What is a rotational/leadership development program?
An entry-level position that allows you to gain insight and experience by rotating through a variety of areas within a company over a 2-3 year period. Some companies also offer rotational internship programs.

Employers in many industries have opportunities across different functional areas; for example, engineering companies have rotational programs in marketing & communications and finance employers have programs in human resources.

Benefits of rotational & leadership development programs
- Explore different organizational areas and determine the best fit for your interests and skills
- Position yourself for future management or leadership roles with an employer
- Develop relationships with colleagues across the organization (many programs arrange mentoring for new hires)
- Take advantage of hands-on training and professional development opportunities

Visit careers.tufts.edu/students/rotational.asp for links to rotational programs by industry
Rotational and Leadership Development Programs
Research employers to understand their programs and how they differ from other opportunities. Rotational program options are listed in parentheses after each employer.

Communications/Media & Sports
- ESPN (content, production operations)
- NBA (rotations vary by individual)
- NBC Universal (entertainment, marketing, news, production, and more)
- NFL (rotations vary w/ business needs)
- Pearson (data analytics, engineering, marketing, product development, social media and more)
- Simon & Schuster (adult or children’s publishing, digital, corporate communications)
- Turner Broadcasting System (strategic marketing, PR, interactive, design, production and more)

Consumer Products & Business Services
- Adidas Group (finance, HR, innovation team, product development, marketing, sales, and more)
- American Airlines (IT)
- Burger King (corporate management)
- Coca-Cola (business, finance, HR, sales, supply chain)
- Diageo (commercial, finance, supply leadership)
- Dropbox (user operations, sales)
- EF Education (global management)
- Ford Motor Co. (rotations vary)
- Gallo Winery (finance, sales & marketing, training & recruiting and more)
- Gap, Inc. (inventory, retail)
- General Mills (finance)
- Johnson & Johnson (finance, global operations, IT, marketing, sales)
- L’Oreal (corporate management)
- Stanley Black & Decker (operations, finance, HR, IT, marketing, sales and more)
- TJX (merchandising)
- Toshiba (engineering, sales)
- Unilever (customer development, finance, HR, IT, marketing, R&D, supply chain)

Engineering & Technology
- Alliant Energy (engineering)
- AT&T (engineering, IT, retail sales, sales management)
- BAE Systems (engineering, finance, operations)
- Boeing (business)
- BP (multiple opportunities in engineering science, and business & trading)
- Caterpillar (communications, finance, HR, logistics, technical marketing and more)
- DuPont (rotations vary)
- Eaton Corporation (applications engineering, IT, HR, technical sales and more)
- EMC (business operations, finance, HR, marketing & more)
- GE Energy (financial services)
- Hypertherm (design engineering)
- Intel (engineering)
- International Rectifier (engineering)
- Intuit (experience design, finance, HR, marketing & more)
- Lafarge (business, engineering, finance, marketing, sales)
- Lockheed Martin (communications, engineering, finance, operations)
- Microsoft (finance)
- Northrop Grumman (engineering and manufacturing, business management, supply chain)
- Pratt & Whitney (manufacturing engineering)
- Raytheon (business development, engineering, finance, HR, IT)
- Schneider Electric (engineering)
- Texton (engineering, finance, HR, IT, marketing & sales, supply chain)
- TripAdvisor (product and marketing)

Finance/Financial Services
- BNY Mellon (investment services)
- Capital One (commercial banking, finance, HR, IT, project management)
- Citadel (global equities)
- Citigroup (technology)
- The Hartford Financial Services Group (insurance)
- International Monetary Fund (research assistant)
- Liberty Mutual (product mgmt, distribution and marketing)
- Lincoln Financial (rotations vary)
- Morgan Stanley (institutional securities, investment management, global wealth management and more)
- State Street (investment research, sales, risk management, IT, HR, compliance and more)
- Sun Life Financial (employee benefits group or numerous support divisions, including finance, IT and more)
- Unum (rotations vary by individual)
- Vanguard (investment analysis, relationship management, sales, technology and more)

Healthcare & Science
- Abbott (engineering, enviro. safety, finance & more)
- Aetna (IT)
- Air Products (engineering, IT, HR)
- BASF (engineering, finance, HR, sales & marketing)
- Cardinal Health (engineering, finance, HR, IT, marketing, supply chain)
- Dow (business, commercial development, HR, public & government affairs)
- Genentech (operations, process development)
- Integra Life Sciences (quality, clinical and regulatory, ops)
- Thermo Fisher Scientific (finance, IT, operations, product development)