

For our offices in Venlo or Cologne we are looking for an enthusiastic:

(Graduate) Intern People Development (m/f/d) Venlo or Cologne

Do you want to develop both professionally and personally? Our fast-growing, international environment offers you a lot of room for development and opportunities to grow!

About the internship

In this internship position, you will support in developing strategies and programs to engage, develop and retain SAE employees alongside the employee life cycle. You will help to design and implement global processes and innovative HR initiatives for the identification and development of talents for SAE. You will work closely with and report to the Senior Manager People and Leadership Development. A successful internship can be a great opportunity to stay with us in a permanent position after your graduation!

Your Tasks

Depending on whether you will be doing a practical internship or writing a thesis, we will put together an appropriate set of tasks. During your internship you will be offered the chance to work on, research and often even implement your ideas, which allows you to also actually see your work in action! In any case, you will work as a full member of our HR team during your internship! Examples of possible tasks are:

- Support in establishing and implementing concepts for training (including e-learnings)
- Administrative tasks with regards to training and onboarding
- Support in the implementation of learning tools
- Support in developing and implementing different Leadership Development Programs
- Support in the implementation of feedback initiatives
- Support in the design of a company-wide competency framework
- Coordinating and managing the Language Learning System
- Help implementing various development methods that connect to business needs
- Support in implementing a new Learning Management System

Your Profile

To be successful in this internship, you should have an educational background in HR (preferably training, diagnostics, psychology or people development). Furthermore, we are looking for someone who is doing a bachelor or other university study and who has a self-guided and independent working style.

- Basic understanding of HR processes, people development, training, and coaching.
- Preferably basic understanding of development concepts, methods, tools, and techniques.
- Preferably first experience in Training and Moderation.
- Preferably basic user knowledge of training and development tools.
- You would like to work in an international setting and therefore you have a good command of the English or German language. Knowledge of Dutch is an advantage, but not a must.
- A good command of Microsoft Office (Outlook, PowerPoint, etcetera).
- Good conceptual and analytical skills.
- Strong initiative and ability to learn.
- Holistic and out of the box thinking.
- Digital approach.
- Willingness to travel to Venlo or Cologne.

We are curious to know who you are and what your drive is; what qualities you want to develop and what qualities you bring to the table.

What we offer you

- An international and dynamic work environment.
- A chance to get a job after finishing your study and internship.
- You have the opportunity to take full ownership of your work and make an impact on the business.
- A lot of room to grow and develop, both personally and professionally. You will not only get a lot of responsibility, but also the possibility to share your own ideas and suggestions.
- A fun team with enthusiastic colleagues.
- An appealing internship allowance.
- **Sports Offers:** To further boost your health, you can use our on-site fitness center.
- **Rooftop terrace:** In our company canteen you can order a variety of meals for affordable prices and we have a large rooftop terrace where you can enjoy the sun during your lunch break.
- **Training policy:** We are happy to promote your professional future with us and offer various training courses in our company and with external partners.
- **Team- & Company Events:** One team, one goal. Individual team events and regular company events are high on our list.
- **Employee sale & discount:** Several times a year, we offer you discounted employee sales directly in our warehouse as well as 10% off on our assortment for all employees.

About us

SHOP APOTHEKE EUROPE is an international e-commerce company with headquarters in the Netherlands, offices in Cologne & Berlin and further locations in Europe. As one of Europe's leading e-pharmacies with web shops in seven countries, we ensure that millions of people can rely on us for their health every day. We are growing extremely dynamically and are looking for more team players who want to continue this exciting development and the successful growth of the past years together with us!

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