



Start with us
into the **future.**



The Santander Digitalization Top-Talent Program offers a 6 month work experience for high-potential graduates in Germany. The program is designed for highly motivated individuals with a curious mind, who are willing to develop their career very fast by facing various challenges. You will participate in a structured development program that brings together the best graduates from technical faculties, mostly focused on information systems and data science.

Digitalization Top-Talent Scholarship Program

Kickstart your career with Santander!

Being part of an inspiring team of experts in different areas as Digital Transformation, Technology, Database Marketing and Santander Consumer Technology Services you will work at the leading edge of the banking revolution by taking new and innovative ideas from pilot to commercially viable reality by showing your Data science, data engineering and visual analytics skills.

Your professional challenges

- Communicate and discuss complex analytical and technical concepts to a business audience
- Support the development of productive solutions together with product development, data engineers and data architects.
- Discuss ideas with the business units and proof the feasibility of pilot projects, solving exciting problems to drive improvements to web traffic, conversion, engagement, and retention.
- Deliver on web goals and targets by leveraging a vast array of web data, analyzing customer behavior and developing new and innovative customers' analytics methods.
- Develop algorithms for data preparation, feature extraction, data analytics and machine learning.

Your Profile

- Ph. D., master's or bachelor's degree in Computer Science, Mathematics, Business Administration or a related quantitative discipline
- Capability to identify analytical and forecasting models for provided cases
- Experience in common coding languages like: e.g. SQL, JavaScript, Swift, Python or R, Spark, Rust, etc.
- Experience in implementing machine learning solutions in AWS or Azure Hadoop
- Passion for learning, facing complex data issues, programming challenges and critical deadlines
- Fluent in English (C1 minimum)



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Benefits

- A full-time, 6 month work experience in the areas of Digital Transformation, Technology, Database Marketing and Santander Consumer Technology Services.
- An inspiring learning-by-doing environment.
- From the beginning on you'll be involved in exciting projects, where you can actively support the transformation process of Santander Germany. Be a part of our new working and technology culture.
- We promote your professional development through a structured mentoring program within each area
- We value your work-life balance, support you with various offers and enable flexible working hours
- Last but not least: take a break with your favorite colleagues and have a tasty and healthy lunch every work day in our staff restaurant

You'll be placed in a full-time, paid internship position within the company. Afterwards we give five interns the chance of a permanent job position at Santander Germany. All successfully completed internships are considered for a job interview.