



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 and the opportunities to make a difference.

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.



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

Why join Capgemini?

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.

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.

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.



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.



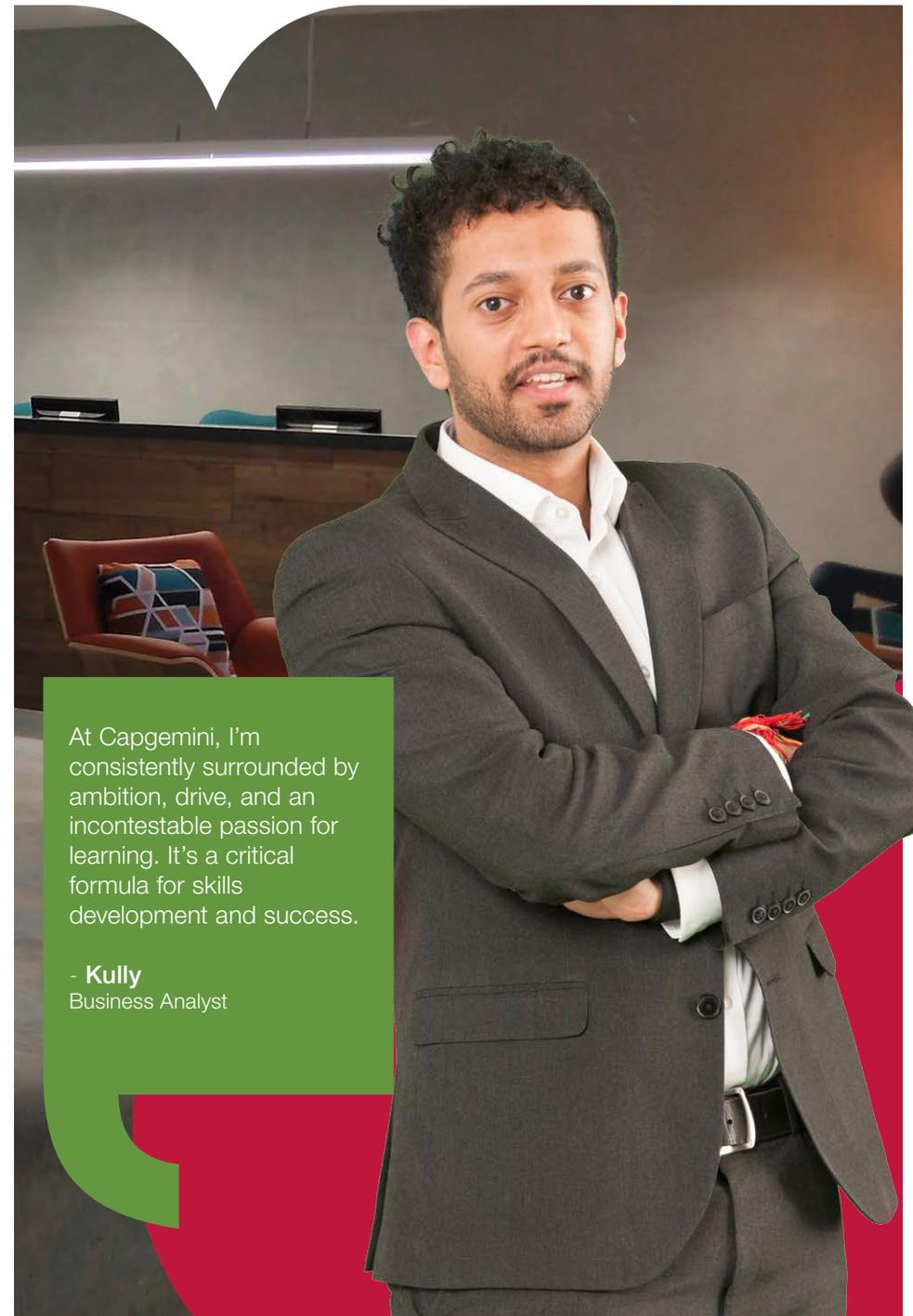
Be one of the team

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.



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.

- **Kully**
Business Analyst

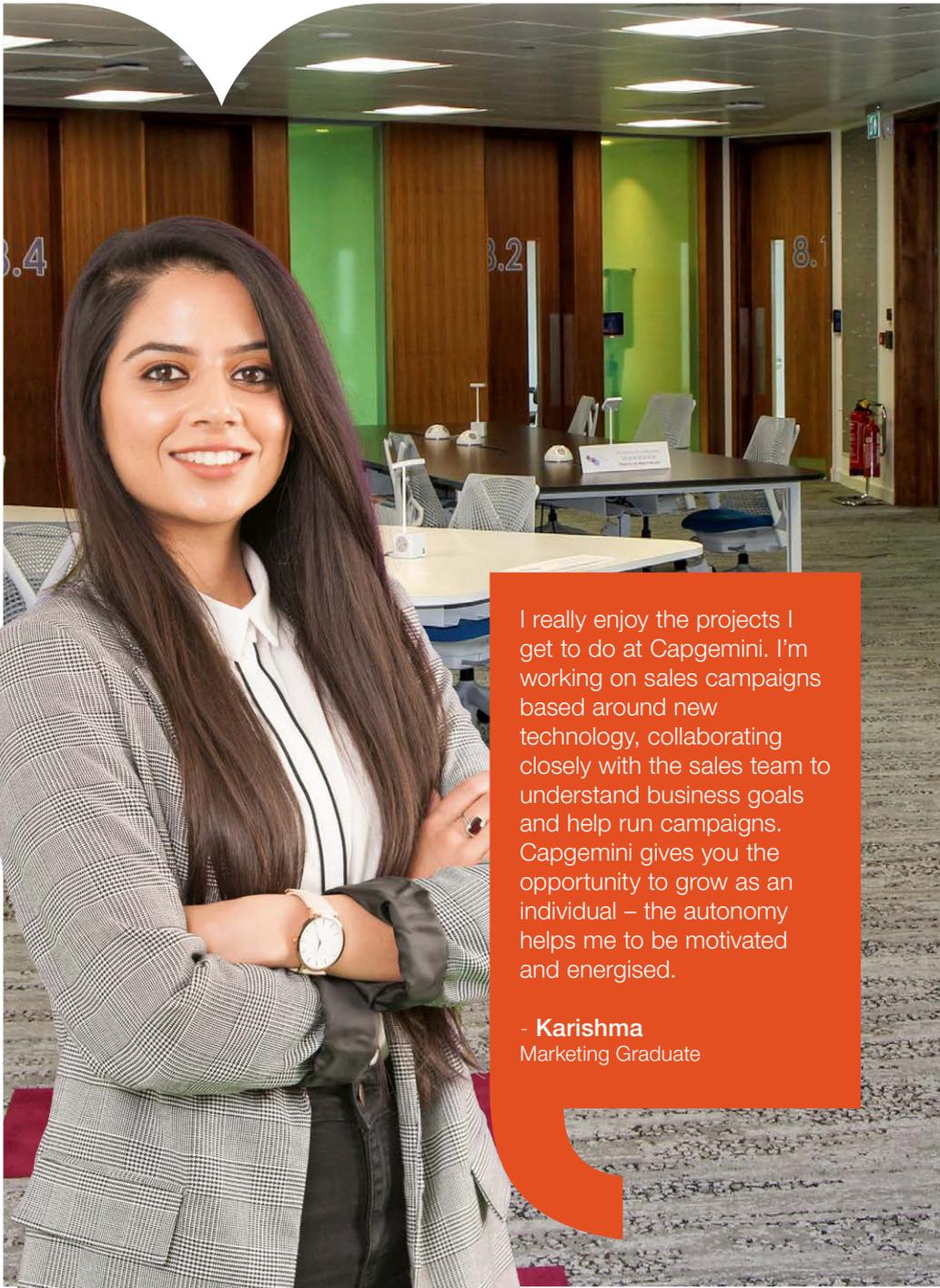
Our graduate opportunities

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.

- **Gemegin**
Associate Consultant



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.

- **Karishma**
Marketing Graduate

Technical and Business Graduate opportunities

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 and making an impact with 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:

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. You'll work on projects that make use of the latest languages, methods, frameworks and tools. And you'll do it all as part of a team with the

momentum of a start-up, matched by the resources of a global consultancy.

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.

Combined 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.

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

- At Capgemini, academics form part of our overall hiring decision but we don't screen out purely on the basis of academic performance. We will assess your suitability for a role using a number of tools including strengths and critical reasoning assessments, video interviewing and assessment centres
- 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 uk.capgemini.com/business-technical-graduates

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 Financial Services to Retail, through to Utilities and Government, we bring together a team of fierce intellects, passionate opinions and open minds – and equip them to support our clients to operate at the forefront of their industries.

There are three entry route to join our 2-year Management Consulting Graduate Programme (known as the CDC – Consultant Development Community):

Core Management Consulting

If you are ready to build a management consulting career to be proud of, you will find it here. With exposure to a variety of fascinating sectors, you'll move through uncharted territory, exploring new projects during your two years in the CDC. 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.

Analytics Consulting Academy

Got a head for analytics? Use it to help us solve business problems and transform our clients' organisations. Working across all sectors, you'll stretch yourself in a variety of roles with the opportunity to tailor your career in the way that you want. From analytics strategy and advisory to business modelling and innovation through data science; our graduates learn the skills they need to be leading consultants in this rapidly growing field.

Financial Services Consulting Academy

If you're looking to flourish in a career in financial services, this is the place for you. Working with a variety of top financial institutions in banking, insurance & wealth, you'll help our clients succeed in today's complex economic environment. Benefit from our tailored learning programme to develop financial expertise and work to distinguish yourself as you study for prestigious industry qualifications.

Business, Technology and Innovation Academy

Do you have a passion for technology and are you keen

to use the latest technology to solve business problems? Embark on a unique journey with our Business Technology and Innovation (BTI) Academy. Learn the trade of management consultancy, work on business-led technology projects, and receive market recognised accredited training in the hottest skills. Help our clients make the best of new technology, whether it's exploiting cloud technologies, improving their cybersecurity readiness or driving innovation.

Training

When you join our programme and become part of the 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, including:

- 2-week induction, meeting a variety of Vice Presidents and senior colleagues
- Our industry renowned 3-day Consulting Skills Workshop (CSW)
- An additional 10 days+ of core consulting skills training during the programme
- A variety of accreditations to choose from, eg. Prince2, Lean Six Sigma



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.

- Teena
Associate Consultant

Location

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

Academic Requirements

At Capgemini, academics form part of our overall hiring decision but we don't screen

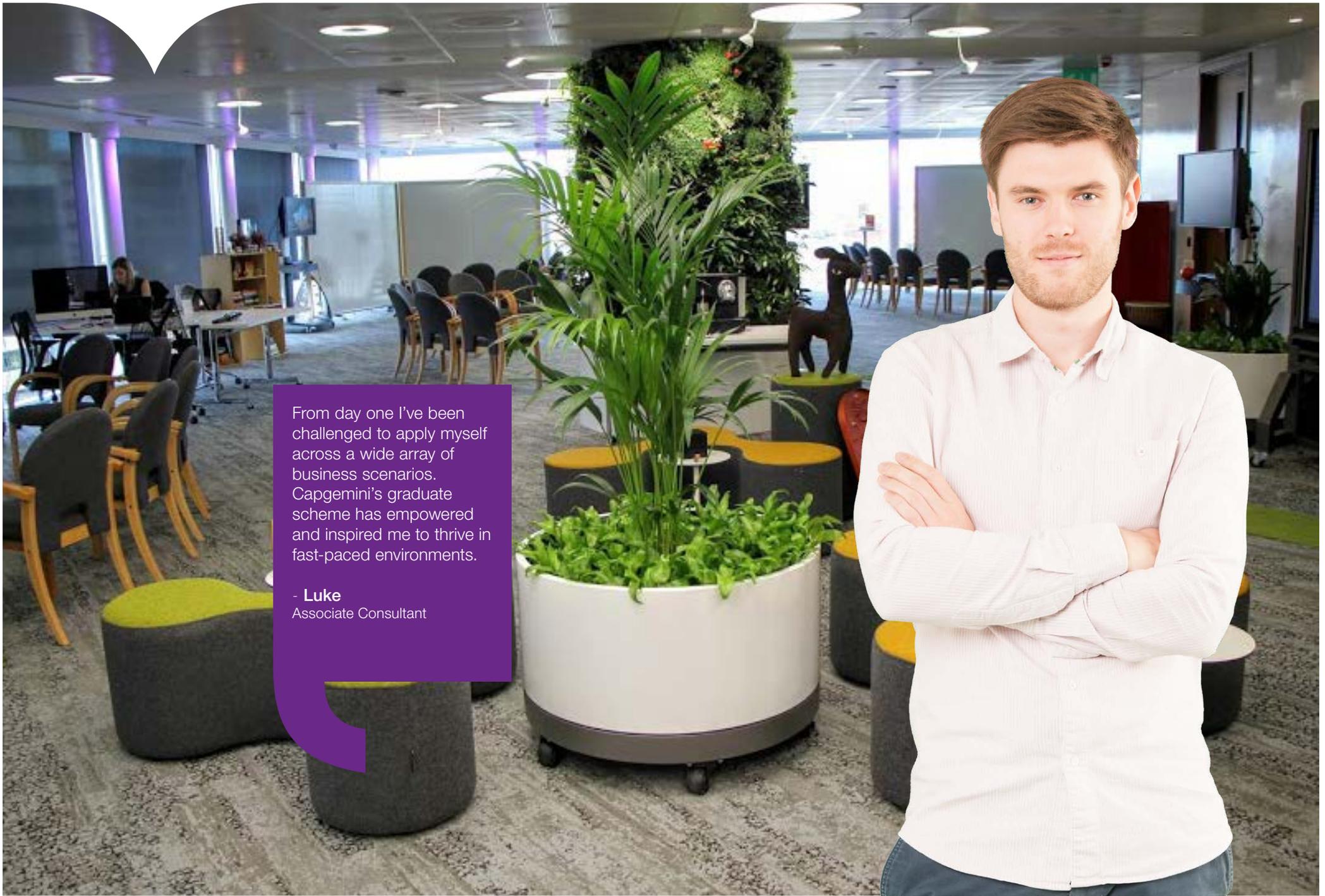
out purely on the basis of academic performance. We will assess your suitability for a role using a number of tools including strengths and critical reasoning assessments, video interviewing and assessment centres.

For our Analytics Consulting Academy, we specify a degree with an analytical basis – see our website for more information.

To find out more about our roles, recruitment events and how to apply, and to hear more from our current graduates, please visit:

<https://www.capgemini.com/consulting-gb/careers/graduates>

And follow us at:
[@CapgeminiConsul](https://twitter.com/CapgeminiConsul) /
[#ccukgrads](https://www.linkedin.com/company/capgemini-consulting-gb)



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.

- **Luke**
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 at: capgemini.com/gb-en/graduates

Want to know what life as a Capgemini graduate is like? Read our blogs by visiting our website: Consulting Development Community blog uk.capgemini-consulting.com/cdc-blog
Student blog uk.capgemini.com/capgemini-student-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. The Group reported 2015 global revenues of EUR 11.9 billion. 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 organization, 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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