



European Graduate Program - R&D

Our 2 year European Graduate Program offers you the chance to work on 2 x 1 year assignments, often in 2 different European countries where you will strengthen your skills and shape your future personally and professionally.

Within the R&D department, the focus is on developing new products and processes in order to be innovative for the business, to attract new customers and/or to reduce the cost of our current products. As an Associate, you will have the opportunity to work with professionals in dedicated and cross-functional teams, with suppliers and technology partners, to advance the boundaries of specialty materials, coating technologies and label & adhesive technology.

Key Job Responsibilities:

You will work on different assignments in 2 different teams where you will be challenged to bring out the best in yourself. Avery Dennison will provide you with both on-the-job experience and functional training but will also focus on personal development and leadership skills. We offer an interactive team environment, where your capabilities and skills will be developed to build a strong career foundation.

During the 2 years program, you will spend one year within Operations in one of our European sites, gaining insight in our manufacturing processes, products and services and one year in R&D, where you will have the opportunity to learn everything around product design and development, customer segments and requirements, project management etc. Being exposed to both, Manufacturing & R&D, will enable you to see how the different areas work together to connect the value of Avery Dennison products and solutions to markets, customers, employees and other stakeholders.

Positions such as Product Development Engineer or New Technology Project Leader are some of the potential positions offered immediately after the program.

Position Requirements:

We are looking for candidates who are just about to complete – or have recently completed – a Bachelor or Master degree in Chemistry, Chemical Engineering, Materials Science or equivalent. Knowledge about polymers and a maximum of 2 years of professional experience in an international company are a plus.

We are looking for candidates who are highly motivated and creative thinkers. But we're also looking for people who:

- Have strong analytical and problem solving skills
- Enjoy a varied, fast-moving environment
- Are global team players
- Are willing and flexible to relocate into different projects & locations across Europe during the 2 years program
- Are fluent in English with preferably one additional European language
- Can effectively communicate at all levels of the organization

For the European Graduate Program EU Citizenship is required.

Are you interested or do you know someone who might be?

Please apply today on our [Career Site](#). Don't hesitate to contact Kathy Keiper, Graduate Program Manager Europe for more information via Kathy.Keiper@eu.averydennison.com