Akamai Financial Development Program (AFDP)

Rotational Program

Three years, three rotations, one destination: The AFDP puts you at the center of corporate finance at Akamai, a global technology leader based in Cambridge, MA, with the structure to grow and the flexibility to chart your own path.

Cambridge, MA — Hybrid

Overview

The AFDP is a structured three-year program. Each rotation is in a different area of finance and lasts a full year, which is long enough to own real work rather than just observe it. Rotations start in July and are matched to business needs and your interests. You'll build skills, relationships, and a view of how our business runs. Graduates finish the program positioned for roles across the finance organization. Most analysts work a hybrid schedule from Cambridge, MA.

2014	3 YEARS	3 ROTATIONS
PROGRAM FOUNDED	PROGRAM LENGTH	PER ANALYST

At a glance

Summer internship	Full-time program
10 weeks (May–Aug)	3 years, 3 one-year rotations (starts in July)
Open to rising seniors	Intern conversions and graduating seniors
Cohort of four interns	New class of three joins every year
Placed on one team for the full summer	Varied rotations across the finance function

Traits we look for

- **Analytical rigor:** You dive into data systematically and catch the details others miss.
- **Intellectual curiosity:** You genuinely want to understand why and how things work, both strategically and operationally.
- **Comfortable with ambiguity:** You have the courage to work without all the details and learn on the fly.
- **Collaborative energy:** You're a team player; you bring genuine warmth and positivity to the team and want to build relationships across the organization.
- **Long-term finance leadership mindset:** You see this as the start of your finance career. You're genuinely interested in Akamai and the tech finance space.

Best fit: Candidates who want both strategic and hands-on exposure, work well in teams, seek cross-functional exposure, take ownership over work, and are comfortable making presentations to senior stakeholders. This program is best suited for those who are excited about a multi-year, team-based experience. If you're looking for a narrower or fully remote role, another path may be a better fit.

AFDP summer internship

The internship program is most people's first introduction to AFDP. It's a 10-week summer experience that's a preferred, though not required, path into the full-time program.

What to expect

10-week program, running late May through mid-August

Cohort of four each summer

Most years, several members of the incoming full-time cohort come through the internship, though AFDP also hires full-time analysts directly

Each intern is placed on a single team for the full summer; the internship does not rotate

Interns are fully embedded in the AFDP community, including cohort meetings, mentor check-ins, training, fireside chats with leadership, volunteer events, and team and social events

Interns are paired with a mentor and a buddy from day one to help them integrate quickly

Sample project

An example of what a summer intern might work on:

- **Project:** Take an existing expense variance analysis model comparing actuals to forecast and identify ways to use AI to improve analytical insights and shorten business cycle time
- **Skills used:** Excel modeling, AI knowledge, and cross-functional partnership with business teams
- **Outcome:** Final presentation to the manager and mentor, with the strongest projects shared more broadly with finance leadership

Eligibility

- Open to rising seniors
- **Preferred majors:** Finance, economics, math, business

Application timeline and process

Application open:
Late August/early September

Applications close:
Rolling through October. Apply early; strong candidates should not wait until the deadline.

Interview process:
Human Resources prescreen (brief recruiter call) → First interviews (two 30-minute 1:1s with program alumni) → Second interviews (two 30-minute 1:1s with AFDP Managers) → Offer

Start date:
Late May

Intern perspective

"

My AFDP internship gave me an incredible hands-on foundation at Akamai, where I tackled real business problems and saw my project make a genuine impact on my team. Transitioning into a full-time role felt completely seamless, and I have enjoyed launching my career with a supportive, familiar network that made me feel right at home and ready to hit the ground running from day one.

— AFDP Summer Intern, Class of 2023

Most full-time analysts started out as AFDP interns. Graduating seniors who did not intern at Akamai are also welcome to apply to the AFDP.

AFDP full-time program — Three-year rotational analyst track

Structured rotations, real ownership, and a permanent seat on the team that's the best fit for you

Program structure

Each analyst completes three 1-year rotations, chosen from a pool of nine rotation tracks across the finance org (see **Rotation tracks** section below). A new class of three analysts joins every year.

AFDP leadership assigns all year 1 rotations. With the goal of having a well-balanced experience, analyst preferences are taken into consideration for year 2 and year 3 job placement. Your first choice isn't guaranteed, but leadership works to match preferences as closely as possible.

At the end of the program, analysts are placed into a permanent role, based on business need, analyst preference, and performance.

Dedicated coordinator: Each full-time analyst is paired with a dedicated AFDP coordinator who acts as a consistent point of contact for program-wide guidance throughout the program.

Program timeline

- **Year 1:** Rotation 1 begins (July)
- **Year 2:** Rotation 2 (August) — Preferences submitted a few months prior
- **Year 3:** Rotation 3 (August) — Preferences submitted a few months prior
- **Month 36:** Graduation and placement

Rotation tracks

The specific rotation tracks offered fluctuate year to year based on business needs. Recent examples include:

- Corporate FP&A
- Product Finance
- Commissions
- Pricing Analytics
- Sales Finance
- Deal Desk

Staying connected

- **AFDP community events:** Quarterly team outings, monthly meetings, volunteer/philanthropy days, social events, corporate sponsored lunches, etc.
- Ongoing manager and mentor check-ins throughout the program

Eligibility

- **Candidates:** Internship conversions and graduating seniors joining directly
- **Preferred majors:** Finance, economics, math, business, etc.

Akamai

Application timeline and process

Application open:
Early September

Applications close:
Rolling through October. Apply early; strong candidates should not wait until the deadline.

Interview process:
Human resources prescreen (brief recruiter call) → First interview (two 30-minute 1:1s with program alumni) → Second interview (two 30-minute 1:1s with AFDP Managers) → Offer

Start date:
July

Onboarding:
New analysts get a month of cross-training from the analyst whose job they're backfilling and are integrated into the full AFDP community from day one.

Analyst perspective

“

I joined the AFDP because I wanted exposure across corporate finance. I got it. I saw different parts of the P&L and did both forecasting and project-based work. By my third rotation I knew exactly where I wanted to land, and I ended up on the team I wanted.

— AFDP Analyst, Class of 2026

Alumni network

AFDP alumni have gone on to permanent roles across Corporate FP&A, Pricing, Sales Finance, and other teams at Akamai, with several advancing into leadership positions.

Alumni exits

Several alumni have advanced into senior analyst and manager roles within finance.

> The AFDP gave me the freedom to explore. Each rotation showed me where my real interests in finance were and helped me build a practical analyst tool belt that set me up for long-term success.
>
> **— AFDP Class of 2019, now Finance Director**

Frequently asked questions

- **Is the program hybrid or in-office?**
  The program is hybrid — most analysts come into the office 1–3 times per week.
- **What majors are eligible?**
  We're flexible, with finance, business, accounting, economics, and math being most common.
- **How flexible is the internship/analyst start date?**
  We allow a small window around the standard start date for extenuating circumstances, but we're not able to offer broad flexibility.
- **Do you sponsor work visas?**
  No, AFDP does not sponsor work visas. Candidates must have existing work authorization in the United States.
- **Is a permanent role guaranteed at the end of the three-year program?**
  Placement isn't automatic, it's earned. That said, analysts who deliver in their rotations rarely leave without a role. We invest three years in you because we want you to stay.