

# Unilever Future Leaders Programme (UFLP)

## 1. What is UFLP?

The Unilever Future Leaders Programme (UFLP)- our Management Trainee Programme is a 15-month accelerated leadership programme preparing fresh graduates and young professionals for leadership roles.

## 2. Which are the functions I can apply to?

- Go-To-Market (Sales and Marketing)
- Supply Chain
- Finance
- Human Resources

## Eligibility

### 1. What is the CGPA cut for UFLP?

You need a passing CGPA of 2.5 to be eligible.

### 2. If I had applied last year, can I reapply this year?

You cannot reapply to this programme if you had applied in any of the previous years.

### 3. Can I apply to more than one function?

You can apply to only one function. If you are found to have applied to more than one function, all applications might be disqualified or only the function you have first applied to may be considered.

### 4. Is there a specific major requirement for Finance/ Go-to-Market/ Human Resources/ Supply Chain?

There is no specific major requirement for Go-to-Market and Human Resources function. To be eligible for the Finance function, you must have a finance major. For Supply Chain function refer to the below.

### 5. Can students without an engineering degree apply for the Supply Chain Function?

We are recruiting only engineering students in UFLP for our Supply Chain function this year.

### 6. Can candidates with work experience apply to UFLP?

Candidates with maximum 1-year full-time work experience can apply to UFLP.

### 7. I am a final year student; can I apply to UFLP?

Final year students from any discipline, having completed all courses and exams after March 2023 and no later than February 2024 can apply. Even if a candidate has their internship course left after February 2024, they are eligible to apply.

## Recruitment Steps

- **Round 1: Application**

Candidates will need to fill out a basic application form with personal details and eligibility questions. Candidates **must** upload their CVs in the application form.

- **Round 2: Online Behavioral and Aptitude Assessment**

Candidates will have to go through 4 segments which will take around 40 minutes in total. Candidates will have to complete the round **within 7 days** of initial email invitation and must complete this round at one go. In the email each candidate will be receiving a unique link that will direct the candidate to the assessment. Time taken to complete the round will be taken into consideration in the score.

- **Round 3: Online Digital Interview Round**

Shortlisted candidates will need to answer 4 questions by recording themselves in a video. This round will require the candidate to identify problems/ insights from each situation provided in the question and come up with solution. All instructions will be provided in the platform as you proceed through the rounds. Candidates will have to complete the round **within 7 days** of initial email invitation.

- **Round 4: Discovery Centre**

Shortlisted candidates will be invited to Unilever Office for a day long assessment centre. Further details will be sent to the candidates prior to their assessment centres.

- **Round 5: Final Round: Interview with Management Committee**

\*\*Please note that it may take up to 3 days for receiving emails for the next round when moving from Round 1 to Round 3. Candidates must ensure they fill out the application form with the correct email ID and check their emails regularly once they apply.

## Application

### 8. How do I apply?

Please refer to the LinkedIn job post for your preferred function. Please check the eligibility and FAQ before you apply.

### 9. I had registered in the Unilever job portal before. Can I use the same e-mail and password?

If you have registered in the Unilever job portal before, you can use the same e-mail and password.

#### **10. What can we do if we forget the username/ password that we registered with?**

If you forget the password, please click the 'Forgot your Password?' option and an email will be sent to you with instructions on how to reset your password.

#### **11. Is it mandatory to have a LinkedIn account to fill up the application form?**

It is not mandatory. You can manually fill up the online application form. However, if you have a LinkedIn account, it will autofill your application and will take you less than 10 minutes to complete the UFLP application!

#### **12. Can we edit the application once submitted?**

Once the application is submitted, you cannot change the details. Hence, please read the instructions and fill out the form carefully.

#### **13. Will we receive a notification upon completion of application? What should we do if we do not receive any email?**

You will receive a confirmation/ invitation email or rejection email after submitting your application within 24 hours. Notification emails may end up in the spam folder or promotions folder. Please check your inbox, promotions, or spam folder. If you still have not received it, please contact your respective SPARKS campus ambassador, or email us at [EmployerBrand.ubl@unilever.com](mailto:EmployerBrand.ubl@unilever.com)

## **Digital Interview Round**

#### **14. How can I prepare for the digital interview?**

- ✓ Create a distraction-free environment. It is important to treat the on-demand interview as though it was a face-to-face interview.
- ✓ Note that you will need access to a camera that is connected to your device. If your device does not have a webcam, you may also use your phone for this round.
- ✓ Log in early to run the system set up; check your camera, connection, and microphone.
- ✓ Look at the camera, not at the screen. Looking at your webcam while speaking gives the feeling of eye contact to the assessor.
- ✓ Dress as you would for a traditional face-to-face interview.
- ✓ Do the practice questions. Attempting the practice questions will help you get comfortable with the style and pace of an on-demand interview. The practice questions are **NOT** real questions from your interview set and will not be assessed by Unilever.

- ✓ Listen carefully to the questions. Have pen, paper, and calculator on hand. Work out the answer before you start recording your answer.
- ✓ The camera will only start recording after you choose to start recording.

**15. Do we have to respond in English for the digital interview?**

Yes, digital interviews will need you to respond in English.

**16. What happens if the internet cuts out midway while completing the online assessment?**

As the assessments are timed, it is advisable that you complete the online assessments in a laptop/ computer and ensure secure and stable internet connection before starting the rounds.

**17. Who do we contact for technical assistance?**

For any assistance, please contact your respective SPARKS campus ambassador or email us at [EmployerBrand.ubl@unilever.com](mailto:EmployerBrand.ubl@unilever.com)