

Hydro Summer Internship positions 2024



Your opportunities matter.

At Hydro, we know that career development can empower you in your life outside of work, too. We offer possibilities for learning new skills, increased responsibilities and working with people of different backgrounds and perspectives, helping you advance your career. Hydro is full of opportunities to help get you where you want to go.

Next summer we have more than 50 exciting Summer Internship positions. Read more about the different opportunities below.

Positions:

Positions primarily within Economics/Business/Analytics

Metal Sourcing & Trading, Oslo
Enterprise Risk Management, Oslo
Group Performance, Planning and Controlling (GPPC), Oslo
Investor Relations, Oslo
Communication & Public Affairs, Energy, Oslo
Energy Strategy & Policy, Oslo
Hydro Rein, Strategy and Transactions, Oslo

Positions primarily within Engineering/Technology

Commercial Technology Laboratories, Karmøy or Sunndalsøra
Electrolysis, Årdal
Carbon, Årdal
Electrolysis/Wire Rod Casthouse/HSE, Karmøy
Business Systems and Safety Management, Oslo
Projects, Electrolysis, Husnes
Havrand, Oslo
Batteries, Oslo
Hydro Rein, Projects & Operations, Oslo
Energy Power Operation, Nesflaten, Rjukan, Stavanger & Sogn
TOS - IOS Carbon, Årdal
Technology and Operational Support, Porsgrunn
Technology Development - Cell Technology, Årdal
TOS - Asset Management, Oslo
TOS - IOS Sustainability, Oslo
TOS - New Technologies, Årdal

Positions primarily within HR

GBS HR - Global Learning Center, Oslo

Positions primarily within IT/Engineering

Technology – Hycast, Sunndal
Aluminium Metal Commercial Logistics, Karmøy
Aluminium Metal Commercial Logistics, Oslo
Group Information & Technology, Oslo
GBS Finance - Global Process Design and Improvements, Oslo
Recycling, Operational Performance, Oslo
TOS - Digital Production Support, Årdal
TOS - IOS Electrolysis, Products & Analytics, Årdal

Metal Sourcing & Trading, Oslo

No of positions: 1

About department

Metal Sourcing & Trading (MST) is an integral part of the Aluminium Metal division responsible for trading & hedging operations on the London Metal Exchange as well as physical ingot sourcing. In addition Market analysis in MST is not only supporting trading activities with market intelligence, but also serves the whole company with aluminium related market analysis and research.

Area of responsibility

The intern would work with tasks related to LME trading (trading strategies, developing algorithms), ingot trading (streamline processes, mapping of metal flows), market analysis (deep dive into relevant market intelligence topics), finance (modelling and programming) and risk (developing and maintaining risk models). You will work in a highly dynamic team consisting of busy trading activities with a steep learning curve.

Education

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

Specific Skills

Business analytics, Excel, Python, PowerBI, general understanding of programming.

Enterprise Risk Management, Oslo

No of positions: 1

About 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 a curious mindset and interest in risk management. It offers the opportunity to support the Head of Enterprise Risk Management (ERM) in a variety of risk management related activities potentially including risk data & systems, training and risk assessments. These activities may offer exposure to a variety of stakeholders across many different parts of the Company.

Education

- Safety, Health and Environment / Helse, miljø og sikkerhet
- Economics and Business Administration / Økonomi og administrasjon
- International Business and Marketing / Internasjonal forretningsdrift og markedsføring
- Logistics / Supply Chain Management
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

Specific skills / competencies

- Curiosity
- Proactivity
- Independence
- Good communication skills

Additional Information

You will be a part of a great team, this role is a good opportunity to learn about different things within risk management, and we will value your contribution. We will consider a variety of different backgrounds for this position. Exposure to risk management related fields would be advantageous.

Group Performance, Planning and Controlling (GPPC), Oslo

No of positions: 1

About department

Group Performance is responsible for Hydro's financial forecasting, performance management and business planning. The team's purpose is to drive the company's performance and to support key decision makers in a way that enables to achieve a full market valuation and create value for shareholders.

A big part of the responsibilities is to drive digital transformation, structure data in databases and develop tools/solutions in order to improve efficiency and automation of the existing processes. Enable efficient "live" management reporting.

Area of responsibility

- Drive digital development to improve the forecasting or management 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
- Participate in improvement projects

Education

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

Specific Skills

- 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)
- Proficiency in business English (written and verbal)

Investor Relations, Oslo

No of positions: 1

About department

Investor Relations (IR) is responsible for Hydro's contact with analysts, investors and stock exchanges, with the aim to build and maintain Hydro's strong credibility in the financial markets. Based in Oslo, the IR team is a part of the CFO organization and consists of three people working closely with Hydro's senior management.

Area of responsibility

- Analyze peers and the financial market's view of the company, and convey this view to internal stakeholders
- Maintain and improve internal IR financial models and tools
- Run analyses and prepare input in response to investor and analyst questionnaires
- Contribute on presentations towards investors, analysts and internal events, including presentations for quarterly releases and Capital Markets Day
- Manage IR team calendar of key meetings and deliveries, and manage logistics for main IR events, such as quarterly releases and Capital Markets Day

Education

- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Economics / Samfunnsøkonomi
- Financial Economics / Finansiell økonomi
- Economics and Business Administration / Økonomi og administrasjon
- Informatics / Informatikk- Information Systems
- International Business and Marketing / Internasjonal forretningsdrift og markedsføring
- Communication Technology / Kommunikasjonsteknologi

Specific Skills

- Finance, industrial economics. General understanding of and interest in capital markets and finance/accounting
- Strong administrative and organizational skills, and the ability to coordinate multiple deliveries simultaneously
- Advanced in Microsoft Office package, primarily Power Point and Excel

Communication & Public Affairs, Energy, Oslo

No of positions: 1

About department

Hydro Energy's goal is to help the industrial sector succeed with the energy transition. We provide renewable energy based on hydro, solar and wind power and develop new industries such as batteries and green hydrogen. As part of Hydro Energy's Communication & Public Affairs team you will be able to apply your skills and creativity where it matters the most to ensure a more sustainable future.

Area of responsibility

You will join a small, collaborative and purpose-driven team responsible for shaping and telling our story internally and externally. You will contribute developing strategic communication plans and projects as well as day to day communication material including presentations and digital content.

Education

- Political Science
- Economics and Business Administration / Økonomi og administrasjon
- International Business and Marketing / Internasjonal økonomi og markedsføring
- Design
- Journalism/Copy Writer

Experience or interest in the field of communication and public affairs. Fluent in Norwegian and English, both written and oral.

Energy Strategy & Policy, Oslo

No of positions: 2

About department

Hydro's business area Energy is responsible for safe and efficient operations of Hydro's plants in Norway, Hydro's energy sourcing globally as well as developing Hydro Energy's business area for future positioning. Development activities include new renewable energy production through solar- and wind power through Hydro REIN, battery value chain activities through Hydro Batteries, and green hydrogen production through Hydro Havrand.

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 unit also holds the role for technology overview for the Energy business area.

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 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.

- Nature- and biodiversity impacts of renewable energy projects
- 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

- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Industrial ecology, energy and/or environmental studies
- Environmental science, biology/ecology or nature conservation

Additional Information

The department engages actively across Hydro Energy's value chain and strategic processes.

Hydro Rein, Strategy and Transactions, Oslo

No of positions: 1

About department

Hydro Rein Strategy and Transactions Team is responsible for strategy, M&A and investments of utility scale renewable projects

Area of responsibility

Participate in M&A projects and screening of new opportunities. Responsibility will typically include business case modelling and development of presentation material for REIN leadership team and board. Further, the role can include contribution in the strategy work and market studies

Education

- Financial Economics / Finansiell økonomi
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

Specific Skills

Strong skills in excel required. Also an advantage with skills in powerpoint.

Additional information

Opportunity to work across technologies (solar, wind, energy solutions etc) and geographies (Nordics, Brazil etc).

Commercial Technology Laboratories, Karmøy or Sunndalsøra

No of positions: 1

About department

Commercial Technology Laboratories is a support function having facilities in Karmøy, Sunndal and in Michigan, USA. We are metallurgical and materials laboratories performing analysis and testing for new product development, quality check of existing products and providing technical support to casthouses and Hydro's customers.

Area of responsibility

Using the existing microstructure images in our database, train and develop algorithms by use of artificial intelligence, benchmark against the analysis results, evaluate and suggest further work to implement new digital methods towards metallography analysis.

Education

- Materials Science and Engineering / Materialteknologi
- IT

Electrolysis, Årdal

No of positions: 1

About 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 (CO₂). The tasks will be a combination of measurements in the potroom and analytic work.

Education

- Materials Science and Engineering / Materialteknologi

Specific Skills

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

Carbon, Årdal

No of positions: 2

About the department

Årdal Carbon produces around 216 000 tons of prebaked anodes per year. Anodes 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 proactive and predictive maintenance, aiming for the best HSE.

Area of responsibility

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

You will be working close to anode production and will get a firsthand and in-depth look into this production 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)
- Work in teams and independent work in projects

Electrolysis/Wire Rod Casthouse/HSE, Karmøy

Number of positions: 3

About department:

Hydro produces primary aluminium, or liquid aluminium, at Karmøy. Karmøy is one of Europe's largest primary aluminium plants and its energy supply comes from our hydropower plants in Røldal and Suldal. There are two casthouses at Karmøy: one delivering extrusion ingot for profile production and one producing wire rod for high-voltage cables. We are now hiring 3 students for 3 positions within 3 different departments:

- One of the students will work in the electrolysis department, consisting of 2 electrolysis departments at Karmøy; AP-18 built in 3 stages, 1982, 1987 & 1997. It consists of 288 electrolysis pots, and around 200 employees, producing 200k tons pr year. The other one is Karmøy Technology Pilot (KTP), started in 2018, 60 electrolysis pots, and about 40 employees, producing around 75k tons per year. KTP is the world's most energy-friendly smelter in the world.
- One student will be working in the Wire Rod Casthouse. The Wire Rod Casthouse produces wire for the cable industry. It started in 1968, and produces around 70k tons, and has about 5 employees.
- And one student will be working in the HSE unit in collaboration with the AMBS/Qa unit. Both units support operations with HSE related issues, improvements, and Quality requirements.

Area of responsibility:

Each Summer Intern will be given a project related to the department they are in. The exact content and format of your tasks will be decided upon based on the projects and the needs within the department next summer.

Education:

- Chemistry
- Structural science
- Lean
- Economy or similar

Specific Skills:

Computer skills, excel, people skills

Business Systems and Safety Management, Oslo

No of positions: 4

About the department

AMBS (Aluminium Metal Business System) is a lean six sigma concept. It's principles and tools are Aluminium Metal's foundation for world class performance, both in terms of its emphasis on reducing variations and optimizing value streams through continuous improvement. Working according to AMBS is also our greatest safety barrier. Since safety and AMBS are so closely related in Hydro Aluminium, they are brought together as one department.

Area of responsibility

The Safety & AMBS department runs improvement projects and supports building of competence within lean, six sigma, quality, and safety. The team collaborates with a wide range of stakeholders throughout the organization on different types of improvements. The projects portfolio ranges from major initiatives, such as building a safety training program for all Aluminium Metal employees, to smaller operational improvements projects at specific sites, such as reducing downtime at a casthouse.

As a summer intern, you will work together with three other interns on one of the improvement projects from our business plan. You will get familiar with our way of working and be exposed to a large part of the Aluminium Metal organization. As part of the Safety & AMBS department, you will also get coaching and follow-up throughout your entire project period.

Education

- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Mechanical Engineering / Produktutvikling og produksjon
- Materials Science and Engineering / Materialteknologi
- Logistics, Supply Chain Management
- Engineering and ICT / Ingeniørvitenskap og IKT,
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi

Specific skills

Good communication and collaboration skills. Knowledge of mainstream business-related computer systems, such as PowerPoint and Excel, is a necessity. Pre-knowledge of lean, six sigma and continuous improvement in general is beneficial, but not required.

Additional information

As part of the onboarding program the students will visit at least one of Hydro's smelter plants in Norway. The specific Safety & AMBS project will also involve collaboration with both the organization in Oslo and at plants, which involves some additional travelling throughout the summer.

Projects, Electrolysis, Husnes

No of positions: 3

About the department

Hydro Husnes has approximately 340 employees and is located at the outermost part of the Hardangerfjord. Over the past few years, Hydro Husnes has invested around 2 billion Norwegian kroner to modernize the facility and double aluminum production to 200,000 tons.

The Electrolysis department has 112 permanent employees, divided among 5 shifts, support staff, and a day group. Due to the recent investments, we are currently in a phase of stabilization, competency enhancement, and the implementation of new systems and equipment.

The staff includes 6 Technical Managers who work on monitoring and optimizing operations.

Area of responsibility

As part of the modernization, we have the potential to optimize both equipment and processes. In this regard, we are looking for candidates who can work independently and collaboratively within the organization. Strong teamwork skills and a systematic approach to work will be highly beneficial. We offer exciting project tasks related to operations, including topics such as emissions, environmental concerns, energy conservation, process improvements, and more.

Before starting on project tasks, you will receive an introduction to the production process by participating in operations/shift work. You will be paired with a mentor who will assist with one or more operations-related projects, involving field measurements, analysis, result evaluation, and improvement proposals.

Education

- 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

Specific skills / competencies

Matlab, Python, and more.

Havrand, Oslo

No of positions: 2

About department

We develop green hydrogen projects to decarbonize industry and transport. We need to move away from fossil fuels, and green hydrogen is key to making that happen. Hydro Havrand offers green hydrogen made from renewable energy to help bring the world to net-zero emissions.

Area of responsibility

- Project development
- Project execution
- Research and Development
- Technology strategy and development
- Follow-up of contractors

Education

- Mechanical Engineering / Produktutvikling og produksjon
- Materials Science and Engineering / Materialteknologi
- 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

Specific Skills

Process and power systems. Motivated, analytic, interest and desire to contribute to green transition.

Batteries, Oslo

No of positions: 2

About department

The Batteries business unit in Hydro Energy aims to develop leading sustainable battery businesses in Europe, by active investments in the battery value chain. This is part of Hydro's strategic direction towards 2025 to diversify and explore new opportunities in renewable energy.

Area of responsibility

- Take evaluation for sustainable battery materials and circularity
- Techno-economic analysis
- Support in preparation and presentation of decision decision making materials

Education

- Electric Power Engineering / Electric Power Engineering
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Energy and Environmental Engineering / Energi og miljø
- Industrial Design / Industriell design
- Safety, Health and Environment / Helse, miljø og sikkerhet
- Materials Science and Engineering / Materialteknologi

Specific Skills

Material science and chemical engineering, technology evaluation, mathematical modelling, power point, excel.

Hydro Rein, Projects & Operations, Oslo

No of positions: 2

About department

Hydro Rein currently has a diversified portfolio of renewable energy projects under development in the Nordics and Brazil, in addition to a significant pipeline of Energy Solutions projects in Europe and North America.

The Projects & Operations department is responsible for engineering, procurement and construction management, as well as operations and maintenance oversight for all Rein projects. The department is also responsible for sustainability strategy and project follow-up in Rein.

Area of responsibility

As our current and project pipeline develop quickly, the exact content and format of your tasks will be decided upon closer to your starting date. We can ensure exciting challenges, teamwork across disciplines, room to influence through flexible and varied working days in an international environment.

Education

- Engineers – Industrial Engineers
- Environmental / Renewable energy development (focus on GIS)
- Electrical (focus on batteries and system integration)

Energy Power Operation, Nesflaten, Rjukan, Stavanger & Sogn

No of positions: 8 (2 students at each of the locations)

About department

Hydro Energy has more than 40 power plants scattered across Norway's most beautiful locations. With over 100 years of experience in hydropower, we are currently the third-largest operator of renewable energy in Norway, and much of this power is used to produce low-footprint aluminum in demand worldwide. For the summer of 2024, we are looking for someone curious about the hydro power industry, the contribution of hydro power to the green shift.

Area of responsibility

As a summer student at one of our power plants, you will have the opportunity to work closely on ongoing projects and conduct inspections with the people in charge of the in the regulatory facilities, among other things.

Additional Information

We offer

- A strong academic environment where you will experience dealing with real issues and taking responsibility.
- Housing during the work period for those without local connections.
- Nature right outside your door; a summer job at one of our power plant sites will also give you wonderful memories of outdoor adventures.

Since our power plants are located near some of the country's most beautiful hiking spots, we are looking for individuals with initiative, energy, and a love for being in nature. If you have a specific location preference, you can mention it in your application. If not, you will be evaluated based on your competence/interests in relation to local needs. A driver's license is an advantage.

Education

- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Safety, Health and Environment / Helse, miljø og sikkerhet
- Mechanical Engineering / Produktutvikling og produksjon
- Energy and Environmental Engineering / Energi og miljø
- Management of Technology / Ledelse av teknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Electric Power Engineering / Electric Power Engineering
- Engineering and ICT / Ingeniørvitenskap og IKT
- Civil and Environmental Engineering / Bygg og miljøteknikk
- Electronic Systems and Instrumentation

TOS - IOS Carbon, Årdal

No of positions: 2

About 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

- Position 1, Cybernetics / process-control: Case(es) evaluating automation of defined process equipment in full scale production plant for potential improvements to be tested and implemented.
- Position 2, Materials/chemistry: Testing and evaluation of greener raw materials for anode production.

Education

- Cybernetics and Robotics / Kybernetikk og robotikk
- Engineering and ICT / Ingeniørvitenskap og IKT
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Materials Science and Engineering / Materialteknologi

Specific Skills

Excel and Python for position 2

Additional information

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

Technology and Operational Support, Porsgrunn

No of positions: 3

About department

The material group in Porsgrunn develop new materials to be used in the aluminium production process, verifies new materials from suppliers and quality control raw materials that are essential for primary aluminium production. The materials group in Porsgrunn are developing HalZero, which is going to be a carbon neutral process for production of primary aluminium. In addition, the material group are the chemical competence center in Hydro for environmental measurements and measurements from our gas treatment centers at our plants.

Area of responsibility

Conduct laboratory experiments, evaluate results, summarize findings in a report and present to TOS. Traveling to plants to collect samples to be analyzed may be necessary. The opportunity to take part in developing the next generation environmental friendly primary aluminium production process.

Education

- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Energy and Environmental Engineering / Energi og miljø
- Materials Science and Engineering / Materialteknologi
- Nanotechnology / Nanoteknologi

Specific Skills

Chemistry. Material technology. Laboratory skills.

Technology Development - Cell Technology, Årdal

No of positions: 2

About department

Technology and Operational Support (TOS) is responsible for technology development for the primary production of aluminium. Hydro, as a world leader within aluminium production technology, endlessly pushes the performance of the electrolysis technology towards world-leading low energy consumption and environmental footprint. The challenging work to develop, qualify, and manage such technology is the responsibility of TOS. Cell Technology is the team that develops Hydro's electrolysis cell technology and implements technology elements in all of Hydro's smelters in Norway and abroad.

Area of responsibility

The exact content and format of your tasks will be decided upon based on the projects and the needs within the department next summer. We can ensure exciting challenges, teamwork across disciplines, room to influence through flexible and varied working day extending from the office area to the operational floor at the plants.

Education

- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Materials Science and Engineering / Materialteknologi
- Mechanical Engineering / Produktutvikling og produksjon

Additional information

- The opportunity to work with top researchers and experts in the aluminium industry.
- A friendly and international work environment.
- Active participation in the whole workflow through initiation, planning and execution of technology development projects.

TOS - Asset Management, Oslo

No of positions: 1

About 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 Asset Management supports the Aluminium Metal Business area within maintenance, reliability, safety and other relevant topics within Asset Management. In the maintenance area there has been a large focus on developing and improving tools within Digital Maintenance according to Hydro strategy for digitalization. This position will be related to the Digital Maintenance development and how this is related to the reliability agenda against the plants.

Area of responsibility

- Reliability support
- Development of Digital Maintenance Solutions
- SAP improvement resource

Education

- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Mechanical Engineering / Produktutvikling og produksjon
- Energy and Environmental Engineering / Energi og miljø
- Applied Physics and Mathematics / Fysikk og matematikk
- Management of Technology / Ledelse av teknologi,
- Computer Science / Datateknologi
- Cybernetics and Robotics / Kybernetikk og robotikk
- Electric Power Engineering / Electric Power Engineering
- Informatics / Informatikk, Information Systems
- Engineering and ICT / Ingeniørvitenskap og IKT

Specific Skills

- IT, mechanical engineering or electrical engineering, with knowledge in maintenance and reliability.
- Excel
- Python
- Data modelling/processing tools
- Microsoft Azure

Additional information

Possibilities for travelling to all sites, also strongly recommended.

TOS - IOS Sustainability, Oslo

No of positions: 2

About 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.

Area of responsibility

Project related work to develop/ improve tools and systems necessary to deliver on strategic direction and support plants. As a Summer Intern with us you will get a unique opportunity to work with actual improvements that matters in improving sustainability. You will get insight in how key challenges for society is addressed in a large global industrial company. Travel to production sites maybe relevant.

Education

- Environmental Science / Miljøfag
- Chemistry /Kjemi
- Physics (Fluid mechanics/Geo physics) /Fysikk (fluid mekanikk/Geofysikk)
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Safety, Health and Environment / Helse, miljø og sikkerhet
- Management of Technology / Teknologiledelse

Specific Skills

Sustainability. General good IT competence.

TOS - New Technologies, Årdal

No of positions: 1

About 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.

New Technologies works to develop technology primarily directed towards decarbonization of Hydro's aluminium production. The two major projects of the department are HalZero for new production capacity, and carbon capture from the existing smelters.

Area of responsibility

Participate in the development and follow-up of projects within the field of carbon capture. The exact content and format of the assignment will be tailored based on the qualifications and interests of the candidate.

Education

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

Additional information

Possibilities for travel, modelling work, literature studies and follow-up of field testing.

GBS HR - Global Learning Center, Oslo

No of positions: 1

About department

Hydro Global Business Services (GBS) is an organizational area that operates as an internal service provider for the Hydro group. Its primary purpose is to deliver relevant IT, financial and HR business services to all business areas within the company. GBS HR Norway provides specialized services in specified operational HR matters, such as recruitment, compensation, and benefits, leave of absence, learning, development, and training. Global Learning Center (GLC) is a GBS HR organization committed to learning management. We provide innovative and efficient learning and development services. Our purpose is to support employees in their development and leaders to reach their business and people management goals by our state-of-the-art, high-quality services.

Area of responsibility

The tasks listed underneath could differ based on your capabilities and motivation, and what is most important for the team at the time.

- Collaborate closely with business to identify learning needs
- Provide learning advisory within internal and external learning offers
- Arrange and facilitate group onboarding events (eg. Summer temps and apprentices)
- Develop and facilitate digital learning offers
- Provide system support in our engagement survey tool, performance management system and Learning Management System (LMS)
- Maintain and develop internal HR communication and training material
- Produce internal e-learning courses

Specific skills / competencies

- We are looking for a person who can challenge us and be open minded and curious when it comes to new tools, digitalization, or other improvements.
- You need to be fluent in Norwegian and have a good business English.
- We think good system and computer skills are crucial to do the job, but also to be able to increase efficiency when possible.
- It is a great advantage if you have a driver's license.
- Personal traits we will emphasize are structure, creativity, communication, flexibility, and the ability to stay focused at a high pace.

Education

The position is a unique opportunity for candidates undertaking higher education within HR, Management, Organizational Psychology, Pedagogics, or other relevant area.

Technology – Hycast, Sunndal

No of positions: 1

About department

Hycast is a technology company, developing and providing gamechanging casthouse technology to the global aluminum industry.

Hycast's main role is to manage and secure Hydro's leading position in aluminium melt refining and casting technology. It also provides its services to other clients in the market. Hycast offers complete casthouse solutions that provide cost-effective processes and high-quality end products to its clients.

The Technology & Sustainability department consists of 9 highly competent employees driving our development.

Area of responsibility

Contribute in developing software solutions, new services for our technologies, participate in our general R&D projects etc.

Education

- Cybernetics and Robotics / Kybernetikk og robotikk
- Informatics / Informatikk, Information Systems
- Engineering and ICT / Ingeniørvitenskap og IKT

Specific Skills

Modelling, automation, programming (e.g. Python) are relevant skills.

Additional information

The department is known for its forward leaning approach and capability in both problem solving and development of gamechanging technologies.

Aluminium Metal Commercial Logistics, Karmøy

No of positions: 1

About department

Logistics, part of the Aluminium Metal (AM) Commercial business unit, works as a strategic and operational service provider for key functions within AM. The Logistics department is divided into four functional areas: Shipping, Logistics operations, Logistics performance and quality and Logistics Projects.

Area of responsibility

Position is part of the Logistics inbound team and will be given a project within business analytics. Currently there are ongoing implementation of new transport management model in SAP and there are plans for new analytics and dashboard projects linked to this new module with help of powerBI and/or other tools. Wide range of possibilities based on the candidate.

Education

- Logistics / Supply Chain Management
- Computer Science / Data technology

Specific Skills

- Excel
- PowerBI

Additional Information

AM Commercial Logistics are responsible for all transport of materials in and out of Norwegian plants. Logistics organization located in Oslo and Karmøy. Travel to Oslo to visit the Logistics team located in Oslo is part of the assignment.

Aluminium Metal Commercial Logistics, Oslo

No of positions: 1

About department

Logistics, part of the Aluminium Metal (AM) Commercial business unit, works as a strategic and operational service provider for key functions within AM. The Logistics department is divided into three functional areas: Shipping, Logistics operations, Logistics performance and quality and Logistics Projects.

Area of responsibility

You will be a part of the Logistics project team and will be given a project within business analytics or optimization projects. Currently there are projects ongoing linked to cassette utilization, equipment and load securing material flows, new analytics and dashboard with help of powerBI ongoing. Wide range of possibilities based on the candidate.

Education

- Logistics / Supply Chain Management
- Computer Science / Datateknologi

Specific Skills

- Excel
- PowerBI

Additional Information

AM Commercial Logistics are responsible for all transport of materials in and out of Norwegian plants. Logistics organization located in Oslo and Karmøy. Travel to Karmøy to visit the plant and the Logistics team part of the assignment.

Group Information & Technology, Oslo

No of positions: 2

About department

Group IT and Digital owns the Cyber Security strategy for the Hydro Group, and with the Cyber Security Strategy and Risk team managing the Cyber Security for the company.

Area of responsibility

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

Education

- Information Security / Information Security

Specific Skills

- Knowledge of Information Security frameworks (NIST CSF, CIS v8 and ISO27001) and Information Risk Analysis methodology
- Basic competence on good security practices for networks, industrial control systems, applications & systems
- Competence on Office365 tools (SharePoint)

Additional Information

By joining the CISOs team you will get the first hand experience with a Cyber Security function in a global industrial environment and help shape the defenses against the attackers!

GBS Finance - Global Process Design and Improvements, Oslo

No of positions: 2

About 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

- Electronic Systems Design and Innovation / Elektronisk systemdesign og innovasjon
- 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

Additional Information

Since some of the project work will be done on site at our GBS Finance locations , there might some travelling during the period to Budapest or other locations. 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.

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

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.

Additional Information

Some travelling within Europe may take place during the internship.

TOS - 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

Summer Interns 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.

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 Summer Interns.

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.

TOS - IOS Electrolysis, Products & Analytics, Årdal

No of positions: 2

About department

Technology and Operations Support (TOS) is responsible for development, implementation and operational support to Hydro's smelters in Norway and abroad. TOS has an exciting agenda, working towards achieving zero emission aluminium production, through initiatives like carbon capture & storage solutions, groundbreaking new process technology and digital solutions. The TOS unit is a highly skilled organization in Hydro with around 180 employees connected to our technology hubs in Norway and Germany.

TOS IOS Electrolysis supports Hydro's sustainability and improvement agenda through operational support, process optimization and technology development in our aluminium reduction plants.

Area of responsibility

As a summer intern in TOS IOS Electrolysis you will work on task(s) related to operational support and analytics, and/or implementation, optimization and development of process control and digital products to enable high and sustainable performance of our aluminium reduction plants. The task(s) will be customized to the candidates competence and profile. The summer intern(s) will be part of a team with a buddy and other relevant resources.

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
- Nanotechnology / Nanoteknologi

Specific Skills

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