

Career & Development



Jobs, functions & roles.

We are constantly looking for people join us in our constant ambition to take L'Oréal Germany to the next level. From data analysts and programmatic traders to product managers, we are looking for a wide variety of personalities who are eager to add their skills to the L'Oréal teams.

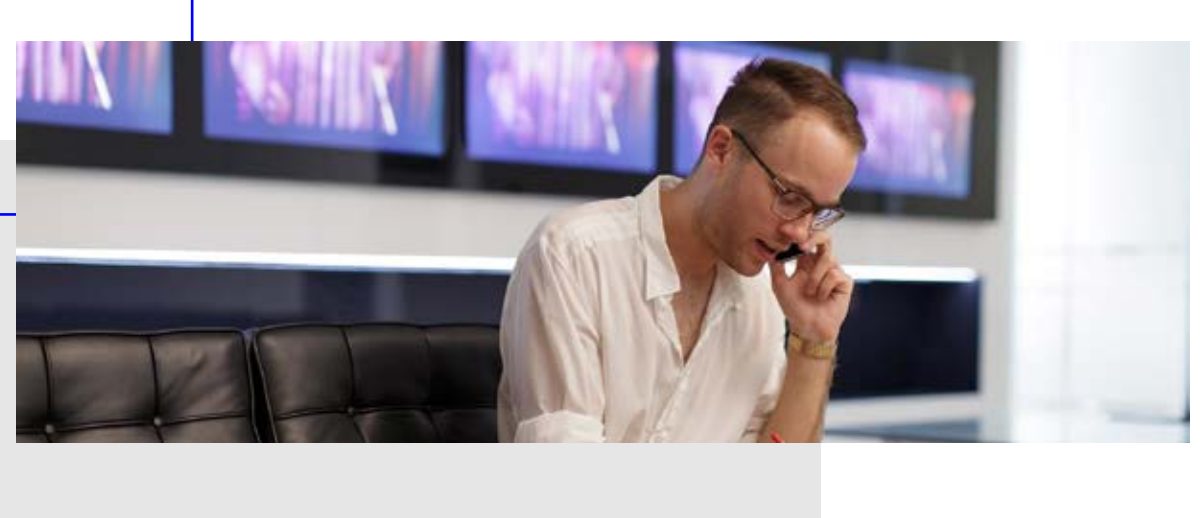
As our jobs vary greatly from brand to brand, even with the same job title, you will find details of the requirements in the individual job advertisements. This will help you to find out which job scope suits you best.

[Here](#) you will find all current internship and job opportunities.

Development at L'Oréal

At L'Oréal, your personal development will be an important topic, already beginning in the interviews. We would like to get an idea of who you are and who you could be at L'Oréal. This is less about predetermined career paths and more about long-term experiences and roles that fit your personality, your ambitions and your potential. Of course, future roles are difficult to predict, especially in a very dynamic business, but our focus in the application process lies on identifying and promoting potential right from the start.

You meet regularly with your superior (e.g. every six months) to discuss your individual development direction. To this end, our HR Learning team offers a wide range of tools, seminars and workshops to promote your personal development in the best possible way.



Compensation & Benefits

Benefits

Our benefits are based on the four pillars of health management, safety & social, family & career and services. The benefits we offer can be found [here](#).

Salary Structure

In addition to the benefits mentioned above, we promote transparency regarding our salary structure, in particular our youngest salaries. You will find all information in the document attached [here](#).

Insights

Would you like to gain further interesting insights about this topic? Then click [here](#) and find out more about salary transparency from Martina Heim (Head of Total Rewards Germany).

Selection procedures & interview processes.

As the application process can vary depending on the position you apply for, we have compiled all important information in one document, which you can find [here](#).