

Graduate2success

Giving you the skills and confidence to succeed

RESEARCH MONTHLY - August 2010

How do we judge potential?

Degree classification, which is increasingly being used by employers as a way of measuring applicants' capabilities, is a blunt instrument. But, according to a key finding of the Association of Graduate Recruiters biannual survey, it is now being used by 77.1% of employers. In 2009 the figure was 66.7%. Many large employers in both the public and private sector have led the move to require a 2.1 classification as a minimum standard.

Whilst academic achievement is important, it is possible to target and assess candidates' capabilities more broadly. Organisations need to recognise that potential presents itself in different ways and at different stages in a person's life. As Sonia Stockton, director of recruitment at PricewaterhouseCoopers has said, "There is a business case for taking students who have not achieved a 2.1 when employers and recruits are clear about the skills required and the capacity of the student to develop and deliver."

This requires employers to research their own organization to identify not only the key competencies currently displayed by their best people but to look into the future and determine what their future strategic requirements might be. One wonders how Tate & Lyle's recently announced strategic decision that it is selling its sugar division has been reflected within its graduate recruitment programme over the last couple of years.

Training by [graduate2success](#) can take away nerves and make applicants feel much more confident at interview.

Assessment centre training provides practical experience for candidates and personal feedback so that they can improve their performance.

See below for some great job opportunities open to apply for NOW - but be very quick as some closing dates are very soon!

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Private Client Wealth Management

What is it?

Private Client Wealth Management provides comprehensive advice and a broad range of investment products and services tailored to meet the complex needs of high net worth individuals on a global basis.

Typically clients around the world are served by teams of relationship managers who produce tailor made investment strategies to help them achieve their wealth goals. Structured advisory processes encompass both asset and liability management. Wealth management solutions include tax planning, pension planning, life assurance solutions, wealth and inheritance advice, trusts and foundations. Innovative alternative investment products may also be offered.

Should clients (and graduates) choose large or small?

Over the past ten years there has been a boom in the business of managing wealth. Global investment banks, private arms of high street banks, boutique investment firms and specialist advisers are all fighting for business.

Not surprisingly after the meltdown in financial markets investors are being far more selective about whom to trust with their money. So, the first question for wealthy individuals to ask themselves is whether to invest with a big bank or a boutique.

One factor affecting their choice is the lack of trust between individuals and wealth managers, according to the latest MDRC survey of wealthy individuals, UK High Net Worth 2010: Searching for Certainty. The report observes "The prime concern for many high net worth individuals is the role of the relationship manager, which many believe has moved from being an adviser to a product salesman".

(At a more humble level anyone who has visited a high street bank in the last few years will have experienced the change in culture from service provider to sales outlet fixated on targets and incentivised to 'shift' products.)

The MDRC survey blames "the relative inflexibility of many business models, the use of standardised portfolios and the reduction in the level of relevant contact from the relationship manager".

David Scott, managing partner at boutique Vestra Wealth, says: "There is a conflict between advice and products. Larger institutions have a tendency to recommend in-house funds".

A recent Financial Times survey showed that there is no clear winner in performance terms, some boutiques and larger organisations do well and some do less well.

So, for many individuals, the appeal of a smaller organisation comes down to the fact that managers can often dedicate more time to catering for investors and are less likely to cross-sell 'in-house' products that might not be suitable.

Is there a right number of clients?

Another contrast between the smaller wealth manager and larger institutions is the number of clients per adviser. In big institutions one client relationship manager can look after more than 80 clients. By contrast a boutique wealth manager, such as Thurleigh Investment Managers, has about £250m under management for about 80 clients managed by a small team of portfolio managers; thus giving direct access to their investment manager.

Of course, smaller firms may have less expertise in specialist areas, such as tax planning, and do not usually offer more esoteric investments such as hedge funds and structured products.

A major firm such as Barclays Wealth has circa 82,000 private clients with circa £50bn under management. By contrast Rothschild Private Banking and Trust has circa 1,300 private clients with circa £3.4bn under management.

Barclays Wealth employs over 7,900 staff in 25 different countries and is an integral part of the Barclays Group which worldwide employs 155,000 people. By any reckoning this makes Barclays Wealth a very large corporate and means that they have greater resources to hand than most of their competitors.

Which type of employer to choose?

1. Barclays Wealth

Here is the pitch to potential graduate applicants at Barclays Wealth recruitment website:
<http://www.barclayswealthgraduates.com/>

“At Barclays Wealth, we believe we have the best international training programme that the Private Banking industry has to offer. Whether you’re about to graduate with a degree, Masters or MBA, or are looking for internship opportunities, Barclays Wealth offers a unique opportunity to make your mark in this fast-moving industry.

The global expansion of our business means we have opportunities in the UK, Europe, Middle East, Asia and the USA. In whichever location you choose to progress your career, it’s our aim to help you reach your potential, providing you with all of the banking, investment and client skills you need to become a Private Banker to some of the world’s most affluent people”.

2. Rothschild Private Banking and Trust

By contrast this is how Rothschild Private Banking and Trust makes its pitch to graduates:
<http://privatebankingandtrust.rothschild.com/page.aspx?id=58>

“At Rothschild, our overwhelming focus is on providing an exceptional service to our clients. To do that, we recruit, train and promote the best people from around the world.

Our environment cultivates and rewards intellectual rigour, decisiveness and conviction. Our approach to our work is pro-active and entrepreneurial and our people work together in an environment of co-operation, honesty and mutual respect. Diversity is important for Rothschild and we are committed to supporting the principle of equal opportunities.

We are always looking to recruit and develop successful people who will take pride in the reputation of Rothschild and help shape the growth of the business.

Four guiding principles define the way we work:

Objective Advice

We offer objective advice based on unbiased analysis. We're independent and are free to put forward the most appropriate solutions.

Personal commitment

Our emphasis is on care and attention to detail. To each of our clients we are personally committed to providing an exceptional service.

Family values

Our international family ownership ensures a long-term perspective. We emphasise discretion, integrity and continuity.

Intellectual rigour

We have an intellectually rigorous approach to our clients' affairs. Our experienced teams provide expert advice on structuring and managing wealth.

These principles shape everything we do. Each is integral to our ethos and at the heart of our commitment to each of our clients.

Compare and contrast

Of necessity the differences in scale of such organisations as Barclays Wealth and Rothschild Private Banking and Trust will lead to different work cultures; Barclays will be very corporate and Rothschild more collegiate. From a graduate perspective the range of opportunities and the number of jobs available will also be very different.

I have used these two well known and well respected firms as examples to demonstrate the importance of researching potential employers before starting the application process. Remember that the key messages that appear on firms' web sites reflect the beliefs and values of senior management. The actual work environment may not totally reflect the culture and work ethic that senior management are aiming for but you will get a sense of their objectives.

Change is on the way

There are major changes coming along in 2013 as part of an overhaul, by the Financial Services Authority, in the way financial advice is given. From 2013, advisers will have to class themselves as "independent" or "restricted". Independent advisers will offer advice across the whole of the market for investment products, whilst restricted advisers will only advise on one area.

Major firms will meet the regulatory requirements to be independent as they tend to offer access to a wide range of investments from a plethora of providers including private equity offerings, tax counselling, brokerage services and philanthropic planning. But some smaller firms with more limited offerings might face difficulty. As a result clients of private banks are being advised to look closely at the way they receive advice.

From a career perspective the planned regulatory changes are just something else to bear in mind.

What employers want

Here are a couple of examples of what two of the big corporates are seeking from graduate recruits.

Example 1

Role Requirements:

A Bachelors or Masters degree in any disciplines although a relevant degree or major is required for careers in some areas of Information Technology, Fixed Income and Equities.

Key Attributes:

Strong academic record
Strong numerical ability
Fluency in English
Clear examples of extra curricular pursuits and responsibilities
Relevant work experience, paid or unpaid, not necessarily in the financial sector
Ambition and motivation
Intellectual curiosity
Team player

Example 2

Role Requirements:

Some understanding of Bank's products and services, in particular Investment products and services
Able to demonstrate up to date knowledge of relevant changes in the industry
Able to demonstrate integrity and discretion
Educated to degree level
CFA Level 1 an advantage but not a necessity

Personal Attributes:

Ability to multi-task, plan and organise work and set priorities
Excellent communication skills
Positive and self-motivated
Strong interest in financial markets
Ability to work under pressure with a heavy workload
Excellent interpersonal skills and clear team player
Excellent customer service skills and sensitivity to the needs of high net worth clients
Ability to market products and services and to become creative in offering solutions to clients

Useful contact details for further information:

<http://www.barclayswealthgraduates.com/>

<http://www.graduates.bnpparibas.com/routes.html>

<http://www.brewincorporate.co.uk/contact/careers/>

http://www.bm-am.com/content/content_491.html

<http://www.hoaresbank.co.uk/aboutus/careers.htm>

<http://www.cheviot.co.uk/career.php>

<http://www.oncampus.citi.com/>

<http://www.city-asset.co.uk/Search/?q=recruitment>

<http://www.collins-stewart.com/OurCompany/Careers.asp>

<http://www.coutts.com/careers/graduate-programme/>

http://www.db.com/careers/content/en/students_graduates.html

<http://www.hsbcprivatebank.com/uk/uk-regional-graduate-programme.html>

<http://careers.jpmorgan.com/student/jpmorgan/careers/europe/graduate/pb>

<http://www.killik.com/careers>

<http://www.kleinwortbenson.com/section/111/index.html>

<http://www.morganstanley.com/about/careers/careers/programs/articles/603.html>

<http://www.newton.co.uk/core/careers/overview/overview.html>

<http://www.quilter.co.uk/index.aspx?referrerID=&Area=AboutUs&Section=HR>

<http://www.rathbones.com/about-us/working-for-rathbones.aspx>

<http://www.rensburgsheppards.co.uk/careers/vacancies/>

<http://privatebankingandtrust.rothschild.com/page.aspx?id=58>

<http://www.ruffer.co.uk/#contact/working-for-ruffer/graduate>

http://www.sarasin.co.uk/internet/ieuk/about_us_vacancies_ieuk.htm

<http://www.schroders.com/global/careers/for-graduates>

<http://www.graduate.smith.williamson.co.uk/graduate-programmes/>

JOB OPPORTUNITIES

1. MillwardBrown

A leading global research agency specializing in advertising, marketing communications, media and brand equity research, who have been in the business of brands for more than 35 years.

With 78 offices in 51 countries, we work with 90% of the top 100 global brands and as a result we truly understand the importance of both a global and local focus. From Europe to Asia to the Americas; automotive to technology; communications assessment to brand performance and marketing accountability; we're there.

What's on offer?

1. Trainee Account Researcher – London or Warwick (Media)
2. Trainee Account Researcher – London or Warwick (Brand & Communications)
3. Trainee Account Co-ordinators - London or Warwick (Project Management)
4. Trainee Account Researchers - Warwick (Healthcare)
5. Marketing Science Executive – Warwick (Data Analyst)

What is the role and what are MillwardBrown looking for?

Role 1. Trainee Account Researcher – London or Warwick (Media)

Role 2. Trainee Account Researcher – London or Warwick (Brand & Communications)

Role 3. Trainee Account Co-ordinators - London or Warwick (Project Management)

Role 4. Trainee Account Researchers - Warwick (Healthcare)

The Trainee Account Researcher is responsible for providing support to the team, developing knowledge of their client accounts and understanding their research needs. You will develop skills in the key areas and operate under supervision from the senior people on the accounts you work on.

Key Competencies

- Strong organisational skills
- Demonstrated ability to build good working relationships
- Excellent communication skills, both written and verbal
- Commercial awareness

Key Accountabilities

- Acting as liaison between Client and Millward Brown on project-related issues with supervision.
- Day to day involvement with projects for clients, developing your knowledge of proposals, questionnaire design, liaison with key departments, data analysis, interpretation and preparation of presentation of findings.
- Attending presentations with senior account team members.
- Developing knowledge of account costs and monitoring job costs throughout a live project.
- And ensuring profitability, under supervision.
- Completing necessary database forms.
- Ensuring that all procedures and policies are adhered to.
- Providing support to senior team members as required.

Key Requirements

- University degree, min 2:1
- For Media Role: enthusiasm for learning about market research in the Media Industry
- For Healthcare Role: University degree, min 2:1, Biology, Chemistry, Life Sciences, Pharmaceutical (preferred, but not essential) and Enthusiasm for learning about marketing within the Pharma and Healthcare arena.

Role 5. Marketing Science Executive – Warwick (Data Analyst)

To strengthen the analytical and technical support to the Millward Brown Global Solutions teams, helping them to produce new solutions and insights to fulfill our Clients' needs.

MillwardBrown Global Solutions provides a service to the entire network of MB offices around the world, and includes the following two key functions:

- Global Innovations/R&D
- Global Databases & Leanings

This is a fantastic opportunity to join the team to help develop and refine our research solutions, tools and techniques and to progress our thinking and overall understanding regarding brands and consumers.

Key Competencies

- Demonstrable relationship skills (listening, questioning, interpersonal skills, etc)
- An ability to effectively communicate with people at all levels/parts of the organisation
- Proven organisational skills
- Meticulous about outputs, with a high attention to detail
- Have a proven ability to absorb and apply new information

Key Accountabilities

To liaise with internal MB Client teams and the Global Solutions team to identify (potential) issues with our existing offer (portfolio of research tools and techniques).

To work with the Group Technical Director and run the technical aspects of projects initiated from design to implementation to review (providing practical solutions based on statistics and other analyses that can be applied easily, cost effectively and which can provide valuable outputs).

To work with the Group Database team to analyse and interrogate the consumer, brand and advertising information we have to guide further innovation and build company learning regarding consumer behaviour.

Key Requirements

- Demonstrable statistical skills –educated to degree level with a strong statistics component.
- An ability to confidently apply statistics/analytics to the real world and provide practical and creative solutions.
- Be passionate and enthusiastic about brands, advertising, communications and consumer insights
- Some exposure to marketing would be handy, but not essential, as we would provide full development on:
 - o Marketing research
 - o Marketing, media and communications
 - o Millward Brown tools and techniques

For further information and online application form see:

<http://www.millwardbrown.com/Global/Careers/CareerOpportunities/UnitedKingdomIreland/Positions>

Closing Date: Currently open – no closing date given

2. Legal & General Investment Management

Legal and General Investment Management (LGIM) is one of the leading fund management groups in the UK and the largest pension fund manager in the country. Our 800-strong team manages assets in excess of £33 billion and holds around five percent of every single stock in the UK on behalf of our clients?

What's on offer?

The aim of LGIM's structured graduate programme is to develop high performing professionals across a number of business areas.

We currently have graduate positions within Active Fixed Income, Index Funds, Active Equities, Property and Solutions Group.

To provide day to day analytical resource to the team - this may include portfolio construction analysis, market monitoring - whilst following our structured rotations across the business. Training and Development programme:

The programme is a structured development programme over 18 months involving:

- Company induction
- An intensive training period including comprehensive role-specific training, plus soft skills development.
- Rotations in each of the main Investment areas (Fixed Income, Index Funds, Solutions Group, Equities and Property), together with Institutional Business and Operations and Finance
- Professional qualifications – IMC and CFA.

What LGIM are looking for:

Active Fixed Income; Equities; Property;

Profile of ideal candidate

A minimum (or a predicted) of a 2.1 or higher degree

A minimum of 300 (24 points) at A-Level /AS Level or equivalent

A minimum of a B grade in GCSE mathematics

A keen interest in Financial markets

Strong analytical and problem solving skills

Excellent PC skills particularly MS Excel and PowerPoint

Ideally have programming skills (Visual Basic)

Ability to work effectively both individually or as part of a team

Demonstrate initiative and to be proactive

Ability to work to tight deadlines

Excellent written and verbal communication skills

Solutions Group all of the above plus:
Flexibility and a real drive to succeed key

The Role

Property

Principal Accountabilities:

- To be the first point of contact for the majority of New Business queries.
- To coordinate and enable timely and accurate responses to Requests For Proposals, working closely as required with LGIM's RFP team.
- To build and maintain a dedicated RFP answer database for LGP
- To create and improve the administrative procedures within the Business Development team
- To coordinate and enable prompt and accurate responses to questionnaires from industry bodies and benchmarking organisations
- To assist the New Business Team coordinator in keeping consultant/trustee/project presentation materials up to date and assist in the coordination and preparation of specific pitch presentations.
- To co-ordinate the production of client reporting documents, presentations, and questionnaires and oversee the communication of fund data to external companies such as AREF and Property Funds Research.
- To audit and keep up to date the client contact database, taking the initiative to encourage its use where appropriate across L&G Property.

Solutions Group

Principal Accountabilities:

- Working across a wide range of types of insurance fund - annuity funds, with-profit and retail funds (unit-linked and UTM (unit trust management))
- Working across the Insurance Solutions team as required but predominantly in relation to investment analysis and ALM (asset liability management)
- Bespoke analysis to meet client needs or application of tested techniques to specific problems, assisting more senior members of the team who'll be strategically driving those projects
- Will have provide detailed analysis across fixed income and derivatives predominantly, but also equities, property.
- Will lead to detailed understanding of bonds and derivatives mechanics, pricing.
- Also some checking of analysis or data and preparation of management information in relation to asset and ALM information (e.g. for monthly meetings with key clients)
- Highly analytical work, requires a solutions driven approach, understanding over time the complex interaction not only of asset features.

For further information see:

http://ig2.i-grasp.com/fe/tpl_LGIM01.asp?KEY=50484030&C=715232342583&PAGESTAMP=sevffkzoblnexhuitb&nexts=INIT_JOBLISTSTART&nextss=&mode=1&newQuery=yes&searchrefno=&searchdepartment=0&searchlocation=5295&searchtext=&formssubmit1402=SubmitPrincipalAccountabilities

Closing Date: Currently open – no closing date given

3. Chandler Chicco Companies

The Chandler Chicco Agency (CCA) is the world's largest pure-play healthcare public relations firm and the No 1 Healthcare communications agency in the UK, with a long-standing reputation for doing some of the best work in the communications industry.

CCA provides clients with communications strategies that build, enhance or protect brand value and further public affairs agendas. CCA programs are consistently insightful, innovative and influential.

Our expertise extends beyond pharmaceutical companies to all corners of healthcare, from hospitals and surgery centres to healthcare technology companies, and from global health non-profits to consumer product firms seeking to improve fitness and health.

What's on offer?

An opportunity for "Digital Social Media Savvy Graduates"

What are CCA looking for?

Talented, passionate, enthusiastic and most importantly digital/social media savvy graduates or second jobbers to join our award winning team in London.

You need to be creative, results driven and have an enthusiasm and passion for digital media and healthcare communications. We in turn will invest in you by offering you training, a dedicated mentor and a great benefits package.

The Role:

The chance to work with some of the most pioneering pharmaceutical brands producing award winning campaigns!

For further information see: <http://www.ccapr.com/growwithus.php3>

Closing Date: Covering letter and CV to Gemma at gmccartney@chandlerchiccocompanies.com by 8th August 2010

4. Bluefin Solutions

Bluefin is the UK's largest dedicated SAP Consultancy, delivering tailored solutions to meet business objectives. It helps major organisations solve their complex business challenges through the intelligent application of SAP, the world's leading enterprise software.

What's on offer?

A tailor made Graduate Training Scheme

What Bluefin are looking for:

Key attributes

Your personality is critical. You will be an animated, outgoing person who brings life to the workplace and maintains a positive attitude in all aspects of your job. You will be dynamic with a "get up and go" attitude. But most importantly, you will have an attention to detail that you bring to everything you do.

You will be communicating daily with senior members of the management team and providing a service to clients, ultimately adding value to their business and experience with Bluefin Solutions. Therefore, a high level of communication skills is required.

Desired Skills / Experience

- 2:1 Degree or above (or equivalent other)
- Self evident interest in IT, desire to learn more about SAP and the technologies within Bluefin
- Demonstrable technical skills and/or aptitude/attitude
- Clear sense of ownership and responsibility
- Observant, insightful and eager to contribute
- Excellent communication skills both verbally and written
- Motivated, ambitious and determined
- Highly committed, reliability, responsiveness, assurance and empathy are essential
- Maintain a professional approach to work
- Ability to work in a high pressure environment

Desired Technical Skills – some exposure to a selection of these is useful but not compulsory:

- Programming C/ SQL/ Java/ C++
- Object theory
- Any previous consultancy experience welcome
- Finance or supply chain experience welcome

The Role:

Graduates go through Grad Boot-camp before dedicated training on initial focus areas. The programme will expand your knowledge, stretch your talent, uncover skills you didn't know you had and give you great exposure to our business and our people.

It won't be long before you're working on real projects, carefully chosen to suit your skill-set and development needs. You'll also have the opportunity to work on cutting-edge SAP projects alongside leading consultants in their fields.

Bluefin Solutions offers a number of career paths, enabling you to gain invaluable experience and excel in your chosen area, whether it's building business development solutions for Blue chip clients, configuring business critical finance processes, or helping develop leading edge Enterprise Mobility solutions. Our global SAP projects are varied and limitless and all have a shared aim of making our customers more successful through the use of SAP technology.

You will be based in Bluefin's London office, in Kew Bridge.

For further information see: www.bluefinsolutions.com

Also, take a look at the social side of Bluefin Solutions on our open facebook page 'Bluefin Graduates'

Closing Date:

Send your CV and covering letter to graduates@bluefinsolutions.com by 2nd August 2010

5. Matrix-Data Solutions

Matrix-Data Solutions is a leading independent provider of business and customer intelligence. Main areas of focus are the financial services and fund management industries, although we are increasingly using our expertise to deliver successful projects to clients across many other sectors.

Our objective is to help our clients realise the value of their data assets. We use a wide range of products and services to turn data into valuable and practical information. Matrix-Data Solutions integrates data from all business areas in order to provide decision makers with the precise business and customer intelligence that they require.

What's on offer?

Graduate Development Programme opportunities

What Matrix-Data are looking for:

Ambitious people seeking a sales, business or technical career with a proven track record of academic success and a well rounded personality. With a minimum 2:1 degree in any

business oriented or technical subject you should have great interpersonal and communication skills, be a strong team player and have a willingness to learn. You'll be bringing a commercial approach, strong presentation and/or IT skills and the ideas and initiative to gain responsibilities quickly.

The Role:

Lasting for up to two years, the Graduate Development Programme will enable you to develop skills across a number of areas to become a business leader of the future. Initially, you'll undergo an introductory programme which will give you a chance to get to know more about Matrix. Depending on your skills, you'll then undertake four, six month placements in core business areas – namely, Sales, Client Services, Finance, Research, IT & Software Development, Data Analysis, & Project Management. In each placement, you'll be contributing to the development of our organisation, whether you're taking on day-to-day challenges or longer-term projects. Throughout, you'll be mentored by our HR manager.

Matrix operates from two offices and each six month placement may be located in a different office.

For further information see: http://www.matrix-data.co.uk/aboutus_CS.asp

Closing Date: 30th August 2010

6. Ode

Ode was established in 1978 as the design wing of a major fabricator to the Oil and Gas Industry. The company has grown and developed over the years and now provides comprehensive consulting, engineering, procurement, project management and operations support services to the International Oil, Gas and Renewable /Wind Energy Industries.

What's on offer?

Executive Assistant working directly for the Chairman/Managing Director, Operations Director and Director of Business Development.

What Ode are looking for:

Qualifications:

- Degree in Engineering/Construction Management, Business Studies, Marketing or similar management-related subject

Attributes:

No previous experience is necessary but the position demands:

- A high level of personal integrity to properly handle confidential information
- Self motivation and a willingness to work hard to tight deadlines and sometimes 'go the extra mile'
- An enquiring mind and a willingness to ask questions
- Full competence in standard business software
- Clear, confident communication

The Role:

The Executive Assistant will provide a range of support services for the senior management team and typical responsibilities will include:

- Conduct desktop/internet research on specific activities/topics related to the energy industry
- Preparation of reports and briefing notes
- Preparation of PowerPoint presentations
- Management and development of selected spreadsheets and databases
- Coordination of meetings with Clients and other third Parties
- Input to and attendance at promotional events and activities in the UK and elsewhere
- Coordination of travel and associated itineraries for the senior management team
- Coordination of arrangements for ode Shareholder Board meetings and Executive Management Board meetings
- Attendance at and preparation of minutes of Executive Management Board meetings
- Undertake activities of a Personal Assistant in support of the Senior Executive Management

For further information see: <http://www.ode-ltd.co.uk/>

Closing Date:

Send your CV with a brief covering email to recruitment@ode-ltd.co.uk by 3rd August 2010

7. Veolia Water

Veolia Water provides water and wastewater management services throughout the UK and Ireland and is part of the world's leading water company. As the water experts, we understand how to manage the water cycle and can meet the challenges associated with providing and reusing water.

We specialise in delivering integrated sustainable solutions nationwide that range from drinking water supply management and wastewater treatment, to bespoke design solutions for commerce and industry.

What's on offer?

Business Graduate Programme opportunities

What Veolia Water are looking for:

Business graduates are required to achieve or to have already gained a minimum 2:1 in a Business or a relevant alternative degree.

Add to that good communication skills, a flair for teamwork and a real enthusiasm for continuous improvement and there's no limit to how far you can go.

The Role:

A varied range of placements across the business and involvement in project work will lead to a clear understanding of what makes our business a success, and how our day-to-day activities and future strategies fit into the regulatory framework, and contribute to the growth of our commercial business. You will make a valuable contribution towards helping Veolia Water achieve its ambitious strategies and objectives for the future.

For further information see:

<http://www.veoliawater.co.uk/en/careers/graduate-recruitment/graduate-programme/#cb5f6403e1>

Closing Date: 6th August 2010