



 south pole
explore
internship programme

explore **your future**

South Pole – Explore Internship Programme

Overview

South Pole launched the Explore Internship Programme to attract, develop, and engage undergraduate talent with a passion for sustainability. Designed to give students meaningful exposure to climate action and professional skill-building, Explore provides an entry point for the next generation of changemakers while building South Pole’s future talent pipeline.

Challenge

As a global leader in climate action, South Pole recognised the need to invest early in future talent. The company wanted to create an internship programme that not only gave students valuable work experience but also introduced them to the climate industry in a structured, scalable way. The aim was to inspire students from diverse backgrounds to pursue careers in sustainability while supporting business productivity through short-term assignments.

Solution – The Explore Programme

The Explore Internship Programme was created to provide undergraduates with a six-month, project-based placement within South Pole. The programme:

- Engages students across Europe (with global expansion planned).
- Aligns internship work with South Pole’s climate projects, covering 10 UN Sustainability Goals.
- Provides interns with mentorship, professional development opportunities, and a flexible work environment.
- Encourages cross-functional learning, with projects spanning six continents and over 700 climate action initiatives.
- Interns are recruited through a structured process led by Early Career Specialists, HRBPs, and line managers, ensuring placements are aligned to business needs while offering meaningful learning experiences.

Impact

- Talent pipeline: Interns gain skills and networks that prepare them for careers in sustainability, with the potential to transition into full-time roles.
- Productivity boost: Business lines benefit from additional resource and fresh perspectives from motivated undergraduates.
- Diversity and inclusion: The programme is designed to attract students from a wide range of backgrounds, creating equitable access to sustainability careers.
- Employer brand: South Pole positions itself as a destination for purpose-driven early careers talent.

Conclusion

The Explore Internship Programme showcases how South Pole is investing in the workforce of tomorrow. By combining structured learning, hands-on project work, and global collaboration, Explore is shaping the next generation of professionals committed to driving climate impact.

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What Is Explore?

- Explore is the new name for South Pole's existing Internship Programme designed to recruit and develop talent during the undergraduate university years.
- In Q2 of 2023, the programme will launch its first phase exclusively across Europe. We will then expand internships globally for a new cohort intake for September.
- The ideal candidate should be interested and passionate in their chosen field, fluent in English and hold strong work-related behaviours.
- An intern is hired for 6 months.

Why?

As a leading company in the field, South Pole wants to attract the next generation that will combat climate change.

As a new generation is entering the workforce, they may join South Pole with a fresh and different outlook to how climate change can be actioned on, all the while South Pole provides the interns with valuable work experience. This allows us to recognise and engage with future talent early as these interns may become our trainees or junior employees once they complete their degree.

Benefits.

- Ideal workforce for short-term assignments.
- Increase in productivity.
- Developing managerial skills.
- Future talent pipeline.

Supporting Links

- [Intern Sample Job Description](#)
- ['Explore' Launch Material](#)
- [Intern Programme and Journey Doc](#)

Application Process

- Business Line leaders with their respective HRBPs will identify opportunities based on need and headcount and notify relevant Line Managers of their inclusion into the process.
- Intern Managers with selected intern positions will propose the position in the headcount plan file via their HRBP
- The Early Career Specialist (ECS) acts as recruiter - admins the applications in Team Tailor, screens applicants, visits universities, forwards relevant applicants to Intern Managers for selection of interviews;
- Only one interview is carried out by the Intern Manager;
- Intern Manager selects and indicates successful applicant(s) to ECS who will send out the offer;
- Once the offer is accepted, ECS reaches out to People Services to have the contract sent out;
- ECS will begin the onboarding process for the interns.

For more information contact: Alex White - a.white@southpole.com





"Throughout my internship, I have met a lot of inspiring people who are truly dedicated to doing something for the future of the planet. Being surrounded by these like-minded people with goodwill is a big chance for my career journey and I feel proud to be a penguin in the waddle!"

Setenay Saglam, Switzerland, Final Year Master's Student,
Climate Projects - Sustainability Research / Innovation Intern

Intern Success: Flo's Story

Meet Florence White - Former Intern and now Analyst in the Funding and Partnerships team for the Climate Investments division.

"In September 2021, I joined South Pole for a six-month internship on the Funding and Partnerships Team within Climate Investments. My team was quite small so I was able to make connections with my Senior Leadership Team relatively quickly.

During my internship, I found out that my team were looking for an analyst. Fortunately, I was able to take some time travelling following my internship and I joined South Pole full time following this. My progression from intern to full time employee was really smooth and my managers and team really supported my transition, allowing me time to develop into my role.

South Pole encourages the progression from intern to full time employment, so I would advise new interns to build connections beyond their immediate teams, and to explore opportunities across the company, even if one does not exist within the scope of their internship!"



How to Apply

Visit www.southpole.com/careers to complete your profile and begin the application process. You can also find us on LinkedIn

Follow Us

linkedin.com/company/south-pole-global

twitter.com/southpole

instagram.com/southpoleglobal

facebook.com/southpoleglobal

Website

www.southpole.com

The South Pole Story

Our story began in Zurich, with 5 friends* in 2002. They had a belief and a vision to shape and change the future of the world through climate empowerment, education and projects with their non profit organisation; MyClimate. These ‘social entrepreneurs’ went on to pioneer climate change with the introduction of South Pole in 2006*. More than 20 years on, with the support of some of the most passionate and talented entrepreneurs around them, who are empowered to all play their part and with their founding belief in aligning purpose with passion, people and profit, they have created South Pole, an organisation that has gone onto positively impact the lives of over 20 million people across the world through its projects, saving over 20,000 sq kms of forests from deforestation.

*Patrick Bürgi, Thomas Camerata, Renat Heuberger, Ingo Puhl, and Christoph Sutter
*Joined by Marco Hirsbrunner and Christoph Grobel

Our Guiding Principles at South Pole



Act and Empower Others is a key principle to the way we work with each other and our clients at South Pole. We share our knowledge with each other and ensure all of our people have the tools they need to be a success. We care about each other and by appreciating one another, we make our people feel like they really count, because we all play our part at South Pole.



Build Trust: We build trust by showing that we are caring, fair, open and honest people at South Pole. We build trust through our knowledge, experience, expertise and excellent results. We are a team that trust each other, we work together to deliver world class, changemaking solutions.



Be Ambitious: We are a team focused on achieving the net zero ambitions of all of our clients. Through SBT’s we continue to innovate and find new ways to deliver unique solutions that enable the organisations we work alongside to exceed their targets and goals on climate change.



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[facebook.com/southpoleglobal](https://www.facebook.com/southpoleglobal)



South Pole Our Culture



We are Changemakers: ...we make a real impact on communities, to our fellow people and partners and to our planet. Our aim is to achieve maximum environmental benefit for all.



We are Entrepreneurs:we bring entrepreneurial flair, agility and an open mind. We get the support and space to succeed, with the freedom to achieve our ambitions.



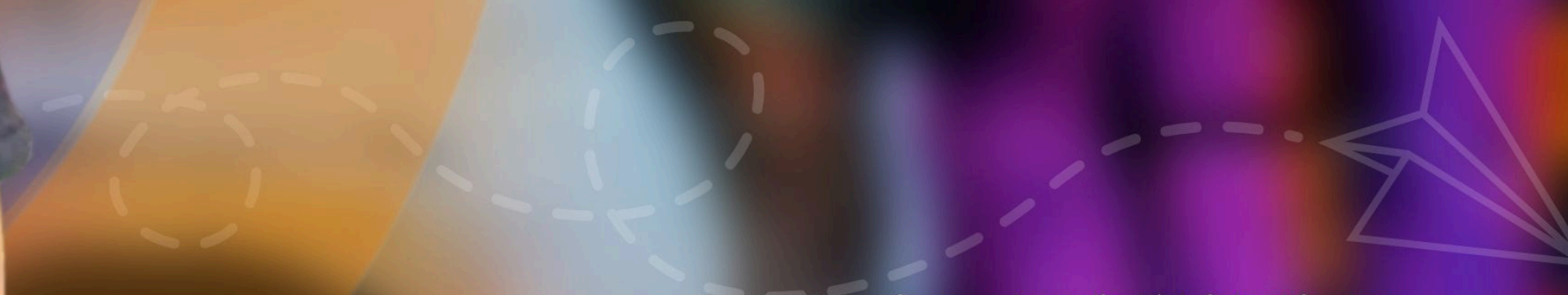
We are One Team:we are unified through our shared purpose, and work together to deliver genuine climate impact for all. We constantly evolve – we do things differently, we think differently.



We Celebrate Difference: we are driven by curiosity, passion, purpose & optimism, we believe everyone can make a difference. We know we everyone plays a part in shaping the future.



"The working environment at South Pole is great! Everyone is always super kind, helpful and open to new ideas. (...) In terms of work, I have never been bored, I have learned so many new things about sustainability and built up new skills."



Manon Gassner, Australia, High School Graduate,
Climate Solutions - Sales Admin & Operations Intern

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"This opportunity has been the most enriching and fun I've experienced both professionally and personally."

Daniel Quijano Orduz, Colombia, Final Year Master's Student,
Climate Projects - Sourcing Intern (Medellin)



"Throughout my internship, I have met a lot of inspiring people who are truly dedicated to doing something for the future of the planet."

Setenay Saglam, Switzerland, Final Year Master's Student,
Climate Projects - Sustainability Research / Innovation Intern

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