

Iberdrola group launches International Graduate Programme to recruit and train young talent

- In 2022 alone, the wider group plans to hire 164 recent graduates and young recruits with less than two years of experience
- New recruits will be offered a two-year training plan, including at least six months of international experience

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Iberdrola (ScottishPower / AVANGRID) has launched its International Graduate Programme with the aim of attracting and incorporating young talent to support its ambitious international growth plan.

The initiative is aimed at recent graduates or people with less than two years of experience. Those selected to join the company will be offered a two-year training plan that includes rotations in different business areas of the group and at least a six-month international assignment at the group's headquarters across the world.

In 2022, the company is offering 164 positions mainly related to engineering, big data, data analytics, cybersecurity, business administration and management, legal and finance.

The International Graduate Programme aims to strengthen the company's talent profile to deliver on its ambitious strategy. Iberdrola is investing around €150 billion globally to 2030 to triple its renewable energy capacity and double its networks assets.

With an anticipated shortage of STEM (science, technology, engineering and mathematics) professionals expected in the coming years, Iberdrola will supplement its support for schools, colleges and universities with its own in-house training programme to develop future leaders. In this decade, the demand for profiles in these disciplines is expected to increase by up to 14% in Europe and 24% in the United States.

For the selection of candidates, in addition to academic records and language skills, Iberdrola will also be considering other factors, such as willingness to work in different countries and readiness to embrace multi-disciplinary learning.

The deadline for submitting applications begins today (date). Interested parties can find more details and complete an application on the Iberdrola group's talent site: www.iberdrola.com/talent/international-graduate-program

The creation of quality employment is a strategic pillar of the company's strategy. The group plans to hire nearly 20,000 new recruits by 2025. In the last year alone, the company has hired more than 5,600 people, 36% of the total were younger than 30.