

A close-up portrait of a young man with light brown, wavy hair and blue eyes. He is wearing a dark navy blue suit jacket over a light blue button-down shirt. He has a slight smile and is looking directly at the camera. The background is blurred, showing what appears to be an indoor setting with a light blue wall or panel.

The Ørsted Graduate Programme

**The best first  
step you'll  
ever take**

The Ørsted Graduate Programme is designed to supply us with the leaders and specialists we'll need tomorrow. We're driven by a vision to create a world that runs entirely on green energy. And we're no less ambitious when it comes to developing our graduates.

# Leaders. Dreamers. Problem Solvers. Welcome

**It's a steep learning curve.  
And it never stops**

Accelerate your career as a graduate in Europe's fastest-growing energy company. You'll learn from leading experts in your field and face a steep learning curve from day one.

We offer you an intense two-year developmental journey that will ensure you make the most of your talent. You'll get international project experience, tools to drive innovation and a strong cross-functional network.



"You really get the opportunity to turn theory into practice. You get your own projects straight away – and most likely, they'll go a bit beyond your comfort zone."

**Tesse Balkema**, MSc. in Wind Energy from Norwegian University of Science and Technology & MSc. in Offshore Engineering from Delft University of Technology. In the Graduate Programme 2018-2020.

# Choose your career

**The Ørsted Graduate Programme is tailored to suit your specific background and interests. Our three paths all lead to in-depth experience within your chosen field.**

## **Business Development & Finance**

You'll get to take part in planning the activities that shape our future. We drive massive investment programmes in offshore wind, and you'll find yourself doing business on a scale you've barely dared to dream of, working alongside leading experts within your field.

Typical background: master's degree in business, finance, strategy, engineering or law.

## **Engineering**

You'll join a world leader in offshore wind and biomass-fired power stations within an industry that is continuously developing. You'll work on cutting-edge technologies

to push the boundaries of what's possible within renewable energy on the largest projects in the world – anywhere on the globe.

Typical background: master's degree in structural, mechanical, electrical or management engineering.

## **Digital & IT**

You'll get to take part in shaping a green and intelligent future. You'll gain unique expertise, as you work with IT projects ranging from the digital infrastructure of the world's largest offshore windfarms to creating new solutions for the energy grid of tomorrow.

Typical background: master's degree in IT or business.

# Ørsted Graduate. The journey.

**The Ørsted Graduate Programme is divided into three main tracks on a two-year journey with three business rotations.**

## Business Experience

Welcome to the backbone of your learning and development where you'll be responsible for your own projects and apply your expertise to influence decisions.

You'll experience international project work, build a cross-functional network and take real responsibility, as you'll get engaged in our day-to-day business decisions. You'll have good opportunities to work internationally. Many of our graduates will complete one of their business rotations in another country.

## Career Accelerator

Career Accelerator is the interaction with your senior career mentor and fellow graduates. Throughout the programme, supporting your on-the-job learning, you'll participate in development sessions and virtual action learning. A mentor will guide, encourage and challenge you to make the most of your talent. Also, you'll create a widespread network of professional equals to support your future career.

## Innovation Lab

Innovation has made Ørsted a global leader within renewable energy, and we're constantly looking for ideas that will help us improve everything from processes to technology.

As part of the Innovation Lab track, we have partnered with Singularity University Nordic to give you insight into this area. Singularity is responsible for managing your education, where you'll get to explore exponential thinking and learn to master high-speed innovation.

You'll visit Singularity University in Silicon Valley where you'll meet frontrunning companies, visit the NASA headquarters and learn to work the way exponential organisations work. After participating in learning modules and field trips, you'll solve a real-life business case by applying your new skills.

### Career Accelerator

Senior career mentor | Peer coaching and networking | Virtual action learning

### Business Experience

International project work | Applied innovation | Hands-on experience

### Innovation Lab

Exponential thinking | Immersive field trip | Real-life business case



# What's your moonshot?

We don't know exactly what the future will bring, but we know that we want to create a world that runs entirely on green energy and that we'll need bright and innovative minds to get us there.

We have partnered with SingularityU Nordic to make a world-class graduate programme where you'll deep dive into how you can apply exponential technologies to create big ideas with potential to impact the future.

**"Human development over the last 150,000 years has been local and linear. Your brain is programmed to be linear. But in these next few decades the rate of change is growing so fast that almost everything we can conceive can happen. Every industry is potentially disruptable in the near future. And if you're not excited or scared, you're asleep at the wheel."**

**Peter Diamandis**  
Co-founder of Singularity University

"For me, finding the right graduate programme was about finding a company that could support my personal development. Ørsted's transition from a black to a green company was perfectly in tune with my own ambition, which is about making a difference."

**Kristin Kaltenhäuser**, MA in Intercultural Communication Studies from European University Viadrina Frankfurt (Oder) in Germany and MSc in Software Development, Design Track, IT University of Copenhagen. In the Graduate Programme 2018-2020.

# Meet the future as you build your career

The graduate programme is designed to unleash your potential and prepare you for an impactful position in Ørsted in the future. You're therefore hired on a contract without a time limit.

## What you'll get

- International experience
- A steep learning curve with career acceleration focus
- Tools to drive innovation
- Insights from leaders within your professional field
- A strong cross-functional network

# Think big. Be bold. And apply.

Do you have strong analytical skills and a collaborative mindset with an eagerness to explore and pursue new possibilities in an international

environment? Then don't hesitate to apply.

**Learn more: [orsted.com/graduate](https://orsted.com/graduate)**

# Ørsted in short

Headquartered in Denmark, Ørsted's 6,200 employees develop, construct and operate offshore wind farms, bioenergy plants and innovative waste-to-energy solutions and provide smart energy products to our customers.

We're the most sustainable energy company in the world, a global leader within offshore wind, among the front runners in biomass-fired power stations and Europe's fastest-growing energy company. Our heritage is Nordic, our outlook international. More than 90 percent of our operating income come from England, Germany, Taiwan and the US – and we're expanding worldwide.