



#CareersThatMakeADifference

Master Thesis Program 2026

Project Catalog

This is your first step
towards writing an
impactful thesis in a
purposeful company.

Slide through the pages and discover our MTP-
projects for 2026.

Once you've found your fit – send us your
application. Deadline will be **September 30th** 2025.

We look forward to reviewing your application!

Coloplast Master Thesis Program

The Master Thesis Program (MTP) is your chance to write your thesis in collaboration with Coloplast. You'll get to work on real-life business challenges, gain insights into our company, and connect with experienced managers, specialists and peers. The program is designed to give you hands-on experience, professional feedback, and a strong network – while you complete your academic journey.

What else?



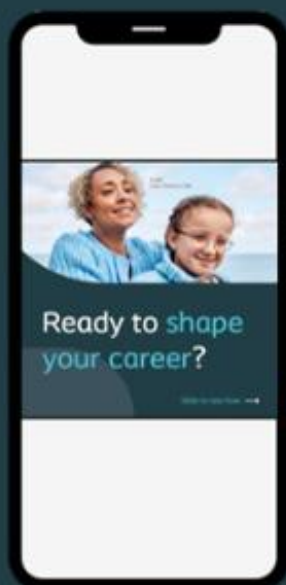
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How to apply & what to expect during recruitment

1. **Find the project** that best matches your academic profile and curiosity.
2. **Write a motivated application** where you tell us why you (and your potential co-writer) are a great fit for the project.
3. **Send in your application** – remember to include both your CV and cover letter, and clearly state the name of your co-writer if you apply as a pair.
4. **Deadline is September 30th** – so make sure to get your application ready in time.
5. **Our managers will review all applications in early October**, and selected candidates will be invited for interviews shortly after.
6. **We aim to have all projects filled by October 31st** – so you won't have to wait long for an answer.

2026 Project Overview

1. **DD&IT – Commercial Process Management:** *Process Intelligence in Action: Unlocking Commercial Excellence through Data-Driven Insights*
2. **Marketing & Services – Coloplast Professional:** *Value Creation with Digital HCP Services*
3. **Marketing & Services – Coloplast Professional:** *Creating Meaningful Face-to-Face Engagement & Services in Today's Digital World*
4. **Group Development & Strategy – Group Development & Strategy:** *Taking customer centricity to the next level*
5. **Operations Excellence – Digitalisation:** *Role-Specific AI Integration Framework for Global Operations*
6. **Chronic Care – Pipeline & Portfolio:** *Data-Driven Transformation Roadmap for Coloplast*
7. **Chronic Care – Portfolio & LCM:** *Consolidating accessory brands*
8. **Atos Medical – Strategy & Commercial Excellence:** *Redefining Care Beyond Products: Exploring DtC Services & Direct Care in an Innovative Medical Device Company*
9. **R&D – Innovation Project Management:** *AI-Powered Decision Support for Project Managers*
10. **Marketing & Services – Consumer Activation & Global Marketing (CC):** *FutureFit Consumer Marketing: NextGen Awareness & Performance*
11. **Global Operations – CPBC GO support:** *How can we break the barriers of entering AI and scale for the rest of the business?*
12. **Global Quality, Regulatory Affairs & Sustainability – Sustainability Product Impact team:** *Pioneering Global Sustainability Compliance*

13. **Global Quality – Biosafety & Chemical Compliance:** *Mucosal membrane surface barrier properties, specifically in the urethra and on stomas*
14. **Global Supply Chain – Supply Chain Development:** *Empowering Supply Chain Excellence: A Global Supplier Process and Portal Upgrade Initiative*
15. **Corporate Finance – Corporate Finance:** *R&D project valuation*
16. **R&D – PDE:** *Automated Creep and Relaxation Testing of Polymers*
17. **R&D – PDE:** *Real-Time Mass Scaling for Explicit FEA*
18. **Chronic Care – Bowel Care:** *Supporting those with Low Anterior Resection Syndrome (LARS): Strategic approaches towards broader education on bowel care*
19. **Chronic Care – Coloplast Care:** *Coloplast Care (Omnichannel Consumer Experience)*
20. **People & Culture – T&OD:** *Launching our new Employee Engagement process*
21. **Group Business Ethics & Compliance – Global Compliance Operations:** *One Healthcare Portal: Conceptualizing our key support to our commercial organisation to one global model*
22. **Payers & Evidence – Global Government Affairs & Patient Advocacy:** *Strengthening Patient Advocacy in Health Policy*
23. **Payers & Evidence – Global Government Affairs & Patient Advocacy:** *From Policy to Patient: How Payer Typologies Inform Advocacy Strategies in Chronic Care*
24. **People & Culture – Global Talent Attraction:** *The balance of global and local: Setting a standard in global talent attraction agenda*

1. Process Intelligence in Action: Unlocking Commercial Excellence through Data-Driven Insights

Team: Commercial Process Management within Digital, Data & IT

You are likely studying within business, engineering, IT, or related field, and have an interest in business process management, data analytics, and digital transformation.

The project

In a global commercial organisation like Coloplast, process efficiency and transparency are key to delivering value to both customers and the business. Our Commercial Process Management team is on a journey to elevate how we understand, monitor, and improve our core commercial processes—ranging from consumer support and sales to order fulfilment and beyond.

This thesis project invites a curious and analytical student to explore how Process Mining and Process Intelligence can be applied to uncover hidden inefficiencies, identify improvement opportunities, and support data-driven decision-making. The student will work hands-on with real process data, collaborate with stakeholders across functions, and help shape how we define and measure process excellence in the future.

Key questions to explore may include:

- How can we use process mining to visualise and analyse our current commercial processes?
- What are the most impactful opportunities for Process Mining in Coloplast?
- How can we embed process intelligence into our continuous improvement efforts?

We think you should know:

You'll join a passionate and forward-thinking team that sits at the intersection of commercial operations and digital innovation. We're known for our collaborative spirit, our curiosity, and our drive to make processes smarter—not just faster. You'll get exposure to real business challenges, access to experienced colleagues across functions, and the chance to make a tangible impact on how we work. And yes—we also believe in having fun while doing it!

2. Value Creation with Digital Health Care Professional-Services

Team: Coloplast Professional within Marketing & Services

You are likely studying within business, strategy, marketing, healthcare innovation, or digital product/service development. Are you bringing strong analytical skills, curiosity about healthcare systems, and interest in digital engagement, this will be a plus.

The project

Coloplast Professional is on a journey to position our online platform, CPOP, and related services as the preferred partner for healthcare professionals worldwide. We want to explore how digital services can deliver meaningful value to HCPs - both in their clinical and non-clinical work - in a way that strengthens engagement, supports better patient outcomes, and drives preference for Coloplast. This project will investigate:

- How HCP needs (clinical and non-clinical) can be identified and translated into digital solutions
- What drives adoption, engagement, and long-term use of online services
- How to measure and communicate the value these services bring to HCPs and healthcare systems

Potential areas of exploration could include: needs discovery frameworks, integration between platforms, global-local content collaboration, value measurement models, and service positioning in market access contexts. Final scope will be refined together with the student(s) to match academic requirements and interests.

We think you should know:

Services are one of the fastest-growing focus areas in Coloplast, and digital HCP services are at the heart of this transformation. The project offers the opportunity to influence how a global MedTech company shapes its future value proposition to healthcare professionals - with real stakeholders, real data, and the possibility to see your work impact ongoing strategy. You'll work with a small, dedicated team in transformation, where your ideas will be taken seriously and where there's room to explore bold solutions.

3. Creating Meaningful Engagement & Services in a Digital World

Team: Coloplast Professional within Marketing & Services

You bring an interest in healthcare, marketing, or service design, and experience with qualitative research, customer journey mapping, or event/service design will be an advantage, but not is required.

The project

In an increasingly digital-first healthcare environment, how can Coloplast continue to deliver face-to-face (F2F) engagements and services that truly stand out for healthcare professionals (HCPs)? This project will explore how offline channels - such as congresses, advisory boards, in-clinic visits, and training workshops - can be designed to complement and enhance digital touchpoints. The aim is to define best practices, new formats, and scalable ideas for F2F engagement that drive HCP satisfaction, loyalty, and long-term preference.

We think you should know:

Services are a rapidly growing and strategically important part of Coloplast, and this project sits right at the intersection of human connection and innovation. You'll have the opportunity to influence how Coloplast shapes its in-person engagement for the future — with direct input from markets and global teams. The findings have the potential to be implemented globally, meaning your work could directly shape how thousands of HCPs experience Coloplast in the years ahead.

3. Creating Meaningful Engagement & Services in a Digital World

Team: Coloplast Professional within Marketing & Services

You bring an interest in healthcare, marketing, or service design, and experience with qualitative research, customer journey mapping, or event/service design will be an advantage, but not is required.

The project

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4. Taking customer centricity to the next level: A case study on how to drive more customer centricity in healthcare and make it an enabler in strategic decision making

Team: Group Development & Strategy

You bring an interest in Customer experience and strategy development, healthcare innovation and stakeholder engagement. You likely have a background in business, strategy, innovation, healthcare management, or similar field.

The project

At Coloplast, we have always had the customer at the center of what we do and with our next strategy period we will create and deliver the best customer experience. This thesis project focuses on answering what customer centricity and great customer experiences are in healthcare now and in the future, what it will take for Coloplast to deliver on that, and how can we design a scalable and unified approach to measuring customer experience across all business areas that can inform strategic decision-making.

What this means exactly and how you can go about this in your project, we will co-design further.

We think you should know:

- Your work will contribute to shaping how customer-centricity is implemented and anchored across business areas
- Your input will help ensuring that users, patients, and clinicians remain at the heart of strategic decisions.
- You will gain a holistic view of how strategy is developed and implemented in a global healthcare company.
- You'll be embedded in a team that works across the entire Coloplast Group, interfacing with senior leaders and diverse functions.

5. Role-Specific AI Integration Framework for Global Operations

Team: Digitalisation within Operations Excellence

You study Business Administration, Industrial Engineering, Information Management, or related fields. Interest in organizational change and technology adoption, and understanding AI capabilities is beneficial but deep technical expertise is not required.

The project

Global Operations encompasses diverse roles - project managers, production managers, standardisation specialists, and team leaders - all with access to AI tools. But we lack systematic approaches to leverage these effectively. Current AI adoption is fragmented, with some experimenting while others avoid it due to uncertainty about best practices.

This thesis project invites an analytically strong student to develop a comprehensive framework for role-specific AI integration. The student will shadow 4-5 key operational roles, understand their workflows and pain points, and create tailored AI solutions including custom prompts, templates, and implementation strategies. Through pilot implementations, we'll measure productivity improvements and build organizational capabilities for sustainable AI adoption. Key questions to explore include:

- How can different operational roles best utilize AI while maintaining standards?
- What are the barriers and enablers for AI adoption in manufacturing operations?
- How do we measure the impact of AI on operational productivity?
- What organizational structures best support sustainable AI transformation?

We think you should know:

You'll join a dynamic team at the forefront of operational digitalisation, working directly with professionals who shape how Coloplast manufactures products globally. This project offers a unique opportunity to impact how hundreds of employees work daily with AI, creating solutions that will scale across all production sites. You'll gain exposure to both cutting-edge AI applications and real operational challenges, while building frameworks that position Coloplast as a leader in AI-enabled operations. We value innovation, collaboration, and practical results - and yes, we believe transformation should be engaging and fun!

6. Data-Driven Transformation Roadmap for Coloplast

Team: Pipeline & Portfolio in Chronic Care

We look for a student or group, studying in the cross field of Data Science and Business, who with curious minds are comfortable speaking to many people across the organisation and asking questions to get an understanding of our complex organisation.

The project

We have recently launched a wearable device within our Ostomy Care portfolio. We also have the ambition to be a data-driven company. This product is, in-part, a capability building exercise in how we can meet this ambition and understand the value potential of the data we collect. Our data is often organised in silos, stored in legacy systems and structures or not stored or utilized in an efficient way.

This project should define a roadmap toward

- Achieving an organisational set up and data architecture that can enable the firm to become more data-driven
- Release the potential of the data we have
- Outline the blockers to this roadmap and suggest how to resolve them

We think you should know:

You will join a young and friendly team of Commercial Product Managers within the largest business area at Coloplast - Ostomy Care. You will also make connections with colleagues cross-functionally - in R&D, DDIT (Digital, Data and IT) as well as leadership. Your project manager is open to this being an explorative project and is excited to check in with you regularly, participate in project-developing activities and help you make the most of your time at Coloplast, in project, network and social aspects.

It is also essential that you are happy to be present at the office in Humlebæk 3 days a week (with flexibility, especially closer to their hand-in date for writing).

7. Consolidating accessory brands

Team: Portfolio & LCM

You're likely studying within the field of Business or similar.

The project

Today we have supporting products/accessories across 2 business units under 5+ brands. Many brands offer similar products in formats and intended use, are used for same or different indications, and produced by the same or different suppliers. We see potential synergies to consolidate existing accessory brands but would like to further understand what are the benefits of consolidating the brands/products and what are the challenges. We are specifically interested in how our future accessories and supporting products portfolio could look like and what it would possibly take to implement such a setup.

We think you should know:

This project will give you a glimpse into the full value chain of a global medical device company. You will not only interact with people from Commercial but also other departments (e.g. Regulatory, Supplier Quality, Product Support, Scientific Affairs, etc.) in the value chain.

8. Redefining Care Beyond Products: Exploring DtC Services & Direct Care in an Innovative Medical Device Company

Team: (Atos) Strategy & Commercial Excellence

This project is in Malmö – Sweden, at our Atos offices in Hyllie.

You are pursuing a Master's in Business, Economics, Marketing, Health Innovation, or Entrepreneurship, or similar. You bring an analytical mind and are comfortable in doing market analysis and literature reviews, but you are also creative and like to come up with practical and innovative solutions.

The project

Our 2030 Strategy sets a clear ambition to move beyond products and build the most comprehensive ENT service platform in the industry. Atos is already a pioneer in Direct-to-Consumer (DtC) and direct care models, placing us at the forefront of innovation in medical devices.

This thesis project will:

- Map the DtC and direct care landscape in the medical device industry, identifying emerging service models and best practices.
- Identify strategic gaps and opportunities where Atos can differentiate through services that empower patients, support relatives, and strengthen healthcare systems.
- Benchmark across adjacent industries (chronic care, diabetes, respiratory, digital health) to identify transferable models.
- Develop strategic recommendations on how Atos can expand and innovate its service offering, supporting our ambition to be the most trusted care partner by 2030.

The project is fundamentally a strategy assignment: it combines market research, competitive benchmarking, and strategic option development - with the aim of shaping future service innovation at Atos.

We think you should know:

Writing your thesis with Atos offers a unique opportunity to make a real impact. Your work will directly shape Atos' 2030 strategy execution and future service offerings, giving you the chance to contribute to decisions that matter on a global scale. Along the way, you will collaborate closely with senior executives, clinical experts, and international commercial leaders, gaining valuable insights and perspectives. You'll also have access to unique internal datasets and market intelligence that very few students ever encounter. And throughout the journey, you will be part of a diverse and international team of four extraordinary professionals, dedicated to supporting, mentoring, and including you every step of the way.

9. AI-Powered Decision Support for Project Managers: Enhancing Strategic and Operational Decision-Making in Innovation Projects

Team: Innovation Project Management in R&D

You are likely to pursue a master within Business, ideally with a focus on project management, innovation management, AI or Data management. You might have experience working with project management frameworks, understand AI technologies, experience with data analysis, power bi and interest in digital transformation and strategic decision making.

The project

With increasing complexity, uncertainty, and data availability in modern projects, project managers face pressure to make faster and more informed decisions. AI offers promising capabilities - such as predictive analytics, intelligent recommendations, and real-time insights - that can transform how decisions are made across the project lifecycle.

The research will focus on identifying key decision points in innovation projects, evaluating existing AI tools and technologies, and developing a framework that guides PMOs in integrating AI into their decision-making processes.

We think you should know:

Working on this project, will put you at the front of innovation and combine tech & strategy, shaping the future of project management. You'll get good insights on how a PMO operates and how highly skilled experienced Project Managers work. We look forward to welcome you to the team!

10. FutureFit Consumer Marketing:

Team: Consumer Activation & Global Marketing (Continence Care) within Marketing & Services

You are likely pursuing a masters in Marketing & Communication, Business Administration/Management, Data Science, Business Analytics, Innovation & Entrepreneurship, Health Economics or Public Health (with Marketing electives). An interest in consumer journey mapping and sampling strategies will be beneficial, and familiarity with digital platforms as Meta, TikTok or sim. will be a plus.

The project

What is the future consumer marketing mix to drive awareness and performance for our products and services (Direct-to-consumer, Coloplast Care)?

Two key challenges:

- Channels and targeting options change rapidly and we are currently live on few platforms
- Future consumer focus is on products (sampling), Coloplast Care and Direct-to-consumer where in the last two we are not the market leader.

We think you should know:

You'll help shape the future of consumer marketing in healthcare, working with a passionate team that is driving innovation in digital activation, ambassador campaigns, and direct-to-consumer strategies. It's a chance to make real impact, learn from experts, and contribute to a project that's both strategic and creative.

11. How can we break the barriers of entering AI and scale for the rest of the business? User case with Coloplast Shared Services

Team: CPBC Go Support within Global Operations

You have a commercial background, potentially with an IT focus – and have a natural interest in investigating the potential of new tools and how to optimize processes. You also bring a natural desire to identify barriers, to eventually break these down.

The project

AI is and has been on everyone's lips for the past couple of years. Everyone seems to acknowledge that there are plenty of benefits from it. However, there is still a barrier for integrating AI into our daily work. Help us speed up the process and make a concrete action plan for how we can make use of AI - by using our shared service center "*Coloplast Business Centre*" (CPBC) in Szczecin as a showcase.

We think you should know:

On top of owning the AI agenda for GQRAS (Global Quality, Regulatory Affairs and Sustainability), CPBC GOS has a great focus on efficiency and continuous optimization. Collaborating with the team will give you great insights into data, efficiency, process management - as CPBC is a very mature Shared Service Center.

12. Pioneering Global Sustainability Compliance: Building Smarter Solutions for a Changing Regulatory Landscape

Team: Sustainability Product Impact within Global Quality, Regulatory Affairs & Sustainability

You have an interest in sustainability, environmental management, and business, strong analytical abilities, and you are eager to work with diverse teams in a dynamic global context.

The project

Ensuring regulatory compliance across regions is an ongoing challenge for the global sustainability team as new and evolving laws continue to emerge. This master thesis project focuses on developing an effective framework to help the team systematically track, interpret, and implement changes in regional sustainability legislation.

The main objectives are to:

- 1) Identify and monitor relevant regulatory developments in the EU and key markets
- 2) Assess existing compliance processes and highlight potential risks or gaps
- 3) Recommend actions for creating the right governance structures, clear processes and tools to ensure regulatory updates are systematically identified, communicated, and implemented across the organisation.

The research will blend literature review, interviews with sustainability and legal experts, and process mapping within the organisation. It will also evaluate technological solutions (e.g., AI) that can enhance compliance efficiency. Deliverables include practical recommendations and a framework for improving regulatory intelligence and response, minimising risks, and building a culture of compliance. This project offers a unique opportunity to create lasting impact by helping the company proactively manage sustainability compliance and adapt to regulatory changes worldwide.

13. Mucosal membrane surface barrier properties, specifically in the urethra and on stomas

Team: Biosafety & Chemical Compliance

We expect that your studies are within the area of natural sciences and that you have experience with laboratory work.

The project

Gaining more knowledge on the surface and barrier properties of these specific biological membranes will help the Biosafety & Chemical Compliance team to better evaluate the absorption and uptake of substances from Coloplast devices. This will lead to better assumptions than 100% and thus lead to more clinical relevant evaluations.

Furthermore the project will focus on questions like:

- How are the barrier properties of intact vs. breached/compromized mucosal membranes performing?
- When would a mucosal membrane be considered breached/compromized?

We think you should know:

You'll join a team of competent and experienced specialists where you can start building your professional network. Your work will actively contribute to the way the Biosafety & Chemical Compliance team perform biological evaluations and how Coloplast secures regulatory access to our markets.

14. Empowering Supply Chain Excellence: A Global Supplier Process and Portal Upgrade Initiative

Team: Supply Chain Development

First of all, you bring curiosity and drive to areas like supply chain optimization, business process improvement, and digital transformation through ERP systems.

Your academic background might be in supply chain management, business, engineering, IT, or a related field. What matters most is a mindset focused on enhancing cross-functional collaboration and creating value through ERP-enabled workflows.

The project

At Coloplast, we work closely with external suppliers to ensure the availability of raw materials for production and contract-manufactured products that support users with intimate health care needs. As part of an upgrade to our supplier data exchange portal, we are aiming to create global standards, simplify, and improve the internal processes associated with this area.

This Master thesis project will focus on analyzing the current process landscape and developing recommendations for improvement. The work will involve using internal IT systems and collaborating across global functions including Supply Chain, Finance, IT, and Quality.

We think you should know:

You will become part of a team with deep expertise in optimization and global process standardization. We are a diverse group that values collaboration, mutual support, and a positive work environment. We also believe in enjoying our time together while delivering meaningful results.

Through this Master thesis project, you will gain insight into a real-world challenge that impacts several functions across Coloplast. Your contribution will help shape the future global end-to-end process setup and provide input for defining user requirements for our supplier portal.

15. R&D Project Valuation

Team: Corporate Finance

We are looking for numerically savvy Finance or Economics students who are curious about bringing their theoretical knowledge to play with a real-life valuation challenge.

The project

To support our mission is to make life easier for people with intimate healthcare needs, Coloplast needs to make sharp priorities among the different product development opportunities in the company.

A cornerstone in this prioritization is valuing early-stage product opportunities. You'll be working on a real-life case with stakeholders from R&D, Marketing and more, to define the metrics needed for the valuation. This includes market sizing and forecasting.

You're welcome to adjust your study design to focus on a specific valuation methodology or whether you want to focus on a specific challenge of valuing uncertain R&D projects.

We think you should know:

You'll get broad insights into how Coloplast in general, to the real-life complexity of capital budgeting and work with industry experts from R&D, Marketing and more. A great opportunity to apply your finance knowledge with a hands on problem.

16. Automated Creep and Relaxation Testing of Polymers

Team: Product Design & Engineering within R&D

Technical background within e.g. Mechanical Engineering or Simulation. It is not expected that you will have knowledge about creep and relaxation, as you will learn about this during the project. However, it is helpful to have taken some of the following courses.

- 41028 – Design of mechatronic systems 1
- 41501/41502 – Strength of materials 1 and 2
- 41815 – Introduction to Finite Element Analysis
- 02002 – Programming
- 02402 – Statistics
- 41603 – Engineering design and problem solving

The project

The timestep in explicit models are linked to the speed of sound in the material. Therefore the traditional method to speed up the simulation time has been to artificially increase the mass of the model. While this technique - known as mass scaling - can significantly reduce computation time, excessive mass addition introduces undesired dynamic effects. The optimal amount of mass scaling is not known prior to the simulation, often requiring manual trial-and-error adjustments by the user.

The project focuses on developing an algorithm that can be implemented into OpenRadioss that can adaptively adjust the mass scaling to the appropriate level such that the simulation runtime is minimized but the dynamic effect is kept at a minimum.

We think you should know:

In this project you get an opportunity to apply theory in practice and be hands-on. You will engage cross functional and thereby get insights as to how innovation and development work is planned and executed at Coloplast. This is also an opportunity to get to know Coloplast as a potential workplace for you in the future!

17. Real-Time Mass Scaling for Explicit FEA

Team: Product Design & Engineering within R&D

Technical background within e.g. mechanical engineering / simulation. It is not expected that you will have knowledge about explicit FEA as you will learn about this during the project. However, it is helpful to have taken some of the following courses:

- 41525 Finite Element Methods
- Experience with FORTRAN during the project. However, it is helpful to have taken some of the following co

The project

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18. Supporting people with Low Anterior Resection Syndrome (LARS): Strategic approaches towards broader education on bowel care

Team: Bowel Care

We are looking for a student with a strong foundation in strategic marketing and brand management, with a keen interest in supporting consumers within the MedTech industry. You can think out of the box to support those suffering with bowel issues in a clear and empathetic way. A strong understanding of multichannel marketing and a familiarity with clinical evidence is a plus.

The project

Changes to bowel function affects up to 80% of people who undergo low anterior resection following colorectal cancer. Many people with LARS will often suffer from faecal incontinence and the social and mental impacts this can cause. Majority of these people are not aware of the treatment methods available to support with long-term bowel management.

This project looks at how we can develop a strategic marketing approach positioning transanal irrigation with Peristeen Plus towards people with LARS suffering from bowel dysfunction. A key component of this marketing strategy will be providing a way to talk about bowel dysfunction with people who may feel uncomfortable discussing these issues with others.

We think you should know:

You'll be part of one of the fastest-growing departments in Coloplast, with a social and passionate team from different backgrounds - from marketing, commercial excellence and product management, where you'll be exposed to a wide range of interesting ideas and backgrounds. We don't take ourselves too seriously and are a close team. We love new ideas and approaches to the business, as well as having fun!

19. Creating the future omnichannel eco-system for Coloplast consumer support with a focus on digital personalisation

Team: Coloplast Care

You bring an understanding of how to turn service design, marketing and consumer experience theories into implementable digital eco-systems. The aim is to span strategy and practical approach to implementation. An interest in the Life-Science industry is beneficial, but not a demand.

The project

As omnichannel consumer experience with a high focus on personalisation across digital touchpoints is becoming the norm, how should Coloplast work with digitalisation of our consumer support services to deliver an integrated and needs-driven consumer experience?

This thesis project aims to define best-in-class omnichannel experience on a foundation of theories and practice within the unique dynamics and restrictions in healthcare and life science.

We think you should know:

At Coloplast, we put the consumers - the people who depend on our products - at the center of all we do. Our mission is to make life easier for people with intimate healthcare needs, and in this project, you get to work with our future omnichannel way of delivering on this from a support service perspective. It's a unique opportunity to combine digital strategy with making a difference.

20. Launching our new Employee Engagement process

Team: Talent & Organisational Development within People & Culture

We expect that you upon graduation will pursue a career in HR/People & Culture, and are studying within a field connected to this, such as HR, Strategy, Culture, Psych or similar. No other specific requirements.

The project

We are launching a new Employee Engagement process and system for all of Coloplast in 2026, with the first survey to launch in May. In the past there has been significant variance across the organisation in how Employee Engagement has been implemented as a process, how frequent surveys have been sent, and it is only about 5 years since the last system change. In the new process we are intending to significantly change the way we take action based on survey results. The goal is to allow us to increase our impact on engagement by enabling our leaders to take the right action at the right time, while decreasing the resources spent on analysing and action planning.

The challenge we are facing, where we are looking for your help, is how to ensure that the new process becomes not just adopted, but an internalized part of the way our leaders and employees work.

We think you should know:

Employee Engagement is a critical sustainable competitive advantage, and recently Coloplast has recognized this by including Employee Engagement in our new strategy. We are at an interesting time where the concept and value of Employee Engagement is largely accepted, but where the way of working with it and how to integrate it into everyday work remains a challenge. With this project you will join a team that is involved in almost every part of helping our 17,000+ employees to become successful and engaged employees who thrive at our company.

21. One Healthcare Portal: Conceptualizign our key support to our commercial organisation to one global model

Team: Global Compliance Operations within Group Business Ethics & Compliance

We are looking for students with a strong interest in process optimisation, process mapping, efficiency and technology. You may be studying within business, IT, law or other similar directions. A mindset ready to be curious, challenging us on our habits, asking the questions - how to operate most efficiently, providing the best "internal" customer support for our commercial teams to execute faster.

The project

We support on a daily basis all our business units globally with their interaction with hospitals, HCPs, ensuring that we comply with all the rules & regulations, globally, regionally and locally. Over the years, that has led to increased complexity and longer leadtimes for supporting our commercial organisations with guidance and support for them to act faster and more professionally - due to mostly legacy practices, personal ways of working, silo focus instead of an interprise mindset. So with our new Impact4 strategy and Healthcare guidance being at our core in supporting our commercial teams, you can help us by challenging us on how to design our future healthcare and HCP interaction global support model, focusing on use of technology, faster and simpler ways of working and apply your outside perspective to developing a new operating model for future compliance support

We think you should know:

This is without doubt groundbreaking within the corporate governance and support areas; you will be challenged as never before but then feel the rewards when successfully guiding us on our future support model for guiding the organisation on healthcare related compliance topics in the future to come globally.

22. Strengthening Patient Advocacy in Health Policy

Team: Global Government Affairs & Patient Advocacy

We are looking for a student with a background in political science, public affairs, or health policy. An interest in patient-centered care and healthcare equity is important. Strong analytical and communication skills will help the student navigate complex policy environments and translate insights into strategic recommendations.

The project

This project explores how patient advocacy groups can become stronger voices in health policy to ensure their voices get heard in the decision-making processes. The student will assess advocacy models in selected European countries, identify best practices, and propose a strategy for Coloplast to build impactful partnerships. The goal is to ensure that patient needs are heard and reflected in health reforms, ultimately improving quality of life and access to care.

We think you should know:

This is a unique opportunity to collaborate with a leading Danish medtech company with global presence - on a project that directly supports its mission to improve life for people with intimate healthcare needs. These people often face stigma and invisibility in health policy, making advocacy both challenging and essential. You will gain insight into healthcare systems across multiple countries, contribute to shaping strategic partnerships, and help elevate patient voices in policy-making. It's a chance to make a real-world impact while learning from a company deeply committed to dignity, inclusion, and innovation in healthcare.

23. From Policy to Patient: How Payer Typologies Inform Advocacy Strategies in Chronic Care

Team: Global Government Affairs & Patient Advocacy

We are looking for a student with a strong interest in healthcare, advocacy, and societal trends. You may be studying political science, international business and politics, business, or a related field. Experience within healthcare politics or advocacy is also a benefit.

The project

As a global company specializing in chronic care, engaging with governmental authorities is key to driving innovative changes in the standard of care. Our Government Affairs & Patient Advocacy team is striving to advocate for optimal conditions and elevate the standard of care to serve patients with intimate healthcare needs. In doing so, understanding health-political trends, challenges, and opportunities for individual payers, governmental authorities, and patient groups is imperative to prepare effective communication, identify the right stakeholders, and be part of the solution to the current pressures faced by healthcare systems.

This thesis project invites a curious and analytical student to explore health politics on a global or regional level, analyze how different payer typologies may impact advocacy efforts and strategies, and identify opportunities to leverage for Coloplast.

We think you should know:

This is a unique opportunity to collaborate with a leading Danish medtech company with a global presence on a project that directly supports its mission to improve the lives of people with intimate healthcare needs. These individuals often face stigma and invisibility in health policy, making advocacy both challenging and essential. You will gain insights into healthcare systems across multiple countries, contribute to shaping strategic partnerships, and help elevate patient voices in policy-making. It is a chance to make a real-world impact while learning from a company deeply committed to dignity, inclusion, and innovation in healthcare.

24. The balance of global and local: Setting a standard for our global talent attraction agenda

Team: Global Talent Attraction (TA) within People & Culture

We expect that you upon graduation will pursue a career in HR/People & Culture, and are studying within a field connected to this, such as HR, Strategy, Culture, Psychology or similar.

The project

Coloplast is a truly global company, operating in 42 different talent markets. Balancing global presence with local needs and processes, is an ongoing exercise. We want to make sure, that we from a global perspective deliver the right tools for our local talent attraction teams to utilize. Besides tools and processes, *what* candidates are attracted to, is also interesting to us – as we navigate being a Danish established company, operating within all the geographically and culturally different talent markets.

We are open to work on one of the following projects, allowing you to apply for the project you find the most exciting:

1) The Nordic Value Proposition as an attraction tool

In this project we want to explore the value of traditional Nordic centric values of workplace dynamics as a tool to attract great talent. This is especially relevant to Coloplast as we are headquartered in DK while operating in 42 talent markets with widely different economic realities and cultural values.

2) The balance between Global vs Local Processes

In this project we want to explore the benefits of truly global steps in Vs the local steps in the local recruitment processes. We would like the research to be able to explore the true value and relevance of local market recruitment steps Vs what we would like to determine as “The global Coloplast way”.

We think you should know:

You'll be welcomed in our People & Culture department of 35 P&C-professionals and deliver your findings and research to both our Global and Local (HQ) Talent Attraction Teams. We are constantly working on strengthening our Talent Attraction setup, and you'll be a key figure in guiding us on one of the topics above, leading our Talent Attraction process in a new direction. We look forward to meet you!

25. Bedridden TAI: Transforming Bowel Care for the immobile

We're looking for a student within Business Development, Health Innovation, Economics, or a related field. You should have a strong interest in user-centric healthcare, and be motivated by uncovering commercial opportunities in underserved markets. The project requires skills in market analysis, opportunity assessment, and stakeholder research, using both qualitative and quantitative data. A proactive mindset and the ability to translate insights into strategic recommendations will be key to success.

The Project

Coloplast has helped define global standards in Bowel Management for over 20 years. This project invites you to explore the still untapped potential of supporting bedridden individuals — users who until now have had limited and suboptimal solutions or no options at all. You'll investigate market opportunities, user needs, and barriers to innovation in a space where better solutions could make a life-changing difference.

Explore Untapped Market Potential in a Growing Healthcare Sector

This project offers a unique opportunity to investigate a largely overlooked user segment within bowel care—bedridden individuals. You'll assess market opportunities, identify barriers, and evaluate the commercial viability of new solutions.

Make a Real-World Impact

Your work could help improve the lives of vulnerable patients while easing pressure on healthcare systems.

Gain Cross-Functional Exposure

Collaborate with teams across Coloplast—from user insights and clinical specialists to sales and marketing—offering a deep dive into the dynamics of a leading medtech company.

Shape Strategic Direction

Your findings may help inform future product strategies and contribute to the roadmap for innovation in Bowel Care globally.

26. Designing for diversity: Unpacking the product needs when considering different mentalities and capabilities

The project is wide in nature in order to fit with the right candidates.

It is important that the candidates bring initiative, and a clear understanding of how their specific competencies can bring value when designing for diversity.

It is expected that the candidates bring capabilities related to (some) the following fields:

- * Design
- * Human factors or usability engineering
- * User Needs and Requirement setting

The Project

At Coloplast we serve a variety of different users. Some users may be fully functional while others may suffer from a disability which can complicate handling of a product. Whenever development of a new product is started, the design phase must consider the mental models, preferences and capabilities of the different users, and how the design of the product should facilitate those.

This project would aim to create a catalogue of design principles, user needs or specific requirement that future projects can reference when considering the different user profiles.

We think you should know

You will be working with teams who are passionate and ambitious about their profession and our users. You will receive support and insights on how to work with design principles, product development and usability. Your work may directly impact future products which will help people.