



Find your spark at Discover®

The Emerging Talent programs at Discover® are designed to help you launch your career and find the path that's right for you. Here, you'll have the freedom to explore, try out new roles, and work on a variety of projects. You'll be encouraged to grow and enjoy the journey of finding your "spark".

With us, you'll do meaningful work from Day 1 and help us change the game in financial services. We were founded in 1986 and now have over 16,000 employees. Together, we're dedicated to helping people spend smarter, manage debt better, and save more for a brighter financial future.

Internship and Full-Time Opportunities

Our Summer Internship Program is the perfect way to get a jump start on your career with exciting work, exposure to senior leaders, expert training, and a lot of fun! Then, you'll be considered for our Full-Time Program for recent graduates where you will receive even more mentoring, skill development, rotational assignments, and everything you need to find your spark. We offer internships and full-time development opportunities in the following areas:

Technology

Our technology roles enable Discover to drive profitability through the deployment of innovative and efficient technology solutions while effectively managing security controls and risk. We support application development, advanced analytics, architecture and infrastructure support, technology operations, cybersecurity, and risk.

Roles include: Software, Data Engineering, Programming, Cloud, and Cyber.

Analytics

We help drive high-quality, fact-based decisions by providing critical insights into consumer and corporate performance as well as behavioral data. We leverage data and information to improve capabilities and processes and help mitigate fraud, risk, and other potential business threats.

Roles include: Modelers, Data Science, Data Analytics, Business Analytics, and Data Governance.

General Business

As one of the most recognized brands in direct banking and payment services, we have multiple consumer products, services, and operational functions that need the best people in the business.

Business areas include: Business Process Management/Lean, Card Operations, Consumer Banking, Corporate Finance, Marketing, Payments, Risk Management, and Strategy.

All full-time hires will participate in structured development programs, which include defined training curriculum and possible rotation opportunities.

Get started at discover.com/campus

DISCOVER®

At Discover, we win together. Join us and be part of a community that welcomes you as you are and values everything you bring.

Qualifications

- Enrolled at an accredited university leading to a minimum of a bachelor's degree
- Preferred majors include: computer science, information systems, data and analytics, engineering, business, or similar fields
- For 2023 internships, must have a graduation date between December 2023–June 2024
- For 2023 full-time roles, must have a graduation date between December 2022–June 2023
- Minimum GPA of 3.0 on a 4.0 scale

Benefits for full-time employees

From generous paid time off to outstanding 401(k) company contributions, at Discover® we support employees' well-being both in and out of the office. Our benefits package features comprehensive insurance, financial planning support, and lots of resources to help you be your best at work and home.

Paid time off

25 days of paid time off per year.

Health Insurance

Insurance coverage for Health, Dental, Vision, and more.

401(k) Savings Plan

With fixed and matching company contributions.

Work Perks

- Development and Training Opportunities
- Flexible Work Environment
- 7 Paid Holidays
- Tuition Reimbursement
- Pre-paid Tuition to select online bachelor's degrees
- Commuter Benefits
- Onsite Fitness Centers
- You Care, We Share Volunteer Program
- Group Auto, Home, and Pet Insurance
- Onsite Health Clinics
- Onsite Emotional Health Counselors
- 24-Hour Nurse Hotline
- Housing assistance is provided for the Intern Program

Shine Bright® at Discover

Cultivate your career with a company driven by a mission to help people achieve a brighter financial future. Starting with our employees, we create a supportive and inclusive environment where all can thrive. We are guided by our principles that are focused on transparency, getting things done the right way, and building expertise through problem solving and experimentation. You'll be part of a community focused on supporting our customers and each other, while achieving beneficial balance at work.





Hear from our interns

"This was the **best summer of my life**. My work was valued and every day was a learning experience. Add in an amazing work environment and it makes the internship experience the total package."
– Ben P.

"Discover has an **incredible culture**. You get to work every day with people who really want to help you succeed. You know it's a great place when your co-workers become your friends."
– Cecilia A.

"I thought this was just another financial services and credit card company. Then I saw the things they're doing with **technology and data** and could see why everyone is so excited about the future of the company."
– Emily P.

"It's not hard to believe in a company that really **lives its values**. You see it in our people and the way we do business."
– Zoheb M.

Apply at discover.com/campus



Register for updates on
events and opportunities

tinyurl.com/discovercampus

Discover® is a leading direct bank with credit and banking products that help people achieve their goals. In payments, our networks connect banks, merchants, and people in over 185 countries and territories around the world.

Benefits availability and eligibility varies based upon employee classifications. To see what you qualify for, visit mydiscoverbenefits.com

Discover is committed to a diverse and inclusive workplace. Discover is an equal opportunity employer and does not discriminate on the basis of race, national origin, gender, gender identity, sexual orientation, protected veteran status, disability, age, or other legally protected status. ([Know Your Rights](#))



Discover is a proud recipient of 10 Vault Top Internship Awards in 2023.