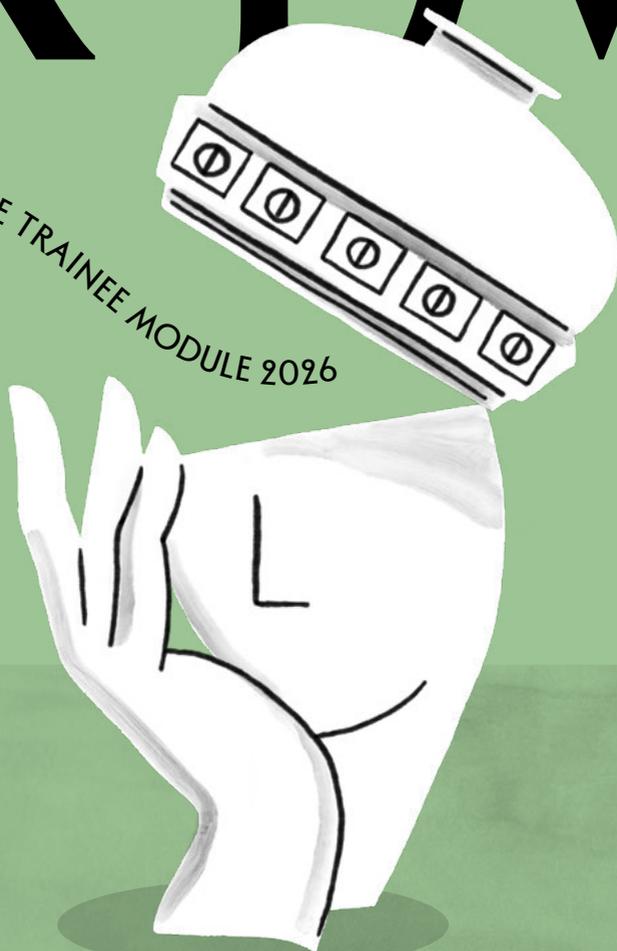


X T M

EXECUTIVE TRAINEE MODULE 2026



XTM IN SHORT



SSE has always had a uniquely close relationship with the business world. During the past few years, we have noticed a growing demand for integrating practical learning into traditional academic training of management. Our response is XTM.

XTM (9310 Executive Trainee Module) is an opportunity for SSE MSc students to put your academic theories into practical use on a top-executive level. Towards the end of the course you then put your practical experience into an academic perspective, which furthers and deepens your learning.

The course emphasizes the executive dimensions that shape today's business organizations. As an XTM student, you will work closely with a top-executive at one of the companies. You will be involved in projects central to the company, either on your own or as part of a team. Just as an example, we can mention that an XTM alumnus played an important role in transforming the way one of the companies handle spare parts worldwide.

You will be exposed to three types of learning situations. Firstly, you will participate in the tailor-made executive trainee program (80 days). Secondly, you will select a particular topic (central and relevant to the trainee company) for a written case report (20 days). Field work will provide you with specific knowledge to be used in the written assignment. You will receive close supervision from the company executive

as well as the course director. Thirdly, you will work in groups in accordance with the capstone project method developed at SSE in order to enhance group-work learning.

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Carla, a dynamic online marketplace and retailer, specializes in buying and selling electric cars. As one of Sweden’s fastest-growing tech scaleups, we are at the forefront of transforming the automotive industry. Our mission is to streamline the online buying and selling process for used electric vehicles, making it as easy, safe, and seamless as any other online transaction. Established in late 2021 in Stockholm, Carla has quickly ascended to market leadership in Sweden for used electric and hybrid cars, earning over 1,000 positive reviews and an impressive 4.7 out of 5 rating on Trustpilot. For two consecutive years, we’ve been recognized among LinkedIn’s top 10 startups.

Supported by Europe’s top investors, who are committed to the electric future of mobility, Carla has gained the resources to expand swiftly and redefine the automotive customer experience. Our investors include

renowned firms like Verdane, Bonnier Capital, Luminar Ventures, Inbox Capital, and Sophie Stenbeck’s Max Ventures, known for their expertise in scaling tech-driven businesses and promoting sustainable growth.

Looking ahead to 2026, Carla is on track to surpass two billion SEK in turnover. We have already achieved multiple profitable months in 2025 — a remarkable milestone for a company in this industry.

Our founders — experienced serial entrepreneurs — continue to drive innovation, operational excellence, and outstanding customer experiences, setting Carla apart as one of the most exciting and impactful tech companies in the mobility sector today. Our team of 230 talented colleagues, recruited from leading companies such as H&M, Google, Volvo Cars, BCG, and McKinsey, reflects our commitment to building a world-class organization.

WHAT WE LOOK FOR

At Carla, we believe that solving real-world problems in a fast-paced and innovative environment requires a special kind of mindset. We are looking for individuals who are not only eager to learn but also ready to take on responsibility and grow with us. Problem-solving is at the heart of what we do, and we value team members who can approach challenges with creativity, determination, and a focus on results.

Here’s what we value in our team members:

- **A Problem-Solving Mindset:** You thrive on tackling complex challenges and finding practical solutions. You see obstacles as opportunities to innovate and improve, always keeping our customers and goals in mind.
- **Strong Communication Skills:** Whether it’s brainstorming ideas, sharing insights, or collaborating across teams, you have excellent oral and written communication skills in English, allowing you to articulate problems and solutions clearly.

- **A Sense of Ownership and Responsibility:** You take pride in your work and hold yourself accountable. You’re detail-oriented, ensuring your solutions are accurate and well-executed.
- **Ability to Prioritize and Deliver:** In a dynamic environment like Carla, being able to manage competing priorities, stay focused, and meet deadlines is crucial. You know how to balance immediate tasks with long-term goals to ensure continuous progress.

At Carla, we are shaping the future of mobility. If you’re someone who enjoys solving problems, embracing challenges, and making a meaningful impact, we’d love to have you join our journey.

LANGUAGE REQUIREMENTS

Excellent oral and written communication skills in English and fluency in Swedish (including finance terminology)

CONTACT INFORMATION

Sandra Palm
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SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

The Future of Finance is Being Built. Want a Front-Row Seat?

Fintech isn't just a buzzword anymore. It's the infrastructure of the modern world. At Enable Banking, we are the quiet engine behind that infrastructure.

Founded at the dawn of Open Banking in 2019, we help companies build smarter financial products by making bank connectivity simple, secure, and scalable. Through one universal API, we connect businesses to 2,600+ banks across Europe, enabling them to leverage Open Banking. We handle that complexity so our partners can focus on building innovative solutions.

Today, we operate across 29 European countries and work with some of the most ambitious players in fintech, banking, and financial services. We're known for privacy-first, reliable connectivity. 2025 was our year of profitability. 2026 is our year of scale.

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

We're now looking for a curious, tech-savvy Executive Trainee to help shape what comes next.

Why Enable Banking: This Isn't a "Shadowing" Gig

We exist so our partners can innovate without compromise. Privacy, security, and simplicity aren't slogans here; they're how we operate. If you want to see how a small, focused fintech scales across Europe while staying true to its values, this is the place.

This executive traineeship isn't about observing from the sidelines. You'll own your own projects, supported by smaller tasks that give you context, momentum, and confidence.

You'll work closely with our leadership team, reporting to Sarah Kok (CMO) and Sarah Häger (CCO), right at the intersection of marketing, sales, and strategy. You'll see how ideas turn into action and how a startup grows from the inside. Forget busywork. We believe in learning by doing.

What You'll Work On

Your work will give you a broad, realistic view of how a fast-moving fintech operates:

- Sales-focused Marketing & Outreach: Learn how marketing and sales work together to drive growth.
- Growth & brand initiatives: Support projects that help more people discover Enable Banking.



- Visibility in the age of AI: Help shape how Enable Banking shows up when people ask tools like ChatGPT or Gemini about Open Banking.
- Data & insights: Track what works, what doesn't, and why.
- Research & market understanding: Explore trends, customer needs, and competitive dynamics.
- Project ownership: Own initiatives end-to-end, with guidance and support along the way.

CONTACT INFORMATION

Sarah Kok
Chief Marketing Officer
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WHO YOU ARE

You'll love this role if you:

- Are curious, proactive, and comfortable learning as you go
- Enjoy turning ideas into action
- Enjoy solving challenges in creative and unexpected ways
- Want to understand how a company's actually scale
- Communicate clearly, collaborate easily, and take ownership of your work

You don't need to be a fintech expert yet. We care far more about curiosity, ambition, and trajectory than what you already know.

LANGUAGE REQUIREMENTS

Fluency in English is essential. Swedish, French, German, or Spanish are all a plus.



The world needs metals and minerals for the energy transition, and we need cities that can cope with a growing population in a sustainable way. To succeed, we need to speed up the shift towards a more sustainable mining and construction industry. We at Epiroc accelerate this transformation.

With ground-breaking technology, Epiroc develops and provides innovative and safe equipment, such as drill rigs, rock excavation and construction equipment and tools

for surface and underground hard-rock applications. We offer world-class service and other aftermarket support as well as solutions for automation, digitalization and electrification.

Our role is to ensure that our customers within mining and infrastructure can work in the safest, most environmentally friendly, and efficient way possible. Epiroc is a global organization with headquarters in Stockholm, Sweden, has annual revenues of about SEK 60 billion, and has around 19,000 passionate employees supporting and collaborating with customers in around

150 countries. The company is listed on the Nasdaq Stockholm Exchange with a market capitalization of around SEK 260 billion.

As an XTM student

We are looking for at least two SSE XTM students to contribute to impactful projects within sustainability and external communications. These projects will help

strengthen our sustainability initiatives and enhance how we communicate our progress and commitments to stakeholders globally. Climate change related topics will be in focus but also other sustainability issues might be relevant. As an executive trainee, you will work under the leadership of the Climate Change Manager, reporting directly to VP Sustainability. You will gain hands-on experience in shaping sustainability narratives and external communication strategies that reflect Epiroc's values and ambitions.

WHAT WE LOOK FOR

- We are looking for individuals with the right mindset, which to us means having the ambition to learn and take on responsibility along the way. We are in this journey together.
- Excellent oral and written communication skills in English. It is an advantage if you are interested in finance and understand the importance of a results-oriented organization.
- Strong sense of responsibility in combination with attention to detail and accuracy.
- Ability to set priorities and meet deadlines.
- Please let us know in your application which of the three trends that are the most interesting to you, and why.

LANGUAGE REQUIREMENTS

Excellent oral and written communication skills in English.

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

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Are you ready to imagine possible and help transform Ericsson through the power of Automation, AI and Analytics? New and emerging technologies are reshaping industries at an ever-increasing pace. At Ericsson, we aim to create a competitive edge through Intelligent Automation & AI by combining deep technology expertise with strong business and financial capabilities.

As an XTM student, you will be part of a joint program offered by Ericsson Group Function Finance and Product Area Enablement Platforms (part of Enterprise IT). Depending on your background, and interests, you will join either Group Function Finance or Product Area Enablement Platforms as your home organization, while working in close collaboration across both units throughout the XTM placement.

You will be exposed to large-scale transformation initiatives where IT platforms, financial processes, and operational ways of working must evolve together. You will contribute to automation, data, and AI initiatives that require strong cooperation



WHAT WE LOOK FOR

We are looking for students who:

- Are team players with a positive, can-do attitude, intellectual curiosity, and a strong sense of ownership
- Can identify and structure problems, analyze data, and create recommendations for senior management using a consultative approach
- Are motivated to work at the interface between Finance, business operations, and Enterprise IT
- Are willing and able to work across countries, cultures, and organizational boundaries to deliver results

LANGUAGE REQUIREMENTS

English

between business demand organizations, Finance, and Enterprise IT to succeed. A key focus will be on combining technology, business processes, operational flows, and Ways of Working to enable sustainable transformation.

About us

Ericsson is a world leader in communications technology, providing hardware, software, and services that enable the full value of connectivity. With nearly 90,000 employees globally, Ericsson leads innovation in areas such as 5G, 6G, Internet of Things (IoT), and AI.

Group Function Finance spans areas including Treasury, Investor Relations, Sustainability, Audit, Control, and Global Finance Excellence. Product Area Enablement Platforms (Enterprise IT) covers technology domains such as AI, Analytics, Data, Automation, Blockchain, and Quantum.

XTM students will be placed in either Group Function Finance or Product Area Enablement Platforms, working on assignments anchored in their home organization. At the same time, the program is designed to foster close collaboration between Finance, business demand organizations, and Enterprise IT, giving students exposure to cross-functional transformation initiatives where business requirements, financial logic, and technology capabilities must be aligned.

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

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Anneli Ljungström
 Head of Finance IT
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FTI Consulting, Inc. is the leading global expert firm for organizations facing crisis and transformation, with more than 7,900 employees located in 32 countries and territories. Our broad and diverse bench of award-winning experts advise their clients when they are facing their most significant opportunities and challenges. The Company generated \$3.7 billion in revenues during fiscal year 2024 and is exceeding this in 2025. In certain jurisdictions, FTI Consulting's services are provided through distinct legal entities that are separately capitalized and independently managed. FTI Consulting is publicly traded on the New York Stock Exchange. For more information, visit www.fticonsulting.com and connect with us on Instagram and LinkedIn.

About us

In Economic & Financial Consulting, we provide expert advice on economics, finance, valuation, and accountancy, supporting both complex commercial disputes and industries facing regulatory change. As part of our growth in the Nordics, we are seeking talented individuals to join our Stockholm office, a key hub for our work across the region. With over a decade in Sweden, we have built strong relationships and a solid reputation for tackling challenges ranging from disputes and investigations to valuations and infrastructure projects. We are committed to deepening our presence in the region and investing in local talent.

You will collaborate with leading experts in Sweden and London, contributing to projects across the Nordics, the UK, and Europe. In FTI Consulting's Economic and Financial Consulting (EFC) practice, we help our clients navigate legal, regulatory and international arbitration proceedings while supporting strategic decision making and public policy debates around the world. Delivering incisive interpretation

WHAT WE LOOK FOR

We are looking for candidates who are analytical, enjoy problem-solving, and are eager to grow professionally while supporting the development of others. Strong communication, collaboration, and project management skills are essential, along with the ability to conduct research effectively, both independently and in a team.

Candidates should be in the final year of a master's degree in a quantitative field (e.g., Finance & Accounting, Economics, Mathematics, Statistics) and ideally have internship experience in a quantitative or valuation-focused role. A basic understanding of financial models is required. Fluency in English is essential, and Swedish language skills are a plus.

LANGUAGE REQUIREMENTS

Fluent English language skills. Swedish is desirable but not mandatory.

of complex economic issues has made us a global leader in this field. Our team includes economists, accountants, valuation professionals, MBAs and econometricians.

Our experts draw on a diverse set of skills to answer a wide range of economic and financial questions, often in the context of legal disputes.

We work on varied and challenging assignments across a wide spectrum of industries. We work with international law firms, global conglomerates and FTSE 100 companies, governments and regulators.

We have significant expertise in the valuation of businesses, intellectual property, financial products, and other assets. We are the leading firm in the provision of expert evidence on valuation issues and the quantification of economic losses before courts and tribunals all around the world. We also provide valuation services for commercial, reporting, and regulatory purposes, for example, in the context of licensing, investment appraisal, fiscal valuation, and transfer pricing.

CONTACT INFORMATION

Doris Webb
Senior Recruiter Early Talent EMEA
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Our practice leaders have a wealth of experience and are recognised experts in their fields.

Examples of questions our clients have asked us include are:

- What would be a fair way to distribute money from streaming service royalties to music artists?
- Are the prices charged for a pharmaceutical drug excessive?
- What is the value of the shares in one of Europe's largest supermarket chains?
- How do you value an early-stage clean energy company?
- What were the implications of COVID-19 on oil prices and the value of assets?

Please review our [online graduate brochure](#) for a detailed description of Economic & Financial Consulting (EFC), the role of a graduate consultant and our recruitment process.

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

IW is a leading branding and communications agency with the mission to turn brands into unfair advantages.

By bringing strategy, design, communication, experience, and innovation together in one team, we help our clients create and build distinct, meaningful brands. Brands that create preference and drive long-term growth. Brands people actually want to spend time with. Brands you choose simply because of the brand itself.

Being part of IW means being in the driver's seat of meaningful change. We work in close partnership with our clients to shape the strategic direction of brands such as Arla, Google, Kry, Svenska kyrkan, Holmen, OLW, and Spendrups. If you want to combine sharp analytical thinking with creativity and teamwork, IW is the place to be.

About us

It's our never-ending ambition to be home to the most progressive brands and brilliant humans. We combine expertise in strategy, design, communication and experience to deliver holistic brand journeys – from insight to impact. Over the past 30 years, our passion for brand building has taken us on more than 500 journeys with recognised and distinguished brands. We love to collaborate and share offices with our sister agency, IW Adore You, specialising in digital experience. Welcome to our home of brand building.

WHAT WE LOOK FOR

Analytical, strategic, and creative team players with a strong curiosity for brands and design. Two brilliant minds who will work closely with our strategists and client directors, playing a key role in shaping client projects while contributing to the agency's internal business development. During the XTM program, you will combine client work with internal projects and a deep dive into a subject relevant to both

you and us. We welcome ideas spanning brand and business development, AI, leadership, innovation, digital transformation, sustainability and beyond. Let's talk!

LANGUAGE REQUIREMENTS

Swedish



SUITABLE FOR

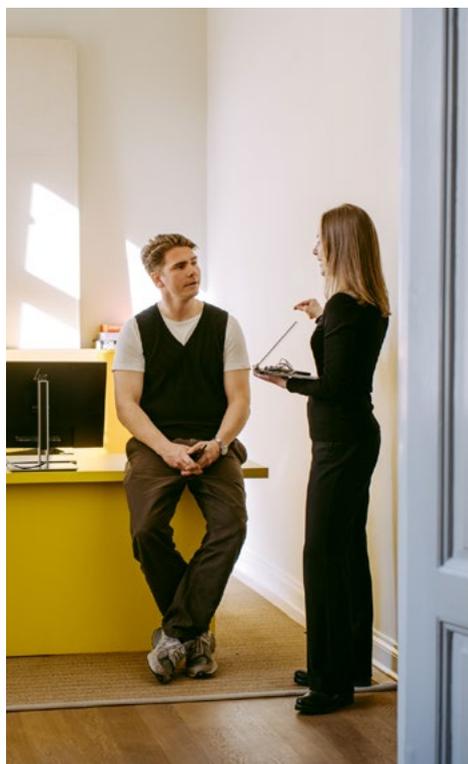
- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

Sandra Fors
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A bold and multifaceted team of analytic, strategic and creative minds pushing for purpose-driven change in business.

At Lynxeye, we share a passion for supporting companies that need to navigate major shifts that require them to transform their business. Using purpose-led strategies, we make sure that these companies can tackle these challenges and progress while



making a difference for people, businesses and society. Our approach takes our clients beyond the obvious, in search of insights about people and the world, today and tomorrow. Our proprietary methods gives us the answers to the most complex questions about the future of business: how it should transform and why. This is possible thanks to a bold and multifaceted team of analytic, strategic and creative minds working together, each bringing a different perspective and skillset.

Previous Executive Trainees testify that being a member of our team is both dynamic and personally developing. Our trainees get the opportunity to take part in exciting client projects with some of the world's biggest companies, combining analytical and creative skills. With us, trainees are able to contribute both theoretic and practical knowledge, in a supportive and people-focused professional environment.

About us

At Lynxeye, we make business and brands matter. We are a high-end management consultancy for bold leaders ready to turn change into growth. Over 25 years, we have proudly instilled more than 500 companies with the confidence to act on their next opportunity. We partner with diverse clients globally, united by a shared passion for transformative change and progress in their industries. Lynxeye is a member of Eraneos Group.



WHAT WE LOOK FOR

We are looking for a team player with a strategic and analytical mindset. You have an interest in brands and strategic business development, and you are curious with a strong desire to make an impact and drive change. As an Executive Trainee with us, you will both get the opportunity to work hands-on in client projects as well as lead your own internal project within a topic that both you and we deem relevant and interesting. We are looking forward to hearing from you!

LANGUAGE REQUIREMENTS

Swedish

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

Michelle Naréus
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The Department for State-Owned Enterprises at the Ministry of Finance is responsible for managing the 42 state-owned enterprises, such as Vattenfall, LKAB, Sveaskog, Telia, SJ, Systembolaget, Apoteket, PostNord, Svensk Exportkredit, and Akademiska hus. The company portfolio constitutes a significant share of Swedish business: the value is SEK 870 billion, the annual turnover is well over SEK 500 billion and it pays a dividend to the Swedish state of SEK 20–25 billion annually.

The Department for State-Owned Enterprises consists of approximately 30 people, including investment directors, investment managers, business lawyers, specialists in sustainable business and board recruiters. The department is responsible for managing the state-owned companies and



Former XTM student Zain Awad meeting Anders Borg, Chairman of the Board at LKAB, at an owner dialogue.
Photo: Zain Awad.

decides on the state's ownership policy, financial and public policy targets, election of the board and dividends. Further, the department is responsible for continuously analyzing and assessing the companies' fulfillment of the state's ownership policy and financial, operational, and sustainable performance. A central part of the management of the state-owned enterprises are regular follow-up meetings through owner dialogues with the chairman of the board and the CEO.

WHAT WE LOOK FOR

- High analytical skills, both qualitatively and quantitatively
- High degree of self-motivation and collaborative skills
- Strong interpersonal skills with ability to interact with senior stakeholders at both the Ministry of Finance and the state-owned companies
- Experience of, or strong motivation to learn about, business and corporate management
- Interest in the field of strategy, sustainability, and/or finance. Interest in generative AI is meritorious

LANGUAGE REQUIREMENTS

Swedish, English



Former XTM students Herman Johansson and Zain Awad meeting the Minister for Finance, Elisabeth Svantesson.
Photo: The Government Offices of Sweden.

As an XTM-intern at the Department of State-Owned Enterprises, you will gain firsthand experience in the management of some of Sweden's most influential and leading businesses. You will be working on one main project and brought into at least one of the investment teams of the companies, allowing you to gain hands-on experience in business management and give you exposure to top executives of the companies as well as political leadership within the Ministry of Finance. Thriving at the Department of State-Owned Enterprises requires strong analytical skills, high collaborative skills, a professional interpersonal approach and an ability to quickly absorb and apply information within a business context.

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

Alexander Lindström
Investment Manager

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The Budget Department at the Ministry of Finance plays a central role within the Government Offices, leading and coordinating the government's work on the state budget. We review all government decisions with financial, organizational, and socio-economic implications, ensuring that public funds are used as effectively as possible. Our guiding principles are strong budget discipline, economic efficiency, and high cost-effectiveness. The department

analyzes the efficiency of resource use in society, provides advice on economic policy design, and participates in economic policy cooperation within the EU and OECD. We also handle structural issues in the Swedish economy and the EU's public finance system.

As an intern in the Budget Department, you'll have the chance to work on major projects as well as smaller, varied tasks

that align with our needs and your profile. Previous interns have tackled projects such as EU competitiveness, skills provision to increase Swedish productivity, measures to assess and combat the criminal economy, and public energy support programs. You'll gain hands-on experience in reviewing and developing proposals to promote sustainable growth and efficient resource utilization in the economy.

WHAT WE LOOK FOR

- High analytical ability, both qualitatively and quantitatively
- High motivation to learn and understand the possibilities and constraints of economic policy, government and civil service
- A high degree of self-motivation and collaborative skills

LANGUAGE REQUIREMENTS

Swedish, English

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

Alice Hallman

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Breakthroughs that change patients' lives.

Science is the foundation of our company. At Pfizer, we are driven to discover the cure – driven to significantly improve the lives of everyone, everywhere. It starts with the discovery and development of new innovative medicines and vaccines for patients with great medical needs, but also includes a vision of quality healthcare for patients. We have an extensive research program and work with universities, healthcare providers, government agencies, non-profit organizations, biotech companies,



WHAT WE LOOK FOR

You are committed to making a difference, have a high inner drive and are comfortable navigating in a complex matrix structure. You are curious and thrive in change, think big, prestigeless, inclusive, and dare to speak up; happy to share ideas, successes and failures. You make things happen by holding yourself and others accountable. You have awareness of your emotional intelligence and also have analytical skills. You are interested in people, transformation and general management. And you like to do all of this while never ceasing to have fun.

LANGUAGE REQUIREMENTS

Swedish and English

technology companies and patients to find new approaches to serious health problems. The future of medicine is happening at Pfizer. We are driven by science, discov-

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

ering breakthroughs that change patients' lives, for generations to come. To learn more about Pfizer, visit www.pfizer.se.

What you will be part of at Pfizer

We are undergoing an inspiring transformation re-imagining the way we work and the way we provide our products and solutions to healthcare and patients. You will be working closely with the country manager/VD in Pfizer Sweden and the Swedish leadership team, involved in day-to-day local business operations & management, in rethinking how we do things and in refining our patient-centric mindset. This mindset is critical to our success and

our ability to deliver breakthroughs that change patients' lives. At Pfizer, you will find a company as focused on its internal culture as it is on its external reputation. A culture defined by our values: Courage – Excellence – Equity – Joy.

CONTACT INFORMATION

Henrik Rommedahl
Partnering Lead
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Let's drive the future together!

Scania's purpose is to drive the shift towards a sustainable transport system, by developing safe, smart and energy-efficient transport solutions that are better for people and the planet. It is a bold and exciting journey with no finite end. Our innovative spirit and determination are what keep us going until we reach the science-based targets that Scania, as one of the pioneers of the industry, has proudly committed to.

During your XTM program, you'll have the opportunity to join one of our departments at Scania. Internships are available in areas such as Ventures and new business, Scania Commercial and procurement, all roles are closely connected to strategic work. This is your chance to gain hands-on experience, contribute to exciting projects, and build valuable skills for your future career.

In every department you will work with strategy and be included in a team and take part in the daily operations. We look for ambitious and driven students who will work with strategic topics and projects and support each other in this period of transition for our industry. By joining us, you will get deep insight into what it means to work at Scania with the present and future offering of Scania and gain experience within business strategy and development and product management in a global environment. We want talented

minds to add their expertise and knowledge to our teams, and we are hoping for your application. To make the best out of your XTM, you will be supported by a mentor and will work in close contact with the management team in your department. You will also take part in several activities, for example study visits, presentations, etc., arranged for the XTM group. We will make sure that you have the support and resources needed to help us drive the shift towards a sustainable future!



XTM 2025 students visiting Scania. Photo: Scania



XTM 2025 students visiting Scania. Photo: Scania

WHAT WE LOOK FOR

You are a curious, entrepreneurial and driven person who likes to work with both technology, strategy and business development close to customers in a high paced environment. You have an open mind and enjoy building things in a context where the road forward is not always clear. You are a team player with a positive attitude and are interested in developing leadership skills. You share the interest with us in transforming the transport sector into a modern and sustainable industry. You are flexible and adaptable, like to work with strategic topics with a good mix of quantitative and qualitative methods and enjoy communicating and collaborating with people from different cultures and backgrounds.

LANGUAGE REQUIREMENTS

English

About us

Scania is a world leading provider of transport solutions with over 50,000 employees in about 100 countries. Together with our partners and customers we are driving the shift towards a sustainable transport system. We believe that together with our partners and customers we can develop solutions to reach tangible results in reducing our carbon footprint while ensuring that we meet the demands of a growing population – profitably and sustainably. By working together, we can identify opportunities and solutions to the local and global challenges that we face. Scania is part of TRATON.

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

Jessica Sjöblom
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Sony Music Entertainment is one of the world's leading music companies and a driver of global artist success. At Sony Music Sweden, we combine creativity with strong commercial discipline to develop and scale music across markets. Innovation, strategic thinking, and measurable impact define how we work every day.

As an XTM intern with Sony Music Sweden, you will be part of our Commercial Department, working closely with one of our fastest-growing repertoire areas — content designed for everyday use cases such as focus, relaxation, and family listening — Functional Music. You will engage in strategic initiatives and contribute directly to business outcomes within this segment.

You will be given real responsibility to coordinate and advance projects that involve several parts of the organization. This includes working closely with performance marketing, playlist strategies, and external partners to optimize visibility and growth across our instrumental, children's and mood-based catalog. You will collaborate with experienced colleagues, contribute to data-driven decision-making, and help translate insights into actionable plans that support our business objectives.

This role offers a unique insight into how strategic initiatives are shaped, evaluated, and delivered in a fast-paced commercial environment. You will engage with cross-functional teams, manage multiple

workstreams, and maintain a strong focus on results and quality. Your contribution will help identify new opportunities and further develop existing commercial frameworks.

We are looking for a driven individual who combines analytical thinking with operational execution, is comfortable navigating ambiguity, and is eager to learn. You will gain hands-on experience that bridges academic theory with real business challenges — while developing strong skills in communication, stakeholder management, and strategic planning.

About us

Sony Music Entertainment is one of the world's leading music companies, with more than 5,000 employees globally. Headquartered in New York and fully owned by Sony Corporation, we operate across all major markets and genres.

At Sony Music Sweden, you will join a team of approximately 80 colleagues working across marketing, A&R, finance, data analytics, commercial and more. Several members of our team are SSE alumni. Together, we develop innovative ways to grow our business and maximize the success of both Swedish and international repertoire.

Our roster spans global superstars and leading Nordic artists, including Tate McRae, Doja Cat, Travis Scott, SZA, Zara Larsson, Victor Leksell, Molly Sandén, Miss Li, Thomas Stenström, Kent, The Kid LAROI, Eddie Meduza, Rosalía, Miracle Tones, Humlan Djojj, and many more.

We operate at the intersection of creativity, technology, and commercial strategy — shaping how music is discovered and consumed worldwide.

WHAT WE LOOK FOR

At Sony Music, curiosity, initiative, and a strong analytical mindset go a long way. We look for people who challenge assumptions, think commercially, and take ownership of their work. You combine structure with creativity and thrive in a fast-paced, performance-driven environment.

You are forward-thinking and business-oriented, with a strong data mindset. You actively seek insights in numbers, use data to prioritize initiatives, optimize performance, and guide decisions. You understand how analysis translates into measurable business impact and sustainable growth.

You are comfortable taking the lead in complex workstreams, structuring tasks, setting priorities, and driving initiatives forward from idea to execution. You enjoy coordinating stakeholders, keeping momentum, and ensuring that deliverables are met with high quality and on time.

Above all, we value drive, ambition, and the ability to turn ideas into action that delivers results.

LANGUAGE REQUIREMENTS

Swedish is preferred

SUITABLE FOR

- MSc in Accounting, Valuation & Financial Management
- MSc in Economics
- MSc in Business & Management
- MSc in Finance
- Suitable for all MSc program students

CONTACT INFORMATION

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STUDENT INTERVIEWS

We talked to Thais Pereira and Marco Schröder on their thoughts about XTM.

What attracted you to XTM?

– What attracted me to XTM was the opportunity to combine my studies with hands on experience in a leading company in Sweden. I was particularly drawn to how the module bridges academic learning with real strategic challenges, which aligned perfectly with my goal of building a career locally.



Thais Pereira.

What particular aspects were most enjoyable?

– The most enjoyable aspect was being fully embedded in a real organisation and trusted with meaningful work from day one. I also really valued the opportunity to learn directly from experienced professionals in an open and collaborative environment.

Any important learnings?

– One of my most important learnings was gaining confidence in my ability to contribute in a professional setting. XTM pushed me to take ownership, ask better questions, and become more comfortable navigating ambiguity and responsibility.

In what ways did your XTM learning “go beyond” what you learn in the formal business education?

– Beyond academic knowledge, XTM helped me develop a stronger sense of professional identity. It challenged me to apply judgment, adapt to real world constraints, and reflect on how I show up and create value in a workplace.

What did you learn from working on strategically critical projects?

– Working on strategically critical projects taught me how individual contributions connect to larger organisational goals. It also reinforced the importance of accountability, prioritisation, and understanding the broader context behind decisions.

Would you recommend your fellow MSc students to apply?

– Absolutely. XTM is a unique opportunity to grow both professionally and personally while gaining meaningful exposure to real business challenges. I would highly recommend it to any MSc student looking to complement their studies with practical, impactful experience.

What attracted you to XTM?

– Coming from a Computer Science background and prior experience in software engineering, I wanted to gain practical exposure to a business-oriented role. The XTM program seemed like the perfect fit, allowing me to earn credits while interning. It was also an opportunity to apply theoretical knowledge from SSE and develop soft skills beyond lectures, something previous Scania XTM students highly recommended.



Marco Schröder.

Which aspects did you find most enjoyable?

– I appreciated the freedom and flexibility my team gave me, treating me as a full team member rather than just an intern. Highlights included attending a two-day off-site in Kalmar and contributing to Scania’s BEV strategy. It was fascinating to gain insights into the complexities of transport electrification for legacy OEMs.

Any important lessons learned?

– Strategic projects in large, international organizations are complex and require significant effort. Coordinating changes across diverse teams with varying interests can be challenging and frustrating, but it’s incredibly rewarding

when things come together successfully.

How did your XTM learning go beyond formal business education?

– Theoretical logic doesn’t always translate into action.

Driving impact in a large organization requires understanding others’ perspectives and convincing them to act. Soft skills are essential to complement business frameworks and theories.

What did you learn from working on strategically critical projects?

– Working on a project to implement a strategic framework across hundreds of initiatives taught me that change in large organizations takes time and patience. Frustrations are inevitable, but finding personal motivation is crucial to keep going.

Would you recommend master’s students apply?

– Absolutely! XTM was the most impactful learning experience of my master’s program. If you’re interested in the automotive industry, Scania is an excellent choice—they ensure XTM students gain as much as possible from the experience.

FROM XTM PROJECT TO AN ACADEMIC THESIS

Being exposed to the experience of working closely with executives on strategic issues in the XTM program, you will learn not only what it implies to be a top executive but also about the complexities of getting things done in an organization. This forms the heart of the program, something that you need to see from the inside to really understand. Central to getting experience is the writing of a report on a specific project of strategic importance to the company. The intention is to work on something that really matters to the company's future, something valuable.

XTM also builds on an academic pillar, namely the idea that there is nothing more practical than a good theory. This notion ties academic thinking to practical work in the program. To develop academically, we expect the XTM student to write an academic version of the project reports. In practical terms, this means that the student under academic supervision identifies the main questions, the relevant theoretical perspectives, models and methods to dig deep into the main issues that we identify in the XTM-project.

You will receive support and guidance. First and foremost, the topic for your XTM-project will be carved out in collaboration between the company and the XTM course director, who also serves as your academic tutor, making sure that there is a good fit between the company's expectations and the academic require-

ments. Second, you will meet with all XTM students for seminars on a regular basis throughout the course in order to drill deeper into theoretical aspects as well as to discuss how to move forward in your writing. Third, you are expected to consult with the academic staff on a regular basis for your progress.



PREVIOUS XTM PROJECTS

Open Banking from a platform perspective

Enable Banking

The mentorship program at Lynxeye

Lynxeye

Balancing fast-paced change with rigorous control

Pfizer

Shut the drain – an investigation on the government spending on legal representatives

Ministry of Finance

Equal public health – how to increase vaccination rates in vulnerable groups

Pfizer

Strategic choices for a design agency in times of digitalization and industry change

Identity Works

Becoming a digital transformer

Ericsson

The Future of Food-at-Work

Convini

The challenges for the supply of skills in the business world

Ministry of Finance

Winning in Innovation

Ericsson

Understanding transport opportunities

Scania

Youtube and the value gap

Sony Music

THE XTM TIMELINE

February:

XTM Fair – your chance to meet and mingle with the XTM companies. Start of the application period. Deadline usually around the end of the month.

March–April:

Company recruitment processes.

April:

Matching between students and companies. If you accept an offer, you will then be registered to the course.

August–September:

Kick-off event and the start of your traineeship.

September–December:

You will be working at the company and come to class about once per month for seminars.

January:

Kick-out event and hand in of your XTM thesis.



THE APPLICATION PROCESS EXPLAINED



Step 1: Meet the companies

Attend the XTM Fair and meet the participating companies.



Step 2: Submit your application

Apply via hhs.fullfabric.com by uploading your CV, cover letter, and transcript of records. You may apply to up to three companies.



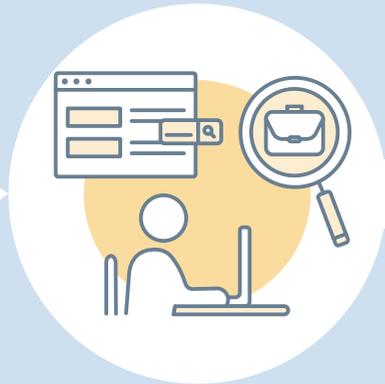
Step 3: Document distribution

SSE distributes your application documents to the selected companies.



Step 4: Interview invitations

Companies directly contact the students they want to learn more about to invite them for interviews.



Step 5: Company feedback

After the interviews, companies submit a list to SSE of the students they are interested in working with. Companies are required to provide feedback to all interviewed students, including rejections.



Step 6: Matching process

SSE matches students with companies based on company preferences and program criteria.



Step 7: Offers

Companies may offer one or more students a XTM position.



Step 8: Registration

Once the offer is accepted and confirmed, students will be registered for the course by the end of April or early May.

HOW TO APPLY TO XTM

*You apply to XTM via hhs.fullfabric.com
Applications are due 9.00 PM, February 25, 2026.*

You may apply for up to three different companies. For each company you are interested in, we require that you write a separate cover letter. All documents should be uploaded as a pdf-file.

It is important to note that you are not guaranteed interviews with any of your chosen companies. The companies themselves pick whom they want to work with. However, if you are selected for an interview by one or more of the partner companies you have

chosen, you will be contacted by that/those companies in due time. If you accept an offer you will be registered for XTM before August. For more details, see SSE PORTAL.

Please note that XTM cannot be combined with the Student Exchange Program or the MFIN Business Project course. In addition, students enrolled in the MSc in International Business, any double degree program, or the Wallenberg IFP are not eligible to apply for XTM.



YOUR APPLICATION SHOULD INCLUDE

- A personal cover letter to the company
- Curriculum Vitae
- SSE MSc transcript