



Capgemini UK
Graduate Programmes

Be the *You*
You want to be

People matter, results count.



Be ready to get started

Hopes. Dreams. Aspirations. We all have them. And chances are yours aren't a carbon copy of everyone else's. That's why, at Capgemini, we give you options – and the freedom to achieve your ambitions your way.

When you join us as a graduate, you'll find a range of different options to suit your talents. Whether you're interested in our Management Consulting programmes or our Graduate Technology and Business Schemes, you'll find room here to make your role what you want it to be.

Whatever you go for, expect early responsibility on complex projects for big-name clients, plus the chance to work alongside experts in different industries, and pick their brains. You'll be involved, be stretched and, just as importantly, be trusted.

Whichever route is right for you, we'll encourage your growth. After all, it fuels ours. We might be one of the world's top consulting, technology and outsourcing organisations, but we've got big ambitions still to achieve. We have more than 180,000 people in over 40 countries, and we rely on each individual to help us. The things that make you special are what make us brilliant, so our training and support will see your skills and your personality shine through, every day.

Join us and be the you, you want to be.



Why join Capgemini?



We need different backgrounds, experiences, intellects and sexualities... because by mixing all of those together that you get the creativity and innovation we desperately need.

- Jane Steed
Chair for OUTfront the LGBT Network

1

You'll build momentum in your career

You'll never be short of chances to develop your skills here. That starts with a thorough business induction, and carries on throughout your time with us. It's all about helping you to shape your own path, and your manager will work with you to develop a tailored training plan. With a world of resources, experiences and training at your fingertips – not to mention a whole business of experienced colleagues – you'll find pick up new skills and new ambitions as you explore our world-leading organisation.



Why join Capgemini?



2

You'll give back with us

Our Give Back initiatives help us all support and sustain both our community and our planet. You'll have fun, meet new colleagues, and develop skills that complement what you do. What's more – you'll express yourself and your passions through the work you get involved in. You might go back to your school or university to help train future generations. You might support a local charity. Or you might take part in some of the charitable events that we run right here at Capgemini.

3

You'll join a team with clear values

You're guided by what you believe in, and so are we. Our seven core values are the heart and soul of who we are. They're everywhere you look, from the way we build client relationships to the way our teams work together.

4

You'll be welcome, no matter your background

We're open and inclusive, and it's why our colleagues stick around. We support everyone to be their true self – to let their personality shine through, whoever they are and wherever they're from. Because it's those perspectives and voices that give us the freedom to innovate together. We value difference, and we won't stand for anything that would damage that.



Why join Capgemini?



5

You'll reach higher than you ever imagined

Whatever you do for us, you'll work with clients you never expected, exploring sectors you never considered. From banking to automotive, healthcare to oil and gas, every project will set a new bar for your achievement. You'll see what it's like to work with some of the world's largest brands, and you'll never look back.

6

You'll do work that surprises you every day

New people. New work. New locations. With us, you'll never have time to be bored. You might work in one office on Monday, then find yourself across the country on Tuesday. You'll go the extra mile for our customers, and it's guaranteed to be a different challenge every day.



What are we looking for?



Be individual

We're not just looking for tech geniuses here. We need a diverse range of talents to build the future of our business, from finance gurus to cyber security aficionados; from aspiring project managers to motivated sales drivers.



Be engaged

We look for interest as well as aptitude. So, if you're passionate about the area you want to apply to, we'll help find the right spot for you.



At Capgemini, I'm consistently surrounded by ambition, drive, and an incontestable passion for learning. It's a critical formula for skills development and success.

- Nahla
Oracle Applications Consultant



What are we looking for?



Be ready to reach for more

Whatever your role here, you'll have your sights set on big things. Fuelled by your ambition, you'll be the kind of person driven to build your skills and progress to new challenges. And if you get the right results, you'll find recognition, guaranteed.



Be one of the team

We're a people organisation. From our clients to our colleagues, collaboration is a big part of what we do. You'll be keen to contribute to that, building relationships of trust with teammates and clients alike.



Be flexible

No two days are the same, and you'll be ready for both sides of that coin. As well as being excited by the variety of your role, you'll be comfortable with regular travel, often moving throughout the UK for extended periods at a time.



Our graduate opportunities

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Technical and Business Graduate opportunities | Management Consulting opportunities

When you come to Capgemini, our different routes and roles will help you find the path that's right for you. With routes spanning different business areas, you might choose from:

- Our Graduate Technical and Business Community roles, including:
 - Technical specialist roles
 - Business specialist roles
 - Combined technical and business roles
 - Our Management Consulting opportunities



Being an employee at Capgemini is an interesting and challenging experience. Effort and performance are always recognised and rewarded. Feeling valued as a team member motivates me to perform.

- Adam
Business Analyst



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Technical and Business Graduate opportunities | [Management Consulting opportunities](#)

Technical and Business Graduate opportunities

Our nationwide Graduate Technical and Business Community roles are a rare and exciting proposition for tech enthusiasts and aspiring entrepreneurs.

Helping you build momentum from the start, you'll take on an in-depth business induction. After that, you'll go straight into your first role, doing real work for our clients. Rapid acceleration is a given for the most ambitious. Complex work and significant solutions won't be goals for the future – they'll be something you experience day to day, from the very start.

It's a big step, but one you won't take alone. You'll get unfailing support from your mentor and from your team, as you learn the skills of your trade amongst experienced professionals. What's more, you'll join a collaborative community of graduates, sharing ideas and fuelling each other's ambition.

With a range of options on offer, we'll ask you to select your top three preferred roles when you apply. The roles you might choose from include:



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Technical and Business Graduate opportunities | Management Consulting opportunities

Technical specialist

If you're interested in a largely technical role, you'll find a breadth of specialisms here, from Cyber Security Consultants to Software Developers to Insights and Data Consultants. Work with constantly evolving technology on complex projects, and cut your teeth on a role that's geared towards rapid development.

Business specialist

We don't just need tech graduates at Capgemini – we also need future entrepreneurs and born communicators to help us build first-class relationships. Whatever you want to be – Finance Analyst, Sales Associate, Project Management Office Analyst – you'll find the opportunity that suits your skills and the freedom to take your career wherever you want it to go.

Integrated Business and Technology specialist

For some roles – like Applications Consultants and Business Analysts, for instance – we look for a very particular kind of graduate. You might not have a tech qualification, but you'll be able to understand the fine details of our cutting-edge technical solutions. You'll accurately analyse clients' current tech, and act as a credible authority to identify more efficient solutions for their needs. At the same time, you'll have the relationship skills and the business savvy to drive outstanding sales. If that sounds like you – if you've got the technical capacity combined with creative problem-solving agility – this could be the opportunity for you.



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Technical and Business Graduate opportunities | Management Consulting opportunities

Location

Our Technical and Business Community roles are nationwide, but you'll need to be flexible and prepared to be on the move. The nature of our work means that you may be based on client sites anywhere in the country, and you may have to travel abroad.

Academic requirements

- Minimum 2.2 degree or equivalent from any degree discipline, with a minimum 240 UCAS points
- For some tech-specific opportunities, we specify a STEM degree – see [our website](#) for more information

As a fast-paced company, we constantly have new openings for graduate talent in our Graduate Technical and Business Communities. To find out about what's currently on offer and how to apply, and to hear more from our current graduates, [please visit our website](#)



I really enjoy the projects I get to do at Capgemini. I'm working on sales campaigns based around new technology, collaborating closely with the sales team to understand business goals and help run campaigns. Capgemini gives you the opportunity to grow as an individual – the autonomy helps me to be motivated and energised.

- Brian
Marketing Executive



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Technical and Business Graduate opportunities | **Management Consulting opportunities**



Management Consulting opportunities

Our Management Consulting opportunities fall within Capgemini Consulting; the consulting arm of the Capgemini Group. We have a team of over 3,000 consultants globally – with a growing team of around 500 in the UK – who work together to deliver leading-edge solutions that meet our clients' every need.

A world-class consultancy, we're renowned as leaders in business transformation through digital technology. Covering a wide range of sectors from Banking to Retail to Insurance, we bring together a team of fierce intellects, passionate opinions and open minds – and support them to operate at the forefront of our industry.

There are three entry routes to join our 2-year Management Consulting Graduate Programme:

Core Management Consulting

If you're ready to build a management consulting career to be proud of, find it here. With exposure to fascinating sectors, you'll move through uncharted territory, exploring new areas and new projects every day. Be proactive and push yourself, and we'll back you all the way. Gain the courage of your convictions and build a career of your own design.



Our graduate opportunities



Analytics Consulting Academy

Got a head for analytics? Use it to help us tackle business-critical challenges, transforming clients' businesses for the better. Working across all sectors, you'll stretch yourself to achieve the sharpest analytical thinking every day. See where your specialism could take you, delivering high-impact projects from day one.

Financial Services Consulting Academy

If you're looking to flourish in a career in financial services, this is the place for you. Learn the tools and skills you need to be the person you want to be, taking on client-facing projects and gaining exposure to the hottest financial issues. Be curious, be intellectually stimulated, and work to distinguish yourself as you study towards prestigious qualifications.

Training

When you join our programme and become part of the Consulting Development Community (CDC), you'll always aim for nothing less than excellence. That means constantly looking to better your skills, grabbing every learning opportunity with both hands. As well as the core consulting skills you gain with us, you'll also build specific expertise through training and accreditations. This will involve:

- 2-week induction, meeting a variety of Vice Presidents
- 3-day Consulting Skills Workshop (CSW)
- 10 days+ of core consulting skills training
- A variety of accreditations such as: CIMA, Prince2, Lean Six Sigma



Our graduate opportunities

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Technical and Business Graduate opportunities | **Management Consulting opportunities**

Location

Your base location will be London, but you'll need to be flexible and prepared to be on the move. The nature of our work means that you may be based on client sites anywhere in the country, and you may have to travel abroad.

Academic requirements

- Minimum 2.1 degree or equivalent from any degree discipline; A-Levels not essential
- For the Analytics Consulting Academy, we specify a degree with an analytical basis – see our website for more information

To find out about what's currently on offer and how to apply, and to hear more from our current graduates, **please visit our website**



What I love about consulting is that no two days are ever the same. Work days can include a combination of client meetings or workshops and desk-based work including analysis, report writing, and preparing client presentations. With this amount of variety, you can really be inspired and fulfilled.

- Julia
Management Consultant



A young man with dark hair, wearing a blue blazer over a light pink shirt, is smiling at the camera. He is standing in a modern office environment. Behind him is a large, circular indoor garden with various green plants. In the background, there are office desks, chairs, and a large window. The office has a contemporary feel with blue and green accents.

From day one I've been challenged to apply myself across a wide array of business scenarios. Capgemini's graduate scheme has empowered and inspired me to thrive in fast-paced environments.

- **Sanjay**
Associate Consultant



For further information

Ready to be the you, you want to be? Find out how we can help you get there, with current opportunities application tips and an insider view from our graduates:

Website

uk.capgemini.com/graduates

Want to know what life as a Capgemini graduate is like?

Student blog

uk.capgemini.com/capgemini-student-blog

Consulting Development Community blog

uk.capgemini-consulting.com/cdc-blog



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About Capgemini

With more than 180,000 people in over 40 countries, Capgemini is a global leader in consulting, technology and outsourcing services. Together with its clients, Capgemini creates and delivers business, technology and digital solutions that fit their needs, enabling them to achieve innovation and competitiveness. A deeply multicultural organisation, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

Learn more about us at

www.uk.capgemini.com

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