

# Hydro Summer internship positions 2023

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# Technology and Operational Support IOS Electrolysis – Årdal/Sunndal

**No. of positions:** 2

## **About the department**

The Technology and Operational Support (TOS) unit is part of Hydro's Aluminium Metal business area and consists of around 190 employees within eight units across six locations in Norway and Germany. The main task of TOS is to support all commercial and operational units in accelerating Aluminium Metal's profitability and sustainability agenda in the short and medium term – while having longer term technology development as a core activity.

IOS Electrolysis develops systems and technologies for improved productivity in our aluminium reduction plants.

## **Area of responsibility**

Analytics, operations and process control of electrolysis cells.

## **Education**

- Cybernetics and Robotics / Kybernetikk og robotikk
- Applied Physics and Mathematics / Fysikk og matematikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Materials Science and Engineering / Materialteknologi

## **Additional information**

- Interested in analytics
- General programming skills
- Ability to combine theory with real world challenges

# Energy Power Production – Sogn

**No. of positions:** 1

**About the department**

Power Production. Several dams, magazine and power plants.

**Area of responsibility**

Follow up projects whit regards to goverment reirements. Internal overviews.

**Education**

- Civil and Environmental Engineering / Bygg og miljøteknikk

**Specific skills / competencies**

Basic knowlegde.

**Additional information**

Controlling function, inspections of dams and waterways.

# Carbon – Årdal

**No. of positions:** 2

## **About the department**

About the department

Årdal Carbon produces around 216 000 tons of anodes per year and are supplied to the electrolysis in Karmøy KTP, Sunndal, Høyanger and Årdal. Electrolysis operation strongly depends on a stable / predictable anode quality. We are working with continuous improvement in production processes, building up superior operator knowledge /experience, establishing pro-active and predictive maintenance, aiming for the best HSE.

## **Area of responsibility**

- Follow up of selected production parameters and maintenance
- Statistics data handling and visualization in PowerBi dashboard for example
- Cooperation with operators, technology and the Digital Technology department

The project will be adjusted based on the competence and qualities of the selected intern. The intern will have a large degree of influence when it comes to execution of the project (within the scope of the project). You will be working close to anode production, and will get first hand and in depth look into this process.

## **Education**

- Cybernetics and Robotics / Kybernetikk og robotikk
- Engineering and ICT / Ingeniørvitenskap og IKT
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Civil and Environmental Engineering / Bygg og miljøteknikk
- Energy and Environmental Engineering / Energi og miljø
- Materials Science and Engineering / Materialteknologi
- Safety, Health and Environment / Helse, miljø og sikkerhet
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

## **Specific skills / competencies**

- Knowledge and experiences with an analytical program (e.g. Python, excel, Power BI)

# The Technology and Operational Support IOS Carbon – Årdal

**No. of positions: 2**

## **About the department**

The Technology and Operational Support (TOS) unit is part of Hydro's Aluminium Metal business area and consists of around 190 employees within eight units across six locations in Norway and Germany. The main task of TOS is to support all commercial and operational units in implementing and accelerating Primary Metal's profitability and sustainability agenda in the short and medium term – while having longer term technology development as a core activity.

The TOS IOS Carbon team executes technology development and operational support towards anode production units in Hydro. Area of responsibility covering raw materials, anode production processes, laboratory, QA through value chain and environment.

## **Area of responsibility**

The TOS Carbon intern will be part of an experienced engineer team working in close cooperation to both other TOS units, operations and universities.

Position 1, Cybernetics / process-control: Case(es) evaluating PID-regulation loops on defined process equipment in full scale production plant for potential improvements to be tested and implemented.

Position 2, Physics / mathematics: Establish a model for mixing and / or vibration stage of anode production as a foundation for building digital twins of the full scale production. Utilize data from process to generate models and dashboards.

A visit to the other Hydro anode production plant in Norway, Sunndal Metalplant, will be a part of the internship.

## **Education**

- Cybernetics and Robotics / Kybernetikk og robotikk
- Engineering and ICT / Ingeniørvitenskap og IKT
- Applied Physics and Mathematics / Fysikk og matematikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Nanotechnology / Nanoteknologi

## **Additional information**

Basic programming skills in Python or similar tools.

# Electrolysis – Årdal

**No. of positions: 1**

## **About the department**

The electrolysis in Årdal produces 200 000 tonnes of primary aluminium annually and has about 180 employees. We are working with continuous improvement in all production processes on a every day basis, upgrading our operator knowledge base, establishing a pro-active approach increasing the performance of our potlines.

## **Area of responsibility**

As a summer intern in the Electrolysis department, you will mainly work with tasks related to energy consumption and emissions (CO<sub>2</sub>). The tasks will be a combination of measurements in the potroom and analytic work.

## **Education**

- Materials Science and Engineering / Materialteknologi

## **Additional information**

- Proficient in Excel and PowerPoint
- Good IT skills are an advantage



# Hycast, Technology – Sunndal

**No. of positions:** 1

## **About the department**

The Technology department is responsible for the technology development at Hycast. 9 people with a large span of competence (including material science, robotics, cybernetics, coding and design) is working in the department.

## **Area of responsibility**

The summer intern will be working in our digital developing projects on digital twins, data analysis and computer vision. The work will be in close collaboration with the rest of the technology team.

## **Education**

- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Informatics / Informatikk
- Applied Physics and Mathematics / Fysikk og matematikk
- Materials Science and Engineering / Materialteknologi

## **Additional information**

Python or C#

# Hycast – Sunndal

**No. of positions: 1**

## **About the department**

Hycast is a world-leading technology developer of sustainable casthouse equipment for the aluminum industry. We are more than 60 employees in a high-technology and commercial environment, and is 100% owned by Hydro. Our strategic approach is to be a “Game Changer” by developing sustainable casthouse technologies and to meet future Industry 4.0 requirements.

## **Area of responsibility**

You will be a part of the Engineering team and work on an assignment to develop technology and digitalization within casthouse technologies.

- Programming
- Technology development within Industry 4.0
- Product Lifecycle Management (PLM)
- Commercial projects

## **Education**

- Cybernetics and Robotics / Kybernetikk og robotikk
- Electric Power Engineering / Electric Power Engineering
- Engineering and ICT / Ingeniørvitenskap og IKT
- Energy and Environmental Engineering / Energi og miljø
- Electronic Systems and Instrumentation
- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon

## **Additional information**

- Programming (PLC, Python, ...)
- Electrical engineering
- Instrumentation

# Primary Production, Maintenance Management – Sunndal

**No. of positions:** 1

## **About the department**

Maintenance are responsible for preventive and corrective maintenance for all of the production equipment. We do also minor projects, modifications and improvement work. Improvement work we mainly do in teams put together based on the need for competence.

## **Area of responsibility**

Work together in a team to increase reliability and reduce losses with tools like RCM, FMEA and learning from events. Use of new technology to collect data for better to predict condition of our machines is essential. To learn and implement tools within Industry 4.0 is important to develop maintenance and reduce losses. Specific tasks will be established together with operation and maintenance.

Teamwork is important in our way of developing and improve our production equipment. Include competence and end users together with leaders is how we work.

## **Education**

- Management of Technology / Ledelse av teknologi
- Engineering and ICT / Ingeniørvitenskap og IKT
- Mechanical Engineering / Produktutvikling og produksjon

## **Specific skills / competencies**

RAMS: Reliability, Availability, Maintainability, Safety

## **Additional information**

SAP PM, Phyton

# Technology and Operational Support, Cathouse – Sunndal

**No. of positions:** 1

## **About the department**

The Technology and Operational Support (TOS) unit is part of Hydro's Primary Metal business area and consists of around 190 employees within eight departments across six locations in Norway and Germany. The main task of TOS is to support all commercial and operational units in accelerating Primary Metal's profitability and sustainability agenda in the short and medium term - while having longer term technology development as a core activity.

We are looking for a summer intern for operational support to recycling and primary casthouses in Aluminium Metal. Casthouses are located in 18 locations in 10 different countries.

## **Area of responsibility**

- Develop digital training for use in the cathouse

## **Education**

- Master of Science

## **Additional information**

Location Sunndal.

# R&D – Materials/Chemistry/Process - Porsgrunn

**No. of positions:** 3

## **About the department**

The work towards near-zero CO<sub>2</sub> aluminium is headed by the Technology and Operational Support (TOS) unit in Hydro Aluminium Metal. TOS comprises around 190 highly skilled employees in Norway and Germany, with the main task to support commercial and operational units in improving profitability and sustainability. TOS maintains a focus on the short and medium term – while also having longer term technology development as a core activity.

This position is located in Technology Development – Materials where we have significant competence towards chemistry and materials used for production of primary aluminium. We are also heavily involved in the development of HalZero and Carbon Capture, two of Hydro's routes towards low CO<sub>2</sub> aluminium.

## **Area of responsibility**

The tasks to be done in this job will be a combination of lab work, reporting, literature studies and material analysis. You will be given your own tasks with responsibility to plan and execute them, in close collaboration with experienced lab personnel and engineers. You will work towards projects which are of high importance to Hydro, and highly relevant for the sustainability agenda in Hydro. If relevant for the project/task, you will accompany other employees in travelling to other plants in Norway.

## **Education**

- Engineering and ICT / Ingeniørvitenskap og IKT
- Applied Physics and Mathematics / Fysikk og matematikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Energy and Environmental Engineering / Energi og miljø
- Materials Science and Engineering / Materialteknologi
- Mechanical Engineering / Produktutvikling og produksjon
- Nanotechnology / Nanoteknologi

## **Specific skills / competencies**

- Good understanding and knowledge towards inorganic chemistry, materials and/or process engineering
- Curiosity and willingness to learn and explore new ideas and approaches
- Solution oriented with a practical approach towards challenges
- Office package, python could be beneficial, general computer skills

## **Additional information**

The position is located in our Porsgrunn location where we have a combination of R&D laboratories and offices for engineers.

# Technology and Operational Support - Asset Management – Oslo

**No. of positions:** 1

## **About the department**

Technology and Operational Support (TOS) Asset Management consist of 19 FTE all supporting HAM within the area of Asset Management and Maintenance. We have two relevant teams one focus on digitization and reliability engineering and one on the maintenance management system SAP PM. In addition we have several Subject Matter Expert supporting both inside the BA and other BA's.

## **Area of responsibility**

The department own and develop the digital maintenance solution within Asset Management. We have over several years in corporation with other Hydro Units developed a Digital Maintenance Toolbox. This is an integrated cloud-based solution for asset performance and condition monitoring. We are rolling this solution to the different plants but also developing this tool further. The position will focus on developing this platform further and assist the implementation on all sites in Hydro Aluminium Metal. The main target will be to utilize the available data into time-series analysis to detect failure development at an early stage. It will also be focus on how to use and how to train users in the digital maintenance platform.

The position is based in Oslo but there is recommended to travel to one or more plants during the period.

Will be a part of the development team for the digital maintenance platform in Hydro Aluminium Metal.

## **Education**

- Informatics / Informatikk
- Physics and Mathematics/ Fysikk og Matematikk
- Engineering and ICT / Ingeniørvitenskap og IKT
- Mechanical Engineering / Produktutvikling og produksjon

## **Specific skills / competencies**

- Microsoft Azure
- ERP-systems
- Python/Programming
- Visualization tools for time series
- Reliability analyses and tools

# Technology and Operational Support– Oslo

**No. of positions:** 1

## **About the department**

Technology and Operational Support (TOS) IOS Sustainability play a key role in shaping Aluminium Metal's sustainability strategy, ensure compliance and support operational units.

The candidate will be a part of the Aluminium Metal's sustainability team and a network with other summer interns at Vækerø.

## **Area of responsibility**

Developing digital tools to improve internal communication of key sustainability indicator to enhance proactive actions.

Travel to a production site in Norway is possible but not required.

## **Education**

- Sustainability/Industrial Ecology
- Economics and business administration
- Information Systems
- Applied Physics and Mathematics / Fysikk og matematikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Civil and Environmental Engineering / Bygg og miljøteknikk
- Energy and Environmental Engineering / Energi og miljø
- Materials Science and Engineering / Materialteknologi
- Safety, Health and Environment / Helse, miljø og sikkerhet
- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon

## **Specific skills / competencies**

Good IT skills is required.

## **Additional information**

Good skills in Excel, Power BI, and ability to learn various databases.

# Recycling, Operational Performance – Oslo

**No. of positions:** 3

## **About the department**

Recycling is a high-growth area for the future, fitting perfectly with the megatrend towards a circular, more sustainable and low-carbon economy. In Hydro, recycling is a strategic growth pillar with ambitious targets for the use of post consumed scrap in our production of green high-quality products. The business unit Recycling operates seven recycling plants and a scrap sorting plant in the US and Europe, and we are aiming for no less than industry leadership in aluminium recycling.

## **Area of responsibility**

The position will work on tasks related to:

- Improving asset reliability and performance
- Setting up and improving visualization tools for production and performance management
- Performing in-depth analysis of operational and business performance

Some travelling within Europe may take place during the internship.

## **Education**

- Communication Technology / Kommunikasjonsteknologi
- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Informatics / Informatikk
- Information Systems
- Engineering and ICT / Ingeniørvitenskap og IKT
- Information Security / Information Security
- Applied Physics and Mathematics / Fysikk og matematikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Industrial Design / Industriell design
- Materials Science and Engineering / Materialteknologi
- Mechanical Engineering / Produktutvikling og produksjon
- Nanotechnology / Nanoteknologi
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Electronic Systems and Instrumentation
- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon

## **Specific skills / competencies**

Advanced skills in excel and programming (i.e. Python) will be an advantage.



# Energy Projects – Oslo

**No. of positions: 2**

## **About the department**

Projects is Hydro's dedicated organization and competence center for capex projects and project management. Our main tasks are to develop and execute investments projects in a structured, efficient and predictable way and provide projects governance as well as competence and support across Hydro's value chain.

The department Project Governance and Support in Projects works serve as advisors for BA project managers and teams who are planning and delivering projects. We have the governance responsibility for Hydro's project handbook and CVP process. In addition, we give project expertise support in specific projects.

## **Area of responsibility**

The summer interns will be part of a team responsible for transforming Projects' tools into a format ready for tomorrow's challenges.

The task/project is divided in two parts; one part emphasizing on the professional aspects of project management, while the second part will focus on the user experience. The project will therefore require two (2) summer interns from different fields of study (Project Management/Interaction Design).

The interns will work closely together but may at times need to assess supporting tasks individually. The team will be guided and supported by the project owners, but it is also expected that the team is self-driven.

Summer interns will be part of Projects' Project Governance and Support unit. The unit is one out of three units in the Projects department. Although the interns belong to the Project Governance and Support unit, they are encouraged to seek information and support outside their unit if found necessary.

The department has a matrix organizational structure meaning that nobody is limited to work within its unit only.

## **Education**

- Management of Technology / Ledelse av teknologi
- Communication Technology / Kommunikasjonsteknologi
- Informatics / Informatikk
- Information Systems
- Energy and Environmental Engineering / Energi og miljø
- Industrial Design / Industriell design
- Mechanical Engineering / Produktutvikling og produksjon

## **Specific skills / competencies**

Industrial Economy and Project Management

## **Additional information**

Digital competence, crativity, ability to see and develop new solutions.

# Sustainability – Legacy and Closure – Oslo

**No. of positions: 1**

## **About the department**

Legacy and Closure is part of the Corporate Sustainability Group. Legislative development, advance in technologies and science, public awareness, have all emphasized the importance of industry's dealing effectively with current and consequences of past operations and waste management and disposal practices. Irrespective of regulatory drivers, Hydro has taken the initiative, including creation of the Legacy and Closure group (L&C), and development of other policy to deal proactively with environmental legacy and potential environmental liabilities.

## **Area of responsibility**

L&C group is tasked with the responsibility to identify, assess, and manage environmental legacy issues so as project the potential cost of environmental obligations and asset retirement obligations within Hydro in different regulatory environment across geographies. For legacy sites the L&C has also assumed the responsibility as the primary interface with Financial Accounting with respect to the environmental remediation accounting reserve.

The candidate we are looking for will be fluent in English, has good analytical and communication skills. He will be a part of the ongoing projects in the L&C group. The exact scope for the assignment will be developed in dialogue with the intern closer to startup, and may include working on some of the following tasks:

- Identification of different legislations that impact Hydro operations in different geographies.
- Collect, organize and compare reference values (e.g. maximum acceptable concentrations for soil, groundwater and sediments) across geographies.
- Collect and organize information relative to costs for different activities and works (investigation, remediation, waste management/disposal, etc.) across geographies.
- Assess impact that new or changing legislations on emerging contaminants (e.g. PFAS) might have on Hydro.
- Collect and organize data in a digital format (e.g. Excel) which can then be used to help carrying out different cost estimates (ARO, investigation, remediation).
- Identify, review and provide a summary of main reference documents, procedures, values etc. for sediments.
- Support upgrading and digitalizing historical archives and the existing archives on SharePoint.
- Harmonize and automate management of environmental data (develop a database to help organizing different monitoring results at different sites; carry out some statistical analysis, etc).
- Support in identifying potential adverse environmental and social impacts of the sourcing top soil for the closure of old landfills, mines and disposal areas.
- Literature review and research on the possibility to develop/produce top soil.
- Benchmarking with other bauxite residue deposits and other landfills.

## **Education**

- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Civil and Environmental Engineering / Bygg og miljøteknikk
- Energy and Environmental Engineering / Energi og miljø
- Materials Science and Engineering / Materialteknologi
- Safety, Health and Environment / Helse, miljø og sikkerhet

**Specific skills / competencies**

- Familiar with contaminated sites investigations and remediation methodologies;
  - Familiar with waste management practices;
  - Familiar with building construction and demolition practices;
- Good knowledge of Microsoft Office and SharePoint and PowerBI.

# Hydro Havrand – Oslo

**No. of positions:** 2

## **About the department**

As part of our new strategic direction to diversify and explore new growth opportunities, Hydro has established a new company to focus on hydrogen. Hydro Havrand offers renewable hydrogen solutions to help bring the world to net-zero emissions. We will develop, construct and operate green hydrogen facilities, serving sectors that are hard to decarbonize. Renewable based hydrogen can fuel heavy industries, shipping and long-distance transport.

## **Area of responsibility**

As an intern in Hydro Havrand, you may conduct analyzes regarding power systems, grid issues, security of power supply and electrolyzer technologies for the supply of green hydrogen to our potential customers.

## **Education**

- Management of Technology / Ledelse av teknologi
- Electric Power Engineering / Electric Power Engineering
- Engineering and ICT / Ingeniørvitenskap og IKT
- Energy and Environmental Engineering / Energi og miljø
- Mechanical Engineering / Produktutvikling og produksjon

## **Specific skills / competencies**

Green Energy, power systems, hydrogen production

## **Additional information**

General office application competence

Hydro Havrand was established in 2021 and provides the opportunity to be exposed to an early phase of a new company. We are a small dynamic team which is growing fast to meet our strategic ambitions. We continuously build on our project portfolio of hydrogen production facilities based on internal Hydro hydrogen consumption, as well as stand alone opportunities in Norway and internationally. Green hydrogen, based on renewables energy, is seen as the missing piece in the puzzle to reach the Net Zero target by 2050 by the European Emissions and expected to grow substantially the next decades.

# Hydro Batteries – Oslo

**No. of positions: 2**

## **About the department**

Batteries is an active industrial owner and developer of businesses along the battery value chain. Our current assets include the Bergen-based world leader in marine battery systems, Corvus Energy, the successful Swedish battery startup, Northvolt, and Norway-based Norway-based battery recycler, Hydrovolt. More recently we have agreed to invest and take a industrial owner position in Norwegian battery anode material company Vianode.

## **Area of responsibility**

The specific tasks and responsibilities will depend on which projects that require help at the time, but typical tasks could be industry analyses, business case building, technical/economic project analyses, or R&D project support.

For summer interns there will be potential opportunity spend time at pilot an operational sites of our businesses in battery recycling, anode materials and marine battery systems.

## **Education**

- Management of Technology / Ledelse av teknologi
- Logistics, Supply Chain Management
- Electric Power Engineering / Electric Power Engineering
- Engineering and ICT / Ingeniørvitenskap og IKT
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Energy and Environmental Engineering / Energi og miljø
- Industrial Design / Industriell design
- Materials Science and Engineering / Materialteknologi
- Nanotechnology / Nanoteknologi
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon

## **Specific skills / competencies**

Chemistry and materials, renewable energy, industrial economics

## **Additional information**

Analytical mind set and skills, report writing and presentation, Microsoft excel and PowerPoint

# Energy Power Systems, Grid & Concessions – Oslo

**No. of positions: 1**

## **About the department**

Hydro's business area Energy is responsible for safe and efficient operations of Hydro's power plants in Norway and sourcing competitive energy to Hydro's industrial plants and projects. The Power System Grid and Concession department facilitates the other Business Areas in Hydro by conducting a wide range of Power System related tasks.

## **Area of responsibility**

As an intern in Power Systems, Grid & Concessions, you'll be given highly relevant tasks and contribute in ongoing projects. You may conduct analyzes regarding power systems, grid issues and security of supply for the largest industrial plants of Hydro. You may also provide grid and high voltage expertise to the new business areas of Hydro; Havrand, REIN and Batteries connected to onland&offshore wind, solar, hydrogen or battery projects.

## **Education**

- Electric Power Engineering / Electric Power Engineering
- Energy and Environmental Engineering / Energi og miljø
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

## **Specific skills / competencies**

- Excel
- Quantitative mindset
- Excel analytics
- Presentation skills in PowerPoint

# Aluminium Metal, AMBS & Safety Management- Oslo

**No. of positions:** 4

## **About the department**

The department do improvement projects, facilitate improvements and supports building of competence within quality, safety and lean/six sigma. The department supports the plants organizations to prepare and adapt to improvement initiatives.

## **Area of responsibility**

Improvement projects within quality, safety and lean/six sigma.

## **Education**

- Materials Science and Engineering,
- Chemical Engineering,
- Industrial Economics and Technology Management
- Other engineering and technology studies

## **Specific skills / competencies**

Generally no specific tools, but good knowledge of main stream business related computer systems is a necessity

## **Additional information**

As part of the onboarding the students will visit at least one of our smelter plants in Norway and will collaborate with the organization both in Oslo and at the plants during the summer.

# Energy Power Operations & Development – Nesflaten

**No. of positions:** 2

## **About the department**

Røldal-Suldal is a hydropower production area, consisting of 9 power plants and 16 reservoirs with a yearly production of ~3 TWH. Our department consist of 25 employees in two departments; maintenance and Projects and Technical Support.

## **Area of responsibility**

Areas of responsibility will include evaluation and risk analysis of our facilities in the production area in terms of safety for other people. This will include inspections to to map findings. Other tasks will be to participate in ongoing project- and maintenance work.

## **Education**

- Electric Power Engineering / Electric Power Engineering
- Civil and Environmental Engineering / Bygg og miljøteknikk
- Energy and Environmental Engineering / Energi og miljø
- Mechanical Engineering / Produktutvikling og produksjon
- Safety, Health and Environment / Helse, miljø og sikkerhet

## **Specific skills / competencies**

Good knowledge of Excel and other parts og MS Office

## **Additional information**

In this position you will get to experience one of the greatest mountain areas within Norway during the summer.



# Commercial Technology Laboratories – Sunndal/Karmøy

**No. of positions: 1**

## **About the department**

Commercial Technology Laboratories is a support function having facilities in Karmøy, Sunndal and Zeeland in US. We are materials laboratories running metals analysis and testing on our casthouse products and customer products. We support R&D development, casthouses, Customer Technical Support organization and customers.

## **Area of responsibility**

Prepare communication and training material for the equipment, testing methods and principles in the laboratories.

Using visualization (2D or 3D) models, animations, pictures, movies, simulations combined with the basic metallurgy and materials engineering knowledge, prepare a pedagogic and interactive material for internal and external training

The project requires good interaction with the laboratory personnel

You will learn basics of materials testing and principles

The work is for both Karmøy and Sunndal labs, main location will be Karmøy with traveling to Sunndal

## **Education**

- Communication Technology / Kommunikasjonsteknologi
- Materials Science and Engineering / Materialteknologi

## **Additional information**

Animation, photography skills, film making and experience with drones

# Technology and Operational Support, Digital Production Support – Årdal

**No. of positions:** 2

## **About the department**

The Technology and Operational Support (TOS) unit is part of Hydro's Primary Metal business area and consists of around 190 employees within eight units across six locations in Norway and Germany. The main task of TOS is to support all commercial and operational units in accelerating Primary Metal's profitability and sustainability agenda in the short and medium term - while having longer term technology development as a core activity.

TOS Digital Production Support is providing IT products and services to Primary Metal in many areas from Process Control, Manufacturing Execution Systems to Cloud services for data storage and analytics, together with a number of project activities covering data capture, analytics, machine learning and digital twins.

## **Area of responsibility**

SI's will be organized as a project team together with buddy and other relevant resources and be responsible for planning and executing sprints and milestones following agile methodology.

## **Education**

- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Informatics / Informatikk
- Engineering and ICT / Ingeniørvitenskap og IKT
- Electronic Systems and Instrumentation
- Embedded Computing Systems
- Software Engineering

## **Specific skills / competencies**

Programming in one or more of the following: Java, Python, C/C++, Angular, Javascript

## **Additional information**

We deliver services and solutions to Hydro globally.

The project tasks will be related to analyzing, designing and developing a prototype for a business need related to our production processes. The tasks might be tailored to the specific background/competence of the SI's.

# Group Information and Technology – Oslo

**No. of positions:** 1

## **About the department**

Group Information and Technology (GRIT) deliver and maintain the group wide shaping and safeguarding role for Information and Technology in Hydro, including Cyber Security. The summer internship will part of the Cyber and Compliance team within GRIT headed by Hydro's CISO.

## **Area of responsibility**

You will be part of the CISOs team and work on an assignment to help Hydro improve its Cyber Security capabilities. The exact scope for the assignment will be developed in dialogue with the intern closer to startup.

A great opportunity to be part of the CISO team, and learn how an industrial company like Hydro manage cyber security risks and deliver on the company's Cyber Security Strategy.

## **Education**

- Information Security / Information Security

## **Additional information**

- Knowledge of Information and Cyber Security frameworks (NIST, CIS and ISO27001) and Information Risk Management methodology. Basic competence on good security practices for networks, industrial control systems, applications & systems
- Competence on Office365 tools (SharePoint, Word, Excel, PowerPoint)
- Knowledge with Microsoft Azure (cloud platform with services) is an advantage, including programming tools and analytics tools available in that platform

# Aluminium metal IS/IT – Oslo

**No. of positions: 2**

## **About the department**

The Hydro Aluminium Metal IT department is approximately 40 persons delivering various IT and Industrial Control System (ICS) services to smelters and re-smelters in Hydro. We have a large portfolio of systems we manage, and we are also investing in state of the art technology to prevent cyber-attacks and reduce the cyber risk.

## **Area of responsibility**

- Automation of services/processes
  - Automatic verification of whitelisting configuration for squid proxy across site installations.
  - Automatic visualization from Firewall ruleset to ICS zone model to visually identify network paths, including filtering function.
- Vulnerability reporting: For a set of defined assets (controllers, HMIs, computers, servers, switches etc.) that currently require manual follow-up we need to build a tool where we can type in vendor, product, type, software versions etc., and get a real time check towards relevant public vulnerability databases on the internet. Deliverable is a report listing the vulnerabilities for the queried products.
- Other tasks: Check licenses, create reports, update status in various systems, tidy databases etc.

## **Education**

- Computer Science
- Information Technology

## **Specific skills / competencies**

Python or other scripting languages.

# Industrial IT GFOS – Karmøy

**No. of positions:** 1

## **About the department**

Vår IT-avdeling er ansvarlige for å betjene alle enheter innen KVM med applikasjoner for prosesskontroll (24/7), kontorapplikasjoner/brukerstøtte og infrastruktur (servere, nettverk, databaser m.m.). Vi er fagansvarlige for IT/OT-området på fabrikken og deltar derfor mye i prosjekter, både innen tradisjonell IT og i automasjon/automatiseringsprosjekter.

## **Area of responsibility**

Arbeidsoppgavene vil kunne tilpasses kandidatens kompetanse og ønsker. Mulige arbeidsområder:

- Feasibility Study
- Programmering og utvikling av våre applikasjoner og komponenter innen automasjon (PLS/PLC, OPC, HMI/SCADA, visualisering/Ignition)
- Driftsoptimalisering (databasedrift (MS SQL og Oracle), PLS/PLC, OPC, HMI/SCADA)
- Forbedringsarbeid

## **Education**

- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Engineering and ICT / Ingeniørvitenskap og IKT

## **Specific skills / competencies**

Programming, Automation

## **Additional information**

- Python
- SCADA/HMI
- Databases (Oracle, MS SQL, others)
- PLC's

# Energy Markets, Operations & Settlement – Rjukan

**No. of positions: 1**

## **About the department**

As part of Hydro Energy, Market Operations in Rjukan is responsible for balancing the power portfolio towards the Market. We operate in Norway, Sweden and in Germany. The portfolio includes industrial power consumption and power plants. The power prognosis is established and nominated towards the Transmission System Operator (TSO) , and balanced towards the power exchanges. The team is daily bidding at Nordpool and EPEX aiming to minimize balancing risk by minimizing deviation between prognosis and real consumption. Monthly settlement is operated for the complete energy portfolio. Data management and flow is handled in specified systems.

## **Area of responsibility**

Previous internship projects have included programming a consumption prognosis model, programming automatic monitoring of trades to warn of potential market manipulation, the creation of PowerBI reports and small robots to automate previously manual tasks. Analysis of data from a wind park to maximize performance has been a task.

## **Education**

- Economics and Business Administration / Økonomi og administrasjon
- Management of Technology / Ledelse av teknologi
- Computer Science / Datateknologi
- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon

## **Specific skills / competencies**

Python, Modelling, Power BI, Excel

## **Additional information**

Market Operations offers the internship in Rjukan, located in a power plant, surrounded by fascinating nature.

# Energy Risk Management – Oslo

**No. of positions:** 1

## **About the department**

The Energy business area has three main tasks: To produce electric power in an efficient and market-optimized way; to assist Hydro's global operations with cost-efficient energy solutions; to realize new business opportunities for Hydro in energy technology.

Risk Management has the overall responsibility for measuring and monitoring Hydro's risk exposures related to the hedging and trading activities. Covering the Energy division's activities in gas, power, CO2 and green certificates in the Nordics, continental Europe and Brazil. Risk Management is also responsible for compliance, ensuring that the activities are aligned with laws and regulations but also ensuring the operation to be compliant with the company's code of conduct and corporate governance. In addition, Risk Management is also developing risk analysis and risk measures to support the decision making process in projects and commercial operations.

## **Area of responsibility**

The intern will be responsible for executing an improvement project within the risk management area. Previous internship projects have included robotics, data analysis and automated reporting in PowerBI/Azure/Python.

As an intern in Risk Management you will be part of the team in Oslo and included in the daily processes executed by the team. You will obtain valuable experience and understanding of Energy Risk Management and insight into commodity trading.

## **Education**

- Financial Economics / Finansiell økonomi
- Computer Science / Datateknologi
- Informatics / Informatikk

## **Additional information**

Excel, Python, Azure, databases (SQL)

# Group Treasury & Tax / Asset Management – Oslo

**No. of positions: 1**

## **About the department**

The financial asset management (“AM”) activity is legally organised in Hydro Kapitalforvaltning AS, a wholly owned subsidiary of Norsk Hydro ASA. It is an investment firm with a concession from the Financial Supervisory Authority of Norway (Norw. “Finanstilsynet”). AM manages the financial investment portfolios of the two Hydro related entities, Norsk Hydros Pensjonskasse and Industriforsikring AS. AM has frequent review meetings and discussions with several asset managers, banks and brokers in Norway and abroad about fund investments and developments in the financial markets. The operations include sales and purchases of financial securities, transaction registration and handling, and management reporting.

## **Area of responsibility**

We are looking for a person with strong Microsoft Excel skills, and the ability and drive to work efficiently to contribute to improving and developing asset management reports and analyses. This includes:

- Design, configure and test / implement new reports in a portfolio management and reporting system to improve the quality and automatization of reports
- Prepare additional analyses of data from reports in the portfolio management system in Excel
- Prepare graphs and other overlay presentations based on reports from the portfolio management system
- Further simplify and improve content and presentations in reports and increase efficiency of production

You will be introduced to several aspects of Asset Management in an international and ambitious work environment. The tasks to be solved will be linked to the unit’s daily work and contribute to improving the efficiency of its operations.

We encourage females to apply for this position.

## **Education**

- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Economics / Samfunnsøkonomi

## **Specific skills / competencies**

- Strong knowledge of Microsoft Office, especially Excel, and/or some programming knowledge/VBA knowledge
- Good knowledge of IT systems and solutions
- Analytic and structured mindset

## **Additional information**

- Strong interest in financial markets and products
- Ability to work independently and show initiative



# Group Treasury & Tax - Treasury team – Oslo

**No. of positions:** 1

## **About the department**

The Hydro Treasury teams in Hydro consist of 15 highly skilled specialists. Divided into the Cash management and Controlling and Financing and FX departments. The teams are responsible for the funding and liquidity management for the group as well as the operations related to cash management, bank relation and compliance.

## **Area of responsibility**

The intern will mainly work with process improvements and development, supporting on-going activities with the aim to better utilize system data for analysis and reporting, investigating potential for automation and simplifications within the existing activities. Strong interest in data capture and analysis would be required, SAP competence and experience would be an asset.

The position gives an interesting opportunity to work closely with a specialist team of highly competent people within the centralized group function for treasury, getting insight into the treasury processes and system for the group.

## **Education**

- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Informatics / Informatikk
- Information Systems
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Embedded Computing Systems

## **Specific skills / competencies**

Finance/ Economics / Samfunnsøkonomi

## **Additional information**

The right candidate should have a genuine interest in developing the areas between systems and treasury to enhance the utilization and structuring of available system data to support further development and improve internal processes.

Strong skills in Excel, computer modelling, SAP, SAC, BI Query would be an asset.

# Commercial, Metal Sourcing & Trading – Oslo

**No. of positions:** 1

## **About the department**

Metal Sourcing & Trading (MST) is a business unit within Primary Metal Commercial and is responsible for the optimization of the Hydro's global standard ingot portfolio and the management of aluminium price risk exposure on behalf of the company. The group consists of two trading departments, risk department, finance department and contract administration department. Trading results are reported on MST's bottom line. We are looking for a Summer Intern with keen interest in financial and commodity markets.

## **Area of responsibility**

- Build analytical tools for trading, risk and portfolio management
- Development and testing of technical trading models
- Robotics & automation in trading and risk
- Market and industry analysis

This internship offers a fantastic introduction to an actual global commodity trading division. Real-time decisions have direct impact, lead time is short between idea and real life testing. This is a unique position for a candidate with a true interest in financial markets, trading and analysis.

## **Education**

- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Engineering and ICT / Ingeniørvitenskap og IKT
- Applied Physics and Mathematics / Fysikk og matematikk
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

## **Additional information**

- Interest in financial markets
- Experience in statistical modelling and programming
- Quantitative skill set

# Energy Strategy & Policy – Oslo

**No. of positions: 2**

## **About the department**

Hydro's business area Energy is responsible for safe and efficient operations of Hydro's power plants in Norway, Hydro's energy sourcing globally as well as developing Hydro Energy's business area for future positioning. The Energy Strategy & Policy unit is responsible for long term analysis of the energy complex in a Nordic, European and global context, for mapping regulatory development in the energy space and formulating Hydro's energy policy positions, as well as driving the strategic and sustainability agenda for the Energy business Area.

The department engages actively across Hydro Energy's value chain and strategic processes. We are looking for summer interns who have the ability to convert analytical skills to value-enhancing strategies, and with an interest for energy markets and sustainability.

There will be two available positions in the department, one within strategy & analysis, and the other within sustainability. We plan for a main project for each position, but also for a joint project (to be defined) for the two interns to cooperate on.

## **Position 1: Strategy and Analysis:**

### **Area of responsibility**

As an intern in Energy Strategy & Policy, you will conduct analysis and modelling of energy markets and/or analysis related to the energy policy, more specifically.

- Quantitative analysis / modelling of energy markets
- Quantitative analysis as support for policy positions and sustainability monitoring and -programs
- Information search and mapping as support for specified analysis

### **Education**

- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Energy and Environmental Engineering / Energi og miljø
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

### **Additional information**

- Quantitative and analytical mindset
- Knowledge of digital tools such as Microsoft Excel and PowerPoint is necessary
- Good communication skills
- Modelling competence, or interest in learning about modelling, is required

## **Position 2: Sustainability**

### **Area of responsibility**

As an intern in the Energy Sustainability Unit, you will work with analysis and strategic projects that are in line with Hydro Energy's Sustainability strategy, which are projects that contribute to reaching our sustainability ambitions and targets. Our sustainability agenda covers social responsibility, environment and climate. Examples of work areas are.

- Social impacts of renewable energy projects
- Nature- and biodiversity impacts of renewable energy projects
- Stakeholder analysis
- Benchmarking with other companies
- GHG evaluations and LCA
- ESG reporting
- Materiality assessments

### **Specific skills / competencies**

- Good communication- and networking skills
- Good analytical skills
- Knowledge of digital tools such as Excel, PowerPoint, SharePoint is necessary

### **Education**

- Economics / Samfunnsøkonomi
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Industrial ecology, energy and/or environmental studies
- Environmental science, biology/ecology
- Social/ political science or corporate social responsibility

# GBS Finance, Global Process Design and Improvement – Oslo

**No. of positions: 2**

## **About the department**

GBS Finance is a global financial service provider for Hydro, with hubs in North America, Latin America, Europe and India. Best practice accounting processes are developed based on market leading tools, and deployed and further innovated through the Global Process Design and Improvement (GPDI) team. GBS Finance is working in close collaboration with Business areas, IT teams and Group functions to meet current and future Business needs, and improve the end-to-end processes together.

## **Area of responsibility**

You will be a part of the ongoing projects in the GPDI team to harmonize and automate accounting processes, and use the new insight from analytics and process mining tools, dashboards and benchmarking reports to achieve cost savings and look for further improvements.

The candidate we are looking for has good analytical and communication skills, and is eager to learn new IT tools.

## **Education**

- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Accounting and auditing / Regnskap og revisjon
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon

## **Additional information**

Relevant tools for the ongoing project portfolio are SAP, SAC (SAP Analytic Cloud), SAP Fiori Apps, Celonis, PowerBI, Python, Blackline, ServiceNow, and Excel. Necessary training will be given for the relevant tools to be used by the candidate.

# Group performance, planning and controlling – Oslo

**No. of positions:** 1

## **About the department**

Group Planning, Performance and Control (GPPC) has, on behalf of the CFO, the governing responsibility for processes across Hydro related to financial planning, performance management, investment controlling, risk management and corporate controlling.

Within GPPC, the Group Performance function provides decision support to top management and to the business areas in Hydro. The team is responsible for key financial processes, such as business planning, target-setting, KPI scorecards, capital allocation and improvement programs. The current agenda included automation and digitization of main processes to improve efficiency and robustness.

## **Area of responsibility**

- Drive digitalization to improve the controlling and reporting process incl databases, dashboards and automation of manual processes
- Analyze and understand Hydro's financial development and outlook
- Analyze, challenge and follow up key processes/activities in the business areas
- Improve Hydro's consolidated financial model

## **Education**

- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Computer Science / Datateknologi
- Applied Physics and Mathematics / Fysikk og matematikk

## **Specific skills / competencies**

- Good analytical and modeling skills; programing skills preferred but not mandatory
- Experience with Excel and PowerPoint
- Experience with Business intelligence tools (e.g. Power BI)
- We are looking for a candidate who shows curiosity, willingness to learn, drive to contribute and can work well independently

## **Additional information**

Advanced Excel and PowerPoint. Familiarity and interest in business intelligence tools, visualization, dashboards (e.g. Power BI, Tableau, Q-view); knowledge of databases and programming languages may be an advantage.

# Group performance, planning and controlling, ERM Function – Oslo

**No. of positions:** 1

## **About the department**

Group Planning, Performance and Control (GPPC) has on behalf of the CFO, the governing responsibility for processes across Hydro related to financial planning, performance management, investment controlling, risk management and corporate controlling.

Within GPPC, the Enterprise Risk Management (ERM) function owns the group level risk framework, provides subject matter expertise and challenges its practical application across the organization, develops and implements improvement opportunities, prepares and presents Group risk reports to senior leadership and the Board.

## **Area of responsibility**

This role targets above all someone with specific interest in risk management and offers the opportunity to support the Head of ERM in a variety of different activities potentially including data & systems, training and engagement with different business areas and functions. It offers exposure to a variety of stakeholders across many different parts of the Company.

## **Education**

- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon

## **Appreciated competencies relevant areas**

- Risk Management
- Ethics and Compliance
- Health, Safety and Environment

## **Additional information**

Advanced Excel and PowerPoint.

Familiarity and interest in business intelligence tools, visualization, dashboards (e.g. Power BI, Tableau, Q-view); knowledge of databases and programming languages may be an advantage.

Portuguese language skills would be an advantage.

# HR – Oslo

**No. of positions: 1**

## **About the department**

Hydro Extrusions is Hydro's largest business area with 22.300 employees and offices in 40 countries. The business area's HR team is based in Oslo. The team is responsible for all core HR processes and initiatives within the business area and cooperate closely with the Business Unit HR.

## **Area of responsibility**

- Diversity, inclusion and belonging reporting
- Hydro Monitor analytics
- Business area HR initiatives/projects
- HR analytics
- Variable pay process planning
- HR administrative tasks

## **Education**

- Economics and Business Administration / Økonomi og administrasjon
- Human Resources / Org. Psychology

## **Additional information**

- Good knowledge of Microsoft Office (including good analytical skills in excel)
- We are looking for a structured person that is curious and eager to learn about Hydro Extrusions



# Group Accounting & Reporting – Oslo

**No. of positions:** 1

## **About the department**

Group Accounting & Reporting is responsible for Hydro's external reporting. This includes being the process owner for the preparation of Annual- and quarterly reports, defining Hydro's ESG- and Accounting policies, consolidation of Hydro's financial statements, and Internal Control over Financial Reporting. The team is also responsible for managing the group external audit process.

## **Area of responsibility**

- Participate in a wide range of improvement projects within IT and reporting processes
- Participate during a quarterly closing process

This position is an excellent opportunity to gain a broad understanding of Hydro's reporting processes. This position is ideal for a candidate interested in both financial- and ESG reporting.

## **Education**

- Economics and Business Administration / Økonomi og administrasjon
- Accounting and auditing / Regnskap og revisjon
- Communication Technology / Kommunikasjonsteknologi
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

## **Specific skills / competencies**

Accounting and auditing

## **Additional information**

- Proficiency in business English (written and verbal)
- Curiosity, willingness to learn, drive to contribute and can work well independently
- Generally no specific IT tools, but good knowledge of main stream business related computer systems is a necessity such as Office 360 and communication tools

# Commercial Finance – Oslo

**No. of positions:** 1

## **About the department**

Hydro Aluminium Metal Commercial is responsible for develop and manage a robust and long-term market position for ~3 mio t aluminium. AM Commercial is a global sales organization handling sale, marketing, service, R&D, logistics and hedging in Aluminium Metal.

## **Area of responsibility**

Using analytics skills in combination with IT knowledge to improve Commercials reporting and business modelling.

We want to improve on a few areas with high level of structured data with potential to improve on automatic reporting and modelling. During this time the intern will work across different units in commercial, learning several topics from global metal sourcing modelling to credit reporting improvements, whilst having the freedom to improve our systems.

## **Education**

- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Management of Technology / Ledelse av teknologi
- Logistics, Supply Chain Management
- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Informatics / Informatikk
- Information Systems
- Engineering and ICT / Ingeniørvitenskap og IKT
- Information Security / Information Security
- Applied Physics and Mathematics / Fysikk og matematikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Civil and Environmental Engineering / Bygg og miljøteknikk
- Energy and Environmental Engineering / Energi og miljø
- Industrial Design / Industriell design
- Materials Science and Engineering / Materialteknologi
- Mechanical Engineering / Produktutvikling og produksjon
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

## **Specific skills / competencies**

Strong analytical capabilities

## **Additional information**

- Proactive and solution oriented
- Structured with strong analytical skills
- Experienced with MS Excel and Power BI modelling

# Corporate Development – Oslo

**No. of positions: 2**

## **About the department**

Corporate Development is responsible for driving Hydro's strategic agenda within profitability and sustainability. It comprises of three main areas; Technology Office, Sustainability, and Portfolio Development. The team is made up of approximately 30 members mainly based at Vækerø. The department provides guidance to top management regarding Hydro's portfolio as a whole and works with topics of key strategic importance, such as long-term sustainability goals, business development, market analysis, technology enablement.

## **Area of responsibility**

Interns will work on a single project or portfolio of projects across Corporate Development's focus areas. Such projects could be within areas such as strategy, sustainability, macro-analysis, business development, or addressing a dilemma in the intersection of any number of the above.

## **Education**

- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- International Business and Marketing / Internasjonal forretningsdrift og markedsføring
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

## **Specific skills / competencies**

Economics / Samfunnsøkonomi

## **Additional information**

Corporate Development is the newest Business Area within Hydro and was established in 2019 to unite competence and knowledge to deliver on our ambitions within innovation, sustainability, and profitability

# Group Government Affairs – Oslo

**No. of positions:** 1

## **About the department**

The Summer Intern reports functionally and administratively to the Head of Group Government Affairs.

## **Area of responsibility**

The purpose of the role is to shape and safeguard the global activities of Norsk Hydro ASA and its wholly owned subsidiaries (collectively “Hydro” or “company”) towards governments, politicians, public authorities and other public sector stakeholders, including business partners and shareholders who influence Hydro’s regulatory environment, and to provide the Hydro’s business with presence in the EU with function specific support related to Government Affairs activities.

The Summer Intern Group Government Affairs will support the government affairs activities in Norway by establishing:

- Working closely with relevant leaders to provide briefs and analysis, and develop presentations and supporting documentation on current political analysis
- Develop efficient tools and routines for tracking and reporting of political and regulatory issues relevant to Hydro
- Develop tools and routines supporting efficient stakeholder management strategies and -processes

## **Education**

- Relevant master student, e.g. in public policy, political science, finance, economics, international relations

## **Specific skills / competencies**

- Passion for the Norwegian political- and social debate
- Strong commercial understanding, including good insight into the energy markets
- Strong IT skills (Microsoft office platform, including power BI)
- Fluent in English and Norwegian