

FAQ Demant Graduate Programme

Questions for the application process

1. Q: How and when can I apply?

A: You can apply through our job portal. You can find the link to the various job ads in the top banner once we go live on 1st November 2025.

2. Q: How many tracks can I apply for?

A: There is no limit to the number of tracks you can apply for, but we encourage you to only apply for tracks that fit your academic and professional background, and to let your motivation for the individual tracks show.

3. Q: When is the last application deadline for the Graduate Programme?

A: We communicate our final decision in February.

4. Q: When will the final candidates be notified?

A: We communicate our final decision in February.

5. Q: Do I need to speak Danish to apply for the Graduate Programme?

A: It is not required to speak Danish, as Demant is an international company, and our business language is English.

6. Q: Can I apply for the Graduate Programme before graduating?

A: It is possible to apply for the Graduate Programme before you graduate, as long as you complete your studies before 1 September.

7. Q: How much time after graduation am I able to apply for the graduate programme?

A: Candidates that have up to two years of working experience are welcome to apply.

8. Q: What if I have been working somewhere else for some time after graduating?

A: Candidates that have up to two years of working experience are welcome to apply.

9. Q: How many graduates do you hire each year?

A: We do not hire a fixed number of graduates as it depends on the business needs, but usually we hire about 10 graduates.

Questions for the graduate tracks / rotations

10. Q: What are the differences between the tracks?

A: [Read about it here](#)

11. Q: What role do graduates have in the departments where they rotate?

A: During each rotation, graduates are full members of the teams they are working in, so it depends on the team and the department.

12. Q: Is training included in the Graduate Programme?

A: Yes, the graduates take part in several training classes.

13. Q: Will there be a rotation abroad?

A: It is not mandatory to spend a rotation abroad. However, if there is a good opportunity and a business need, we will support our graduates in a rotation abroad.

General questions about the Graduate Programme

14. Q: When does the Graduate Programme start?

A: The Programme starts on 1 September each year.

15. Q: How long does the Graduate Programme last?

A: The Programme lasts two years.

16. Q: How many rotations do graduates have and how long do they last?

A: Usually, our graduates have three or four rotations, each lasting six to eight months.

17. Q: Are graduates guaranteed a position with Demant after the Graduate Programme?

A: Yes, graduates sign a permanent contract from the beginning of the Programme. The validity of their contract continues after the Programme ends.

18. Q: If I am selected, can I start the Graduate Programme earlier than September?

A: Sometimes, there is the possibility to start working as a student assistant before the Programme starts. If you finish your master's degree earlier, there is also the possibility to start in a full-time position.

19. Q: Does graduates receive salary during their graduate programme?

A: Yes, graduates receive a full-time salary from the start.

20. Q: Where do the graduates live?

A: Our graduates need to arrange their own accommodation. But if they go abroad for a rotation, we provide housing for them.

21. Q: Where are the graduate's primary work location?

A: Most of our graduates work at our headquarters in Smørum, just outside of Copenhagen (30-minute train ride from Copenhagen central station). Some graduates work at our production site in Ballerup, at EPOS in Ballerup or at Interacoustics in Middelfart during a rotation.

22. Q: Are there perks that graduates benefit from?

A: As a Demant employee, you have the same benefits as all other employees. For example, you have access to our gym where you can take sports classes, such as yoga and cross fit, but you can also do individual training. Moreover, we have massage facilities and a price-winning canteen etc

23. Q: How can I learn more from the current graduates?

A: You can learn more about our current graduates via our [Graduate page](#).

For more information, please visit our [Graduate page](#).

We look forward to hearing from you and receiving your application.

Best regards,

The Demant Graduate Programme committee