

Future Leaders Graduate Program - Business Analytics

📍 Düsseldorf or Hamburg

In a nutshell

Are you an ambitious graduate ready to tackle complex challenges at the intersection of data, strategy, tech and sustainability? The *Future Leaders Graduate Program - Business Analytics* at Picnic is a two-year launchpad into a high-impact career where you'll combine sharp thinking with hands-on execution. From day one, you'll join a business team, take ownership of key projects, and grow into a future leader who doesn't just identify opportunities—you make them happen!

At Picnic, we don't advise from the sidelines! We roll up our sleeves and build. Whether it's rethinking how customers interact with our app or optimizing our electric vehicle routes, we turn ideas into tangible solutions through a unique mix of analytical thinking, smart technology, and close collaboration across teams. Your work will be seen, shared, and make a real difference.

Tricks of the trade

- **Lead with ambition:** You'll take the driver's seat and redefine the grocery shopping experience for tens of thousands of customers across Germany and beyond. Your unstoppable ambition to drive innovation and create visible impact will help you become a true leader at Picnic!
- **Steep learning curve:** You'll be working on projects at the intersection of data, strategy, tech and sustainability - so your learning starts fast. You'll get targeted training that combines leadership and tech skills from the very beginning and apply them right away on building sustainable long-term solutions to actual business challenges.
- **Solve real-life puzzles:** You'll join a business team and start working on a high-impact project. You won't just watch from the sidelines, you'll blend hands-on training with immediate execution, making your mark from day one.
- **Innovate across borders:** Your training will take place primarily in our Düsseldorf and Amsterdam offices. You'll work closely with colleagues from our French and Dutch markets and contribute to projects that span across borders.

From learning to leading

In this program, we focus on developing well-rounded leaders who combine analytical strength with sharp decision-making and collaboration skills.


In your first six months, you'll own a business-critical project from start to finish—supported by mentorship, learning sessions, and regular feedback. You'll strengthen your leadership abilities like project management, storytelling, stakeholder communication, giving & receiving feedback, while sharpening your skills in Python, SQL, Google Sheets, and PowerPoint.


As the program progresses, your scope will grow. You may scale your initial project or take on a new challenge within the same domain. Every six months, you'll have a structured check-in with your team lead and HR to reflect, plan, and adjust your development path.

The projects you'll be working on will be creating direct value for business growth. Here are some topics through which we shape the future of tech-driven retail and where you can be part of:

- **Personalize the shopping experience for millions, making every app interaction feel tailor-made.**
- **Minimize food waste to fuel a more sustainable world.**
- **Build the future of robotic fulfilment and warehouse automation at scale.**

 **Program start:** October 1st 2025 (**earlier start dates are possible** as well — please indicate your preference in the application question)

 **Location:** full-time in Düsseldorf or Hamburg, with a couple of trips to Amsterdam for training purposes

 **Application deadline:** August 15th, 23:59 CEST – Given possible earlier start dates, we recommend applying at least six weeks before your preferred start date.

Your superpowers

- You're about to graduate (or recently graduated) a Masters degree in a quantitative field
- You've completed relevant **internships or student programs in high-performing, fast-paced environments**; experience in top-tier strategy consulting is a strong plus
- You're energized by **taking initiative**, solving complex puzzles, and thinking creatively; entrepreneurial experience is a strong plus

- You have a **builder mindset**: hands-on, curious, and eager to challenge the status quo with practical solutions
- You have already gained basic knowledge in PowerPoint, Python, SQL, R or similar
- You hold an EU citizenship at the moment of your application

Picnic Perks

Rewarding Impact from Day One

You'll receive an attractive compensation package, designed to reward your ambition, drive, and the direct impact you'll make from your very first project.

Learning & development

Our **Future Leaders Graduate Program - Business Analytics** is designed to offer you a steep learning curve by taking business ownership and end-to-end responsibility early on. You'll get to learn by doing, while mentored by our Picnic leaders that had a similar journey like you. Next to that, you'll benefit from other opportunities like Lepaya training for polishing soft skills or Picnic Tech Academy training in case you want to learn new skills other than what you already do in this program. We also offer free access to trained psychologists via our OpenUp partner, and German language classes if you'd like to get your experience in Germany to the next level.

Relocation

If you're moving from another country to join Picnic we make it as smooth as possible for you. We'll cover your flight costs and a first month's accommodation.

Fresh Lunch, coffee, and snacks

Our offices are equipped with fully-fledged coffee bars and a kitchen. We get delicious fresh and warm lunches every day so you can keep your energy up.

All the rest

At Picnic you get 30 holidays, we cover your travel expenses and offer a pension plan. And your phone and laptop are on us, of course.

Want to get to know more about the selection process, live Q&A sessions and much more? Feel free to check out **jobs.picnic.app**!