

Finance Leadership Development Program



The Finance Leadership Development Program is a dynamic and challenging two-year program comprised of six-month rotations in Rotterdam, Netherlands, or three-year program comprised of 12-month rotations in Houston, Texas, across the OneFinance organization. Selected participants will rotate throughout departments and business segments, with the goal of gaining a breadth of experiences. The program provides participants with the skills and tools needed to be successful by offering abundant resources to continue learning from demonstrated experts and develop into future leaders.

What are the opportunities at LYB?

The rotational program offers carefully selected positions across a wide range of LYB finance teams. The positions provide exposure to the core finance functions you would traditionally find at the corporate level of any company. The opportunity to get real-time finance and business experience is unparalleled.

Treasury	Consolidations	Internal Controls	Financial Planning & Analysis
<ul style="list-style-type: none"> Manages liquidity, debt, share repurchases, dividend strategy, subsidiary financing, capital allocation, credit exposure and insurance programs Interact with external financial stakeholders such as equity investors, debt investors, banks and credit rating agencies 	<ul style="list-style-type: none"> Prepares and analyzes consolidated financial statements in compliance with U.S. GAAP and IFRS Collaborates with global finance teams to ensure accurate intercompany eliminations and reporting Supports financial close processes and drives improvements in consolidation systems and workflows 	<ul style="list-style-type: none"> Designs, implements and monitors internal controls to ensure compliance with SOX and corporate policies Partners with cross-functional teams to assess risk and strengthen the control environment Maintains documentation and evidence of control performance for audit readiness 	<ul style="list-style-type: none"> Perform short-term and long-range budgeting, forecasting and analysis that supports major corporate decisions of the CFO, CEO and Board of Directors Drive operational excellence, provide oversight, assurance and business support on the governance of data, systems and corresponding processes
Inventory	Internal Audit	Finance Strategy & Transformation	Business Finance
<ul style="list-style-type: none"> Performs volumetric accounting, mass balancing and yield/variance analysis for plant and storage operations Collaborates with Supply Chain, Manufacturing and Engineering to ensure accurate inventory reporting Drives process improvements and maintains compliance with internal policies and external regulations 	<ul style="list-style-type: none"> Add value to the business by identifying opportunities to improve the reliability and quality of financial, operational and management processes Provides the Audit Committee of the Board of Directors, stakeholders and management with an ongoing objective evaluation of the Company's internal control environment 	<ul style="list-style-type: none"> Leads the ongoing OneFinance transformation, focusing on establishing efficient finance operating models, delivering end-to-end process excellence Leverages data and technology solutions to support the finance organization and enterprise-wide initiatives 	<ul style="list-style-type: none"> Main business segments include O&P-Americas, O&P-EAI, I&D, APS and CLCS Business finance roles drive FP&A activities including tracking run-rate financials, pro forma forecasting and providing strategic analysis and decision support to senior management

How do I apply?

Interested in joining LYB and the FLDP? Apply at www.LYB.com/careers. Applications are open for Rotterdam in April and May, and for United States in September. We look forward to meeting you!