Open Talent Pool - all DHI locations

At DHI, water, environment and sustainability meet innovation. Join us in enabling a sustainable future for water!

Looking to make an impact on our planet? At DHI, you can. We work with water in all its forms – combining deep domain knowledge, advanced digital technology, and more than 60 years of research and innovation to help society use, manage and live with water sustainably. With over 1,100 engineers and specialists across 26 countries, we are continually expanding our global community of experts.

As we grow, new opportunities emerge throughout the year. Even when a specific vacancy isn't yet published, we welcome proactive applications from individuals who want to contribute to our mission – including senior specialist with years of experience or students, recent graduates and early career professionals who are excited to build their future in the water sector.

Why submit an open application?

Our business evolves quickly, and new roles – technical, scientific, digital and business-oriented – are created as projects grow and priorities shift. Submitting an open application adds you to our Open Talent Pool, enabling us to reach out when a suitable opportunity arises, often **before it is advertised**.

Before you submit your open application, please make sure to check our current vacancies as well.

Opportunities for Students & Early Career Talent

We strongly encourage students and early career professionals to apply.

At DHI, you can:

- Join as an intern, student assistant, thesis collaboration partner or industry master program student
- Contribute to global water projects alongside experienced specialists
- Apply your academic knowledge to real-world environmental and digital challenges
- Grow your skills in engineering, modelling, climate resilience, data science, software development, sustainability and more
- Work in a culture that supports experimentation, learning and exploration

If you are studying or recently graduated in engineering, environmental science, climate studies, digital technology, or related fields – and want to help shape a sustainable future – your application is very welcome.

Profiles we are interested in

We invite applications from experienced professionals, graduates, and students with interest or expertise in:

- **Engineering & Environmental Science**
  Coastal, marine, environmental, hydraulic, climate, civil, ecosystem modelling
- **Data, Digital & Technology**
  Software development, data science, machine learning, AI, digital product development
- **Consulting & Project Delivery**
  Advisory services, modelling, client engagement, project/programme management
- **Sustainability & ESG**
- **Corporate Functions**
  Legal, compliance, HR, finance, operations, commercial roles

We value cross disciplinary thinkers—if your background doesn't fit into a category, we still encourage you to apply.

What we offer

When you join DHI, you are empowered to be an explorer—to innovate, collaborate, and continuously learn. You'll be part of a global organisation committed to protecting water ecosystems and developing sustainable solutions for communities, cities, industries and the planet.

Positions may be:

•Fulltime or parttime

•Based in various global locations or open to flexible arrangements

•Project based or permanent, depending on organisational needs

How to apply

•Please submit your application through our careers page under "Open Talent". If you are interested in other locations, please indicate that clearly.

Kindly attach:

•Your CV

•A brief note outlining your area of interests, skills and how you found DHI

•List your preferred DHI location(s)

•Links to portfolio, publications, or project work (optional)

Learn more about DHI www.dhigroup.com