

Make it real.



Capgemini UK Defence
and Security Careers

Capgemini 





Our Mission

Our mission is to serve well, supporting our clients as they confront the most complex and critical challenges facing the United Kingdom.

The Context

The world is changing at an unprecedented pace. Technological revolutions in cloud, AI and cyber, coupled with geopolitical instability, demand that the UK Government deliver transformative solutions at speed.

As part of our team at Capgemini, you will help deliver critical capabilities that UK citizens and frontline services rely on. For over 15 years, we have delivered world class technological solutions across defence, security and critical national infrastructure.

You'll work across disciplines with our government partners to turn complexity into resilient, compliant services and capabilities — delivered at pace and with measurable impact.

Built on honesty, integrity and respect, this area demands the highest standards. In return, it offers a career with challenge, progression and the opportunity to contribute to work that truly matters.



About Capgemini

UK Defence & Security



Capgemini is a global company with over 420,000 employees in more than 50 countries, delivering global revenues of €22.6bn. The UK is Capgemini's fastest growing market, with Q4 2025 growth of 21.8%. Our business spans Applications and Technology, Operations and Engineering, and Strategy and Transformation.



By joining the Defence and Security team, you are joining a global priority area in the fastest growing region of the organisation. Our cleared workforce has grown rapidly over the last five years and continues to expand, working on projects that support the defence and national security of the UK.



You will work in a team with a start up mentality, backed by the strength and firepower of a global organisation. We are investing more in Defence and Security than any other market and building infrastructure that brings mission critical capability to the forefront of our offering. Now is a time where individuals can shape direction and have impact.

Case Study: Making Tax Digital

The Mission

Modernising the UK's tax infrastructure to support Making Tax Digital through scalable Digital Delivery Centres.

The Impact

By deploying robotic process automation and adaptive online platforms, the programme delivered an 80% reduction in processing costs and a 40% reduction in call times. The HMRC app has recorded over 100 million sessions, received more than £652m in Self Assessment payments, and driven a 77% increase in downloads among 16–25 year olds.

The Result

Operating with modesty behind the scenes of national services, enabling government to securely scale infrastructure at peak demand.





Case Study: Secure Immigration & Border Systems

The Mission

Migrating critical legacy biometric processing to a highly secure, native AWS cloud environment.

The Impact

Environment build times reduced from four weeks to two days, with major incident resolution times cut from 480 minutes to 90 minutes. The move to AWS native services removed costly legacy software licences, saving the taxpayer approximately £100,000 per year.

The Result

Delivered securely and at scale, supporting mission critical national outcomes.

Case Study: Immersive AI Mentor

The Mission

A strategic partnership between Capgemini and BAE to enable knowledge transfer within the Submarine Service for engineers in the MOD.

The Impact

Deployment of a world first, fully secure generative AI mentor using Retrieval Augmented Generation (RAG), achieving 91% user satisfaction, with 81% of users reporting they learned something new during testing.

The Result

Brought engagement into complex engineering education while maintaining the highest levels of digital security in one of the most sensitive military domains.





Why Capgemini in Defence & Security

Defence Recruitment Brochure

At Capgemini, we are driven by a shared purpose:

Unleashing human energy through technology for an inclusive and sustainable future.

We are a trusted partner to the Defence and Intelligence communities, built on shared values and long standing relationships. We believe people make the difference when delivering transformational technology — nowhere more so than in Defence and Security.

We are ambitious about our future and committed to building an environment where individuals can thrive, grow and make a meaningful impact.



Our Values

“We want people who share our passion for the client’s mission — people who take ownership and accountability for their work, while bringing the entrepreneurial spirit to seize opportunity and deliver success. At Capgemini, you have the freedom to get the future you want.”



Team Spirit



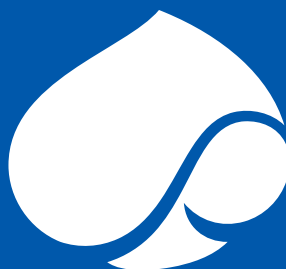
Honesty



Boldness



Modesty



Trust



Fun



Freedom



Technology, People and Purpose

Capgemini is delivering enterprise scale adoption of AI technologies, with AI accounting for a growing proportion of our global business.

We work directly with leading technology partners to bring cutting edge innovation to our clients, breaking technological deadlock and unlocking new opportunity.

In Defence and Security, technology does not lead in isolation — people do. You will be centre stage, connecting innovation with real world mission outcomes. Everyone is expected to listen to clients and connect opportunity with what Capgemini can deliver.

Behind you stands the global strength of Capgemini — enabling you to have impact, no matter how complex the challenge.



Respecting Your Security

Working in Defence and Security brings unique challenges. At Capgemini, we understand this and want to enable you — not hold you back — from doing your life's work.

Your contribution will be recognised and rewarded, with structured feedback and development. Where required, identity management and secure ways of working are fully supported.

Capgemini continues to invest in accredited systems and secure infrastructure so you can work confidently — whether from home, Capgemini sites or alongside our clients.

Valuing Your Contribution

Hybrid Working

While many roles require on site delivery, we work with you to provide the most flexible arrangement that meets client needs — and we cover your travel.

Remuneration & Package

Salary, income protection, life assurance, medical cover, pension contributions and variable pay (grade dependent).

Benefits

Lifestyle benefits, health and wellbeing support, financial guidance, virtual GP access and learning platforms.

Your Growth

Learning opportunities, technical mastery, leadership development and early careers pathways.



Technology Domains & Roles

We welcome people from across Defence,
industry, academia and beyond.



Cloud

Cloud Engineers, DevOps,
Infrastructure



Cyber

Security Architects, Cloud
Security Engineers



Data & AI

Data Engineers, Data Scientists,
SQL Architects



Software Engineering

Java, Full Stack, Platform
Specialists



Consulting & Delivery

Business Analysts, Scrum
Masters, PMO

Capgemini Career Opportunities



Scan QR code to know more

About Capgemini

Capgemini is an AI-powered global business and technology transformation partner, delivering tangible business value. We imagine the future of organizations and make it real with AI, technology and people. With our strong heritage of nearly 60 years, we are a responsible and diverse group of over 420,000 team members in more than 50 countries. We deliver end-to-end services and solutions with our deep industry expertise and strong partner ecosystem, leveraging our capabilities across strategy, technology, design, engineering and business operations. The Group reported 2025 global revenues of €22.5 billion.

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www.capgemini.com

