



Indaver International Graduate Program (IIGP)

What will your working day look like?

First things first—apply! We're excited to hear from you. Send us your application, and we'll carefully review it. If you're a great fit, we'll be in touch to discuss the next steps. We can't wait to see what you bring!

As an Indaver Graduate, you'll start with an orientation. You'll get to know our company, meet your mentor and supervisor, and visit our sites to see what we do. You'll also connect with 9 other graduates, forming a supportive community.

Your journey begins with your first assignment, where you'll gain hands-on experience and start developing your personal growth plan. As you progress, you'll take on new projects, learn our processes, and even have the chance to work abroad. By the end, you'll be ready to step into a specialized or leadership role at Indaver.

What will be your biggest challenge?

Starting your career is exciting, but it can be overwhelming. You might be asking yourself:

- What are my true interests and skills?
- What kind of team do I want to join?
- Where do I want to live and work?
- How can I make a meaningful impact?

These are big questions, and it's okay if you don't have all the answers yet. The IIGP helps you explore different roles within our company so you can find the path that's right for you.

How will you make a difference?

You should have (or be close to completing) a Bachelor's or Master's degree. Fluency in English and up to one year of work experience are key. If you're eager to learn and ready to take on challenges, we'd love to hear from you.

Both graduates with bachelor's and master's degrees have the potential to progress into management or technical roles at the tail end of this programme. Depending on your education, you will follow a specific track:

- A **technical track** prepares you for a technical job. It fits perfectly with a degree in Science or Engineering.
- A **general track** prepares you for a support or more general position. This pathway is aimed at graduates in Economics, Finance, Business, Supply Chain, IT, or similar.

What can we offer you?

Joining the IIGP is more than just starting a job—it's an international experience that will shape your future. Here's what you can expect:

- A dynamic, two-year learning journey
- A personalized career and development plan
- Opportunities for personal growth and skill development
- International work experience
- A competitive salary
- A laptop and smartphone

Where will you be working?

Creating a clean future together. For Indaver, waste is not an end destination, but a source of new materials. We add new value to waste by recovering energy and materials. In this way, we are a key link in the circular economy. With our 'safe sink approach', we make sure that hazardous components do not enter the material and food chain. Indaver is an international company active in Europe with 2000 staff on board. Together we provide sustainable waste solutions for industry and families.

The IIGP is spread over 2 years and 4 areas of the business, of which one semester is spent abroad. Every 6 months you will take on a new project in a new department. Where you end up depends on your skillset and your professional background.

Possible locations include:

- Belgium: Mechelen, Beveren, Doel/Antwerp
- The Netherlands: Dordrecht/Nieuwdorp
- Ireland / United Kingdom: Meath, Rivenhall (Essex)
- Germany: Hamburg, Biebesheim

Ensuring a clean future together