



Cisco’s FLEX Emerging Leaders program is a rotational program for new graduates interested in a career in **human resources**, **social impact**, and **corporate affairs**. All majors are welcome.

In FLEX, you can **find** your passion and your community, **lead** your career and work, and **explore** the world of potential in Cisco.



Individual Role Assignment

FLEXers work on high-visibility, value-driving teams in our People, Policy & Purpose (3P) organization. 3P includes our human resources, social impact, and corporate affairs functions.



Design Your Path

Flexibility is at the heart of how the program is structured. You get a voice in designing your experience, so you can create a career path that matches your interests.



Be Supported

FLEX has a strong support system to get you onboarded, connect with people who can help you, and grow in your career. Program managers, advisors, program buddies and more help you navigate the on-ramp to your career.



Learn, Grow, Make a Difference

Cisco managers compete for your talent. That means rotational assignments feature meaningful work where you can develop business acumen while helping to solve interesting problems.

[Learn more](#)



#1 Best Company to Work For in the US

2023 | 2022 | 2021



About Cisco

Cisco is the worldwide technology leader that securely connects everything to make anything possible.

Our Purpose

Our purpose is to **power an inclusive future for all.**

We pursue our purpose by closing the digital divide, empowering the future of work, fighting for equality and social justice, and building a regenerative planet.

Our shared purpose creates a unique culture that makes our work more meaningful.

People, Policy & Purpose (3P)

FLEX is a career and leadership development program for our People, Policy & Purpose (3P) organization.

3P ensures holistic care for the well-being of Cisco's people, establishes Cisco as a trusted and valued partner to governments and global leaders, and extends Cisco's reach to positively impact communities everywhere in alignment with our purpose.

FLEX – Find. Lead. Explore.

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PEOPLE, POLICY & PURPOSE

Where FLEXers Work

People and Communities

Ensuring our people are at their best because they have the support and tools they need to thrive in all aspects of their lives

Sustainability

Building a sustainable, regenerative future

Social Impact

Driving positive change in global communities

Government Affairs

Advocating at all levels of government for pro-technology policies and regulations

Workplace Resources

Creating inclusive workplace experiences through real estate strategy, building technology, health and safety, and more

Digital Impact Office

Closing the green and digital divide, especially for the most vulnerable and underserved

Strategy, Development and Governance

Connecting strategy and innovation efforts across the 3P organization

