

Symrise *Perfumery School* Graduate Trainee Program

Join our 2.5-year trainee program and start an exciting career path with Symrise to explore the world of scents.

The Graduate Trainee Program

The Perfumery School is Symrise's flagship, multi-year talent program that turns promising creative minds into next-generation perfumers.

Rooted in more than two centuries of perfumery heritage and powered by a global creative infrastructure, the School blends rigorous training in raw materials and formulation with hands-on creative work, artistic exploration and real market immersion. The journey starts at our Holzminden campus and continues across our international Creative Centers.

What we offer. Participants receive an exceptional, studio-style education: from essential fragrance chemistry and olfactive language through accords and archetypes in fine fragrance, to functional perfumery and product applications.

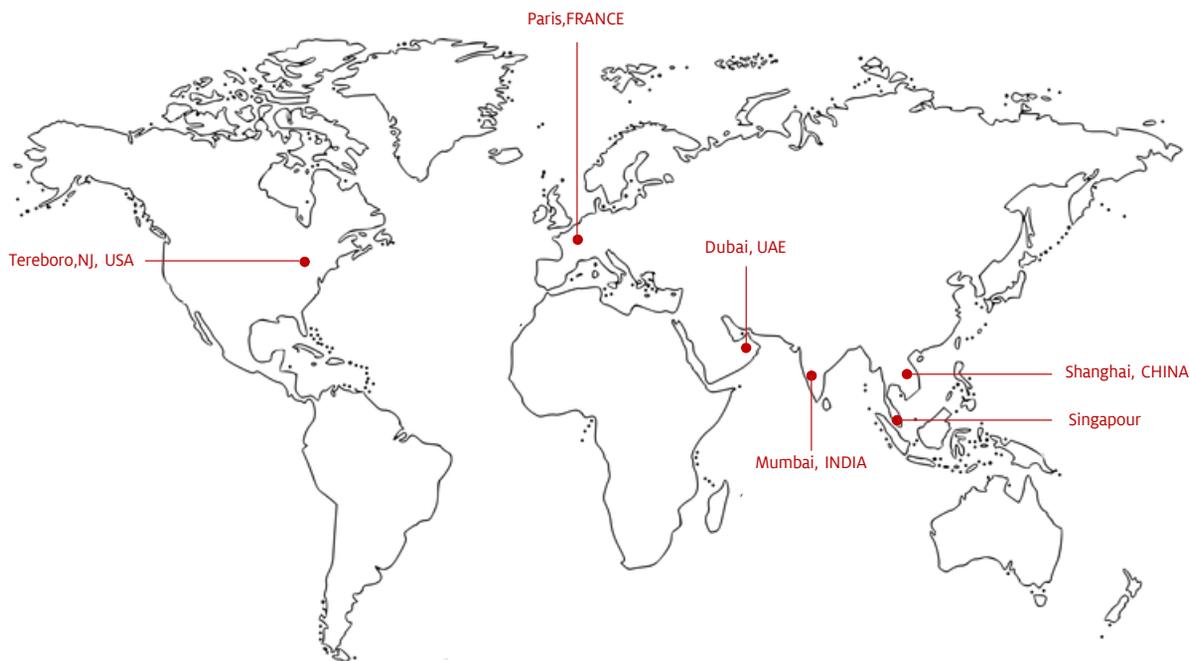
You learn from Symrise master perfumers, scientists, evaluators and marketers in modular, workshop-driven formats – including GC/MS literacy, captives, genealogy, sustainability and applied creativity – so you can rapidly build your own signature style.



How you'll learn. Your learning journey is deliberately exploratory from day one: students smell, trial and create early and often. Classes integrate art collaborations (e.g., painting, sculpting, color-scent composition) and inspiration sessions (scent trips, exhibitions), complemented by rotations with mentors in category labs and exposure to cross-functional teams.

Why Symrise. We unite scientific depth with creative intuition, operate one of the world's most extensive fine fragrance networks and lead in sustainable, proprietary ingredients (captives), elevating perfumery as an avant-garde art form with real-world impact. Joining our School means joining a community of collaborative perfumers who have created award-winning icons for decades.





Where you'll grow. After the Holzminden foundation, you'll rotate to select Symrise locations (e.g., Paris, New York/Teterboro, Mexico City, São Paulo, Dubai, Singapore, Shanghai, Mumbai) to absorb local culture, market codes and consumer nuances within our Fine Fragrance and Consumer Fragrance ecosystems.

Who should apply

The program is tailored to recent graduates with high olfactory sensitivity, creative stamina and the discipline to master complex formulations - people who connect science, art and culture to create meaningful scents for today and tomorrow.

What you need to do now

- 1 ONLINE APPLICATION**
Submit your CV, degree transcript(s) and a brief motivation video (approx. 5 minutes) that showcases your creative drive and passion for fragrance creation; include any personal work that illustrates your olfactive exploration (e.g., trials, scent journals, artistic projects).
- 2 SKILLS AND COMPETENCY ASSESSMENTS**
May include olfactive recognition, creative briefs, analytical or chemistry basics relevant to perfumery, portfolio/ experiment reviews, and online behavioral or ability assessments..
- 3 VIRTUAL INTERVIEW**
Exploratory conversations focusing on your creative mindset, olfactory sensitivity and learning agility.
- 4 ASSESSMENTS CENTER**
Case exercises, portfolio presentations, and discussions with perfumers/mentors and HR; cultural fit and potential are key.
- 5 OFFER AND PRE-HIRE STEPS**
Contracting and onboarding; in some cases, a pre-hire lab assistant mission to prepare for the School start.



What you can expect from us

Exploratory Learning from Day One Smell, learn, compound and create early, build accords and archetypes, and iterate with feedback.

Modular Curriculum & Masterclasses **Fragrance chemistry**, naturals & synthetics, captives, GC/MS, genealogy, creative writing for scent, and applied product training.



Global Immersion Rotations in select Creative Centers for market proximity and cross-cultural learning.

A collaborative, multi-disciplinary community that bridges perfumers, scientists, evaluators and marketers, with access to one of the industry's richest pipelines of proprietary ingredients (captives) and exclusive naturals



Mentor Rotation & Personalized Guidance One-on-one coaching by senior perfumers across categories; continuous tutoring and evaluation.

Art & Inspiration Artist-led workshops, olfactory art, field trips (e.g., Rosarium Sangerhausen, Grasse producers) to broaden creative references.



A Culture of Creativity and Sustainability that champions ethical sourcing, green chemistry and circularity from source to scent.

Professional Visibility & Career Scaffolding across our Fragrance Business Units and Creative Centers, supported by HR, mentors and a Perfumery School Board for governance and excellence.



The multi-year journey-program structure and milestones

Graduates progress from **Trainee Perfumer** to **Junior Perfumer** and then **Perfumer**, integrating into a Business Development Center (BDC) with growing responsibility for categories, markets and global briefs.

With consistent market success (and years of practice), advancement to **Senior Perfumer** and ultimately **Master Perfumer** recognizes both creative excellence and organizational contribution, including mentorship and in-house raw material usage.

Phase1

*Foundation in Holzminden, Germany
(approx. 1 year)*

You begin with intensive training in **fragrance raw materials** (naturals and synthetics), **bases and accords**, **olfactive language**, and **fragrance chemistry**. You will learn GC/MS fundamentals, work on accord construction, study feminine/masculine/unisex archetypes and dive into the **Symrise genealogy**.

Product application modules (personal care, household, home care) help you understand performance in use. Periodic evaluations and mentor reviews guide your progression.



Phase2

International Rotations (Approx. 1-2 years)

The second phase immerses you in progressively **more complex olfactive, technical and creative challenges**. Over this period, you transition from foundational compounding to sophisticated fine-fragrance architecture and functional perfumery, developing both **market-relevant expertise and your personal creative identity**.

You will advance through a series of structured modules, each combining theory, hands-on compounding, GC/MS analysis, creative work, and project-based evaluation



What we are looking for

We look for curious, rigorous and resilient creatives with a strong drive to explore materials and structure, who can translate culture into scent.

You combine natural olfactory sensitivity with discipline and precision, communicate your ideas clearly, and thrive in iterative, mentor-guided work.

You are open to feedback, eager to learn, and motivated by sustainability and artistry in equal measure.



- **Recent graduate (≤12 months)** with a Bachelor's in a STEAM discipline (e.g., chemistry, chemical engineering, materials science, biology (design/arts paired with science also welcomed); perfumery schools (e.g., ISIPCA, ESP, GIP) or relevant university programs are a plus
- **Demonstrated olfactory sensitivity** and the ability to recognize, classify and describe fragrances and odors; early experience with accords, tinctures or fragrance trials advantageous
- **Foundations in Chemistry** (aroma molecules, physical properties) and comfort with analytical thinking; GC/MS literacy is a plus
- **Creative portfolio or evidence of exploration** (sketchbooks, scent diaries, experiments, artistic work) that shows initiative and curiosity
- **Collaborative communication skills**; openness to mentorship and iterative feedback; learning agility and resilience
- **High level of motivation and determination**, demonstrated learning agility and genuine curiosity about a new idea or concept
- **Advanced English language skills** at CEFR proficiency level C1/TOEFL score 95 or higher
- **Mobility and global mindset** for rotations across regions



About Symrise

Symrise is a leading global supplier of fragrances, flavors, natural nutrition and cosmetic ingredients. With 35,000+ products serving 6,000+ customers in more than 150 countries, we elevate everyday experiences – from fine fragrance to personal and home care – through creativity anchored in science. Our Corporate Center is in Holzminden, Germany, complemented by regional headquarters in France, the United States, Brazil and Singapore.

www.symrise.com

www.linkedin.com/company/symrise/life

www.instagram.com/symriseag

Within Scent & Care, our Fragrance division unites Fine Fragrance, Consumer Fragrance and Aroma Molecules.

We operate a global network of Fine Fragrance Creative Centers (Paris, New York, Mexico City, Shanghai, Dubai, São Paulo, Barcelona, Singapore, Mumbai), enabling local learning and global execution.

This infrastructure, together with our No. 1 position in fragrance raw materials and rich pipeline of proprietary captives, empowers our teams to craft distinctive signatures responsibly – shaping modern perfumery with sustainability “from source to scent.”



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