

## Iberdrola launches its International Graduate Programme 2023 for the recruitment and training of young talents

- The company plans to hire around 300 young people this year, either recent graduates or with less than two years' experience.
- The young people will have a two-year training plan that includes at least six months of international experience in other countries where Iberdrola has a presence.

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Iberdrola launches its International Graduate Programme 2023 with the aim of attracting and incorporating young talent and anticipating future needs arising from its recently communicated ambitious growth and investment plan.

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

In this 2023 edition, the company offers around 300 vacancies in positions mainly related to engineering, *big data*, *data analytics* and cybersecurity, in addition to other degrees such as Business Administration and Management, Economics and Law, Mathematics or Physics and Chemistry.

Through its International Graduate Programme, the group will be able to anticipate its growth needs and guarantee its coverage with the best talent.

In this way, the company is committed to training the specialists and leaders of the future in view of the shortage of STEM (science, technology, engineering and mathematics) professionals expected in the coming years. 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 their academic record and language skills, other factors will be taken into account, such as their willingness to work in different countries, including Australia, the USA, Ireland, Mexico and Brazil, and their interest in developing in different areas of knowledge.

Interested applicants can consult all the conditions and find all vacancies available for the [International Graduate Programme](http://www.iberdrola.com) on the website [www.iberdrola.com](http://www.iberdrola.com).

This third edition of the Iberdrola group's International Graduate Programme is part of the company's commitment to young talent and equal opportunities in the countries where it operates. In addition to completing their training, those selected will have the opportunity to develop their career in a global energy leader in renewable energies, key to the energy transition and decarbonisation.

The creation of quality employment is a strategic pillar of the company's social commitment, which plans to hire close to 11,000 new employees in the group until 2025. In the last year alone, the company has hired more than 5,600 people, 36% of them under 30 years of age.

This commitment to human capital is the result of the company's investment efforts and growth plans, with investments of €47 billion up to 2025, with which it will double its renewable capacity and advance in smart grids and the electrification of the economy.

Press release