



# Hydro Summer Internship positions 2025



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 40 exciting Summer Internship positions. Read more about the different opportunities below.

## Positions 2025:

### **Engineering**

- Batteries – Technology, Oslo
- Batteries – Engineering/Materials, Oslo
- Technology, Process – Electrolysis, Husnes
- Technology and Operational Support, Årdal
- Maintenance Department, Sunndal
- Energy Markets, Oslo
- Energy Power Operation, Rørdal-Suldal & Sogn
- Energy, Asset Intelligence, Oslo
- Power Systems, Grid & Concessions, Oslo
- Carbon, Årdal
- Recycling, Oslo
- Energy Strategy & Policy (2), Oslo
- Business Systems and Safety Management, Oslo
- TOS Asset Management, Oslo/Årdal
- Technology and Operational Support (TOS), IOS Sustainability, Oslo

### **Finance/Economics/Business o.l.**

- GBS Finance – Global Process design and Improvements, Oslo
- Energy Strategy & Policy (1), Oslo
- Group Performance, Planning and Controlling, Oslo
- Energy Markets, Oslo
- Aluminium Metal Commercial, Oslo
- Sustainability Reporting, Oslo
- Energy Strategy & Policy (2), Oslo
- Portfolio & Strategy, Oslo
- Group Sustainability, Oslo
- Technology and Operational Support (TOS), IOS Sustainability, Oslo
- Metal Sourcing & Trading, Oslo
- Recycling, Oslo

### **IT**

- Group IT and Digital, Oslo
- Aluminium Metal Commercial, Oslo
- Sustainability Reporting, Oslo
- Recycling, Oslo
- TOS Asset Management, Oslo/Årdal
- Energy, Asset Intelligence, Oslo

## Batteries – Technology, 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-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.

### **Additional Information**

Working closely with our assets in our portfolio.

## Batteries – Engineering/Materials, Oslo

**No of positions: 1**

### **About department**

Hydro Batteries is an industrial venture arm of Norsk Hydro, investing in the battery material space. Our unit aims to lead the way in sustainable battery materials, empowering the future of green mobility. We are a team dedicated to build and scale companies producing critical raw materials locally and responsibly while drastically reducing the environmental footprint of battery production. Our ambition isn't just to build a business; it's to shape a better and more sustainable tomorrow. Hydro Batteries is part of the business area Energy at Hydro and so far we have invested in six battery companies within the areas of battery materials, recycling, battery cell manufacturing and marine battery systems.

### **Area of responsibility**

Techno-economic analyses of certain areas within the battery value-chain. The topic shall be finalized based on the suitability of the selected student profile.

### **Education**

- Chemical engineering
- Material science
- Industrial economics

### **Specific Skills**

Modelling, economic analyses, material flows, PowerPoint

### **Additional Information**

Possibly to travel to and work at one of our Norwegian battery businesses (Hydrovolt, Vianode).

# 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

## **Specific skills / competencies**

- 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.

## **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.

## Technology, Process – Electrolysis, Husnes

**No of positions: 2-3**

### **About 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. Lean / working with improvment.

### **Additional information**

Summer Interns will work on real case that the department need to solve.

# Technology and Operational Support, Årdal

**No of positions: 8**

## **About department**

TOS is a department in Hydro's Aluminum Metal business area. We are responsible for and in charge of the development of new technology for aluminum production, implementation of technological advancements in all of Hydro's aluminum smelters world-wide, and we provide operational support to enable improvements and emergency preparedness in all of Hydro's aluminum plants.

For Hydro to reach its sustainability targets, both new technology and operational improvements are needed. Many of our key projects are directly aimed at the reduction of the CO<sub>2</sub>-footprint of aluminum production, through enablers such as reduced energy consumption, increased process efficiency, lower emissions, and development of Carbon Capture and Storage (CCS).

In TOS, a total of 220 employees within eight units across six locations in Norway and Germany represents a wide range of technical backgrounds. Årdal is the biggest TOS-location with more than 100 employees, including laboratories and Årdal Reference center - our full-scale test arena.

Many of our technical experts chose to live and work in Årdal because it offers a unique combination of a world-leading research environment, including Årdal Reference Center where engineers and researchers can put ideas and theory to life in full-scale testing, and a location with endless opportunities for outdoor activities year-round.

We want to offer the best candidates a chance to experience this through a summer internship. We are looking to put together one or more multi-disciplinary teams to work in joint summer projects, working to solving challenges from TOS' project portfolio

This call is for 6-8 positions, and together with the positions from the other departments and business areas, there will be 10-15 summer interns in Årdal combined. Hydro coordinates housing for the summer interns and facilitates activities such as kayaking and climbing.

## **Area of responsibility**

The exact focus and scope of the projects will be decided based on the ongoing projects in TOS and the profile of the chosen candidates. We can ensure exciting challenges, teamwork across disciplines, the opportunity to influence the project, and flexible and varied working days extending from the office area to the operational floor at the plants.

**Education**

- Cybernetics and Robotics / Kybernetikk og robotikk
- Chemical Engineering and Biotechnology / Industriell kjemi og bioteknologi
- Mechanical Engineering/ Produktutvikling og produksjon
  
- Nanotechnology / Nanoteknologi
- Materials Science and Engineering / Materialteknologi
- Energy and Environmental Engineering / Energi og miljø
- Applied Physics and Mathematics / Fysikk og matematikk

**Specific Skills**

Good academic results are a requirement. Competence within programming, e.g. Python, is a plus.

**Additional information**

The summer interns will work alongside experienced specialists and engineers, and receive guidance from technical experts in several TOS groups, including Cell Technology, Process Control, Integrated Operational Support Electrolysis and Carbon.



## Maintenance Department, Sunndal

**Number of positions: 1**

**About the department:**

**Areas of responsibility:**

The summer interns in the maintenance department will be working on different improvements in maintenance & reliability, and digital maintenance improvements

**Education**

- Data science
- IT engineering
- Mechanical engineering
- Electrical engineering

**Specific skills / competencies / personal traits**

- Excel
- Reliability and maintenance expertise
- Programming etc

**Interesting facts about the position (please add if there are any interesting facts about the internship position, i.e. travelling, type of project etc.):**

Important role to develop the plant in digitalization and value based maintenance.

# Energy Markets, Oslo

**Number of positions: 2**

## **Introduction to the department:**

Hydro Energy has more than 100 years of experience in production of renewable energy. Today, we are one of the three largest operators of hydropower production in Norway and a large power market player in the Nordic region and Brazil. We are responsible for developing new business opportunities for Hydro within both renewable energy, hydrogen and batteries, and we provide support to the rest of Hydro's business areas on contracts, security of supply and energy framework conditions.

Energy Markets is responsible for maximizing the value of Hydro's power and gas portfolio and for providing energy portfolio management for our aluminium activities in Europe and Brazil. Hydro Energy and Energy Markets have an ambitious agenda in terms of growing our portfolio and our commercial competence as a key enabler for supporting Hydro's industrial ambitions and the green transition within Hydro

## **Areas of responsibility:**

The two interns will work on different project & development work - directly linked to Hydro's renewable optimisation business.

## **Education**

Relevant education for the internships:

- Engineering
- Economics

## **Specific skills**

- Modelling, Python, optimisation
- Curious, commercial interests

# Energy Strategy & Policy (1), Oslo

**Number of positions: 1**

## **About department**

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 in Hydro.

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

## **Areas of responsibility**

This position is within the Sustainability Unit in Hydro Energy.

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

## **Education**

- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Political science, human rights
- Economics, sustainability

## **Specific skills / competencies**

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

**Additional information**

Sustainability is a cornerstone of Hydro's strategy, and our mission is to create a more viable society by developing natural resources into products and solutions in innovative and efficient ways. As part of our strategic direction, we will diversify and grow into renewable energy. As the Energy business area expands its activities into new technologies and geographical areas, an active and ambitious sustainability agenda is increasingly important. Even though these technologies are enablers for the green transition, they come with environmental and social footprints, which we need to address to ensure that our impacts are positive rather than negative.



## Group IT and Digital, Oslo

**Number of positions: 2**

**Introduction to the department:**

Group IT and Digital owns the Cyber Security strategy for the Hydro Group, and with the Cyber Security Strategy and Risk team setting direction and governance, managing security risk and performing 2 line of defense monitoring for the Hydro Group.

**Areas of responsibility. What will the students work on/contribute with this summer:**

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.

**Education (please state the preferred area of study):**

Master studies within Information or Cyber 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 Microsoft365 tools and Microsoft Azure cloud platform tools for data & analytics

**Other 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!

# Group Performance, Planning and Controlling, Oslo

**Number of positions: 1**

## **Introduction to the 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.

## **Areas of responsibility. What will the students work on/contribute with this summer:**

- 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 forecasting model
- Participate in improvement projects

In this position you will get the opportunity to help design analyses and analytical tools that enable Hydro's executive management to make the right financial decisions and priorities.

## **Education (please state the preferred area of study):**

- 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 and database structures (e.g. Power BI, Azure Datastudio)
- Proficiency in business English



# Aluminium Metal Commercial, Oslo

**Number of positions: 1**

**Introduction to the department:**

AM Commercial aims to lead in low-carbon aluminum and growth within recycling while ensuring commercial profitability and competitiveness. In our team, you'll have the opportunity to work with highly skilled colleagues across different business organizations. As an intern, you'll be an important contributor to improvement projects within analytics. Our project portfolio spans several departments, from aluminum production to end-customer sales, providing you with broad exposure to AM's value chain and stakeholders.

AM Commercial is currently implementing a modern Data Warehouse (DWH) cloud solution, expanding our analytics agenda.

This transition enables us to perform predictive modeling across the entire supply chain.

**Areas of responsibility:**

- Collaborate with the business organization on automating reporting and enhancing analytics solutions.
- Simplify business process execution using IT tools and analytics, contributing to IT-driven change and optimization.
- Plan and implement IT activities.
- Support and train the business in utilizing business solutions effectively.

**Education (please state the preferred area of study):**

- Business Analytics
- Data Science & IT
- Finance
- Engineering

**Specific skills:**

- Structured with strong analytical and communication skills.
- Familiarity with SQL and Power BI. Knowledge of other programming languages (R, Python, etc.) is a plus.
- Ability to work under pressure and meet deadlines.
- Capability to multi-task effectively.



## Hydro Energy, Røldal-Suldal & Sogn

**Number of positions:** 4 (two positions in Røldal-Suldal and two in Sogn)

**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 2025, we are looking for someone curious about the hydro power industry, the contribution of hydro power to the green shift.

**Areas of responsibility:**

As a summer student at one of our power plants, you will have the opportunity to work closely on ongoing projects, operations and maintenance. You will conduct inspections with skilled operators and technicians and have your own task to complete during the summer.

**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

**Specific skills:**

Driving license B

**Other information**

For interns joining us the summer of 2025 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



# Power Systems, Grid & Concessions, Oslo

**Number of positions: 2**

**Department:**

We are looking for 2 summer interns to the Power Systems, Grid & Concessions team to work on actual and ongoing strategic projects.

**Position 1:** In this role, you will provide your high voltage and grid expertise to Hydro's largest industrial plants, power stations and renewable & decarbonization projects related to project development, grid conditions and security of supply. This is a great opportunity for you with interest in and ambitions around development of competitive energy and decarbonization solutions.

**Position 2:** In this role, you will provide your environmental expertise to Hydro's hydro power plants related to our ambition related to sustainability and nature positive measures.

**Areas of responsibility:**

**Position 1:** You will provide your high voltage and grid expertise to Hydro's largest industrial plants, power stations and renewable&decarbonization projects related to project development, grid conditions and security of supply. Task related to power system analyses or grid technology topics may also be relevant.

**Position 2:** You will provide your environmental expertise to Hydro's hydro power plants related to our ambition related to sustainability and nature positive measures.

**Education:**

Position 1: Master degree ("Energi og Miljø" or similar)

Position 2: Master degree (Natural Resource Management or similar)

**Specific skills**

Norwegian and English, fluent both written and oral

## Carbon, Årdal

**Number of positions:** 2

**Department:**

Årdal Carbon produces around 210 000 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 pro-active and predictive maintenance, aiming for the best HSE.

**Areas of responsibility:**

You will be working close to anode production and will get a firsthand and in-depth look into this production process.

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

**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**

Knowledge and experiences with an analytical program (e.g Python, excel, Power BI, Grafana)  
Work in teams and independent work in projects



# Sustainability Reporting, Oslo

**Number of positions: 1**

**Department:**

The sustainability reporting team is part of Hydro's group finance organization, and responsible for ESG and sustainability reporting processes in Hydro.

**Areas of responsibility:**

- System and process improvements related to sustainability reporting
- Designing internal controls over sustainability reporting

**Education (please state the preferred area of study):**

- Economics
- Finance
- Sustainability
- IT

**Additional information:**

Unique chance to immerse yourself in sustainability reporting challenges in one of the leading industrial companies in Norway. You will get hands-on experience of the complexities of sustainability reporting processes across IT, finance and sustainability functions.

## Energy Strategy & Policy (2), Oslo

**Number of positions:** 1

**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. New activities include new renewable production 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

**Areas of responsibility:**

As an intern in Energy Strategy & Policy, you will conduct analysis and modelling of energy markets, work with important input data for energy modelling (e.g energy technologies)

- Quantitative analysis / modelling of energy markets
- Energy technology analysis and information collection
- Information search and mapping as support for specified analysis

**Education**

- Economics / Samfunnsøkonomi,
- Management of Technology / Ledelse av teknologi,
- Energy and Environmental Engineering / Energi og miljø,
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse
- Economics / Samfunnsøkonomi
- Energy and Environmental Engineering / Energi og miljø
- Industrial Economics and Technology Management / Industriell Økonomi og Teknologiledelse

**Specific skills**

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.



- Quantitative mindset
- Good analytical skills
- Knowledge of digital t

**Additional Information**

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

## Communication & Public Affairs, Oslo

**Number of positions: 1**

**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 forretningsdrift og markedsføring

**Specific skills:**

- We are looking for a candidate with experience or interest in the field of communication and public affairs.
- Fluent in Norwegian and English, both written and oral.

# Business Systems and Safety Management, Oslo

**Number of positions:** 4

## **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.



# TOS Asset Management, Oslo/Årdal

**Number of positions: 3**

**Department:**

TOS Asset Management supports the Aluminium Metal Business area within maintenance, reliability, safety and increased robotization and automation. In the maintenance area there has been a large focus on developing and improving tools within Digital Maintenance according to Hydro strategy for digitalization. These positions will be related to the Digital Maintenance development and how this is related to the reliability agenda for the plants and the increased efficiency due to increased automation and robotization.

**Areas of responsibility.**

Participation in project execution and/or studies within the field of robotization and automation in Hydro Aluminium Metal. Relevant subjects are automation and remote control of vehicles and cranes, camera assisted process monitoring and control, automatic inspection and measurements, control systems and process control.

The primary work location is Vækerø, but travel to Norwegian production plants and/or suppliers is expected.

- Practical application of digital maintenance toolbox, such as analyzing data, create algorithms for monitoring and alerting on anomalies.
- Concepts development
- Tools research (RCM) and improvement

**Education (please state the preferred area of study):**

- Industrial Economics and Technology Management
- Mechanical Engineering
- Applied Physics and Mathematics
- Computer Science
- Cybernetics and Robotics
- Informatics
- Engineering and ICT

**Specific skills**

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

# Portfolio & Strategy, Oslo

**No. of positions: 2**

## **About the department**

Portfolio & Strategy is part of Group Finance and Development and is responsible for driving Hydro's strategic agenda. The team is made up of approximately 10 members mainly based at Vækerø and works closely with other strategic areas such as Sustainability and Technology. The department provides guidance to top management regarding Hydro's portfolio as a whole and works with topics of key strategic importance such as portfolio analysis, business development, market & trend analysis.

## **Area of responsibility**

Interns will work on a single project or portfolio of projects across Portfolio & Strategy'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 / personal traits**

Curiosity and willingness to see things from all.

Value teamwork

## **Interesting facts about the position**

The scope of the department is wide, and interns will be challenged to look at issues from all perspectives and across the entire Hydro value chain.

# Group Sustainability, Oslo

**Number of positions: 1**

**About the department:**

Group Sustainability is responsible for shaping and safeguarding the sustainability agenda in Hydro across functions and business areas. We work closely with internal and external stakeholders to improve our contribution to a green and just transition.

**Areas of responsibility:**

You will be part of the Social Responsibility team in Group Sustainability. The team is responsible for the governance structure of social impacts for all our operations. We run projects related to our impacts in our value chain, own operations and affected communities. As an intern you will be involved in projects related to one or more of these topics:

- Collaborate with the business areas to identify improvement areas.
- Develop and provide system support for our sustainability due diligence processes.
- Benchmark and analysis sustainability performance internally and externally.

**Education:**

- International politics and human rights / Internasjonal politikk og menneskerettigheter
- Sustainability / Bærekraft
- Economics / Samfunnsøkonomi
- Economics and Business Administration / Økonomi og administrasjon
- Engineering and ICT / Ingeniørvitenskap og IKT
- Computer Science / Datateknologi

**Specific skills / competencies / personal traits:**

- Good understanding of potential sustainability impacts from industrial operations
- Good analytical skills
- Proactive
- Good communication skills
- Experience with Excel and PowerPoint
- English (written and verbal)

**Interesting facts about the position:**

You will be part of an experienced team working on challenging sustainability topics related to Hydro's global operations.

# Technology and Operational Support (TOS), IOS Sustainability, Oslo

**Number of positions:** 2

**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.

**Areas 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 may be relevant.

**Relevant study background**

- Environmental Science
- Chemistry
- Physics (Fluid mechanics/Geo physics)
- Industrial Economics and Technology Management
- Safety, Health and Environment
- Management of Technology

**Specific skills**

Interest in Sustainability.

General good IT competence.

Fluency in English & Norwegian

# Metal Sourcing & Trading, Oslo

**Number of positions: 1**

**About the 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.

**Areas 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.



# Hydro Energy, Oslo

**Number of positions: 2**

**About the department:**

Asset Intelligence is a Team in Hydro Energy's department *Operation and Development*. The department operates 42 Hydro power plants and one wind park, collectively producing billions of time series measurements annually. The primary responsibility of Asset Intelligence is to make this data available for the organization, to provide data products and analytic support to enable fact-based decision making in our maintenance, operation and project processes.

For the summer of 2025, we are seeking two summer interns with programming knowledge to assist in analyzing time series measurements. Interns will have the chance to work on data from real-life assets, gaining valuable data analysis experience and contributing to the team's mission.

**Areas of responsibility**

The summer interns will be assigned their own tasks, which they are responsible for executing with the team's support. The tasks will be a mix of Asset Intelligence' three core work processes:

- **Assisting with the development of our anomaly detection algorithm.** Testing new approaches to enhance our existing system for detecting abnormal measurement values from assets, supporting predictive maintenance.
- **Dashboard development and operation.** Develop and operate dashboards in Grafana using both live and historical data. Grafana dashboards are used daily by 25% of the department's employees.
- **Ad-Hoc Analysis:** Interns will conduct ad-hoc analysis on specific subjects, aiming to analyze time series data to provide factual support for decision-making processes.

**Education**

- Computer Science
- Applied Physics and Mathematics
- Cybernetics and Robotics
- Mechanical Engineering
- Power Engineering
- Informatics

**Specific skills**

Competence within programming.



### **Additional information**

- Working with a modern Azure tech stack. The time series data is stored in Azure Blob Storage and Azure Data Explorer (ADX). Data analysis is performed in Databricks and ADX, utilizing Python/Pyspark or Kusto Query Language (KQL) respectively. Scheduling is done in Azure Data Factory. For visualization, we use Grafana to present data to the end user.
- Travel to Hydro Power plant can be expected.

# Recycling, Oslo

**Number 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 eight 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.

**Areas 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 data 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**

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

**Additional information**

Some travelling within Europe may take place during the internship.