancia se plasman en un Convenio, que es el equivalente, en el plano no laboral, al contrato. Los organismos que gestionan las prácticas y la mayoría de las empresas disponen de sus propios modelos de convenios.
-  El Suplemento Europeo al Título recogerá las prácticas externas realizadas.

## PRÁCTICAS EN EMPRESAS E INSTITUCIONES EXTRANJERAS

Se trata de una forma más de **perfeccionar** –que no *aprender*- el idioma trabajando.

**Generalmente no tienen remuneración**, aunque en algunos programas se incluye una beca destinada a gastos personales. Normalmente las prácticas están destinadas a jóvenes titulados/as universitarios/as y estudiantes de últimos cursos de carrera.

### Características:

-  Edad entre los 18 y 30 años.
-  Nivel alto del idioma del país.
-  Proceso de selección de los/as candidatos/as (no hay aceptación inmediata por cumplir los requisitos).

Las tareas a realizar variarán en función del perfil profesional. Las actividades más ofertadas son las relacionadas con los campos de la **medicina, ingeniería o disciplinas técnicas, administración de empresas, sociología-políticas, derecho**, etc.

Muchas empresas y ONG's u Organizaciones Internacionales ofrecen la posibilidad de firmar un **convenio** con la institución educativa del estudiante interesado/a en realizar un periodo de prácticas en estas organizaciones como parte de su formación práctica obligatoria a lo largo de los estudios. En los links que incluimos a continuación podrás decidir qué tipo de instituciones y/o empresas trabajan en el campo en el que te gustaría realizar prácticas, así como las condiciones de las mismas (duración, posible remuneración, departamentos, titulaciones demandadas, etc.)

Normalmente, la **valoración** de los/as candidatos/as en los procesos selectivos para acceder a un periodo de prácticas en otro país o en Organizaciones Internacionales tienen en cuenta:

- a. Expediente académico.
- b. Formación complementaria en alguna materia de interés para la organización.
- c. Conocimiento de idiomas (además del inglés, otro idioma europeo además del materno es una ventaja)
- d. Capacidad del candidato/a para adaptarse a un ambiente multicultural.

En los links que te ofrecemos a continuación encontrarás información sobre las distintas posibilidades en el ámbito de las prácticas en empresa en otros países (condiciones, posible remuneración, criterios de selección, disciplinas aceptadas, etc.). El listado, en todo caso, no pretende ser exhaustivo.

Algunas de las instituciones que se presentan pueden aparecer repetidas en dos o más apartados (por dependencia funcional o por temática o perfil de candidatos/as). Cuando el conocimiento del idioma sea necesario para optar a un periodo de prácticas, se ha conservado la introducción general **en el idioma** original de cada link.

Por favor, ten en cuenta que las instituciones públicas o privadas no europeas pueden establecer requisitos de acceso a sus programas que incluyan estar en posesión de visados y/o permisos de trabajo en vigor.

## WEBS QUE GESTIONAN PRÁCTICAS O INTERMEDIAN

### EURODYSEE

<http://www.eurodysee.eu/>

Institución relacionada con la Asamblea de las Regiones Europeas. Para participar en el programa hay que ser residente en una de las regiones participantes (aunque basta con presentar el certificado de empadronamiento). Hay un enlace a las regiones que pueden acceder al programa.

### IAGORA

<http://www.iagora.com/index.html>

Ofrece prácticas y posibilidades de trabajar con empresa en toda Europa y para **todo tipo de ocupaciones**. Se pueden ver los nombres de las empresas, y una pequeña descripción de cada una, pero no los datos de contacto. La página actúa como un simple intermediario.

### EUROPLACEMENT

<http://www.europlacement.com/>

Hay ofertas de trabajo de todo el mundo, y un apartado sobre la mediación personal. Ayudan en la elección de las prácticas, en la búsqueda de alojamiento y los problemas relativos al permiso para residir en el país (aunque no se especifica si este servicio es o no gratuito). Proponen algunas guías sobre la vida en varios países y da algunos consejos sobre como hacer una carta de presentación, un currículum (propone Europass) y la entrevista de selección.

### EUROBRUSSELS

<http://www.eurobrussels.com/jobs/internship>

Periodos de prácticas en Europa. Es una base de datos de ofertas de prácticas de diversas empresas, asociaciones y ONGs europeas.

### GoAbroad

<http://www.goabroad.com/>

Bien organizado a nivel gráfico y de comunicación. Muy preciso en la descripción de cada oferta. **Todos los perfiles profesionales**.

### MONSTER

<http://www.monster.com/>

Las prácticas han pasado de ser poco más o menos desconocidas en España hace dos décadas, atravesar una fase en la que no se les concedía un gran peso en el currículum, a convertirse en casi una garantía para valorar el futuro desempeño y adaptación del candidato a la empresa.

### EURACTIV Jobsite

<http://jobs.euractiv.com/>

With a network in 15 European capitals, EurActiv reports news and facilitates debates on EU policy and European politics. In EurActiv Jobsite you will find many employment and internships opportunities.

### **EUROGRADUATE**

<http://www.eurograduate.com>

Revista de publicación anual y sitio web donde empresas multinacionales ofrecen sus ofertas de práctica o primer empleo para graduados recientes, cuenta con un potente buscador de prácticas e información específica de cada empresa.

### **RECRUITING ERASMUS**

<http://www.recruitingerasmus.com/>

Recruiting Erasmus es un proyecto innovador que nace por iniciativa de **PeopleMatters** con el objetivo de facilitar el contacto entre las empresas socias y vosotros, los estudiantes que Actualmente cursáis o acabáis de cursar vuestros estudios universitarios fuera de nuestras fronteras, ya sea por medio de la beca Erasmus o de otro programa similar de carácter internacional.

### **GOINGGLOBAL**

<http://www.goingglobal.com>

Going Global is the leading provider of both country-specific and USA city-specific career and employment information. Our unlimited access subscription database features 33 Country Career guides, 43 USA City Career Guides, corporate profiles and more than 600,000 job listings within the USA and around the world.

### **FÁBRICA CULTURAL**

<http://www.fabricacultural.com>

Fábrica Cultural tiene como objetivo facilitar información sobre oportunidades culturales para estudiantes, profesionales y entidades del sector cultural. Ofrece información sobre empleo cultural, becas, subvenciones, ayudas y premios, además de haber creado la primera red social del mundo de la cultura en España.

### **IHIPO**

[http://www.ihipo.com/graduate\\_programs](http://www.ihipo.com/graduate_programs)

We enable our users (students and graduates) to find Internships, Jobs and Graduate Programs abroad. The iHipo CV tips section offers advice on CV writing, resume writing, cover letter writing, as well as interview questions to prepare you for your job interview.

### **PRÁCTICAS de la Fundación Universidad-Empresa (FUE)**

<http://www.talentoteca.es>

A través de nuestros programas de prácticas para estudiantes y recién titulados proporcionamos una primera experiencia en un entorno de trabajo real, ayudamos a detectar talento, y contribuimos a reforzar el desarrollo profesional de los jóvenes.

### **OPORTUNIDAD EUROPA**

<http://oportunidadeuropa.com/>

Oportunidades de trabajo en el extranjero, prácticas, becas, actividades de voluntariado e intercambios culturales.

### **ERASMUS INTERN**

<http://erasmusintern.org//>

ErasmusIntern.org provides a place where companies and organisations can publish their traineeship offers and search for trainees and where students that want to do a traineeship abroad can have their profiles, search and apply for traineeships vacancies.

### **GRADUATE JOBS IN EUROPE**

<http://graduatejobsineurope.com/>

Graduate Jobs in Europe gives you graduate employer league tables from countries across Europe, as voted for by students. The top graduate employers are listed by country and by sector. You can also find live economic data for each country and see the employment prospects for graduates in each industry sector using a simple star rating system.

### **GRADUATE LAND**

<https://graduateland.com/>

Kick-start your career on Graduateland, the preferred career network for students and graduates. Jobs, internships, and graduate programmes, it's all there.

### **EUROPEAN INTERNSHIPS**

<http://www.europeaninternships.com/>

European Internships can help you find the placement you want. To use our services, you must select the sector in which you are interested in working. A wide range of sectors are available such as education, communications, teaching languages, healthcare, environmental science, psychology.

### **PRAXIS**

<http://www.praxisnetwork.eu/>

Tips 'n tricks for finding the perfect internship or project, preparing for going abroad and getting the most out of your international experience.

### **EURASMUS**

<http://eurasmus.com/es/>

Solicita prácticas y trabajo para estudiantes en toda Europa en cualquier campo. Crea tu CV online o aplica fácilmente con LinkedIn.

### **EUROPEAN MOVEMENT IRELAND**

<http://www.europeanmovement.ie/category/jobs-and-internships/>

Welcome to this week's Jobs and Internship in Europe blog post. This blog is updated weekly by the EM Ireland Communications team with details of the most recent European job and internship opportunities.

### **EUROPE INTERNSHIPS**

<http://www.europe-internship.com/>

Online platform providing internships, traineeships and student job opportunities in Europe

## BECAS para realizar PRÁCTICAS INTERNACIONALES

### BECAS FARO-GLOBAL

<http://www.becasfaro.es/pages/cont/index.php?id=27>

#### Página del Programa Faro Global.

Este programa, gestionado por la Fundación General de la Universidad de Valladolid, permite a casi 1000 estudiantes españoles solicitar becas cada año para realizar un periodo de prácticas en empresas de casi todo el mundo. A la espera de una nueva edición.

### BECAS ARGO

<http://becasargo.es>

Argo Global es un programa de movilidad, promovido por el Ministerio de Educación, cuyo objetivo es impulsar la formación complementaria de los titulados de todas las universidades españolas a través de la realización de prácticas en empresas en el extranjero. Validez del programa: hasta 2012. Pendiente de nueva convocatoria.

### BECAS ERASMUS PRÁCTICAS

<http://www.oapee.es/oapee/inicio/pap/erasmus/estudiantes-para-practicas.html>

Programa de entre 3 y 12 meses. Quien debe solicitar financiación a la Comisión Europea debe ser la institución educativa (Universidad). Sólo se concederán fondos destinados a la movilidad de estudiantes Erasmus a aquellas instituciones de educación superior que posean una Carta Universitaria Erasmus ampliada (EUC).

### FUNDACIÓN SEPI

<http://www.fundacionsepi.es/>

Es la página de la **Fundación Sepi**. Promueve programas de Becas de formación práctica para jóvenes titulados/as sin experiencia, en colaboración con empresas e instituciones de varios tipos (Iberia, Deloitte, Telefónica, CASA, EADS, etc.). Especialmente indicadas para **ingenierías** y **administración de empresa** o **empresariales**. La convocatoria de estas becas son anuales.

### IES-CONSULTING

<http://www.ies-consulting.es>

IES- Consulting se dirige a todos los estudiantes europeos que quieren venir a hacer prácticas en España. Ofrece *stages* en varias empresas españolas y en particular, la posibilidad de trabajar en el sector turístico.

### BECAS VULCANUS

<http://www.eu-japan.eu/vulcanus-japan-0>

**Vulcanus in Japan** started in 1997. The programme consists of industrial placements for EU students. It starts in September and ends in August of the following year in order to accommodate the academic year in EU Member States. The students follow a one-week seminar on Japan, a four-month intensive Japanese language course, and then an eight-month traineeship in a Japanese company.

### **BECAS ICEX**

<http://becas.icex.es/>

Desde 1975, nuestro objetivo es la formación de jóvenes profesionales especializados en la prestación de servicios de internacionalización empresarial.

### **BECAS MAEC- AECI**

<http://www.aecid.es/ES/impl%C3%ADcate/becas-y-lectorados>

La convocatoria anual de los distintos Programas de Becas MAEC- AECID para ciudadanos extranjeros y españoles constituye un instrumento destacado de la política de cooperación española con los países receptores de ayuda oficial al desarrollo y, asimismo, un elemento esencial para las relaciones culturales y científicas de España con el resto del mundo. Es necesario registrarse para participar en el proceso selectivo.

### **PROGRAMA OPTIMUS EXECUTIVE**

<http://www.talentoteca.es/becas-y-practicas/optimus-para-titulados-universitarios.html>

El programa OPTIMUS EXECUTIVE, promovido por la Fundación Universidad Empresa y la Universidad Francisco de Vitoria tiene como objetivo la integración de jóvenes titulados en el mercado laboral a través de la coordinación con empresas e instituciones. Con un planteamiento dual, OPTIMUS recoge dos partes que viajan unidas: la formación en la empresa a través de práctica profesional tutelada y la formación académica en habilidades y competencias orientadas al mundo empresarial.

### **PROGRAMA CITIUS**

<http://www.talentoteca.es/becas-y-practicas/citius-para-titulados-universitarios.html>

El programa CITIUS, promovido por la FUE, la Univ. Autónoma de Madrid y la Univ. Autónoma de Barcelona ha sido el salto al primer empleo para más de 8.600 universitarios. El Programa consta de un Plan de Formación de prácticas tutorizadas en empresas asociadas al programa y un Plan Académico de formación (en la UAM) que ofrece una amplia gama de itinerarios personalizados que completan la formación de acuerdo con las funciones en la empresa, la preparación universitaria y la orientación profesional.

### **PROGRAMA GAIA 4.0**

<http://www.talentoteca.es/becas-y-practicas/gaia-para-titulados-universitarios.html>

GAIA es un Máster universitario, Master in Professional Development 4.0, que combina la estancia en prácticas en una empresa con un modelo de aprendizaje colaborativo orientado hacia la adquisición de competencias profesionales, impartido online y en inglés por la Universidad de Alcalá.

### **PROGRAMA STEP**

<http://www.talentoteca.es/becas-y-practicas/step-para-titulados-universitarios-y-de-formacion-profesional-superior.html>

El Programa Step es una iniciativa de la Fundación Universidad-Empresa y la Universidad Camilo José Cela que integra la realización de prácticas en la empresa con el valor añadido que proporciona una formación académica orientada al desarrollo de competencias transversales a través de nuevas aplicaciones tecnológicas. El Programa permite aplicar los conocimientos que se adquieren durante la formación académica en un entorno empresarial real. Además, la formación online permite compatibilizar estudios y prácticas en empresa.

## ASOCIACIONES EUROPEAS QUE OFRECEN PRÁCTICAS

**AIESEC** (*Association internationale des étudiants en sciences économiques et commerciales*)  
<http://aiesec.org/students/intern-abroad/>

Asociación estudiantil de ámbito europeo que ofrece a sus socios la oportunidad de realizar prácticas internacionales en otros países. Cada año, AIESEC ofrece a 10.000 de sus miembros la posibilidad de realizar entre 2 y 7 meses de prácticas en otros países en los ámbitos de la gestión empresarial, la tecnología, la educación y el desarrollo.

**ELSA** (*European Law Students' Association*)  
<http://elsa.org/page/traineeships/>

Asociación Europea de Estudiantes de Derecho. Ofrece periodos de prácticas e intercambio a estudiantes de derecho europeos (Programa STEP)

**IBA** (*International Bar Association*)  
[http://www.ibanet.org/Education\\_and\\_Internships/Legal\\_Internship\\_Programme.aspx](http://www.ibanet.org/Education_and_Internships/Legal_Internship_Programme.aspx)

The International Bar Association (IBA), established in 1947, is the world's leading organisation of international legal practitioners, bar associations and law societies. Intern positions are available for undergraduate law students, postgraduate law students, and newly qualified lawyers at the International Bar Association's offices in London and The Hague.

**IAESTE** (*The Int. Association for the Exchange of Students for Technical Experience*)  
<http://www.iaeste.org/students/>

Asociación Internacional para el Intercambio de Estudiantes con formación tecnológica. Ofrece programa de prácticas internacionales para personas que estén estudiando la licenciatura o el doctorado de 19 a 30 años. Se requiere un nivel alto de inglés.

**EIA** (*European Intermodal Association*)  
<http://www.iro.hr/en/infoservice/academic-infoservice/job-openings-and-internships/view-info-341/>

The European Intermodal Association (EIA) is the first European association open to all transport modes: rail, road, waterborne, air. Its aim is to improve the co-operation of the different modes of transport as the logistics' chain still has lots of shortcomings in infrastructural, technical, organisational and legal respect

**AEDH** (*European Association for the Defence of Human Rights*)  
<http://www.aedh.eu/-Work-for-aedh-.html>

The European Association for the Defense of Human Rights (AEDH) offers unpaid internship lasting from five to six months (with an internship agreement). The AEDH representatives are Human Rights experts elected by member leagues in order to defend the interests and voice of citizens from members States at the European level.

**GAAEC** (*Greek Association for Atlantic and European Cooperation*)

<http://www.gaaec.org/en/involved/internship>

Through this internship program, GAAEC wants to give the intern the opportunity to become familiar with the real-life work conditions of a non-governmental organization and apply the theoretical knowledge acquired in university. In this regard, the interns will actively participate on all organizational aspects of several national & international activities organized by GAAEC.

**AER** (*Association of European Radios*)

[http://www.aereurope.org/content/view/262/116/lang,en\\_GB/](http://www.aereurope.org/content/view/262/116/lang,en_GB/)

AER is composed of national associations of private and commercial radio broadcasters and represents their interests in Brussels. AER's main objective is to help develop the most suitable framework for private and commercial radio activity to flourish in Europe. We are looking for responsible and dynamic interns, capable of self-initiative, to work as a team with the AER staff in our small ideally located and pleasant Brussels office on policy issues and media-related projects.

**ENPA** (*European Newspaper Publishers' Association*)

[http://www.enpa.be/en/news/enpa-is-seeking-for-an-intern-for-his-secretariat-office-based-in-brussels\\_54.aspx](http://www.enpa.be/en/news/enpa-is-seeking-for-an-intern-for-his-secretariat-office-based-in-brussels_54.aspx)

The ENPA is an international association, promoting the professional interests of the European newspaper publishing industry to different European and international organisations and institutions. The internship offers the possibility to learn about the work of ENPA, especially its advocacy and communication actions in Brussels.

**EADI** (*European Association of Development Research and Training Institutes*)

<http://www.eadi.org/jobs-internships/>

The minimum duration of an internship is three months, but can be negotiated between the intern and EADI but will however not exceed 6 months. Requirements: education and work experience (if any), language skills (a good command of written and spoken English and French is required, German is helpful), verbal and written communication skills and computer skills.

**CIMO – CENTRO PARA LA MOVILIDAD INTERNACIONAL, Finlandia**

[http://www.cimo.fi/programmes/cimo\\_scholarships](http://www.cimo.fi/programmes/cimo_scholarships)

Becas destinadas a estudiantes universitarios o nuevos graduados menores de 35 años interesados en realizar investigación áreas como la agricultura, forestales, sector servicios, estudios de lengua y cultura finlandesa, tecnologías de la información, etc. Las solicitudes se tramitarán desde el departamento de la universidad receptora como mínimo 3 meses antes del inicio de la estancia y pueden tener una duración de 3 a 12 meses.

**CÁMARA DE COMERCIO DE ESPAÑA EN UK**

<http://www.spanishchamber.co.uk/es/content/Programa-Graduate-European>

Conscientes de las actuales dificultades en la búsqueda de empleo, la Cámara de Comercio de España en UK organiza el "Graduate European Programme", que ofrece a titulados universitarios europeos prácticas de trabajo en distintos tipos de empresas ubicadas en Londres.

## PRÁCTICAS EN INSTITUCIONES DE LA UE

### PARLAMENTO EUROPEO

<http://www.europarl.europa.eu/parliament/public/staticDisplay.do?id=147&language=ES>

#### Modalidades:

- Remuneradas -> Generales o de Periodismo (Becas Schuman)
- No remuneradas
- Remuneradas para personas con discapacidad
- Traductores e intérpretes remuneradas
- Traductores e Intérpretes no remuneradas

### CONSEJO DE LA UE

<http://www.consilium.europa.eu/es/general-secretariat/jobs/traineeships/>

#### Tipos de prácticas:

- Remuneradas
- Prácticas obligatorias curriculares no remuneradas.
- Prácticas reservadas a funcionarios/as de los Estados Miembros.

### COMISIÓN EUROPEA

[http://ec.europa.eu/stages/index\\_en.htm](http://ec.europa.eu/stages/index_en.htm)

Periodos de prácticas para jóvenes graduados con interés en conocer de primera mano el funcionamiento de las instituciones europeas, así como los objetivos y fines generales de las distintas políticas europeas. Las candidaturas se pueden presentar durante todo el año, y normalmente hay dos periodos al año: de mar-jul y de oct-feb.

### TRIBUNAL DE JUSTICIA

[http://curia.europa.eu/jcms/jcms/Jo2\\_7008/](http://curia.europa.eu/jcms/jcms/Jo2_7008/)

El Tribunal de Justicia de la Unión Europea ofrece cada año un número limitado de plazas para realizar prácticas remuneradas, de una duración máxima de cinco meses. Las prácticas se desarrollan principalmente en la Dirección de Investigación y Documentación (Derecho o CC. Políticas, esp. Derecho), en el Servicio de Prensa e Información, en la Dirección General de Traducción y en la Dirección de Interpretación (Traducción e interpretación).

### TRIBUNAL DE CUENTAS

<http://www.eca.europa.eu/es/Pages/traineeshipcomplet.aspx>

El Tribunal de Cuentas ofrece cursillos prácticos de formación en los ámbitos relacionados con sus actividades en Luxemburgo. Estos cursillos de prácticas se conceden por un período máximo de cinco meses. Los cursillos pueden ser remunerados (1120 euros al mes) o no remunerados. No obstante, debido las restricciones presupuestarias, el número de cursillos de prácticas es muy limitado.

### COMITÉ ECONÓMICO Y SOCIAL EUROPEO

<http://www.eesc.europa.eu/?i=portal.en.traineeships>

El Comité Económico y Social organiza dos periodos de prácticas al año, una el 16 de febrero y otra el 16 de septiembre, con una duración de 5 meses.

### COMITÉ DE LAS REGIONES

<http://cor.europa.eu/en/about/traineeships/Pages/traineeships.aspx>

Each year, the Committee of the Regions (CoR) provides a limited number of internships for young citizens, from Europe and elsewhere, offering them the opportunity to acquire work experience in a European institution. Two types of internships are available: long-term paid traineeships ( *stages* ) or short-term unpaid study periods ( *séjours d'étude* ).

### DEFENSOR DEL PUEBLO EUROPEO

<http://www.ombudsman.europa.eu/es/atyourservice/recruitment.faces>

Las becas de prácticas que ofrece esta Institución Europea están destinadas a todos los titulados en Derecho de los países miembros de la Unión. La duración mínima es de 4 meses, pudiéndose extender hasta un total de 11 y su realización tendrá lugar en Estrasburgo o Bruselas.

### CENTRO EUROPEO DE IDIOMAS MODERNOS

<http://traineeship.ecml.at/intro/tabid/1823/language/en-GB/Default.aspx>

El objetivo principal de las prácticas es conocer la metodología de trabajo del CEIM, así como desarrollar actividades que incluyan proyectos relacionados con las diferentes áreas de trabajo del CEIM. Las prácticas se realizan en el Centro Europeo de Idiomas Modernos con sede en Graz (Austria). Van dirigidas a personas con nivel de formación de postgrado y plurilingües, y tienen una duración de 3 a 6 meses.

### PRÁCTICAS EN EL BANCO EUROPEO DE INVERSIONES- GRAD Program

<http://www.eib.europa.eu/about/jobs/working/graduate/index.htm>

Las prácticas (Graduate Recruitment and Development (GRAD) programme) se realizan en los departamentos del Banco Europeo de Inversiones, con sede en Luxemburgo, y están destinadas a personas que provienen de la Universidad y del sector privado. Tienen una duración de uno a cinco meses, en función de las necesidades de los departamentos del BEI.

### AGENCIA ESPACIAL EUROPEA

[http://www.esa.int/Education/Gaining\\_experience](http://www.esa.int/Education/Gaining_experience)

Programa para jóvenes graduados en el que ofrecen un año de práctica profesional en uno de los centros dependientes de la AEE: [ESTEC](#), the European Space and Technology Center en los Países Bajos, [ESOC](#), the European Space Operations Center en Alemania, [ESRIN](#), ESA Center en Italia, o [ESA HQ](#) en París, en un ambiente multicultural.

### BANCO CENTRAL EUROPEO

<http://www.ecb.int/ecb/jobs/apply/html/index.en.html>

Ofrece muchos programas distintos: Graduate Programme, Fellowships, Traineeships, prácticas de investigación, de estadística, etc.

### BANCO EUROPEO PARA LA RECONSTRUCCIÓN Y EL DESARROLLO (BERD).

[http://www.ebrdjobs.com/fe/tpl\\_ebrd01.asp?newms=info34](http://www.ebrdjobs.com/fe/tpl_ebrd01.asp?newms=info34)

Tienen puestos para personal en prácticas anunciados en su base de datos de ofertas de empleo, pero también dan la posibilidad de mandar el CV y buscar un puesto *ad hoc*.

### **EUROPOL**

<https://www.europol.europa.eu/internships>

Europol is the European Law Enforcement Agency which aims at improving the effectiveness and co-operation of the competent authorities in the Member States in preventing and combating terrorism, unlawful drug trafficking and other serious forms of organised crime.

### **AER- ASAMBLEA DE LAS REGIONES EUROPEAS**

<http://www.aer.eu/home/internships.html>

The Assembly of European Regions is the political organisation of the regions of Europe and a representative of their interests at the European and international levels. Internships are available in the following fields: Each of the AER's three Committees and four Programs (Eurodissey, Centurio, Summer School and Youth Summer School), Secretary General's office, Press and Public relations, Organisation of conferences, events and meetings; Media and IT and Translation.

### **EPO. Oficina Europea de Patentes.**

<http://www.epo.org/about-us/jobs/vacancies/internships.html>

Ofrecen prácticas para profesionales en el área de las patentes y para graduados en derecho, relaciones internacionales, asuntos europeos, economía y comunicación.

### **CONSEJO DE EUROPA**

<http://www.coe.int/en/web/jobs/traineeships>

Our traineeships last from eight weeks to five months, and are **not remunerated**. There are two official traineeship sessions each year (beginning in March and September – see below for details).

### **BECAS Robert Schuman**

<http://www.europarl.europa.eu/parliament/public/staticDisplay.do?id=147&pageRank=2&language=ES>

Los periodos de prácticas remunerados están reservados a titulados de universidades con el fin de que puedan completar los conocimientos adquiridos durante sus estudios y familiarizarse con la actividad de la Unión Europea y, en particular, del Parlamento Europeo. Los distintos tipos de periodos de prácticas remunerados: becas Robert Schuman, opción general y becas Robert Schuman, opción periodismo.

### **CEDEFOP**

<http://www.cedefop.europa.eu/EN/working-with-us/Traineeships.aspx>

Cedefop's traineeship scheme is addressed mainly to young university graduates but also to PhD students, without excluding those who – in the framework of lifelong learning – have recently obtained a university diploma and are at the beginning of a new professional career.

## PRÁCTICAS EN ORGANIZACIONES INTERNACIONALES

### *Desarrollo y Cooperación*

**UNOG.** Programa de Prácticas de la Oficina de la ONU en Ginebra

[www.unog.ch/unog/website/unog.nsf/\(httpPages\)/BE8ACD4E8CD424F2C1257CE60042D970?OpenDocument](http://www.unog.ch/unog/website/unog.nsf/(httpPages)/BE8ACD4E8CD424F2C1257CE60042D970?OpenDocument)

Para licenciados o estudiantes universitarios con el objetivo de entender mejor el funcionamiento de la ONU. No son remuneradas.

**PRACTICAS de VOLUNTARIADO (NACIONES UNIDAS).**

<http://www.unv.org/how-to-volunteer.html>

Periodos de prácticas en UN Volunteers. Consulta su página web para ampliar más detalles.

**PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD):** Programa de las N.U. para el Desarrollo.

<http://www.undp.org/content/brussels/en/home/operations/Internships/>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano. Los estudiantes en prácticas se asignan a distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo, aunque también pueden colaborar en temas jurídicos internacionales.

**PROGRAMA JPO EN ESPAÑA** (Programa de Jóvenes Oficiales Profesionales)

[http://www.jposc.org/content/donors/Donors\\_info/Spain-en.html](http://www.jposc.org/content/donors/Donors_info/Spain-en.html)

Ofrece experiencia práctica en materia de cooperación técnica multilateral a jóvenes profesionales que quieren seguir una carrera profesional en el campo del desarrollo. Los JPO sirven primordialmente en una de las oficinas de campo de las organizaciones asociadas situadas en los países en vías de desarrollo. Bajo supervisión, los JPO trabajan con el personal internacional y nacional y se involucran en la identificación, el diseño, la implementación, el control y la evaluación de los programas apoyados por las organizaciones de la ONU.

**PROGRAMA DE PRÁCTICAS DE UNICEF**

[http://www.unicef.org/about/employ/index\\_internship.html](http://www.unicef.org/about/employ/index_internship.html)

The UNICEF Internship Programme offers eligible/qualified students at both Headquarters and country offices the opportunity to acquire direct practical experience in UNICEF's work under the direct supervision of experienced UNICEF staff.

**PROGRAMA DE PRÁCTICAS EN LA OECD** (Org. para la Coop. y el Desarrollo Económico)

[http://www.oecd.org/document/4/0,3343,en\\_21571361\\_45609340\\_40833604\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/4/0,3343,en_21571361_45609340_40833604_1_1_1_1,00.html)

Only full-time students who can benefit from a Memorandum of Agreement between their releasing institution and the OECD can obtain an unpaid internship within the Organisation. Areas of study must be directly related to the Organisation's programme of work. No remuneradas.

**PRÁCTICAS EN EL OIM (IOM)** Organización Internacional para las Migraciones  
<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/internships-at-iom.html>

El programa de prácticas de la OIM ofrece a estudiantes la oportunidad de aprender sobre las actividades de la OIM, adquirir una experiencia laboral inicial y/o preparar una tesis. Asimismo, gracias a las prácticas se establecen vínculos con las instituciones y universidades a las que pertenecen los candidatos/as, que suelen ser estudiantes en último año de carrera o recién graduados, entre 19 y 32 años de edad (la edad promedio es 26 años).

**PRÁCTICAS EN OOPS-UNRWA** (Organismo de Obras Públicas y Socorro de las Naciones Unidas para los Refugiados de Palestina en el Cercano Oriente)  
<http://www.unrwa.org/careers/internships>

A limited number of unpaid internships are offered each year in the Agency's Headquarters in Amman, Jordan, and in four of its five field offices - Amman, Beirut, Damascus and Jerusalem. Due to the security situation in Gaza, UNRWA will not be offering any internships. Internships last from three to a maximum of six months. Unpaid internship opportunities are also open at the Representative Office Geneva, Representative Office New York and Liaison Office Brussels, for a minimum of three months and a maximum of six.

## Seguridad

**PROGRAMA DE PRÁCTICAS DE LA OTAN** (*Organización del Tratado Atlántico Norte*)  
<http://www.nato.int/structur/interns/index.html>

Do you study Political Science, International Relations or Security Studies? Are you an interdisciplinary candidate with qualifications in Economics, Finance, or Human Resources? Have you studied Information Technology, Web or Graphic design, or Library Sciences? Do you study Aeronautics or Engineering? Your background is Media, or Journalism? You speak Russian or Arabic? Are you able to conduct independent research and analysis? NATO needs your skills!

**PRÁCTICAS EN EL CTBTO** (*The Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization*)  
<https://jobs.ctbto.org/ERecruitmentPublicWeb/home.do?activeTab=2>

Short form for the Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO), the CTBTO was established on 19 November 1996 and consists of a plenary body of State Signatories and the Provisional Technical Secretariat. It is also the formal name for the Comprehensive Nuclear-Test-Ban Treaty Organization which will be established after entry into force of the CTBT. The CTBTO offers a limited number of unpaid internships every year. Interns usually work on specific assignments. Opportunities for internships are available subject to the current needs of the individual Divisions within the CTBTO.

**PRÁCTICAS EN EL OIEA** (Organismo Internacional de Energía Atómica)  
<http://www.iaea.org/About/Jobs/internships.html>

The OIEA accepts a limited number of interns each year. The internships are awarded to persons studying toward a university degree or who have recently received a degree. The duration of internships is normally not less than three months and not more than one year. However, a minimum of one month is also accepted.

**Fields:** Natural Sciences, Social Sciences/Humanities, Engineering, Information Technology, Administration and Management.

**PRÁCTICAS EN EL OPAQ-OPCW** (Organización para la Prohibición de las Armas Químicas)  
<http://www.opcw.org/jobs/internships-at-opcw/>

The purpose of the internship programme is to expose participants to the activities of the Organisation, and enable them to enhance their educational experience through practical work assignments. The programme also provides the Secretariat with the assistance of qualified students who are specialised in relevant occupational fields. Must be fluent in both written and spoken English. A good working knowledge of one of the other official languages (Arabic, Chinese, French, Russian, and Spanish) is desirable.

**EUISS** (Instituto Europeo de Estudios de Seguridad)+ **Visiting Fellows Programme**  
<http://www.iss.europa.eu/about-us/opportunities/detail/article/traineeships-period-february-2015-june-2015/>

The main task of interns will be to assist the research team under the supervision of the Research Fellow responsible for the programme. Candidates should have a good knowledge of at least one of the Institute's working languages (French and English). Interns will receive a stipend of 1000 €.

### ***Economía y Finanzas***

**PROGRAMA DE PRÁCTICAS DE LA ONUDI** (*Organización de las Naciones Unidas para el Desarrollo Industrial*)  
<http://www.unido.org/index.php?id=o823110>

The programme purpose is to promote a better understanding of our Organization's goals and objectives and, at the same time, to afford interns with an insight on how attempts are made to solve problems confronting developing economies in the area of industrialization. An internship lasts at least 3 to 6 months and can be extended up to 9 months.

**PROGRAMA DE PRÁCTICAS EN LA OMS** (*Organización Mundial de la Salud*), Ginebra.  
<http://www.who.int/employment/internship/en/>

The duration of WHO internships is between six weeks to three months. Exceptionally, internships may be extended up to a maximum of 24 weeks depending on your degree requirements. Unfortunately, WHO internships are not paid and all costs of travel and accommodation are the responsibility of the intern or the sponsoring institution. You possess a first degree in a public health, medical or social field related to the technical work of WHO or a degree in a management-related or administrative field and you are fluent in the working language of the office of assignment.

**PROGRAMA DE PRÁCTICAS EN LA OIT-ILO** (*Organización Internacional del Trabajo*)  
<http://www.ilo.org/public/english/bureau/pers/vacancy/intern.htm>

You should be able and interested to adapt to an international, multicultural, multilingual environment and have excellent communication skills. As an intern you need to be able to work fairly independently as well as part of a team and be initiative and flexible. Any past work experience and knowledge of IT-related work would be an advantage. The length of an internship is usually between three up to a maximum of six months.

### **PROGRAMA DE PRÁCTICAS EN LA OMC** (*Organización Mundial del Comercio*)

[https://erecruitment.wto.org/public/hrd-cl-vac-view.asp?jobinfo\\_uid\\_c=3475&vacIng=es](https://erecruitment.wto.org/public/hrd-cl-vac-view.asp?jobinfo_uid_c=3475&vacIng=es)

Prácticas de cómo máximo 6 meses para estudiantes o recién graduados de entre 21-30 años. Los estudiantes en práctica tendrán un subsidio de 60 francos suizos diarios. Las pasantías se realizan únicamente en Ginebra (Suiza). Los pasantes también se harán cargo de su propio seguro de enfermedad y accidentes mientras estén trabajando en la OMC. La OMC podrá emplear también pasantes no remunerados financiados mediante fondos externos.

### **PROGRAMA DE PRÁCTICAS EN LA UNCTAD- CNUCED** (*Conferencia de las NU sobre Comercio y Desarrollo*)

<http://unctad.org/en/Pages/About%20UNCTAD/Internship-Programme.aspx>

**Actividades:** Comercio y productos básicos, Inversión, tecnología y fomento de la empresa, Políticas macroeconómicas, deuda y financiación del desarrollo, Transporte, aduanas y tecnología de la información, África, países menos adelantados, países en desarrollo sin litoral y pequeños Estados insulares en desarrollo.

### **PROGRAMA DE PRÁCTICAS EN LA FAO** (*Organización de las NU para la Agricultura y la Alimentación*)

<http://www.fao.org/employment/current-vacancies/opportunities-for-students-and-young-graduates/internship-programme/en/>

La Organización de las Naciones Unidas para la Agricultura y la Alimentación conduce las actividades internacionales encaminadas a erradicar el hambre. La FAO también es una fuente de conocimientos y de información. La Organización ayuda a los países en desarrollo y a los países en transición a modernizar y mejorar sus actividades agrícolas, forestales y pesqueras, con el fin de asegurar una buena nutrición para todos.

### **PROGRAMA DE PRÁCTICAS EN EL BANCO MUNDIAL**

<http://www.bancomundial.org/empleos/practicas.htm>

El Banco Mundial es propiedad de 187 países miembros y está formada por dos instituciones de desarrollo singulares: el Banco Internacional de Reconstrucción y Fomento (BIRF) y la Asociación Internacional de Fomento (AIF).

### **PROGRAMA DE PRÁCTICAS EN EL FMI** (*Fondo Monetario Internacional*)

<http://www.imf.org/external/np/adm/rec/job/summint.htm>

El principal propósito del FMI consiste en asegurar la estabilidad del sistema monetario internacional, es decir el sistema de pagos internacionales y tipos de cambio que permite a los países (y a sus ciudadanos) efectuar transacciones entre sí. A raíz de la reciente crisis mundial, el FMI está clarificando y actualizando su cometido a fin de cubrir toda la problemática de la macroeconomía y del sector financiero que incide en la estabilidad mundial.

### **PROGRAMA DE PRÁCTICAS EN LA CFI** (*Corporación Financiera Internacional*)

[http://www.ifc.org/wps/wcm/connect/careers\\_ext\\_content/ifc\\_external\\_corporate\\_site/ifc+careers/recruitment+programs/summer+internship+program](http://www.ifc.org/wps/wcm/connect/careers_ext_content/ifc_external_corporate_site/ifc+careers/recruitment+programs/summer+internship+program)

IFC hires summer interns each year for a minimum period of four weeks between May and September to work on discrete projects in Washington, DC or in one of IFC's country or regional offices.

### **BANCO AFRICANO DE DESARROLLO (AFDB)**

<http://www.afdb.org/en/careers/internship-programme/>

The broad objectives of the program are to provide students with an opportunity to acquire professional and practical experience at the African Development Bank and to provide the Bank with a pool of potential candidates for future recruitment purposes. Applicants must be students, aged between eighteen (18) to thirty (30) years and must be fluent in, at least, one of the Bank's working languages (English or French).

### **BANCO ASIÁTICO DE DESARROLLO (ADB)**

<http://www.adb.org/site/careers/internship-program>

ADB's vision is an Asia and Pacific region free of poverty. ADB welcomes motivated, open-minded and self-directed individuals to apply for internship assignments in ADB. The Internship Program is a project-oriented learning opportunity for graduate candidates which offer widely-varied assignments year to year depending on business needs.

### **BANCO INTERAMERICANO DE DESARROLLO (BID)**

<http://www.iadb.org/es/carreras/pasantias,1360.html>

El Programa de Pasantías de Invierno y Verano ofrece a estudiantes universitarios, la oportunidad de adquirir experiencia práctica durante la época de vacaciones ya sea de invierno o verano, por un período de dos o tres meses.

### **ORGANIZACIÓN PARA LA COOPERACIÓN Y EL DESARROLLO (OCDE).**

<http://www.oecd.org/careers/oecdyoungprofessionalsprogramme.htm>

**Young Professionals Programme:** Candidates who are interested in the objectives of the OECD in promoting international policy co-operation. They must have the nationality of an OECD member country, be under 33 years of age, have an Advanced academic degree in a subject of relevance to the OECD's work and An excellent command of at least one of the two OECD official languages (English and French).

## ***Jurídico y Derecho***

### **OMPI. ORGANIZACIÓN MUNDIAL DE LA PROPIEDAD INTELECTUAL, Ginebra**

<http://www.wipo.int/erecruitment/en/internship.html>

The WIPO Internship Program is open to students and young professionals from any region in the world that have a background in intellectual property or other related fields of interest to WIPO, such as science and technology, finance, human resources, economics, communications, IT, translation, international relations etc.

### **OIT. ORGANIZACIÓN INTERNACIONAL DEL TRABAJO, Ginebra**

<http://www.ilo.org/public/english/bureau/pers/vacancy/intern.htm>

The ILO is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social

protection and strengthen dialogue in handling work-related issues. If you are interested in joining the ILO as an intern you will help to make its vision of universal human conditions of labour a reality.

### **OMC. ORGANIZACIÓN MUNDIAL DEL COMERCIO, Ginebra**

[https://erecruitment.wto.org/public/hrd-cl-vac-view.asp?jobinfo\\_uid\\_c=3475&vaclng=es](https://erecruitment.wto.org/public/hrd-cl-vac-view.asp?jobinfo_uid_c=3475&vaclng=es)

Los pasantes deberán haber terminado sus estudios universitarios en una disciplina pertinente (por ejemplo, economía, derecho, ciencias políticas, relaciones internacionales) y deberán haber cursado al menos un año de sus estudios de **postgrado**. Los pasantes remunerados recibirán un subsidio de 60 francos suizos diarios (incluso durante los fines de semana y los días feriados oficiales correspondientes al periodo seleccionado). No se pagarán remuneraciones de otro tipo. Las pasantías se realizan únicamente en Ginebra (Suiza).

### **UNCITRAL. Comisión de las NNUU sobre el Derecho Mercantil Internacional, Viena.**

[http://www.uncitral.org/uncitral/en/vacancies\\_internships.html](http://www.uncitral.org/uncitral/en/vacancies_internships.html)

The International Trade Law Division of the United Nations Office of Legal Affairs (ITLD), which serves as the substantive secretariat of UNCITRAL, offers an internship programme for a selected number of applicants who hold a first university degree (or equivalent) and are enrolled in a degree programme in a graduate school with their major field of study being as a general rule commercial law, international trade law or private international law.

### **ACNUR. Alto Comisionado de las Naciones Unidas para los Refugiados, Ginebra.**

<http://www.acnur.org/t3/el-acnur/estructura/pasantias-con-el-acnur/?L=guInlxwoshxdx>

Por lo general, los pasantes son estudiantes de licenciatura o programas de maestría en el campo del derecho, ciencias políticas, desarrollo económico y social, relaciones internacionales, o política y administración pública. Para beneficiarse efectivamente de la pasantía con el ACNUR, los pasantes deben ser capaces de realizar su trabajo con un alto grado de independencia y demostrar iniciativa y flexibilidad en sus labores.

### **ACNUDH. Alto Comisionado de las Naciones Unidas para los Derechos Humanos, Ginebra.**

<http://www.ohchr.org/SP/AboutUs/Pages/InternshipProgramme.aspx>

Los graduados que se están especializando en derechos humanos pueden realizar pasantías en la Oficina del Alto Comisionado para los Derechos Humanos (OACDH). Las pasantías tienen por finalidad: ayudar a los pasantes a comprender mejor los temas relativos a los derechos humanos y darles una idea más completa de la labor que desarrollan la OACDH y enriquecer el trabajo de las Naciones Unidas en materia de derechos humanos.

### **ODC. Oficina contra la Droga y el Delito, Viena.**

[http://www.unvienna.org/unov/en/job\\_internship.html](http://www.unvienna.org/unov/en/job_internship.html)

The United Nations Office at Vienna (UNOV) and the United Nations Office on Drugs and Crime (UNODC) accept unpaid interns on an ad hoc basis. Students interested in serving as interns at other United Nations offices should contact those offices directly, as their internship programmes are administered separately.

### **TIJ, Tribunal Internacional de Justicia, La Haya.**

<http://www.icj-cij.org/registry/index.php?p1=2&p2=6>

The International Court of Justice offers internships of one to three months to students and young professionals who are in the early stages of their careers. The internship is an

opportunity for them to put their knowledge and experience into practice, while performing certain tasks for the Court under the supervision of Registry officials.

### **CPI. Corte Penal Internacional, La Haya**

[http://www.icc-cpi.int/en\\_menus/icc/recruitment/internships%20and%20visiting%20professionals/Pages/the%20internships%20and%20visiting%20professionals%20programme.aspx](http://www.icc-cpi.int/en_menus/icc/recruitment/internships%20and%20visiting%20professionals/Pages/the%20internships%20and%20visiting%20professionals%20programme.aspx)

The Court offers internships to highly motivated young professionals with good academic qualifications who are in the early stages of their careers. The Internship is a practical educational experience whereby Interns principally assist the staff of the Court in discharging their duties.

### **CICR. Comité Internacional de la Cruz Roja, Ginebra**

<http://www.icrc.org/eng/who-we-are/jobs/index.jsp>

The ICRC offers remunerated internships for periods of 6 to 12 months at its headquarters in Geneva. There are no internship positions in our delegations abroad and we do not offer summer internships. The ICRC does not recruit volunteers. Candidates wishing to work as volunteers should contact their National Red Cross/Red Crescent Society.

 **Para ver posibles prácticas en el campo jurídico en instituciones europeas, consulte el apartado de “Prácticas en instituciones de la UE”**

## ***Científico y Técnico***

### ***Energía***

#### **CTBTO. Organización para la Aplicación del Tratado para la Prohibición Completa de Ensayos Nucleares, Viena.**

<https://jobs.ctbto.org/ERecruitmentPublicWeb/home.do?activeTab=2>

The CTBTO offers a limited number of unpaid internships every year. Interns usually work on specific assignments. Opportunities for internships are available subject to the current needs of the individual Divisions within the CTBTO.

#### **PRÁCTICAS EN EL OIEA (Organismo Internacional de Energía Atómica)**

<http://www.iaea.org/About/Jobs/internships.html>

The IAEA accepts a limited number of interns each year. The internships are awarded to persons studying toward a university degree or who have recently received a degree. The duration of internships is normally not less than three months and not more than one year.

#### **CERN. Centro Europeo de Investigación Nuclear, Ginebra.**

<https://hr-recruit.web.cern.ch/hr-recruit/appr/default.asp>

Each year CERN recruits and trains 6 technical and 2 administrative apprentices. The CERN apprenticeship programme follows the laws and practice applicable in the Canton of Geneva.

**OSCE. Organización para la Seguridad y Cooperación en Europa, Viena.**

<http://www.osce.org/employment/91>

The OSCE offers a limited number of places for interns that are filled subject to the current needs and facilities of various Departments. Internships usually last between two to six months and do not constitute a commitment to future employment with the OSCE. The OSCE is not in a position to provide financial assistance to selected interns.

**Informática- Tecnología de la información**

**UIT. Unión Internacional de las Telecomunicaciones, Ginebra.**

<http://www.itu.int/employment/Recruitment/stages.html>

The Union runs a non-remunerated internship programme for students who wish to improve their skills and gain experience working in an international environment.

**Centro Internacional de Informática de las Naciones Unidas, Ginebra.**

<http://www.unicc.org/Pages/Current-Internships.aspx>

The United Nations International Computing Centre (ICC) has a number of places for final year or recently graduated students specialising in information technology or other relevant disciplines. Eligible candidates are sponsored or encouraged by their institutes, during the course of their studies, to take time out in the industry to pursue their studies and interest in computing.

**Ciencias Experimentales**

**OMM. Organización Meteorológica Mundial, Ginebra.**

[http://www.wmo.int/pages/contact/form\\_en.php](http://www.wmo.int/pages/contact/form_en.php)

Click here for all matters concerning recruitment, including the submission of application forms, and internships.

**PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD): Programa de las Naciones Unidas para el Desarrollo.**

<http://www.undp.org/internships/>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano. Los estudiantes en prácticas se asignan a distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo, aunque también pueden colaborar en temas jurídicos internacionales.

**PROGRAMA DE PRÁCTICAS EN LA OMS (Organización Mundial de la Salud), Ginebra.**

<http://www.who.int/employment/internship/en/>

WHO internships are not paid and all costs of travel and accommodation are the responsibility of the intern or the sponsoring institution. You possess a first degree in a public health, medical or social field related to the technical work of WHO or a degree in a management-

related or administrative field and you are fluent in the working language of the office of assignment.

**Programa Conjunto de las Naciones Unidas Contra el SIDA, (ONUSIDA).**

[https://erecruit.unaids.org/public/hrd-cl-vac-view.asp?o\\_c=1000&jobinfo\\_uid\\_c=28674&vaclng=en](https://erecruit.unaids.org/public/hrd-cl-vac-view.asp?o_c=1000&jobinfo_uid_c=28674&vaclng=en)

The Internship programme gives students based in one of UNAIDS' locations the opportunity to undertake a work experience placement as part of their studies from 6 weeks to 3 months. UNAIDS recognizes the valuable contribution that interns make to UNAIDS programmes and to its work environment.

**PNUMA. Programa de las Naciones Unidas para el Medio Ambiente, Nairobi.**

<http://www.unon.org/content/internship-programme>

The objectives of the internship programme are to provide current students with important practical experience which complements their field of study, which at the same time will be of benefit to the UN offices to which the intern is assigned and to expose the students to the UN and its policies and programmes and have them become ambassadors of good will.

**SCDB. Secretaría del Convenio de las Naciones Unidas sobre Biodiversidad.**

<http://www.cbd.int/secretariat/vacancies.shtml>

The Applicant MUST be currently enrolled in a third or fourth year of under-graduate (BA/BSc) or in a graduate or post-graduate programme, submit an endorsement from the Nominating/ Sponsoring Institution and be willing to enrol in the programme on a full-time basis spending five days a week usually for a period of 3-6 months.

**UNFCCC. Convención de las Naciones Unidas sobre el Cambio Climático.**

[http://unfccc.int/secretariat/internship\\_programme/items/2653.php](http://unfccc.int/secretariat/internship_programme/items/2653.php)

The objective of the internship programme is to provide a framework through which postgraduate students from diverse academic backgrounds may be assigned to the UNFCCC secretariat to enhance their educational experience through practical work assignments. It allows selected candidates to gain insight into the work of the United Nations and provides assistance and training in various professional fields.

**CCD-UN. Convención de las Naciones Unidas para la Lucha contra la Desertificación**

<http://www.unccd.int/en/about-the-convention/The-Secretariat/Internships-and-fellowships/Pages/default.aspx>

Occasionally the United Nations arranges ad-hoc internships for graduate students specialising in a field related to the work of the United Nations. These internships are intended to promote among the participants a better understanding of international problems and give an insight into the work of the United Nations and to provide departments with the able assistance of outstanding young students specialising in a field related to their own work.

**EMBL, Laboratorio Europeo de Biología Molecular, Heidelberg.**

<http://www.embl.de/training/undergraduates/index.html>

EMBL welcomes undergraduate students of all disciplines in the natural sciences extending from biology, chemistry, physics and mathematics to medicine, informatics and engineering. Undergraduates will carry out research at one of EMBL's laboratories in Heidelberg (Germany),

Grenoble (France), Hamburg (Germany), Hinxton (near Cambridge, UK) or Monterotondo (near Rome, Italy).

**Centro Internacional de Ingeniería Genética y Biotecnología, Trieste.**

<http://www.icgeb.org/fellowships.html>

Long- and short-term fellowships are available to assist in the training of scientists from ICGEB Member States through the following actions: pre-doctoral Fellowships and International PhD Programme, postdoctoral and flexible fellowships.

## **Transporte**

**OACI (IATA). Organización para la Aviación Civil Internacional, Montreal.**

<http://www.iata.org/hc/Pages/iip.aspx>

IATA Internships incorporate talented, innovative and motivated individuals from academic training, into the IATA working environment. Internships at IATA are available in two programs: International Graduate Internship Program (IGIP) and Undergraduate Internship Program (UIP).

**OMI. Organización Marítima Internacional, Londres.**

<http://www.imo.org/about/careers/internship/Pages/Default.aspx>

Students are considered for attachment at IMO Headquarters only at the request of their Governments or appropriate governmental authorities if the country concerned is a Member State of IMO or at the request of Universities/high learning institutions.

**EUROCONTROL. Organización Europea para la Seguridad de la Navegación Aérea**

<http://www.eurocontrol.int/articles/graduate-programme>

EUROCONTROL runs a traineeship programme that allows undergraduate students, graduates and Ph.D. students to benefit from professional exposure at one of EUROCONTROL's sites across Europe.

## **Telecomunicaciones y Aeronáutica**

**UIT. Unión Internacional de las Telecomunicaciones, Ginebra.**

<http://www.itu.int/employment/Recruitment/stages.html>

The Union runs a non-remunerated internship programme for students who wish to improve their skills and gain experience working in an international environment.

**ESA. Agencia Espacial Europea, París.**

[http://www.esa.int/About\\_Us/Careers\\_at\\_ESA/Young\\_Graduate\\_Trainees](http://www.esa.int/About_Us/Careers_at_ESA/Young_Graduate_Trainees)

ESA's Young Graduate Trainee (YGT) programme offers recently graduated men and women, a one-year non-renewable training contract designed to give valuable work experience and to prepare for future employment in the space industry and/or research.

**ESO. Organización Europea de la Investigación Astronómica, Munich.**

<http://www.eso.org/public/employment/student.html>

The ESO studentship programme is opened to students enrolled in a Ph.D. programme in the ESO member states and exceptionally at university outside the ESO member states. It aims at

providing the opportunities and the facilities to enhance the post-graduate programmes of ESO member states universities by bringing young scientists into close contact with the instruments, activities, and people at one of the world's foremost observatories.

### ***Humanidades: Educación y Cultura***

**UNESCO. Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura**, París. <http://www.unesco.org/new/en/unesco/join-us/>

Students from a wide range of disciplines are all able to apply for individual 1-4 month internships at UNESCO Headquarters and Field Offices. Depending on your qualifications, these internships relate either to the Organization's strategic activities or to administrative or technical functions.

**UNU. Universidad de las Naciones Unidas**, Tokio.  
<http://unu.edu/internships/index.html>

The United Nations University offers a number of internship opportunities to postgraduate students and young professionals from a wide range of disciplines. These internships provide an opportunity to gain practical and valuable work experience in a United Nations agency, while furthering the mission and work of the University.

**UNITAR. Instituto de las Naciones Unidas para la Formación y la Investigación**  
<http://www.unitar.org/job/internships>

The purpose of the internship programme at UNITAR is to provide a framework by which individuals from diverse academic backgrounds may be assigned to UNITAR, where their educational experience can be enhanced through practical work assignment while they provide the Institute with their assistance as qualified individuals specialized in various professional fields.

**ICCROM. Instituto Int. para la Conservación y Restauración de Bienes Culturales.**  
<http://www.iccrom.org/internships/>

If you are a graduate in archaeology, architecture, art history, conservation/restoration, engineering, library science, museology, public administration or urban planning, you may be interested in undertaking an internship at ICCROM. The programme is open to candidates from ICCROM Member States.

**OFICINA DEL ALTO COMISIONADO DE LAS NACIONES UNIDAS**  
<http://www.ohchr.org/SP/AboutUs/Pages/InternshipProgramme.aspx>

El objetivo de las prácticas es trabajar en el ámbito relacionados con los Derechos Humanos que desarrolla el Alto Comisionado de las Naciones Unidas. Los periodos de prácticas se realizan en la oficina del Alto Comisionado de las Naciones Unidas para los Derechos Humanos (OHCHR). Va dirigida a aquellas personas propuestas por una institución académica, licenciados en una disciplina relativa a la labor de las NNUU. Los periodos de prácticas tienen una duración de 3 meses como mínimo. Las prácticas no suelen ser remuneradas.

### **WFP. Programa Mundial de Alimentos.**

<http://www.wfp.org/about/vacancies/internship>

The objectives of the Internship Programme are to promote among the participants a better understanding of the United Nations and of the World Food Programme. Internships provide Divisions at headquarters or country offices with the assistance of outstanding young students specializing in fields relevant to WFP activities

### **Volunteer Action for Peace**

<http://www.vap.org.uk/>

Volunteer Action for Peace (VAP) is a UK based **charity organisation** which works towards creating and preserving international peace, justice and human solidarity for people and their communities. Through a range of working projects both in the United Kingdom and around the world, VAP provides volunteers with opportunities to work together with people from around the globe and in partnership with local groups to enhance and empower communities.

## ***Ciencias Sociales***

### ***Urbanismo/Hábitat***

#### **HABITAT. Centro de las NNUU para los Asentamientos Humanos, Nairobi.**

<http://www.unon.org/content/internship-programme>

The objectives of the internship programme are to provide current students with important practical experience which complements their field of study, which at the same time will be of benefit to the UN offices to which the intern is assigned and to expose the students to the UN and its policies and programmes and have them become ambassadors of good will.

#### **UNESCO. Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura, París.** <http://www.unesco.org/new/en/unesco/join-us/>

Students from a wide range of disciplines are all able to apply for individual 1-4 month internships at UNESCO Headquarters and Field Offices. Depending on your qualifications, these internships relate either to the Organization's strategic activities or to administrative or technical functions.

#### **PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD): Programa de las Naciones Unidas para el Desarrollo.**

<http://www.undp.org/internships/>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano. Los estudiantes en prácticas se asignan a distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo, aunque también pueden colaborar en temas jurídicos internacionales

### ***Psicología, Sociología, Trabajo Social***

#### **PROGRAMA DE PRÁCTICAS EN LA OIT-ILO (Organización Internacional del Trabajo)**

<http://www.ilo.org/public/english/bureau/pers/vacancy/intern.htm>

You should be able and interested to adapt to an international, multicultural, multilingual environment and have excellent communication skills. As an intern you need to be able to work fairly independently as well as part of a team and be initiative and flexible. Any past work experience and knowledge of IT-related work would be an advantage. The length of an internship is usually between three up to a maximum of six months.

**ACNUR. Alto Comisionado de las Naciones Unidas para los Refugiados, Ginebra.**

<http://www.acnur.org/t3/el-acnur/estructura/pasantias-con-el-acnur/?L=gulnlxwoshxdx>

Por lo general, los pasantes son estudiantes de licenciatura o programas de maestría en el campo del derecho, ciencias políticas, desarrollo económico y social, relaciones internacionales, o política y administración pública. Para beneficiarse efectivamente de la pasantía con el ACNUR, los pasantes deben ser capaces de realizar su trabajo con un alto grado de independencia y demostrar iniciativa y flexibilidad en sus labores.

**ODC. Oficina contra la Droga y el Delito, Viena.**

[http://www.unvienna.org/unov/en/job\\_internship.html](http://www.unvienna.org/unov/en/job_internship.html)

<http://www.unodc.org/newyork/en/internship.html>

The United Nations Office at Vienna (UNOV) and the United Nations Office on Drugs and Crime (UNODC) accept unpaid interns on an ad hoc basis. Students interested in serving as interns at other United Nations offices should contact those offices directly, as their internship programmes are administered separately.

**PROGRAMA DE PRÁCTICAS DE UNICEF, Nueva York**

[http://www.unicef.org/about/employ/index\\_internship.html](http://www.unicef.org/about/employ/index_internship.html)

The UNICEF Internship Programme offers eligible/qualified students at both Headquarters and country offices the opportunity to acquire direct practical experience in UNICEF's work under the direct supervision of experienced UNICEF staff.

**PRÁCTICAS EN OOPS-UNRWA** (Organismo de Obras Públicas y Socorro de las Naciones Unidas para los Refugiados de Palestina en el Cercano Oriente)

<http://www.unrwa.org/careers/internships>

A limited number of unpaid internships are offered in the Agency's offices in Amman, Beirut, and Jerusalem, and at the Representative Office New York and Representative Office to the EU in Brussels. A limited number of unpaid internships are also offered each year in the Agency's Headquarters in Amman, Jordan.

**UNFPA-FNUAP. Fondo de Población de las Naciones Unidas (FNUAP).**

[http://www.unfpa.org/files/live/sites/unfpa/files/Documents/DHR/Other\\_Possibilities.pdf](http://www.unfpa.org/files/live/sites/unfpa/files/Documents/DHR/Other_Possibilities.pdf)

**Junior Professional Officer Programme:** <http://www.jposc.org/>

The Internship Programme offers a small group of outstanding students the opportunity to acquire direct exposure to UNFPA operations. It is designed to complement development-oriented studies with practical experience in various aspects of technical assistance.

**UNRISD. Instituto de Investigación de las NNUU para el Desarrollo Social**

<http://www.unrisd.org/80256B3C005BF3C2/%28httpPages%29/3CD212B2C54B5F8B8025792000339276?OpenDocument#anchor1>

The Institute offers a very limited number of internships every year. Applicants, who are studying towards a Masters degree, are advised to have support from a sponsoring university or to be within the framework of an academic programme as internships at UNRISD are non-remunerated.

### **PRÁCTICAS EN EL OIM (IOM)** Organización Internacional para las Migraciones

<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/internships-at-iom.html>

El programa de prácticas de la OIM ofrece a estudiantes la oportunidad de aprender sobre las actividades de la OIM, adquirir una experiencia laboral inicial y/o preparar una tesis. Asimismo, gracias a las prácticas se establecen vínculos con las instituciones y universidades a las que pertenecen los candidatos/as, que suelen ser estudiantes en último año de carrera o recién graduados, entre 19 y 32 años de edad (la edad promedio es 26 años).

## ***Mujer e Igualdad***

### **Comité para la Eliminación de la Discriminación contra la Mujer (CEDAW).**

<http://www.un.org/womenwatch/daw/daw/intern.htm>

The Division for the Advancement of Women welcomes interns throughout the year as part of the United Nations internship programme. Interested candidates can apply to work with DAW on gender equality issues under the occupational category “**Social Affairs, Gender Issues and Environmental Affairs**”.

### **Programa de pasantías ONU Mujeres**

<http://www.unwomen.org/es/about-us/employment/internship-programme>

El Programa de Prácticas Profesionales de ONU Mujeres ofrece la oportunidad de entrar en contacto directo con el trabajo de la Entidad a un pequeño grupo de estudiantes destacadas/os que actualmente cursan una licenciatura, un postgrado o un doctorado.

## **Medio Ambiente**

### **PNUMA. Programa de las Naciones Unidas para el Medio Ambiente, Nairobi.**

<http://www.unon.org/content/internship-programme>

The objectives of the internship programme are to provide current students with important practical experience which complements their field of study, which at the same time will be of benefit to the UN offices to which the intern is assigned and to expose the students to the UN and its policies and programmes and have them become ambassadors of good will.

### **PROGRAMA DE PRÁCTICAS DEL PNUD (UNPD): Programa de las NN.UU para el Desarrollo.**

<http://www.undp.org/internships/>

No remuneradas. Ofrecen a un grupo de graduados con excelente expediente académico la posibilidad de adquirir un conocimiento directo de la misión de la ONU de primera mano, asignando puestos en distintos servicios para colaborar en estudios e investigaciones en el tema de la cooperación y el desarrollo.

### **SCDB. Secretaría del Convenio de las Naciones Unidas sobre Biodiversidad.**

<http://www.cbd.int/secretariat/vacancies.shtml>

The Applicant MUST be currently enrolled in a third or fourth year of under-graduate (BA/BSc) or in a graduate or post-graduate programme, submit an endorsement from the Nominating/ Sponsoring Institution and be willing to enrol in the programme on a full-time basis spending five days a week usually for a period of 3-6 months.

### **UNFCCC. Convención de las Naciones Unidas sobre el Cambio Climático.**

[http://unfccc.int/secretariat/internship\\_programme/items/2653.php](http://unfccc.int/secretariat/internship_programme/items/2653.php)

The objective of the internship programme is to provide a framework through which postgraduate students from diverse academic backgrounds may be assigned to the UNFCCC secretariat to enhance their educational experience through practical work assignments.

### **CCD-UN. Convención de las Naciones Unidas para la Lucha contra la Desertificación**

<http://www.unccd.int/en/about-the-convention/The-Secretariat/Internships-and-fellowships/Pages/default.aspx>

Occasionally the United Nations arranges ad-hoc internships for graduate students specialising in a field related to the work of the United Nations. These internships are intended to promote among the participants a better understanding of international problems and give an insight into the work of the United Nations.

### **PROGRAMA DE PRÁCTICAS DE FIDA (Fondo Internacional de Desarrollo Agrícola)**

<http://www.ifad.org/job/intern/index.htm>

The Internship Programme aims at promoting amongst the participants a better understanding of the United Nations and IFAD. The programme is meant for recent university graduates or students who specialise in fields of work relevant to IFAD's mandate. Interns are fully involved in the work programme of the Division that has selected them to carry out assignments relevant to their studies under the supervision of an IFAD staff member.

## PRÁCTICAS EN EMPRESAS

### Ingeniería

#### **BAE SYSTEMS (UK)** Fields: LADE, Finanzas

<http://www.baesystemseducationprogramme.com/becoming-an-engineer/work-experience/index.php>

Few organisations can offer opportunities as exciting and challenging as ours in the fields of business, engineering and finance. Whether it's our Graduate Development Framework (GDF), Finance Leader Development Programme (FLDP) or the Sigma Leadership Programme (SLP), all of them provide a mix of training and experiences that will help you become one of our great performers.

#### **BG GROUP**

<http://www.bg-group.com/128/careers/graduates/>

BG Group's graduate development programme is designed to give you early responsibility and offer you international opportunities sooner rather than later. So expect to hit the ground running, working on real projects with real involvement right from the start. And be prepared to travel at any moment, with our guarantee of at least one international assignment during your two year programme. We have career opportunities right across the gas chain.

#### **DASSAULT AVIATION (FR)** Fields: TIC, LADE

<http://carrieres.dassault-aviation.com/accueil.aspx?LCID=1036>

Every year, Dassault Aviation offers students about 500 placements in all of the company's activities (Engineering departments, Flight tests, Support, Purchases, I.T., etc.), placements for students preparing a vocational training qualification and under graduates studying in top schools or university.

#### **GMV (ES).** Fields: TIC, Ingeniería, Finanzas, Seguridad

Empleo (incluye puestos de becarios)

<http://www.gmv.com/es/Empleo/index.html?page=2>

¿Eres estudiante? GMV te da la oportunidad de aprender de nuestros expertos en un ambiente de trabajo joven y dinámico mientras estudias. Ofrecemos este programa a estudiantes de las universidades con las cuales la empresa tiene convenios en esta área.

#### **THALES GROUP (FR)** Seguridad

<http://ukearlycareers.thalesgroup.com/>

Líder mundial en electrónica militar (misiles, antimisiles, sistemas de control aéreo, sistemas de combate naval y aéreo,...) y se sitúa en la tercera fila del sector submarino.

#### **MEDTRONIC**

<http://www.medtronic.es/empleo/oportunidades-estudiantes/index.htm>

Multinacional líder en la venta de **productos médicos**, en particular, para la cura de enfermedades crónicas. Colabora con muchos institutos de investigación. Ofrece prácticas para **MBA e Ingenierías**.

### **TRELLEBORG**

<http://www.trelleborg.com/en/Career/Trainee-Program/>

Provisión y manufacturación de productos relacionados con la ingeniería aeroespacial, automovilística, civil, energética, química, etc. Ofrecen prácticas a jóvenes graduados/as en ingeniería y espíritu emprendedor, con capacidad de gestionar proyectos.

### **CHEP**

<http://www.chep.com/Careers/Opportunities/>

We offer a complete range of pallets and containers for your supply chain needs. CHEP maintains relationships with several accredited Universities who exceed in the Supply Chain, Finance, and General Business fields. However, our opportunities are not limited to graduates of these institutions.

### **EATON**

<http://www.eaton.com/Eaton/Careers/learn/CampusConnection/index.htm>

Put your academic learning to the 'real world' test with an Eaton internship. Find out just how much of a difference you can make in only 10-12 weeks. Choose from one of Eaton's 3 corporate internship programs by clicking on the photo below, or search all of the Internships and Co-Op openings for an opportunity near you.

### **BOSH**

<http://bsh-group.asp.infojobs.net/>

BSH Electrodomésticos España, S.A. es la compañía española filial del Grupo BSH (BSH Bosch und Siemens Hausgeräte GmbH). Tiene filiales en todo el mundo. Tiene una Web donde ofrecen **puestos de trabajo y prácticas**.

### **DUPONT**

<http://www.dupont.com/corporate-functions/careers/university-recruiting.html>

DuPont is seeking students studying engineering (primarily chemical, mechanical, and electrical), science (chemistry and biology), information technology and business (accounting, finance, logistics and transportation). Depending on your geographical region, we offer various internship and co-op opportunities.

### **VALE** (Canadá)

<http://www.vale.com/canada/en/people/imagine-yourself-here/our-promise/students-and-graduates/pages/default.aspx>

As a result of organic growth and new projects, Vale has an increasing demand for professionals across diverse disciplines and locations. This program recruits recent graduates from around the world who have potential to work in technical positions in Vale. The program will provide the participants a general overview of the mining chain and will compliment their qualification through on-the-job training. Educational Backgrounds: Engineering, Geology, Chemistry, and Geophysics.

### **BROSE**

<http://www.brose.de/en/Career/index--s-0-0.htm>

We are creating new technologies for the cars of tomorrow. If you are a university graduate, skilled engineer or experienced executive and are looking for new challenges, then you should get to know us. We have opportunities for rapid advancement to positions of responsibility in

an international environment. In addition to our internationally advertised positions, we offer traineeships and subjects for academic theses (for “Diplom”, bachelor’s and master’s degrees)

### CH2M HILL

<http://www.careers.ch2m.com/worldwide/en/locations/europe/>

Join CH2M HILL, and you will have the opportunity to build your career with a global organisation in engineering, consulting, design, construction, and operation services while working on influential projects around Europe.

### INSTITUTE OF CIVIL ENGINEERS

<http://www.ice.org.uk/qualification-careers/Graduate-careers-section/International-opportunities>

Is an independent professional association, based in central London, representing civil engineers. As a professional body, it is committed to support and promote professional learning (both to students and existing practitioners), managing professional ethics and safeguarding the status of engineers, and representing the interests of the profession in dealings with government, etc. Information on international opportunities for civil engineers.

### SULZER

<http://www.sulzer.com/en/Careers/Students-and-Graduates>

Sulzer was founded in 1834 in Winterthur, Switzerland, and is active in over 120 locations worldwide. **Specializing in the manufacturing of industrial machinery and equipment, surfacing technology, and rotating equipment maintenance**, the four divisions of Sulzer are global leaders in their respective markets. Sulzer offers attractive opportunities for graduates in engineering and science as well as business administration

### AIRBUS GROUP

<http://www.airbusgroup.com/int/en/people-careers/students-graduates.html>

Airbus Group internships are primarily available in France, Germany, Spain and the UK. They provide a unique insight into potential career paths in the Group. You have the option of working in disciplines such as engineering, manufacturing, supply chain, human resources (HR), finance, Information technology (IT) and communications.

### AIRBUS DEFENCE & SPACE

[http://www.defenceandsecurity-airbusds.com/en\\_US/web/guest/students-and-graduates](http://www.defenceandsecurity-airbusds.com/en_US/web/guest/students-and-graduates)

Our customers across the globe are seeking access to the latest available technologies to meet their challenges and ultimately secure future successes. We provide sustainable system solutions and value-added services, permanently integrating innovation and excellence into our offerings.

### MAN

<http://www.corporate.man.eu/en/careers/starting-at-man/graduates/overview/Overview.html>

**MAN Graduate Program:** Our Graduate Program gives young emerging talent insight into the entire operational activities of a global engineering group. Have you already got to know the practical side of your job through extensive internships? On the job entry will quickly give you responsibility and make you a key part of the MAN team.

### **TENARIS**

<http://www.tenaris.com/en/Careers/StudentsandGraduates.aspx>

Tenaris consists of a network of manufacturing facilities, service yards and commercial offices that spans the globe. We provide casing and tubing, line pipe and various other mechanical and structural steel pipes for different applications. Tenaris provides scholarships to students in selected countries for undergraduate and graduate studies in engineering and applied sciences.

### **DOOSAN**

<http://careers.doosanbabcock.com/>

Doosan Power Systems builds, maintains and extends the life of power plants across the world using the latest technologies and best-in-class engineering practices. We are interested in recruiting graduates who are proactive and ambitious with a professional attitude. Typically vacancies for both engineering and business & commercial graduate roles are advertised from October each year.

### **ANDRITZ**

<http://www.andritz.com/careers>

The ANDRITZ GROUP is a global market leader for customized plant, systems and services for the hydropower, pulp and paper, steel, and other specialized industries (solid/liquid separation, feed and biofuel).

### **ROLLS-ROYCE**

[http://www.rolls-royce.com/careers/students\\_and\\_graduates/index.jsp](http://www.rolls-royce.com/careers/students_and_graduates/index.jsp)

You never stop learning. You never stop looking at new ways to improve things. You never compromise on quality. When someone says 'impossible', you say 'why not?' We like the way you think. Welcome to Rolls-Royce.

## ***Alimentación, textil y calzado***

### **CAMPOFRIO**

<http://www.campofrio.es/cs/wc/employ.html>

Si eres estudiante de los últimos años de carrera y está dispuesto a asumir responsabilidades, tiene la oportunidad de solicitar prácticas en Campofrío. Envía tu curriculum.

### **DANONE**

<http://www.danone.com/en/for-you/candidates/growing-in-danone/>

An internship in our group is an enriching and fulfilling experience for students or new graduates. Internships build self-esteem and are meant to give students the chance to work beside skilled staff to enhance their career paths, introduce them to possible new paths, and begin learning the ropes of professional life. Danone favors long-term internships (6 months on average) to make the most of this immersion in the working World.

**NESTLE' Fields:** Ingeniería, auditoría, marketing & sales  
<http://www.nestle.com/jobs/graduates-entry-level>

Each year, Corporate Headquarters recruit a number of top young graduates into different areas of our business. All have strong academic qualifications, essential language skills and relevant internships or professional experience. But what really sets Nestlé graduates apart is their enthusiasm to meet new challenges every day they work with us in any country throughout the World.

### **CARLSBERG**

<http://www.carlsberggroup.com/Careers/GraduateProgramme/Pages/Default.aspx>

We think of our graduates as long-term staff – right from the very beginning. So your career at Carlsberg doesn't start *after* the programme. It starts on the very first day you join us. To be sure we get the best candidates, our recruitment is flexible. You can apply any time. Check out your local company website to find out more about the recruitment process.

### **HEINEKEN**

<http://www.theheinekencompany.com/careers/graduates>

Every year HEINEKEN employs graduates directly into different roles across our business and through graduate recruitment schemes in some of our local markets. Whilst some of these programmes have an international element, we have a specific programme for those focused on a long term international career.

### **ADIDAS GROUP**

<http://careers.adidas-group.com/student-and-graduates.aspx>

Be the fastest off the mark and clear the first hurdle on your path to a professional career with our challenging, three to six month internships. Kick-start your career by working in an Adidas Group team and see first-hand what it takes to succeed in an international company.

### **NIKE**

<http://jobs.nike.com/article/internships>

It takes more than just a passion for sport to stay on top of our game. That's why at Nike we seek the exceptional, the motivated and the innovative. Our highly competitive internship programs provide candidates with the opportunity to gain the best hands-on experience in virtually every area within Nike.

### **LVMH**

<http://www.lvmh.com/talents/talent-recruitment/students-recent-graduates>

LVMH is a powerfully stimulating learning organization that offers motivating career opportunities as part of an "ecosystem" that counts over 60 prestigious brands and an unparalleled heritage, spanning Europe, the Americas and Asia.

### **GRUPO INDITEX**

<http://www.joinfashioninditex.com/joinfashion/es/buscador-ofertas>

Nuestras marcas, Zara, Pull & Bear, Kiddy's Class, Massimo Dutti, Bershka, Stradivarius, Oysho, Zara Home, Uterqüe y Tempe te ofrecen: Si quieres trabajar en contacto directo con nuestros clientes, puestos en tiendas. Si eres creativo y quieres participar en las decisiones de producto, puestos de diseño, compras y comercial. Si quieres participar en la gestión global del grupo

Inditex, te interesarán nuestros puestos corporativos. Si lo tuyo es la distribución, busca tu oportunidad en logística.

### **RECKITT BENCKISER**

<http://www.rb.com/internships>

Manufacturing Engineer Intern: responsible for analysing and improving operations to more effectively use people, materials, machines, and facilities; Logistics Intern: support and complete Transportation analyses and reporting for logistics facilities; HR Intern: responsible for providing entry level HR Generalist support to our Human Resources Business Partners, support projects associated with recruitment, training and compensation and benefits

### **MANGO**

<http://mango.com/web/pv/servicios/company/ES/trabajar/faqsTrabajar.htm>

MANGO te ofrece la posibilidad de realizar prácticas con un Convenio de Prácticas gestionado por tu escuela o universidad mientras estás cursando tus estudios. Las prácticas suponen una oportunidad para formarte y adquirir experiencia en una gran empresa multinacional.

### **H&M**

[http://career.hm.com/content/hmcareer/en\\_gb/student.html](http://career.hm.com/content/hmcareer/en_gb/student.html)

Si te atrae trabajar en una empresa de moda de rápido crecimiento a nivel mundial, sigue leyendo. Un trabajo a jornada parcial en una de nuestras tiendas de H&M puede llevarte a un trabajo a jornada completa o incluso a hacer una carrera internacional.

### **PUMA**

<http://about.puma.com/en/careers/get-started/college-students-and-graduates>

You have finished your studies successfully and would like to start your career on a specific entry level position in of the most desirable sports lifestyle companies in the world? PUMA offers motivated and ambitious graduates a great variety of opportunities in a dynamic work environment.

### **DECATHLON**

<http://www.decathlon.es/eces/static/RRHH/tu-futuro.html>

Ponemos a tu disposición la posibilidad de realizar tus prácticas como Responsable de Sección con apoyo económico y a tiempo parcial. Mientras terminas tus estudios, podrás realizar una beca que te permitirá acceder a un puesto de Responsable de Sección al finalizar tu preparación académica.

### **AB InBev**

<http://www.ab-inbev.com/careers.html>

Are you looking for an internship to enable you to learn and develop your management skills? Are you interested in working in a fast-paced, reward-driven environment, where you are able to grow at the pace of your talents and get to know different business operations?

### **DIAGEO- European Graduate Program**

<http://www.diageo-careers.com/en-row/graduatesandmba/opportunitiesandprogrammes/europeangraduateprogramme/Pages/default.aspx>

Diageo is proud to produce some of the world's leading brands across total beverage alcohol – spirits, beer and wine. Be it origin, blend or perfect serve each of our brands is famous in its

own way. Many have been a favourite choice for centuries, while some are younger additions to our collection.

### **CARGILL**

<http://www.cargill.com/careers/european-graduate-program/>

Cargill provides food, agriculture, financial and industrial products and services to the world. Together with farmers, customers, governments and communities, we help people thrive by applying our insights and 150 years of experience

pdf: <http://www.cargill.com/wcm/groups/public/@ccom/documents/document/na3070655.pdf>

## **Automoción**

**MAHLE (Alemania)**. Fields: Mechanical, Aeronautical, Aerospace and Automotive engineering, Process Engineering, Supply Engineering, etc.

<http://www.jobs.mahle.com/Germany/en/Graduates>

As a university graduate, you have a wide range of opportunities to launch your career at MAHLE. Whether as part of our International Graduate Program or as a direct hire – we can point you in the right direction on any one of our numerous career paths.

**BMW (Alemania)** Fields: Engineering, TIC, Accounting, Sales, Banking.

<http://www.bmwgroup.com/com/en/careers/recent-graduates/index.html>

The BMW Group promotes motivated university graduates with a maximum of 3 years occupational experience through the entry and promotion programme Drive. In addition, the BMW Group facilitates the writing of a PhD thesis within a practical environment.

**BOSH (Alemania)** Fields: I+D, Producción, Venta Técnica, Controlling, Logística/Compras, Recursos Humanos, Ventas/Márketing

<http://www.boschempleo.com/es/Trainee.asp>

Todas las sociedades de Bosch en España ofrecen la posibilidad de realizar prácticas a estudiantes tanto españoles como extranjeros en distintas áreas técnicas y económicas. Hay un Programa Trainee Técnico con tres variantes (I+D, Producción, Venta Técnica) y un Programa Trainee Económico.

### **INFINEON- IGP**

<http://www.infineon.com/cms/en/careers/students-graduates/>

The **International Graduate Program (IGP)** is designed to strengthen your core competencies in preparation for an international career with Infineon, one of the leading semiconductor companies. You will go for an intensive eighteen-month voyage to discover the Infineon world.

### **MICHELIN (FR)**

<http://www.michelin.com/eng/careers/moving-forward-together/working-at-michelin>

Would you like to apply for a job or an internship at Michelin? If so, please prepare a detailed CV with a cover letter describing your interest in our company. For an internship or work experience, please send these documents to the Michelin Personnel department in the country where you are studying.

**RENAULT (FR)** Fields : Technical field (design, production), Marketing/Sales and Support services (finance and control, human resources, communication).

<http://www.renault.co.uk/careers/programme/>

Renault takes on 2,800 interns (from CAP/BEP professional-certificate level to five years of further education) across all Group functions every year in France. Lasting from one month to one year, internships at Renault correspond to clearly defined assignments that favour the acquisition of real professional experience.

### **GRUNDFOS**

<http://www.grundfos.com/about-us/career/graduate-programme.html>

Our Graduate Programme is an exclusive talent development programme offered to a limited number of hand-picked, high potential graduates with the passion, intellectual strength, global mindset and innovative ability to directly contribute to the strong purpose of Grundfos.

**VOLKSWAGEN (Alemania)** Fields: Engineering, Financial, Logistics

[http://www.volkswagenag.com/content/vwcorp/content/en/human\\_resources/openings/university\\_graduates.html](http://www.volkswagenag.com/content/vwcorp/content/en/human_resources/openings/university_graduates.html)

**SEAT:** <http://seatjobs.seat.es/trabaja-con-nosotros-2/>

If you have recently obtained qualifications, here is the opportunity to start your career in the workplace. You provide your hopes and the enthusiasm to learn and we provide the best place for you to do so.

### **ZF – GROUP Driveline and Chassis Technology**

[http://www.zf.com/corporate/en/career/get\\_started\\_with\\_zf/students\\_and\\_graduates/students\\_and\\_graduates.html](http://www.zf.com/corporate/en/career/get_started_with_zf/students_and_graduates/students_and_graduates.html)

Apply for an internship at one of the ZF sites. The international internship program is your passport to the future.

### **VOLVO**

[http://www.volvogroup.com/group/global/en-gb/career/graduate\\_programs/Pages/GraduateProgram.aspx](http://www.volvogroup.com/group/global/en-gb/career/graduate_programs/Pages/GraduateProgram.aspx)

Are you interested in making your thesis work or internship at Volvo Car Corporation? For us it is important to have a close relationship with schools and universities. By taking in students with different backgrounds we ensure that the company will develop and prosper. As a student you bring new knowledge and ideas to the company while we, on the other hand, can offer you an exciting and challenging environment.

### **TOYOTA**

<http://www.toyotajobs.com/ENG/Internship.aspx>

**For Whom** Eager to learn about the unique Toyota approach? To apply for our internship programme you must meet the following criteria:

- Master students in the process of obtaining a business or engineering degree
- Available to do an internship at our Head Office in Evere (Brussels, Belgium) or at our Technical Centre in Zaventem (Brussels, Belgium)
- Available for a duration of 3 to 9 months
- Willing to accept a Toyota project for the internship

### **VALEO**

[http://www.valeocareers.com/form\\_junior.php?new=1](http://www.valeocareers.com/form_junior.php?new=1)

To deliver to our OEM and Aftermarket customers around the globe, added value through innovative, total quality, cost effective solutions and services in the Domains of Comfort & Driving Assistance, Powertrain Efficiency, Thermal Systems and Visibility. "Automotive technology, naturally" is our signature reflecting our mission.

### **GOODYEAR DUNLOP**

[http://www.gdte-career.com/gdc\\_euen/index.html](http://www.gdte-career.com/gdc_euen/index.html)

DRIVE ON - our European Graduate Development Programme - only has room for the best of the best - those who would like to jump start their career with one of the world's leading tyre companies. GOODYEAR DUNLOP EUROPE offers you the perfect work environment where you can develop to your full potential under the guidance of outstanding mentors.

### **TOYOTA**

<http://www.toyotajobs.com/ENG/Joboffers.aspx>

Toyota offers an 18-month Graduate Development Programme (GDP). This program is targeted towards recent graduates looking for their first job to start and develop their career.

## **Banca, Seguros y Servicios financieros**

### **AXA Empresa de Seguros**

<https://www.axa.es/acerca-axa/unete-a-nuestro-equipo-becas-formativas-axa>

Si quieres adquirir experiencia en un entorno multinacional y tener la oportunidad de desarrollar una carrera profesional vinculada a la formación que estés cursando, te ofrecemos una oferta diferente, que se adapta a tus necesidades y que podrás compatibilizar con tus estudios.

### **BARCLAYS GLOBAL INVESTORS**

<http://joinus.barclays.com/emea/our-programmes/>

From internships to full-time positions - we will have a programme to suit you.

### **BNP PARIBAS**

<http://www.graduates.bnpparibas.com/>

In applying to join our programmes, one of your first decisions should be to decide which area of the Bank interests you, and which entry route is the right one for you.

- Easter Insight
- Summer Internships
- Long-term Internships
- Full-Time Analysts and Associates
- Global Opportunities

**Oportunidades para graduados en Pariba Fortis Bélgica:**

<https://jobs.bnpparibasfortis.com/fr/student/>

### **CREDIT LYONNAIS**

<http://www.lcl.com/recrutement/etudiants/>

Que vous soyez à la recherche d'un stage, d'une alternance ou d'un job étudiant, LCL vous accompagne dans vos premiers contacts avec le monde professionnel.

### **RBS- ROYAL BANK OF SCOTLAND**

<https://continentaleurope.rbsbankyoubuild.com/graduates>

We offer a range of graduate and intern programmes across Europe. Each one offers real responsibility from day one and world-class training and support.

### **ICAP**

<http://www.icapcampusrecruitment.com/Programmes.aspx>

ICAP is the world's premier interdealer broker, matching buyers and sellers at the cutting edge of global financial market. Our recruitment programmes are all about the future – Your future and ours. Through them we will find the talent, nurture the ideas, channel the ambition and develop the leadership that will shape our success for many years to come.

### **STANDARD CHARTERED**

<https://www.sc.com/en/careers/graduates/index.html>

Career opportunities abound at Standard Chartered. With an established presence in some of the world's most dynamic growth markets in Asia, Africa and the Middle East, and a strong commitment to developing your unique strengths, we are well placed to help you accelerate your career.

### **CREDIT SUISSE GROUP**

<https://www.credit-suisse.com/uk/en/careers/campus-recruiting.html>

A three-year commercial banking apprenticeship gives you a broad basic training in banking. We also offer four-year IT apprenticeships in application development and systems engineering.

### **DEUTSCHE BANK**

<https://www.db.com/careers/en/grad/index.html>

At Deutsche Bank, you'll launch, develop and progress your career. You'll embrace challenge, be inspired and rise to the occasion—all at one of the largest and most rewarding global financial institutions.

### **AAREAL BANK AG**

[http://www.aareal-bank.com/fileadmin/DAM\\_Content/HR/Trainee\\_eng.pdf](http://www.aareal-bank.com/fileadmin/DAM_Content/HR/Trainee_eng.pdf)

El Aareal Bank Group es un grupo de empresas alemanas especializadas en propiedad inmobiliaria y su financiación. Tiene representación en 19 países de 3 continentes (Europa, Norteamérica y Asia), y trabajadores procedentes de 31 países.

**Ofrece periodos remunerados de prácticas:**

<http://www.aareal-bank.com/en/jobs-career/aareal-academy/internship/>

<http://www.aareal-bank.com/en/jobs-career/aareal-academy/trainee-programme/>

### **SOCIÉTÉ GÉNÉRAL**

<https://careers.societegenerale.com/>

Société Générale es una de las principales empresas europeas de **servicios financieros**, actividad que también se extiende a otras partes del mundo. Sus oficinas centrales se encuentran en Francia. Ofrece programas de formación en alternancia.

### **HSBC**

[http://www.hsbc.com/careers/students-and-graduates?WT.ac=HGHO\\_Careers\\_Home\\_StuGrad1.1\\_On](http://www.hsbc.com/careers/students-and-graduates?WT.ac=HGHO_Careers_Home_StuGrad1.1_On)

HSBC offers undergraduate and post graduate programmes, in over 30 countries and territories, covering all our business areas. You can search for the best programme for you either by location or by business area.

### **Euro BANK EFG**

<http://www.efginternational.com/cms1/cms/efgi/careers>

The Human Resources Department in an effort to attract the bank's future professionals, has established close ties with some of the top Universities in Greece and abroad. Each year, the Bank attends the Career Days organized by top-quality academic institutions in Greece.

### **NOMURA**

<http://www.nomura.com/europe/careers/>

The graduates we take on today are set to enjoy great success. If you're ready to become one of them, get an overview of our business areas and choose the one that suits you. Find out more about our business. Then consider whether you should apply to the Analyst or Associate program.

### **GRUPO SANTANDER**

[http://www.santander.com/csgs/Satellite/CFWCSancomQP01/es\\_ES/Corporativo/Trabaja-con-nosotros.html](http://www.santander.com/csgs/Satellite/CFWCSancomQP01/es_ES/Corporativo/Trabaja-con-nosotros.html)

Si quieres formarte en Banca Comercial, Banca de Inversiones, Mercados Financieros, Riesgos, Auditoría, Asesoría Jurídica, Tecnología, Operaciones, Intervención, Seguros, Gestión de Activos, RRHH, Comunicación, etc, ahora puede ser el momento.

### **ERSTE GROUP BANK**

<http://www.erstegroup.com/en/Career/job-offers/Internships>

Erste Group Bank AG is one of the largest financial services providers in Central and Eastern Europe and focuses on retail and SME banking. Programs: students4excellence.at, Balkan Case Challenge (BCC), Danubia Summer University, Masterclass CEE, University of Applied Sciences bfi Vienna .

### **LAZARD**

<http://www.lazard.com/careers/university-and-business-school-programs/>

Lazard, one of the world's preeminent financial advisory and asset management firms, operates from 41 cities across 26 countries in North America, Europe, Asia, Australia, Central and South America. Each year Lazard visits leading universities and business schools throughout Europe. Our hiring is done regionally, therefore opportunities and training and development vary by location.

### **CITI GROUP**

<https://www.citibank.com/icg/sa/recruiting/home.jsp?region=emea>

Our world is changing and after graduation, so will yours. We invite you to take advantage of one of the strongest financial networks in the world as a platform to launch your new career. With a history that goes back over 200 years and offices in more than 100 countries around the world, your opportunities are endless. Help us build our future and we'll help build yours.

### **WATSON WYATT**

<http://careers.towerswatson.com/careers/university.asp>

We offer diverse learning opportunities through working on complex yet interesting assignments. If you have a flair for numbers, people and problem-solving, then you can help solve some of today's most complex business problems while also developing your career.

### **SCHLUMBERGER SEMA**

<http://careers.slb.com/recentgraduates.aspx>

Field internships offer you a unique chance to experience a job at one of our field locations to find out if a field engineer or field specialist position with Schlumberger is really the job for you. A sense of adventure and ambition are a must in this outdoor, 24-hour, 365-day work environment, where working long hours under pressure and getting your hands dirty is expected. The educational requirements are completion of second year studies or above in an undergraduate program in any **engineering** discipline, **geology**, **geophysics** or sciences.

### **MORGAN STANLEY**

<http://www.morganstanley.com/about/careers/internships.html>

Presta **servicios financieros** de carácter global.

- Asesoría para la inversión bancaria y en seguros.
- Operaciones de ventas institucionales.
- Investigación y análisis de mercado y servicios financieros de terceros países y áreas económicas.
- Servicios directos de todo tipo en el ámbito financiero para el inversor individual.

**Tienen programas universitarios** para estudiantes o graduados que quieran desarrollar su carrera profesional en el mundo de las finanzas:

### **MAZARS**

<http://www.mazars.co.uk/Home/Join-our-teams/Graduate-careers>

We have a wide range of vacancies available for Graduates and School leavers plus Industrial Placement, Tax Summer Internships and Audit Intern opportunities. We are proud to offer our clients a wide range of services, mirrored in the variety of training schemes we can offer: Chartered Accountancy, Tax, Financial Planning, Governance Risk & Internal Controls (Internal Audit) and Outsourcing Services

### **MUNICH RE**

<http://www.munichre.com/en/career/university-graduates/overview/index.html>

Where can you develop professionally and personally and get involved in forward-looking solutions for clients all over the world? The answer is, at Munich Re.

You can apply directly for an advertised vacancy or for a position as a graduate trainee. Students who have completed a university degree may take advantage of one of our student programmes or write their doctoral thesis at Munich Re.

### **M&G INVESTMENTS**

<http://www.mandg.co.uk/corporate/careers/university-recruitment/>

M&G is one of Europe's leading active asset managers with over £200 billion under management (as at 30 June 2011). From equities and fixed income to commercial property, our expertise is built on 80 years of managing investments.

### **ZURICH FINANCIAL SERVICES GROUP**

<https://www.zurich.com/en/careers/recent-graduates>

The Global Associate Program (GAP) is for highly talented graduates with the drive to become senior technical experts and leaders at Zurich. Each year we select up to 80 top talents from around the world through a rigorous recruiting process.

### **GOLDMAN SACHS**

<http://www.goldmansachs.com/careers/students-and-graduates/index.html>

We actively seek to recruit talented people from all academic backgrounds into our university programs and entry level positions. Ranging from one-week spring internships to full-time jobs, all our positions offer an opportunity to learn firsthand about the firm, our culture and the financial services industry.

### **LLOYDS BANKING GROUP**

<http://www.lloydsbankinggrouptalent.com/programmes/>

Our business is focussed on the UK, but we have an international presence too, focussed on countries which have a strong relationship with the UK. And we're playing our part in building a strong, sustainable economy for the future: we're committed to building relationships with our many small business customers.

### **STANDARD BANK**

<http://graduate.standardbank.com/standing/Graduate/index.html>

Our three main business areas are Personal and Business Banking (PBB), Corporate and Investment Banking (CIB), and Wealth. In all of these areas, we encourage our people to think for themselves, be creative and, above all, understand their customers and the markets they're working in so they can deliver groundbreaking solutions. Our graduate programmes are currently available in both PBB and CIB, as well as in some core group support teams.

### **SWISS RE**

<http://www.swissre.com/careers/interns/>

The graduates@swissre programme offers you the opportunity to join the exciting world of a specialised financial services organisation. If you have just earned your degree and have little or no work experience, we will recruit you for a position in one of our business functions where a line manager will be appointed to be responsible for you.

### **BCR- Banca Comerciala Romana**

<http://www.bcr.ro/en/careers/programs-for-young>

Banca Comerciala Romana is the most important financial group in Romania. Wishing to join BCR means you're ready to live and work in Romania; you're ready to strive for high

performance in a dynamic & fast growing business environment. You can learn about the available job opportunities and internships and apply directly on our website.

### **BBVA**

<http://bbva-jobboard.appspot.com/>

El Campus Virtual de Empleo BBVA es la única exposición online, donde las sociedades BBVA te abren las puertas, para que puedas conocer interactivamente el Grupo BBVA. Es un Campus permanente.

### **NORDEA**

<http://www.nordea.com/Career/Graduate+Programme/1083502.html>

Nordea Graduate Programme has been running since year 2000 and with more than 700 participants and over 80% retention rate of former graduates, we offer you a rewarding fast track to kick-start your career within the largest financial services group in Northern Europe.

### **KPMG**

<http://www2.kpmgcareers.co.uk/graduates/>

KPMG is a global network of professional firms providing Audit, Tax and Advisory services. We have more than 152,000 outstanding professionals working together to deliver value in 156 countries worldwide.

### **UBS**

[http://www.ubs.com/global/en/about\\_ubs/careers/graduate-and-intern/graduate-training-programs.html](http://www.ubs.com/global/en/about_ubs/careers/graduate-and-intern/graduate-training-programs.html)

Las empresas e instituciones líderes de más de 50 países confían en nuestros recursos financieros, experiencia e infraestructura para ayudarlas a hacer crecer sus negocios, gestionar sus riesgos e invertir para el futuro.

### **KPMG**

<http://www.kpmgcareers.co.uk/graduates>

Our UK firm offers Audit, Tax, and Advisory services to thousands of clients, from some of the largest multinationals and best-known brands to public bodies and private individuals.

### **J.P. MORGAN**

<http://careers.jpmorgan.com/student/jpmorgan/careers/europe/apply>

Since our inception over 200 years ago, we've evolved to offer the whole spectrum of global banking and financial services, and in many cases, we've helped define them.

## **Construcción y Auxiliar**

### **BILFINGER BERGER**

<http://www.bilfinger.com/en/careers/graduates/>

As an international Multi Service Group in the areas of construction and services, we are looking for employees who are talented and flexible. Working for us, you will have the opportunity to take on important tasks as part of a highly-motivated team. And we will support your professional and personal development in every way.

### **BLACKROCK Campus Programs**

<http://www.blackrockoncampus.com/>

Join an industry leader that embraces a future full of opportunities. BlackRock emphasizes entry-level hiring and is committed to building from within. Currently, we offer formal programs in the US and the UK.

### **KONE**

<http://www.kone.com/en/careers/students-and-graduates/>

Get a head start on your career in one of the world's leading elevator and escalator companies. We are a global company, driven by technology and focused on our customers. We provide intelligent and eco-efficient solutions for elevators, escalators, autowalks and automatic building doors. We support our customers throughout the lifecycle of their buildings from design, manufacturing and installation to maintenance and modernization.

### **COLAS GROUPE**

<http://www.colas.com/fr/ressources-humaines/nous-rejoindre/nos-offres-de-stage-950134.html>

The Colas Group is a leader in the construction and maintenance of road, air, rail and maritime transport infrastructure, urban development projects and recreational facilities. Backed by 70,000 employees - half of whom work in France - and a network of 800 profit centers and 1,400 production units operating in 40 countries on five continents, the Group carries out more than 100,000 projects each year.

### **FERROVIAL**

[http://ferrovial.epreselec.com/candidato/ofertas/lista\\_de\\_ofertas/lista\\_de\\_ofertas.asp?categoria\\_oferta=1](http://ferrovial.epreselec.com/candidato/ofertas/lista_de_ofertas/lista_de_ofertas.asp?categoria_oferta=1)

Ferrovial es el mayor inversor privado de infraestructuras de transporte del mundo con una plantilla de alrededor de 70.000 personas en más de 15 mercados. Cada año, millones de personas utilizan los aeropuertos y autopistas y disfrutan de los servicios urbanos de la compañía. Ferrovial oferta becas y puestos de trabajo en filiales españolas e internacionales.

### **NETWORK RAIL**

<http://www.networkrail.co.uk/careers/graduate-scheme/>

We believe the participants in our graduate scheme will become the future leaders of the organisation. Few other schemes can boast such huge responsibility.

### **HEIDELBERGER ZEMENT GROUP**

<http://www.heidelbergcement.com/en/graduates>

We provide apprenticeships in many different areas. Whether they are interested in commercial, industrial or technical work, we help our apprentices to reach their goals at the right time through practical training. Organisational and business relationships are discussed and commercial issues examined carefully, under expert guidance.

### **LAFARGE**

[http://www.lafarge.com/wps/portal/7\\_3-Emplois\\_et\\_stages](http://www.lafarge.com/wps/portal/7_3-Emplois_et_stages)

World leader in building materials, Lafarge extracts resources from the heart of the earth to make materials to bring to the heart of life. Present in 78 countries, the Group responds to the world's demand for housing and infrastructure. Lafarge is driven by the needs of its customers, shareholders, local communities and architects.

### **ROYAL BAM GROUP**

<http://www.bam.eu/working-for-bam/internship>

Royal BAM Group nv is a successful European construction group and unites operating companies in five home markets with the administrative centre in the Netherlands and listed at Euronext Amsterdam. Every year, Royal BAM Group gives students the chance of work experience in one of our operating companies and the opportunity to get to know the Group.

### **VINCI GROUPE**

<http://www.vinci.com/vinci.nsf/en/careers.htm>

Le stage est pour nous l'occasion de détecter votre potentiel. Ce n'est pas qu'une simple formalité dans votre cursus scolaire mais un premier pas vers une possible carrière chez VINCI. Nous accueillons des étudiants d'écoles d'ingénieurs, de BTS, de DUT et leur proposons plus de 8 000 stages par an, à tous les niveaux de leur cursus (du stage ouvrier au TFE en passant par le stage chef de chantier ou assistant conducteur de travaux).

### **ACERALIA. Grupo Arcelor**

<http://corporate.arcelormittal.com/people-and-careers/graduates-and-students-ga>

We are looking for young talent and mobile engineers. You want to be involved in unique challenges with extraordinary possibilities to learn and develop?

### **BIC**

<http://www.bicworld.com/en/careers/work-with-bic/>

If you are looking for an international experience offering true responsibilities within an enriching environment, then apply online, attaching your resume and cover letter. Your application will be reviewed as soon as possible.

### **TATA STEEL EUROPE**

<http://www.tatasteeleurope.com/en/careers/apprentices/>

Our graduates have the opportunity to work in one of our ten business units across the country. With over 10 different functions available for you to choose from, we have a wide variety of options that will suit most degree types, ranging from Mechanical Engineers and Metallurgists through to Finance and HR

### **RIO TINTO ALCAN**

<http://www.riotinto.com/graduates-and-students-4542.aspx>

We place individuals where they can achieve real business outcomes while continuing to develop skills and competence.

Some of the potential benefits you can receive with us include:

- Attractive remuneration packages;
- Training, development and mentoring to build a successful career;
- Study assistance for approved courses;
- Opportunities to broaden your experience in many challenging roles within and across business units, nationally and potentially internationally.

Our graduate opportunities vary from year to year, depending on our requirements.

### **SCHNEIDER ELECTRIC**

<http://www.schneider-electric.com/sites/corporate/en/careers/your-career/students-and-recent-graduates.page>

Get an inside view of our company while acquiring invaluable hands-on experience. You'll grow and take on responsibility under the watchful eye of a mentor. Internships & International Recruiting Programme.

### **ELECTROLUX**

<http://group.electrolux.com/en/career-opportunities-203/>

There are always opportunities at Electrolux, whether you are an experienced professional or just starting out. We encourage you to explore our open positions and apply on-line for any of the openings listed below. Applying on-line for a specific position is the best way how to take the first step in starting your career with us in Sweden or abroad.

### **THYSSENKRUPP**

<http://karriere.thyssenkrupp.com/en/career/students/internships.html>

ThyssenKrupp gives you the opportunity to take a good look at hard facts and discover new relationships between them. You will see how innovative products are developed, new markets opened up, or how production processes are optimized.

### **SCHOTT**

<http://www.schott.com/english/jobs/entry/graduates/graduates/index.html>

Welcome to SCHOTT. For more than 125 years our company has been developing and manufacturing special glass, special materials, components and systems, to improve how people live and work. By providing innovative ideas and outstanding expertise in technology, SCHOTT offers solutions for the future and takes its responsibility for society and the environment very seriously.

### **UNIBAIL RODAMCO**

<http://www.unibail-rodamco.com/W/do/centre/european-graduate-programme>

Through this programme, the young graduates can discover the diversity of Unibail-Rodamco business and approach to commercial real estate operations, acquire the fundamentals of its business, build a network and prepare their future career.

## Farmacia y Química

### ABBOTT- PDP's

<http://www.abbott.com/careers/students.html>

We are a global, broad-based health care company devoted to discovering new medicines, new technologies and new ways to manage health. Our products span the continuum of care, from nutritional products and laboratory diagnostics through medical devices and pharmaceutical therapies. Our comprehensive line of products encircles life itself - addressing important health needs from infancy to the golden years.

### AIR LIQUIDE

<http://www.airliquide.com/en/careers/en-quete-de-defis/learn-during-an-internship.html>

Each year, Air Liquide proposes a large number of internships everywhere in the world. The diversity of the Group's activities means that interns can be welcomed in many different sectors such as R&D, engineering, production, logistics, information systems, purchasing, sales/marketing, finance/auditing, legal matters, human resources and so on. We invite you to consult the subsidiaries' sites in the countries you wish to apply to: international internship offers are only accessible on these sites.

### AKZO NOBEL

<https://www.akzonobel.com/careers/ftmp/>

**AkzoNobel currently offers opportunities in the following areas:** Customer Business Development/Sales, Marketing, Research & Development, Engineering for Manufacturing, Human Resources, Information Technology, Purchasing, Supply Chain and Finance.

### SANOFI

[http://en.sanofi.com/careers/join\\_sanofi/graduates\\_interns/graduates\\_interns.aspx](http://en.sanofi.com/careers/join_sanofi/graduates_interns/graduates_interns.aspx)

If you're a student, our partnerships, research fellowships, apprenticeships, internships and training courses will give you the valuable experience you need to start your career.

### BASF

<https://www.basf.com/es/es/company/career.html>

BASF te ofrece la oportunidad de iniciar tu carrera profesional en la empresa líder mundial en el sector químico. Concedemos prácticas a más de 150 estudiantes cada año de diferentes especialidades. Nuestro objetivo es facilitar el contacto de los estudiantes con el mundo laboral, ofreciéndoles la posibilidad de realizar prácticas relacionadas con su formación académica, así como de explorar diferentes alternativas profesionales.

### JANSSEN

[http://www.janssen-cilag.es/bgdisplay.jhtml?itemname=trabaja\\_ofrecemos&product=none](http://www.janssen-cilag.es/bgdisplay.jhtml?itemname=trabaja_ofrecemos&product=none)

El éxito en una organización como la nuestra, se explica por su capacidad de atraer, fidelizar y desarrollar profesionales que realmente aporten valor a ésta. Si consideras que tienes iniciativa, eres una persona dinámica, emprendedora y orientada a resultados y, ante todo, eres un jugador de equipo, entonces, en Janssen hay un sitio para ti.

### **BAYER**

<http://www.karriere.bayer.de/en/students/internships/>

Internships are a win-win situation: we benefit from new ideas while you get to know our corporate culture and gain valuable practical experience to back up your studies. To benefit from this two-way exchange, Bayer offers internships in a wide range of subjects in Germany and abroad - including special internships for foreign students.

### **BEIERSDORF**

<http://www.beiersdorf.com/career/students-and-graduates/students-and-graduates-intro>

Going BEYOND BORDERS. Beyond Borders is an 18-month program with a five to six-month overseas placement, either in another group company or at our global headquarters in Hamburg, Germany.

### **FRESENIUS**

[http://career.fresenius.com/recent\\_graduates.html](http://career.fresenius.com/recent_graduates.html)

Already successfully completed your studies or vocational training? Now looking to apply what you know to business? Fresenius offers you a variety of exciting options that allow you to forge your career in a way that matches your goals and personal expectations.

### **GLAXO SMITH GLAINE (U.S.A.)**

<http://us.gsk.com/en-us/careers/co-ops-and-internships/>

Ofrece una amplia gama de programas y opciones para estudiantes de último curso y graduados de muchas disciplinas. Muchos de los programas exigen tener permiso de trabajo en los EE.UU.

### **ROCHE**

<http://careers.roche.com/en/campus/students-at-roche.html>

Bring along your ideas and your ability to research, develop, plan and organise. Interesting projects are taking place throughout the entire company and dedicated students from these fields of study are always in demand: Engineering, Natural Sciences (Chemistry, Pharmacy, Biotechnology, Mathematics etc.), Business Studies and Computer Science.

### **L'OREAL**

[http://www.loreal.es/opportunities.aspx?Profil=CorpTopic\\_Talents\\_Profil\\_1&TopCode=CorpTopic\\_Careers\\_WhoYouCanBe](http://www.loreal.es/opportunities.aspx?Profil=CorpTopic_Talents_Profil_1&TopCode=CorpTopic_Careers_WhoYouCanBe)

Nuestras prácticas están dirigidas a universitarios y a estudiantes de escuelas de negocios e ingenierías. Tenemos procesos de selección abiertos durante todo el año, así como plazas para prácticas en casi todos los departamentos (Investigación, Operaciones, Finanzas, Sistemas de Información, Marketing, Ventas, Comunicación y Recursos Humanos), con una duración de tres meses a un año.

### **CRODA**

<http://www.croda.com/home.aspx?d=content&s=1&r=1175&p=8219>

CRODA es una multinacional que trabaja en productos químicos (polímeros, lubricantes, aceites vegetales, etc.) Tiene 3.500 empleados en 35 países. Admite recién licenciados/as (o

que se hayan licenciado en los últimos 5 años) en Ciencias, Química, ingeniería y otras titulaciones con vocación comercial. Tienen un programa para Reino Unido y otro para EE.UU.

### **ALMIRALL**

<http://www.almirall.com/en/careers>

Almirall es una **compañía farmacéutica** internacional con sede central en Barcelona (España). Tiene filiales en Europa y algunas en América Latina. Admiten candidaturas espontáneas, y tienen una base de datos con puestos de prácticas ofrecidos:

[http://www.almirall.com/webcorp2/cda/trabajaConNosotros\\_03.jsp](http://www.almirall.com/webcorp2/cda/trabajaConNosotros_03.jsp)

### **ASTRA ZENECA**

[http://www.astrazenecacareers.com/students-all/student\\_workers\\_and\\_interns/](http://www.astrazenecacareers.com/students-all/student_workers_and_interns/)

We are a global research-based biopharmaceutical company. Interns are an integral part of AstraZeneca. They touch every area of our business. Whether you're a high school, college, graduate or post-graduate student, there is real work for you to do at AstraZeneca.

### **JOHNSON & JOHNSON**

<http://www.careers.jnj.com/explore-careers-student>

Our University Recruiting Cycle: We recruit university students on an annual cycle during specific months of the year. From August through November we are primarily focused on recruiting graduating students for full-time jobs. From January through March we recruit university students for internship and co-op assignments. In some countries we may also recruit for full-time jobs from January through March. Full-time jobs for graduating students rarely become available during other months.

### **NOVO NORDISK**

[http://www.novonordisk.com/careers/graduate/graduate-programmes\\_uk.asp](http://www.novonordisk.com/careers/graduate/graduate-programmes_uk.asp)

Novo Nordisk's graduate programme is the perfect springboard to a fulfilling career. Are you a high-performing individual who has the potential to develop into a key person in our global organisation? If the answer is yes, then read on. We call our graduate programme Base Camp. To get here you already need some skills, talent and experience – just like at a real base camp. But to get further you need the potential, stamina and willingness to learn and adapt to the challenges ahead.

### **JOTUN. International Trainee Programme**

<http://www.jotun.com/www/com/20020113.nsf?OpenDatabase&db=/www/com/20020119.nsf&v=10FA&e=uk&m=972&c=92605EC22A23B14BC1256C6B003FE9E6>

The Jotun Group is one of the world's leading manufacturers of paints, coatings and powder coatings. Jotun is growing fast all over the world, and to continue our ambition of further growth and development, we are looking for highly motivated employees to join our expanding international network.

## Distribución y Comercio

### AUCHAN – ALCAMPO

<http://talent.auchan.fr/espaceetudiants/un-metier-pour-demain/>

Stage et apprentissage, une opportunité de pré-embauche. Nos stagiaires et nos apprentis d'aujourd'hui sont nos collaborateurs de demain. De nombreuses opportunités chez Auchan vont nous permettre de faire connaissance dans une perspective de pré-embauche.

### SYNGENTA (Industria Agroalimentaria)

<http://www.syngenta.com/country/ch/de/Karriere/Berufseinsteiger/Pages/Syngenta-Graduate-Programs.aspx>

**You are** a talented graduate with an interest in agribusiness – ready to gain experience and be highly committed in several areas. The Syngenta Graduate Programs, challenging and varied, are in tune with your open-minded and enthusiastic nature. You have recently completed your studies and wish to start your professional life. Or you already have a couple of years of experience and wish to develop further.

### CARREFOUR

<http://graduates.carrefour.fr/>

Le Graduate Program Dirigeants est un dispositif attractif de recrutement conçu pour les jeunes diplômés à fort potentiel issus des meilleurs cursus internationaux. Chaque année, nous recrutons en CDI environ 60 jeunes diplômés, qui accélèrent leur carrière grâce à notre programme d'accompagnement individualisé.

### ALDI

<https://www.aldirecruitment.co.uk/graduate>

At Aldi only the best will do. It's a philosophy that has made us a driving force in retail. Now we're looking for outstanding graduates, born leaders possessing the drive and ambition to succeed in a demanding and fast-paced environment.

### RED BULL

<http://www.redbullgraduateprogramme.eu/>

The Red Bull Graduate Programme is an intense, challenging 18 month deep dive into the business, cultivating talents and building the next generation of experts at Red Bull.

### CASTORAMA

<http://www.emploi.castorama.fr/>

Vous recherchez un stage de quelques jours à un an, vous voulez découvrir le fonctionnement d'un magasin avec une expérience formatrice. **Chez Castorama :**

- nous accueillons plus de 1000 stagiaires par an
- de BEP à Bac + 5
- tous les stages sont conventionnés
- un parrain vous accompagne, vous rassure, vous conseille tout au long de votre mission

### DECATHLON

<http://www.decathlon.es/eces/static/RRHH/trabaja-en-decathlon.html>

Ponemos a tu disposición la posibilidad de realizar tus prácticas con apoyo económico y a tiempo parcial. Mientras terminas tus estudios, podrás realizar una beca que te permitirá acceder a un puesto de Responsable de Sección al finalizar tu preparación académica.

### **LIDL**

<http://www.lidl.es/es/trabaja-con-nosotros.htm>

¿Ha finalizado o está finalizando sus estudios con éxito? ¿Domina el español y el inglés o el alemán con fluidez a nivel oral y escrito? ¡Asuma el reto formando parte de una compañía multinacional en expansión con nuestros programas formativos en Lidl España!

### **IKEA**

[http://www.ikea.com/ms/de\\_CH/jobs/jobs\\_trainee\\_recruitment.html](http://www.ikea.com/ms/de_CH/jobs/jobs_trainee_recruitment.html)

Motivated? Talented? Creative? A future leader?

Are you always looking to improve, challenge the status quo and come up with new solutions? If the answer is yes, the 12-month IKEA Trainee Program is a great opportunity for you to show us and yourself what you can do: your personality is the key.

### **OCP GROUPE**

[http://www.nouveau.ocp.fr/irj/point/public/espace\\_edudiants\\_presentation](http://www.nouveau.ocp.fr/irj/point/public/espace_edudiants_presentation)

Vous êtes étudiants en faculté de pharmacie, en école de commerce, en logistique..., vous êtes à la recherche d'un stage ou d'une première expérience dans un environnement stimulant qui permettra de prendre rapidement des responsabilités et vous offrira de réelles perspectives d'évolution ? Découvrez dans cet espace les opportunités de stage et de carrière offertes par OCP.

### **REWEHANDELSGRUPPE**

<http://www.rewe.de/karriere.html>

Bei REWE gibt es 3.500 Auszubildende und jedes Jahr bringen wir 1.200 neue Auszubildende in den verschiedenen Ausbildungsberufen an den Start. Der Ausbildungsberuf Kaufmann/-frau im Einzelhandel zählt dabei zu den wichtigsten. Detaillierte Informationen zur Ausbildung bei REWE finden Sie in unserem neuen Ausbildungsportal.

### **THE BOOTS COMPANY**

<http://www.boots.jobs/talentprogrammes/graduates/>

La compañía ofrece distintos programas específicos para cada rama de actividad de la empresa: Brand, Buying & Marketing; Retail Management; Finances; IT; Pharmacy and Undergraduate Programme.

### **NOBLE GROUP**

<http://www.thisisnoble.com/trainee-and-internship-programmes.html>

El Grupo Noble es un líder del mercado y tiene práctica en la gestión de la cadena global de suministros de productos agrícolas, industriales y de energía. Integramos el abastecimiento, marketing, procesamiento, financiación, aseguramiento y transporte de estas materias primas esenciales, añadiendo valor en cada etapa.

### **TESCO**

<http://www.tesco-earlycareers.com/>

With 19 programmes to choose from, whatever type of business leader you aspire to be, Tesco has a bespoke scheme to help you reach your goal.

### **DAIRYGOLD**

<http://www.dairygold.ie/Graduate-Programme>

As a growing and vibrant business, the recruitment and development of talent into our business is a key pillar of Dairygold's human resources strategy. Our business offers opportunities for a broad spectrum of academic disciplines.

## **Informática, Electrónica y Tecnología**

### **AT&T- LDP**

<http://att.jobs/careers/college/>

**Leadership Development Programme:** It takes incredible people to run a billion-dollar Fortune 7 Company. Know any? We're looking for our future leaders, and we can't think of a better place for exceptional students/recent grads to start their career.

### **LAGARDERE**

<http://www.lagardere.com/ressources-humaines/nous-rejoindre-191.html>

Les sociétés du groupe Lagardère proposent des offres d'emplois, de stages et de VIE, en France et à l'international. Pour présenter votre candidature, nous vous invitons à consulter les offres de nos différentes sociétés, puis à postuler en ligne. Votre dossier sera traité par le département recrutement de la société concernée. La sélection des candidats s'effectue sur dossier et après entretiens.

### **SIEMENS**

<http://www.siemens.com/jobs/en/graduates/sgp.php>

**Siemens Graduate Program:** You have completed your master or diploma studies with above-average grades or possibly expanded your specialist knowledge with a doctoral degree. As our international development program is aimed at recent graduates, you should have finished your studies either within the last year or, alternatively, you'll do so in the next few months.

#### **Programa YOLANTE:**

[http://www.siemens.de/jobs/studenten/studentenprogramme/yolante/das\\_programm/Seiten/home.aspx](http://www.siemens.de/jobs/studenten/studentenprogramme/yolante/das_programm/Seiten/home.aspx)

Mit dem Young Ladies' Network of Technology -

### **TAG HEUER**

<http://human-resources.tagheuer.com/en/our-company/interns-and-young-graduate.html>

We offer more than 40 opportunities under the form of internships or first job each year and we take part in the principal forums held in Switzerland and abroad at schools of watchmaking, engineering or business and at universities.

### **ILL- Institut Laue-Langevin**

<http://www.ill.eu/careers/work-placements/>

The **Institut Laue-Langevin** is an international research centre at the leading edge of neutron science and technology. Every year students choose to spend part of their university career working at the ILL for periods varying usually from two to six months. Whilst most of the placements are scientific in content, there are also opportunities in other fields (computing, technical, administration).

### **SONY. European Graduate Programme**

<http://www.sony.co.uk/hub/european-graduate-programme>

The European Graduate Programme is Sony's two year programme which combines business experience, training modules, mentoring and social entrepreneurship to help our graduates to achieve their full potential.

### **AAAS - The American Association for the Advancement of Science**

<http://www.aaas.org/careercenter/internships/>

Volunteer internships at AAAS exist to make use of training and abilities of undergraduate and graduate students in developing special projects or studies for the organization. Students can relate their education and training to particular subject areas in providing services. Volunteer internships can be full-time or part-time and students can earn college credit depending on the requirements of the college or university. Paid internships exist at AAAS to provide actual or practical work experience.

### **H&P HEWLETT PACKARD**

<http://www8.hp.com/us/en/jobs/students.html>

We offer you two different ways to join our program:

- Part Time Internship: 4 hours per day, aimed at students who have successfully passed the 50% of the academic credits
- Full Time Internship: 8 hours per day, aimed at recent graduates

Through our Internship Program, you will build up your knowledge and capabilities in a high professional demanding environment.

### **MICROSOFT**

<http://careers.microsoft.com/careers/en/ES/home.aspx>

You have unique experiences, skills, and passions—and we believe you can bring them all to Microsoft for a rich, rewarding career and lifestyle that will surprise you with its breadth and potential. Just imagine the excitement and satisfaction of what you can do, where you can go, and the difference you can make with the resources of Microsoft behind you. Here at Microsoft Spain, we help change the way the world lives, works, and plays. Explore our job opportunities and, if you like what you see, consider joining us—our people are some of the most extraordinary people you'll ever meet.

### **BT Graduate Programmes**

<http://www.btgraduates.com>

We're one of the world's leading communications companies, operating in over 170 countries around the world. Known globally as a major technology player - pioneering digital advances

that will shape the future. We are helping people create, collaborate and communicate better than ever before.

### **CSC**

<http://www.csc.com/graduatesuk>

We've created surprisingly diverse graduate programmes which are tailored to you as an individual and which allow you to move between a number of different assignments.

## **Comunicación y Telecomunicaciones**

### **BERTELLSMAN**

<http://createyourowncareer.com/Graduates-and-Programs/Programs.html>

Within the Bertelsmann group of companies, some of our divisions and companies offer a wide variety of international and local educational, trainee, internship, developmental, and rotational programs that help different target groups explore and discover the many different faces of our companies.

### **THOMSON REUTERS**

<http://careers.thomsonreuters.com/students/>

Thomson Reuters offers different programs spanning businesses, professions and the entire globe: there's nothing typical about internships and programs at Thomson Reuters. We don't want typical candidates, so we offer an array of mentored internships and full-time options for you to find an opportunity tailored to your interests and expertise.

### **TF1 GROUP**

<http://www.groupe-tf1.fr/fr/carri%C3%A8res/notre-culture-rh/vous-%C3%Aates-%C3%A9tudiants>

Premier groupe de télévision généraliste française, TF1 est un groupe de communication intégré qui a développé depuis plusieurs années des activités sur des segments porteurs. La vocation de TF1 est d'informer et de divertir. Tous les profils et formations sont recherchés: techniciens audiovisuels, journalistes, ingénieurs, commerciaux, ainsi que les cursus universitaires.

### **ALCATEL-LUCENT**

<http://www.alcatel-lucent.com/wps/portal/careers>

For the 5th consecutive year, Alcatel-Lucent is partnering with AIESEC, the largest student-run organization in the world. For more than 60 years, AIESEC has provided an international platform, in over 100 countries, for students to explore and develop their leadership potential.

### **AMENA – ORANGE – FRANCE TELECOM**

<http://orange.jobs/site/en-students-graduates/index.htm>

En Orange queremos darte la oportunidad de formar parte de nuestra compañía a través de un programa formativo orientado a tu desarrollo profesional dentro de nuestra organización en el que invertimos en tu futuro profesional, para así abrirte la posibilidad de formar parte del equipo Orange.

### **GROUPE NUMERICABLE**

<http://groupenumericable.sfr.fr/carrieres/espace-etudiants>

Le choix d'un stage est engageant pour vous. Il l'est aussi pour SFR qui s'engage afin que cette période de votre vie professionnelle soit l'occasion d'un **réel échange**, une expérience fructueuse pour tous.

### **ERICSSON**

<http://www.ericsson.com/careers/student>

Do you want to influence the future of mobile technology? This is your chance. Through the Ericsson R&D Global Graduate Program we can offer you a unique opportunity to become a leader in one of the most exciting parts of our business – our research and development (R&D) unit. Also -> Multimedia Program and Excellerate Global Leadership Program, Summer jobs, Internships and Graduate jobs.

### **MICROSOFT**

<http://careers.microsoft.com/>

Our Intern program will provide you with the opportunity to gain valuable work experience, develop your skills and fast track you to our Graduate program once you've graduated.

### **NOKIA**

<http://company.nokia.com/en/about-us/careers>

At Nokia, we believe that our future is your creation. We aim to connect the most talented graduates from around the world, together, to create the next generation of mobile solutions. Once aboard, we'll give you a roadmap to set you off on your professional journey, including resources for you to navigate our ways of working and boost your network to succeed.

### **SAGEM**

<http://www.sagemcom.com/corporate/spec/carrieres31415926/>

Sagemcom est un groupe français de haute technologie à dimension internationale. Ayant acquis des positions de premier plan grâce à son fort potentiel d'innovation, Sagemcom a l'ambition de devenir un des leaders mondiaux des terminaux Haut débit, de la Convergence et de l'Energie.

### **SWISSCOM**

<http://www.swisscom.ch/en/about/jobs/graduates.html>

At what stage are you in your studies? Are you still working on your degree? Are you just about to finish your thesis? Or do you already have a bachelor's or master's degree? Whatever the case, it's never too early to think about starting your career and the direction your journey should take.

### **BT GROUP**

<http://www.btgraduates.com/>

BT is one of the world's leading communications services companies, serving the needs of customers in the UK and in more than 170 countries. Our main activities are the provision of

fixed-line services, broadband, mobile and TV products and services as well as networked IT services.

### TELEFÓNICA

<http://www.telefonicaando2careers.com/gb/explore-our-opportunities/european-graduate-programme/>

Here at Telefónica Europe, we're always looking for the next generation of big thinkers. People who'll push boundaries and bring bold ideas to keep our customers connecting in the years to come. So if you're ready to start your career, our Talentum programme is where your adventure begins.

### VODAFONE

<http://www.vodafone.es/conocenos/es/vodafone-espana/trabaja-con-nosotros/ofertas-de-empleo/discover-graduate-program/>

En Vodafone, apostamos por el talento de jóvenes como tú. Por eso, hemos creado el **Discover Graduate Programme**, un programa que te permitirá participar en nuestro ambicioso proyecto empresarial.

## Energía

### ABB

<http://www.abb.com/cawp/abbzh253/760d47ada2874e82c12576d9003411c0.aspx>

ABB is a leader in power and automation technologies that enable utility and industry customers to improve performance while lowering environmental impact. The ABB Group of companies operates in around 100 countries and employs about 117,000 people. There are a number of trainee programs at ABB, offering diverse experiences in many of ABB's businesses whilst also exposing trainees to an international environment.

### PGS

<http://www.pgs.com/Careers/Graduate-opportunities/>

Petroleum Geo-Services (PGS) offers a broad range of products including: seismic and electromagnetic services, data acquisition, processing, reservoir analysis/ interpretation and multi-client library data. If you are starting your career with PGS, we can offer you a range of challenging paths, offshore and office-based, in data acquisition, processing, seismic interpretation, reservoir analysis, engineering, and geophysical R&D.

### BP. BRITISH PETROLEUM

Programa para graduados e investigadores

[http://www.bp.com/es\\_es/spain/carrera-en-bp.html](http://www.bp.com/es_es/spain/carrera-en-bp.html)

Las becas de verano se conceden para distintos puestos dentro de los negocios y funciones de BP Oil España. Dependiendo del horario se ofrece entre 600 y 1.100 Euros al mes. Formación en Ingenierías, Economía, Derecho y Administración y Dirección de Empresas.

### CEA. COMISARIADO PARA LA ENERGÍA ATÓMICA

Prácticas y formación en alternancia (FR)

<http://www.cea.fr/ressources-humaines/stages>

Les stages sont ouverts aux étudiants qui souhaitent compléter leur formation universitaire par une première pratique professionnelle. **Nécessairement intégrés dans le cursus scolaire** de l'étudiant, ils sont effectués en vue de la préparation d'un diplôme.

### **ELECTRICITÉ DE FRANCE**

Programas de movilidad de EDF (EN)

<http://www.edfrechte.com/pages/stages-theses-et-vie-77>

The EDF Group hosts many interns, thereby helping to reinforce the close relationship that must necessarily exist between the business world and academics. EDF invites promising students under the age of 29 to work abroad in one of our subsidiaries for a period of six to 24 months. IBV is an excellent opportunity to complement theoretical training with field experience and perhaps subsequently join our group.

### **SHELL**

<http://www.shell.com/global/aboutshell/careers/students-and-graduates.html>

As your internship will be fully assessed against real tasks and targets, we gain a very rounded view of your skills and capabilities. Succeed in your internship and you could be offered a full-time position at Shell when you graduate. It's a simple and direct route into Shell.

### **ENI**

[http://www.eni.com/it\\_IT/lavora-con-noi/eni-e-universita/programma-stage/programma-stage.shtml](http://www.eni.com/it_IT/lavora-con-noi/eni-e-universita/programma-stage/programma-stage.shtml)

Il **Programma Stage** è rivolto a giovani laureati che siano in possesso dei seguenti requisiti: laurea specialistica o equivalente del vecchio ordinamento in Economia e Ingegneria, conseguita da non più di 18 mesi in uno degli **atenei convenzionati con Eni**; voto non inferiore a 100/110; conoscenza documentata della lingua inglese; età non superiore ai 29 anni.

### **GAZ DE FRANCE**

<http://www.gdfsuez.com/en/candidates/young-talents/graduate-programs/>

GDF SUEZ businesses develops its three businesses (electricity, natural gas, and energy and environmental services) around a model based on responsible growth in order to provide essential services to its customers every day.

### **E.ON- RUHRGAS**

<http://www.eon.com/en/careers/students-and-graduates.html>

Trainees in the international E.ON Graduate Program (EGP) can expect a creative, dynamic environment with various opportunities for development - with the chance of distinguishing oneself from the very first day onwards.

### **STATOIL**

<http://www.statoil.com/en/careers/students/pages/default.aspx>

**Corporate graduate programme:** Our graduate programme is aimed at applicants who have recently graduated. The programme accelerates the learning and development of new employees and supports our international ambitions.

### **TOTAL FINAL ELF**

<http://careers.total.com/fr>

Each year we offer near 4,000 internships to students just like you, with two to five years or more of post-secondary education. Internships are based in a variety of settings, at one of our head offices or industrial facilities. Internships based in a foreign country will last at least six months. You will be provided with an internship stipend and housing, depending on your degree and year in school.

### **RWE AG**

<http://www.rwe.com/web/cms/en/1246082/rwe/career/entry-level/>

Whether you're still in secondary school, attending university, have just finished your degree or are already in the midst of your career, the world of RWE can offer you the best opportunities for success at every phase of your educational and professional life.

### **A.P. MOLLER/MAERSK**

<http://www.maersk.com/en/the-maersk-group/career#entry-level-jobs>

Es una multinacional que opera en 13 países en varios sectores, y con más de 115.000 trabajadores. Se ocupa de logística, transporte marítimo (containers), perforación de los suelos marinos para extraer petróleo y gas. Programa de postgrado de Maerskline (transporte marítimo).

### **SKANSKA**

<http://www.skanska.co.uk/Careers/Graduates/>

An internship with Skanska is a wonderful opportunity to transform the knowledge you've acquired in the classroom into valuable, sought after skills. Plus, it's a good way to take the first step into getting into Skanska.

### **REPSOL YPF**

[http://www.repsol.com/es\\_es/corporacion/empleo/trabajar-repsol/que-ofrecemos/estudiantes/](http://www.repsol.com/es_es/corporacion/empleo/trabajar-repsol/que-ofrecemos/estudiantes/)

Ya puedes acceder a nuestro nuevo Programa de Becas IMPULSA que tiene como objetivo un primer contacto laboral para titulados superiores de los dos últimos años de carrera o recién titulados.

### **VESTAS**

<http://www.vestas.com/en/career>

The **Vestas Graduate Programme** began in 2006 and currently welcomes 60-80 top talents divided into two intakes every year. Our goal is to challenge and develop strong professionals to undertake key positions in Vestas in the future.

### **E.ON**

<http://www.eon.com/en/careers/students-and-graduates.html>

As an intern or a working student at E.ON Energy Trading, you'll have the opportunity to gain practical experience in a challenging, international work environment. You'll be given your own tasks and projects and benefit from working closely with our energy trading experts. Become a part of it!

### **FUGRO**

<http://www.fugro.com/careers/opportunities-for-all/interns-and-graduates>

Fugro Robertson is a world-leading oil and gas consultancy. As a recent graduate, you are ready to start your career and grow your professional knowledge. In addition, you will receive world class training and development opportunities and you will earn responsibility very early in your career.

### **EUFORES. European Forum for Renewable Energy Sources**

<http://www.eufores.org/index.php?id=105>

EUFORES was founded in 1995 as an independent non-profit organisation aiming at promoting renewable energy sources and energy efficiency in the European Union. On a daily basis, EUFORES gathers expertise, advises on policy, disseminates up-to-date information to its members and promotes beneficial legislation (i.e. by several projects) in the fields of renewable energy and energy efficiency.

### **AZTI- TECNALIA**

<http://www.azti.es/es/becas-y-practicas/>

AZTI-Tecnalia, Centro Tecnológico experto en Investigación Marina y Alimentaria, es una Fundación cuyo objetivo es el desarrollo social y mejora de la competitividad en sus sectores de actuación, el mar y los alimentos, mediante la Investigación e Innovación tecnológica.

## **Transporte, Ocio y Turismo**

### **AIR FRANCE**

<http://corporate.airfrance.com/fr/emploi/informations-recrutement/stages/>

Parce qu'ils permettent de rapprocher le monde de l'enseignement de celui de l'entreprise et d'effectuer ainsi les premiers pas vers la vie professionnelle, Air France propose chaque année une diversité de stages, dont près de 500 stages de niveau bac +4/5.

### **DISNEYLAND PARIS**

<http://disneylandparis-casting.com/en/content/view/full/252>

At Disneyland Paris we are committed to developing your talents. Looking for an internship or an apprenticeship? Our role is to guide you and to contribute to your evolving be it food and beverage, hotel and tourism, commerce, maintenance, horticulture, marketing, finance, human resources, communication and much more!

### **LUFTHANSA**

<http://www.be-lufthansa.com/en/jobs/apprenticeship/>

International aviation groups also require special abilities from their commercial departments. This is why we conduct our own qualification measures in many different areas. We ensure that our training includes state-of-the-art technology, diversification, professional experience and top-level qualification: commercial, technical and catering apprenticeships.

### **TfL: Transport for London**

<http://www.tfl.gov.uk/corporate/careers/graduate-scheme>

Graduate recruitment: It's one of the busiest cities in the world. One of the fastest growing. and one of the reasons why a career at Transport for London (TfL) will see you affect the lives of millions. Without us London would stand still. Every single day we take millions of people to wherever they want to go.

### **STARWOOD HOTELS**

<http://www.starwoodhotels.com/corporate/careers/recruiting/index.html>

Cadena hotelera de lujo. Tienen un **programa para graduados universitarios/as** en EE.UU. y en Europa, África y Oriente Medio. Programa para Europa -> Vita Futura:

<http://www.starwoodvita futura.com/>

### **NH HOTEL GROUP**

<https://corporate.nh-hoteles.es/en/job/internships-and-fellowships>

At NH Hoteles, our internship programmes are one of our main sources of recruitment, with 70% of the students who complete one of these programmes going on to join the Chain. Our main selection criteria are potential and attitude. So if you are interested in becoming part of a multinational leader in the urban hotel industry, this is your opportunity.

### **HILTON WORLDWIDE**

<http://jobs.hiltonworldwide.com/en/universities/europe/>

Hilton Worldwide is excited to offer outstanding learning opportunities to graduates seeking to enter the hospitality industry. In Europe, we run a number of formal entry programs for Graduates depending on your area of interest and career aspirations.

### **FOUR SEASONS HOTELS AND RESORTS**

<http://jobs.fourseasons.com/Students/internships/Pages/Internships.aspx>

Four Seasons offers global internship opportunities to undergraduates and graduates who want to get a head start in their career.

### **MELIÀ**

<http://www.meliahotelsinternational.com/en/employment/opportunities>

Junto con las ofertas de empleo del Grupo Melià, también encontrarás posibilidades de becas y de prácticas.

## ***Humanidades/ Política***

### **CONSEJO DE EUROPA**

[http://www.coe.int/t/jobs/traineeship\\_en.asp](http://www.coe.int/t/jobs/traineeship_en.asp)

The Council of Europe's traineeship scheme consists of a **three-month period**: candidates can choose between: **January to March, April to June and September to December**. The Council of Europe does not organise any traineeships during the summer period. We would also like to specify that we do not offer traineeships in translation and interpretation.

### **SOROS. Open Society Foundations**

<http://www.opensocietyfoundations.org/grants>

The Open Society Foundations work to build vibrant and tolerant democracies whose governments are accountable to their citizens. To achieve this mission, the Foundations seek to shape public policies that assure greater fairness in political, legal, and economic systems and safeguard fundamental rights. Grants, scholarships, and fellowships are awarded throughout the year. Applicants can determine their eligibility and view relevant initiatives and application guidelines.

### **UNECE. United Nations Economic Commission for Europe**

[http://www.unece.org/oes/internships/internship\\_prog.htm](http://www.unece.org/oes/internships/internship_prog.htm)

The United Nations Economic Commission for Europe (UNECE) accepts interns from time to time on an ad hoc basis. The internships are open to graduate or post-graduate students, who have specialized in a field related to UNECE programmes of work, namely: environment, transport, statistics, sustainable energy, trade, timber and forests, housing and land management, population, economic cooperation and integration and gender.

### **THE EUROPEAN INSTITUTE**

<http://www.europeaninstitute.org/index.php/vacanciesinternships>

The European Institute offers volunteer internships in the fall, spring and summer for undergraduate and graduate students. We strive to provide interns with an educational, timely and interesting experience through projects that develop professional skills relevant to the issues they are studying.

## **Medio Ambiente**

### **EUROPARC FEDERATION**

<http://www.europarc.org/join-us/work-for-us>

Each year the EUROPARC Federation in cooperation with the Alfred Toepfer foundation F.V.S. awards three **Alfred Toepfer Natural Heritage Scholarships** to promising young conservationists with practical experience in the field of conservation and in the work of protected areas. The scholarships were formally known as the European Travel Scholarship.

### **EFI. European Forest Institute**

<http://www.efi.int/portal/careers/students/>

EFI offers internship opportunities to undergraduate or graduate students at EFI. The purpose of the EFI Internship Programme is to provide a unique opportunity for interested candidates to get involved in European level forest research and research co-operation and co-ordination and to get to know EFI from the inside. The duration of the internship will be at least three months with a maximum duration limited to six months

### **IFLA. International Federation for Landscape Architecture**

<http://iflaonline.org/jobs/>

Country by country guide to how to get a job or to obtain work experience as a student or newly qualified professional. It is compiled by the Le Notre, EFLA and ELASA correspondents. This document is a beginning of that guide and covers so far Austria, Belgium, Bulgaria, Finland, France, Germany, Hungary, Iceland, Ireland Italy, The Netherlands, Poland, Sweden, Turkey, United Kingdom, with a brief note on China and the USA ->  
<http://www.iwanttobealandscapearchitect.com/>

### **FOOD & WATER EUROPE**

<http://www.foodandwaterwatch.org/take-action/volunteer-or-intern-at-food-water-watch/>

As an intern at Food & Water Watch, you'll enjoy a great working environment and opportunities for advancement and job placement. We are currently seeking interns interested in fighting for safe food, clean water, and healthy oceans. Hours are flexible in a relaxed office environment.

### **GREENPEACE EUROPEAN UNIT**

<http://www.greenpeace.org/eu-unit/about/internships-at-the-european-unit>

Greenpeace European Unit is part of the international Greenpeace network, active in over 40 countries worldwide. Based in Brussels, we monitor and analyse the work of the EU institutions, expose deficient EU policies and laws, and challenge EU decision-makers to implement progressive solutions.

### **IEEP. Institute for European Environmental Policy**

<http://www.ieep.eu/work-with-us/>

The Institute for European Environmental Policy (IEEP) is an independent and influential policy studies institute based in central London and Brussels, which undertakes research and consultancy work on the development, implementation and evaluation of environmental and environment-related policies in Europe.

### **IOSH. INSTITUTION OF OCCUPATIONAL SAFETY & HEALTH**

<http://www.iosh.co.uk/About-us/Be-part-of-IOSH/Volunteer-opportunities.aspx>

Every year, hundreds of volunteers work with IOSH staff to support members, share information and promote a safe, healthy world of work. There are plenty of ways you can get involved, so why not apply?

### **UNITED NATIONS ENVIRONMENT PROGRAMME, Regional Office for Europe**

[http://www.unep.org/vacancies/default.asp?vac\\_level=Interns](http://www.unep.org/vacancies/default.asp?vac_level=Interns)

Students from a wide range of disciplines are able to apply, and depending on qualifications, are selected for internships that relate either to the organization's strategic activities or to administrative or technical functions. Internships afford you the opportunity to work in a multi-cultural international organization.

### **AIT-UNEP Regional Resource Centre for Asia and the Pacific**

<http://www.rrcap.ait.asia/services/intern.cfm>

Mission of RRC.AP is to provide high quality technical support for the capacity building, expand knowledge base, and informed decision-making required by governments and other stakeholders in the region.

### **WWF. World Wide Fund for Nature**

[http://wwf.panda.org/how\\_you\\_can\\_help/volunteer/](http://wwf.panda.org/how_you_can_help/volunteer/)

WWF Youth Volunteer Program: You're young and you've got a brain. Added to this, you've got a passion for the planet. All you need is the opportunity. WWF is running a global volunteer programme for a select number of young people.

**Voluntariado en Parques Nacionales españoles:**

[http://www.wwf.es/colabora/participa/hazte\\_voluntario/voluntariado\\_en\\_parcos\\_nacionales.cfm](http://www.wwf.es/colabora/participa/hazte_voluntario/voluntariado_en_parcos_nacionales.cfm)

**EFSA. European Food Safety Authority**

<http://www.efsa.europa.eu/en/jobs/traineeship.htm>

In-service training enables trainees to acquire practical experience by means of their work and to put into practice the knowledge they have acquired during their academic studies or professional careers in the areas of science, communication or administration.

**IES. Institute for Environment & Sustainability, European Commission**

<http://ec.europa.eu/dgs/jrc/index.cfm?id=5860>

In-service training is a period spent at the Joint Research Centre which enables trainees to put into practice the knowledge acquired during their studies and professional careers or to prepare a thesis for a university degree, a Master or a PhD. This is a unique opportunity to experience the professional world, to gain a first hand experience of the workings of the JRC and the European Commission, and to acquire personal experience in an international, multicultural and multi-linguistic environment.

**VEOLIA WATER. PANGEO Graduate Programme**

<http://www.veolia.com/fr/groupe/carrieres/pangeo/le-programme>

Operated by Veolia Water Solutions & Technologies, PANGEO is a graduate programme aimed at taking on candidates in roles such as Engineering, Business development, Finance and other Support functions. It provides paid international assignments of 12-24 months in duration.

**WWOOF World Wide Opportunities on Organic Farms**

<http://www.woof.net/>

Volunteers: Usually you live with your host and are expected to join in and cooperate with the day to day activities. In most countries the exchange is based on 4-6 hours help-fair exchange for a full day's food and accommodation.

## LAS PRÁCTICAS Y LAS REDES SOCIALES

Si te interesa estar al tanto de las posibilidades de prácticas que se van presentando provenientes de todo tipo de organismos e instituciones, posiblemente te venga bien tener una cuenta en Twitter y realizar búsquedas periódicas por *hashtags* como #internship o #practicass (internships, stages, praktikum, tirocinio, etc..)

Cuentas en Twitter<sup>1</sup> a las que puedes seguir: @internships, @InternMatch, @internshipjob, @AbroadInterns, @FindInternships, etc.

También hay cuentas que difunden información específica de prácticas en ámbitos (geográficos o temáticos) concretos, como @ukfashionintern (moda en Reino Unido), @USA\_Internship, @paidmediaintern (prácticas remuneradas en los medios de comunicación en UK), etc.

Define tus intereses y sigue estas cuentas, además de realizar búsquedas periódicas por los hashtags que te interesen.

## OTROS LINKS INTERESANTES

**Más información** y enlaces relacionados con prácticas en instituciones y empresas en Europa actualizándose continuamente en: <http://www.delicious.com/eures/practicass>

Información sobre becas y contratos de investigación en Europa: [www.euraxess.es](http://www.euraxess.es)

Información sobre vacantes (empleo) en Organizaciones Internacionales:

<https://ufi.maec.es/vacantes/>

Si echas de menos algún enlace importante o quieres sugerir enlaces, corregir links obsoletos o realizar cualquier otra aportación, puedes hacerlo a esta dirección de correo electrónico: [eures-jaen.tourino@sepe.es](mailto:eures-jaen.tourino@sepe.es)

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<sup>1</sup> No necesariamente recomendadas por Eures, solo a modo de ejemplo.