Student Internship & Full-Time OPPORTUNITIES AT The Estée Lauder Companies

Start your exciting career journey at The Estée Lauder Companies by exploring our internship and full-time opportunities.

To learn more about our internship and full-time opportunities or apply for positions, please visit elcompanies.com/talent and elcompanies.com/talent/students
“I didn’t get there by wishing for it or hoping for it, but by WORKING FOR IT.”

Mrs. Estée Lauder
INTERNSHIP OPPORTUNITIES

Lauder Summer Internship Program
The Lauder Summer Internship Program offers U.S. undergraduate students the opportunity to think critically in real-world corporate situations. Students can apply for openings in our corporate functions or 25+ brands, and will be assigned based on their academic backgrounds and interests once accepted.

Opportunities span Creative, Corporate Marketing, Communications, Finance & Strategy, HR, Supply Chain, IT, Online and R&D.

PROGRAM DATES: June to mid-August (10-week program) for majority of roles; R&D program runs from late-May to mid-August (12-week program)

LOCATIONS: A majority of the U.S. roles are based in New York City; IT roles are available in Long Island City, NY; R&D roles are available in Melville, NY and Blaine, MN; select Marketing & Communications roles may be available in Los Angeles, CA

DEADLINES: Applications can be submitted online from early September to early November; offers are typically extended by December

ELIGIBILITY: Available to rising undergraduate seniors on track to graduate in May

ADDITIONAL REQUIREMENTS: Demonstrated record of achievement in relevant coursework; previous work experience and extracurricular activities are also taken into consideration

The number of roles offered by business area and location vary and depend on business needs.

Presidential Program Summer Internship
The Presidential Program Summer Internship is designed to attract top undergraduate and MBA students to pursue an accelerated pathway of career development. The internship offers opportunities at two levels: the Presidential Associate Internship for rising undergraduate seniors and the Presidential Management Associate Internship for first year MBA candidates. Both levels of the internship offer a challenging and engaging experience to work under the guidance and support of a key executive within a critical business function that interests them. The program also offers a suite of activities ranging from attending senior management presentations to participating in professional development programs. Participants have an opportunity to be considered for the full-time Presidential Program upon graduation.

Internships are available across Consumer Engagement, Travel Retail, Online, Human Resources, Global Supply Chain and Creative/Design.

DATES: Early June through mid-August (10-week program)

LOCATION: A majority of the U.S. roles are based in New York City

DEADLINES: Applications can be submitted online from early September to early November; offers are typically extended by December

ELIGIBILITY: Students must be rising seniors for Presidential Associate internship positions, or first year MBA students for Presidential Management Associate internship positions
Finance & Strategy MBA Summer Internship

The Estée Lauder Companies’ Finance & Strategy MBA Summer Internship promotes continuous leadership development, hands-on practical experience, group networking opportunities, and strategic thinking initiatives to advance participants’ learning and career growth. The program offers participants the opportunity to own and collaborate on instrumental projects that are aligned to strategic business priorities. Interns have an opportunity to be considered for a full-time position in the Finance & Strategy Leadership Associate Program (FASLEAP) upon completing their degree.

Internships are available across Global Brand Finance and Strategy, North America Regional Finance and Strategy, Corporate Financial Planning and Analysis, Global Value Creation (Program Office for Key Initiatives), E-Commerce & Online Finance, Research and Development Finance, Supply Chain Finance and Investor Relations.

DATES: Early June through mid-August (10-week program)

LOCATION: New York City

DEADLINES: Applications can be submitted online from Early September to early December; offers are typically extended in January

ELIGIBILITY: First year MBA students with a focus in finance, strategy and/or general management
FULL-TIME OPPORTUNITIES

Entry-Level Positions at The Estée Lauder Companies

The Estée Lauder Companies seeks high-performers from all university levels (BA/BS, MS, MBA) to bring fresh perspectives to our teams. Our talent management team works diligently to set our full-time professionals up for success. Business leaders are assigned to help students define business goals, develop their skill-set, and guide them to make an impact from day one.

APPLYING FOR A ROLE: Entry-level positions will be listed on elcompanies.com/talent as they become available. Apply to roles approximately one month before your desired start date.

IMPORTANT NOTE: When submitting your application, please indicate that you heard about opportunities at The Estée Lauder Companies during a Career Fair. Please select the appropriate Career Fair from the list.

The Presidential Associate Program

The Presidential Associate Program is an 18-month rotational program designed for recent graduates of undergraduate institutions. Participants will gain unique company and business insights by participating in three rotations that each explore a new area of the Company. In each rotation, participants will have the opportunity to apply their knowledge to strategic business projects. The program stresses development, leadership, collaboration, excellence, transparency, and agility. Our goal is to attract, retain, and develop the best future leaders of the organization.

The Presidential Associate Program offers the following tracks: Consumer Engagement, Creative/Design, Human Resources, Online and Travel Retail.

PROGRAM DATES: Begins the September after graduation. 18-month program; each rotation lasts 6 months

LOCATIONS: A majority of the U.S. roles are based in New York City

DEADLINES: Applications can be submitted online from mid-August to mid-October; offers are typically extended by December

ELIGIBILITY: Students need to be undergraduate seniors, graduating in December or May

ADDITIONAL REQUIREMENTS: Applicants must have relevant internship experience with a demonstrated record of achievement, strong interpersonal skills, self-driven and the ability to motivate and influence others
The Presidential Management Associate Program

The Presidential Management Associate Program is a two-year rotational program designed to attract top global business school graduates to pursue an accelerated pathway of career development. The program consists of four, 6-month rotations designed to provide participants with well-rounded knowledge in a particular functional area of the business. While a majority of the positions are based in North America, the Presidential Management Associate Program collaborates strategically with international teams to drive regional priorities.

The Presidential Management Associate Program offers the following tracks: Consumer Engagement, Creative/Design, Human Resources, Global Supply Chain, Online, Travel Retail and Asia Pacific (must be authorized to work in China, Hong Kong, or Singapore). Candidates interested in Finance should apply for the Finance & Strategy Leadership Associate Program (see below).

PROGRAM DATES: Begins the September after graduation. 2-year program; each rotation lasts 6 months

LOCATIONS: A majority of the U.S. roles are based in New York City

DEADLINES: Applications can be submitted online from early September to early November; offers are typically extended by December

ELIGIBILITY: Second year MBA students

ADDITIONAL REQUIREMENTS: Applicants must have five years of work experience with a demonstrated record of achievement, strong interpersonal skills, self-driven and the ability to motivate and influence others

Finance & Strategy Leadership Associate Program

The Finance & Strategy Leadership Associate Program (FASLEAP) is intended for MBA graduates who are interested in pursuing a career in Finance and would like to explore a variety of different areas within this field. The program lasts between 2–3 years and includes a variety of project rotations, each lasting between 6–12 months.

The program offers participants the opportunity to own and collaborate on instrumental projects that are aligned to strategic business priorities. It also includes networking opportunities through various planned events and activities to provide exposure to other facets of the Company and mentoring by seasoned Finance executives.


PROGRAM DATES: Begins the September after graduation. 2-3 year program; each rotation lasts 6-12 months

LOCATIONS: New York City

DEADLINES: Applications can be submitted online from early September to early November; offers are extended by December

ELIGIBILITY: Second year MBA students with a focus in finance, strategy and/or general management

ADDITIONAL REQUIREMENTS: Applicants must be interested in a career in strategic finance; problem solvers with strong strategic thinking and financial analysis skills; bring a passion for continuous learning; have a keen ability to build collaborative relationships; strong communication skills; demonstrate enthusiasm for The Estée Lauder Companies and prestige beauty