

Graduate2success

Giving you the skills and confidence to succeed

RESEARCH MONTHLY - February 2010

Comment

Today's copy of The Times (18th February) refers to a court case in France involving the sale of 18 million bottles of wine to E&J Gallow the US wine giant. The wine label described the wine as pinot noir, whereas it was an inferior variety. Whilst this misrepresentation was sufficient to fool the customers of E&J Gallow it did not fool the French trading fraud squad.

The parallel I draw from this story is that people who misrepresent their product or, in the case of employment, their CVs get found out. Maybe not immediately but at some stage in their career.

Research shows that a significant percentage of people admit to telling lies or misrepresenting themselves on their CV. Their fate is more likely to involve ignominy than glory as the axe falls on their career and reputation.

Just *don't* do it.

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.

We have found some great job opportunities for you to apply for. They are open NOW - but be very quick because some of them close on 28th February or 1st March!

Contents

- Engineering skills shortage is holding back the UK
- Opportunities:
 - Rothschild
 - RBS
 - Barnados
 - The Co-operative Bank
 - L.E.K. Consulting
 - Atos Origin
 - Thames Water
 - Government Procurement
 - Mitchells and Butlers
 - Moore Stephens LLP

Engineering skills shortage is holding back the UK

By Barrie Hinton

When it comes to the shortage of engineering graduates the UK has a history and it's not encouraging. As long ago as 1994 the Association of Graduate Recruiters (AGR) was highlighting the demand for and shortage of engineering graduates.

Taking Stock

In 2006 a Confederation of British Industry (CBI) report entitled "Taking Stock" again emphasised the shortage of graduate engineers. The report found that Britain was struggling to fill job vacancies in its technological sector - a problem which was only set to worsen unless addressed by the Government.

The (CBI) said that within the next four years there would be two million new jobs created to keep up with technological advances.

In order to fill these vacancies, companies would require candidates to be skilled in science, maths, engineering and technology subjects, said Sarah Morris, spokesperson for the CBI.

The CBI called on the Government to invest a modest £120m in specific careers advice, to show young people exactly how promising a career in engineering could be. If candidates and graduates were not encouraged into these fields, the UK risks losing 'jobs to foreign competitors', Ms Morris warned.

Educating Engineers for the 21st Century: the Industry View

In 2006 the study, 'Educating Engineers for the 21st Century: the Industry View', surveyed over 400 engineering companies located in the UK and revealed a pressing need to overhaul undergraduate engineering education.

Although Britain's best graduates were on a par with their European peers, specific graduate skill gaps were found in problem solving and application of theory to real problems, breadth of knowledge and ability in maths.

The report suggested that the UK's economic performance could be jeopardised by the combination of declining numbers of engineering graduates and insufficient graduates pursuing careers in the sector.

Almost half a million engineering graduates emerge each year from India and China. In the UK, in the 10 years up to 2004, the numbers of students opting for engineering courses remained almost static at 24,500 - dropping

proportionately from 11% to less than 8% of university entrants. Less than half the engineering cohort chose to enter the engineering profession after graduating from college.

In its Commentary on the Henley report, The Royal Academy of Engineering called for a number of actions to address the problems highlighted by the report. Engineering courses need to be better aligned with industry needs, which could be achieved in part by industry becoming more involved with engineering education. The Academy called for closer collaboration between schools, universities and industry to counteract the perceived skills deficiency in graduate engineers.

Professor Julia King CBE FREng, the Academy's Honorary Secretary for Education and Training, said "If we are to deliver a vision of the UK as a global leader in turning knowledge into new products and services, we need to see industry and universities collaborating to produce more inspiring engineering degree courses with closer industrial engagement.

"We must also increase the number of students choosing engineering courses. This will start in schools where we need to encourage more students to choose maths and physics with better provision for those subjects.

"Whilst the report causes some concern, there are solutions available to improve the situation. But action is needed now. Every day that passes is costing UK industry money in delayed product development and recruitment costs. This must not be allowed to continue. And unless skills shortages are tackled head on Britain's reputation for innovative engineering is at risk. "

Philip Greenish, Chief Executive of the Academy, added that "The report highlights a number of issues of critical importance to the health and wealth of the nation. The Academy welcomes the steps that Government outlined in the Budget to address many of these concerns. What is essential is that we move forward to effective implementation as soon as possible".

A German Perspective

The problem is not unique to the UK. The Cologne Institute for Economic Research (Institut der deutschen Wirtschaft Köln), explored the issue of skilled labour shortages in a recent of the shortage of engineers. The study indicated that companies faced serious difficulties in recruiting engineers to fill vacancies. In 2006, for example, some 48,000 vacancies could not be filled.

The most affected sectors of the German economy were vehicle and machine manufacturing, as well as research and skills-intensive industries. Moreover, companies in these sectors were having to deal with a shortage of skilled labour at a time when demand for engineered products is increasing. The analysis

highlights several reasons for the mismatch of labour supply and demand in engineering:

- enrolment in engineering courses had stagnated;
- drop-out rates among engineering students were above average;
- female students were still highly underrepresented in engineering courses, or their equivalents.

In 2008 Germany's IW Economic Institute disclosed that the country had seen a 20% drop in the amount of students graduating in engineering within the last nine years.

Encouraging Women into Engineering

Similarly, in the UK women make up a very small number of those employed in the engineering sector.

Whilst more girls than boys achieve the top grades in subjects including maths, science and technology in school, few appear to want to utilise those skills.

Last year just 16.6% of engineering graduates were female and five times more men than make up the overall SET (science, engineering and technology) workforce. But why?

Case Study – AT&T Williams F1

1. Getting Women into Engineering

At Williams, there are 300 engineers and technicians but just eight positions are held by women.

Kirsty Allan joined the company a year-and-a-half ago after completing a postgraduate degree at Cranfield University. She is now working as a composites engineer helping to construct and test Williams' cars.

"I think that women have got a distorted view of engineering," she said.

"When someone says engineering to a 15-year-old girl, they immediately think grease, under a car - what you would call a mechanic - and that's not what it is at all.

Kirsty Allan enjoys her job at the F1 headquarters. "Being an engineer is basically being an inventor."

The National Skills Forum think tank questioned its members, who include business leaders and policymakers, on how more technically minded women could be encouraged to choose careers in areas like science and engineering.

Their subsequent report calls for a much improved schools careers service, with a full-time careers officer for every school.

Katherine Chapman, from the National Skills Forum, said: "We know that the UK is missing out on billions of pounds through the skills shortages in science and engineering, and there are still so few women and girls going into these sectors.

"In the report it was felt that careers advice is so important because this is all about challenging people's perceptions."

Too often engineering is seen as a man's job and that would put girls off. The hydraulics area at AT&T Williams F1 is not all about men and grease but looks more like a laboratory, with extraordinarily complex-looking steering and brake systems in testing.

It's a job Kirsty Allan clearly loves. "It's a fantastic area to work in and I would recommend it to anyone who wants a challenge in their life."

The National Skills Forum says girls sticking with science subjects from GGSE through to A2 is exactly what is needed help reduce the skills shortage and help the UK's economic recovery.

2. The AT&T Williams F1 Apprentices

2.1 The Brief

Newbury College Business Development team has worked with Williams for over five years delivering the 'Engineering Apprenticeship' programme and has proved to be an invaluable and cost-effective method of training new recruits for the company.

2.2 The Strategy

The Apprenticeship programme has been developed to incorporate specific engineering modules, relevant to the engineering skill set at Williams. The assessment of the qualification has also been structured towards the revised engineering modules. Newbury College Employer Engagement Coordinator, Roland Wise and Williams A1 Assessor, Ian Carroll, are in constant contact throughout the four year programme to ensure the training is administered and monitored correctly to enable the apprentices to complete their apprenticeship qualification successfully.

2.3 The Conclusion

Ian Carroll speaks highly of the bespoke Apprenticeship programme and said, "In collaboration with Newbury College, we have put in place an excellent training programme for our apprentices at Williams. They work closely with our highly skilled team and are rotated around the various different departments in the factory to give the most comprehensive skill base possible. The Apprenticeship programme is a fantastic opportunity for any young person and one to be envied." He also commented on the standard of training given by Newbury

College staff, "The training given by Newbury College is very comprehensive and the high standard of training will hopefully ensure the apprentices a full time position with Williams once qualified. The facilities at Williams and Newbury College are second to none."

Dean Hale is one of the youngest apprentices at Williams and was recently nominated for an award at the National Apprenticeship Awards 2010 in recognition for the difference he has made to the business. Dean has thoroughly enjoyed his training and said, "It's a great opportunity and the experience has really helped my practical knowledge in the role. The practical work links in really well with the academic learning."

Parliamentary meeting focuses on engineering and the UK economy

The UK's future prosperity will depend on the creation of a more diverse economic base, which requires a re-balancing of the economy in favour of hi-tech, high value productive industries. That was the topic of a meeting of the Associate Parliamentary Engineering Group held on 3rd February 2010 which brought together engineers and Parliamentarians to debate the way forward. Chaired by Bill Oiner MP, the meeting was addressed by Helen Alexander, President of the Confederation of British Industry and Lord Browne of Madingley, President of the Academy.

"The UK is a great place to do business in and from" said Lord Browne. "We have some of the best companies and products in aerospace, life sciences and design and construction. Our focus should be on reinventing our success and learning from our failure. The impact of the low carbon economy will be enormous but society and business will benefit."

There were, he pointed out, three critical issues:

- choosing the right industrial sectors to build on our national strengths in science and technology, address the grand challenges and boost GDP;
- aligning the regulatory framework and incentives to support investment in those sectors; and
- an education system that educates and trains engineers at all levels with sufficient skills to be employable.

Lord Browne described how the professional engineering community had formed an alliance, Engineering the future, to support and promote this agenda. Outlining the role of the CBI in promoting business and industry, Helen Alexander pointed out that engineering and manufacturing form 13% of UK's GDP - more than the finance sectors.

"The digital economy will provide a seismic societal and business change which we must encourage," she said. She called for a coherent, joined up strategy across government to make the UK attractive to the international supply chain. Keeping tax low, aligning the investment in research in universities and creating skills at all levels would be the priorities for any incoming Government, she said. She called for a culture of learning from failure and a drive to "get engineering back into the nation's imagination".

Professor Steve Rothberg, Dean of Engineering at Loughborough University, said:

"Research staff in the STEMM disciplines will play huge roles in delivering economic recovery and future prosperity to the UK. Among them are the academic and business leaders of tomorrow. Over the last three years we have significantly increased our efforts in support of their career development with a range of targeted initiatives including dedicated careers and professional development support and we are delighted to be championing this vital initiative from the Athena Forum with its special focus on women scientists and engineers."

Conclusions

There has been a consensus for some years that the UK has a problem with generating sufficient engineering graduates and with persuading females that engineering is a suitable career. There is also consensus that a significant number of engineering graduates, perhaps as high as 50%, do not pursue a career in engineering.

The experience of AT&T Williams F1 suggests that employers need apprenticeships and career development programmes that will encourage more young people to enjoy a career in engineering.

Engineers need physics & maths at A2 and there is a shortage of degree qualified teachers in those subjects. Too many pupils drop these subjects after GCSE. More innovative ways of getting qualified engineers into the classroom could impact on this as would allowing market forces to play a more significant role in reward structures for teachers of short supply subjects.

In the meantime a number of graduate engineering roles remain on the Tier Two National Shortage Occupation List. See Appendix 2 below.

Appendix 1:

Engineering & Technology – All Degree Levels

	Male	Female	Total	% Female
2004/5	31,380	6000	37,380	16.1
2005/6	31,400	6405	37,805	16.9
2006/7	32,035	6320	38,355	16.5
2007/8	33,105	6895	40,000	17.2
2008/9	34,725	6805	41,530	16.4
% Increase	10.7%	13.4%	11.1%	
% Total Science Increase 4.7%				
% ALL SUBJECTS 6.5%				

Appendix 2:

Tier 2 National Shortage Occupation List

If the job is on the shortage occupation list then an employer can offer the job to an overseas person without having first fulfilled the Resident Labour Market Test by advertising the vacancy in the UK.

The International Graduates Scheme (IGS) is a way for non-European Economic Area students of higher education institutes within the United Kingdom to remain in the country for one year after graduation and gain valuable work experience.

Standard Occupational Classification Codes:

SOC: 2113 geological engineer, geosupport engineer, contaminated land engineer, geoenvironmental engineer, reservoir panel engineer, rock mechanics engineer, soil mechanics engineer, geomechanics engineer, landfill engineer.

SOC: 2121 Civil Engineers ALL JOB TITLES including: public health engineer, rail engineer, drainage engineer, structural engineer, water engineer, geotechnical engineer, geotechnical design engineer, geotechnical specialist, tunnelling engineer, marine engineer, mining engineer, mining geotechnical engineer, petroleum engineer

SOC: 2125 Chemical Engineers All JOB TITLES including: chemical engineer, petrophysicist

1. Rothschild

Closing Date: Friday 5 March 2010

What's on offer?

Graduate to join the Rothschild Leeds office within the Investment Banking Division.

What Rothschild are looking for:

Graduates are recruited from all degree disciplines. A high level of academic achievement is required, together with strong numeracy and excellent social and interpersonal skills.

The role

On joining Rothschild, you and your global counterparts will undergo a comprehensive training programme based in London which runs for an initial six weeks.

The programme begins with a week long introduction to and integration into Rothschild. This involves engaging in networking events, learning about our global businesses together with soft skills training. The week ends with a team building weekend in the countryside. Five weeks of intensive classroom based technical training follows covering a range of core subjects including financial analysis, investment and funding, valuation, practical aspects of investment banking, as well as introductions to the financial markets, law and taxation. For those who have not studied finance previously, we ensure that you receive the necessary support throughout the programme to enable you to hit the ground running when you join your team.

To apply see: <http://www.rothschild.com/careers>

2. RBS

Closing Date: 28th February 2010

As a business, RBS has a strategic plan in place to rebuild our brand, build on our strengths and take our business forward once more.

Developing future leaders within our Group Manufacturing and UK Retail businesses are as important now as they have ever been. Ambitious graduates will have a key part to play in our plans.

What RBS are looking for:

We are looking for talented graduates with relevant business experience and a minimum 2:2 degree to join us.

The role

Group Manufacturing is arguably one of the most diverse areas of our business. It supports virtually the whole organization. Across the globe, every payment we process, every call answered in our service centres and every ATM withdrawal made by our customers is supported by the work Manufacturing does. The Group Manufacturing Leadership programme is designed to prepare you for a future leadership position in any one of a huge number of areas. From an extremely early stage you'll be given leadership responsibility, typically for a team of up to 12 people from week four of the programme.

Our UK Retail Business Leadership Programme has been designed to give you a thorough grounding in retail banking. Initially you could be based in any one of our branches across the UK and gain a broad understanding of how our branch network operates, as well as our wider retail business. After your branch placement you will be given specific projects, tailored to your capabilities, performance, aspirations and development needs. Once the programme is complete, most of our trainees will take on a position within the banking network. From there, they will continue their professional qualification studies and progress in their management careers.

To apply see: <http://www.makeitrbs.com/programmes/rbs/>

3. Barnardo's

Closing Date: 1st March 2010

What's on offer?

Audit and Management Graduate Trainee

The Role:

As part of Barnardo's Audit and Inspection service, you'll contribute to assuring that we run economic and efficient operations that are compliant with relevant internal and external regulations and procedures. You'll do this by undertaking/assisting in audits and/or inspections contributing to the delivery of the Annual Audit and Inspection Plan as directed by relevant supervisors. With a genuine commitment to Barnardo's principles of helping disadvantaged children and young people to reach their full potential, you'll also have strong communication skills, analytical techniques and the ability to challenge the way people do things.

This post is a 'stepping stone' for substantive personal and management development and to support this we will provide a generous study package to obtain a CCAB accountancy qualification, including day release, where appropriate. Some travel to all parts of the UK where our services to children are based will be expected.

To Apply See:

http://www.barnardos.org.uk/work_with_us/jobs/Jobs_current_vacancy_list.jsp?srctype=for+m+search&area=Head+Office+%28Greater+London%29&work=Finance&time=Full+Time&salary=&recent=&srchtext=&Submit=Find+jobs

4. The Cooperative Bank

Closing date: 11th March 2010

What's on offer?

Graduate opportunities in Finance, Accounting, Credit Risk and Corporate & Markets.

The Role

Our Graduate Programme is designed to help you gain a breadth of experience and knowledge which will provide you with a range of valuable business and leadership skills, together with specific technical skills.

Finance Directorate

In a world when financial stability and effective stewardship are no longer taken for granted, the Finance directorate has a key role to play in becoming the UK's most admired financial services business.

Accountancy Opportunities

We offer opportunities for you to train as accountants and get experience in a full range of finance activities, including financial support and insight to business facing areas and central support functions to underpin business decisions. You will also be involved in the financial reporting to management, Board, Group and external stakeholders and acquire skills in the development and maintenance of financial reporting systems. As well as a diverse range of activities, we will provide you with a study programme, where trainees are supported financially and in terms of study leave. This programme is accredited by both ACCA and CIMA.

Credit Risk Opportunities

Strong risk management is a fundamental of a successful banking business and we are truly proud of our continuing profitable trading and the support we have provided to our customers throughout the recent banking crisis.

Through the development and delivery of innovative models and processes, the wide-range of specialist teams within Banking Risk work with Business areas to develop products that support our strong customer proposition. From personal credit cards and mortgages, through to large corporate loans and property financing, the risk management tools we deploy enable the risks to be both quantified and priced correctly, ensuring we maintain appropriate levels of capital and liquidity.

The Programme will give you a broad experience in Credit Risk and bring you into contact with a wide variety of highly experienced colleagues, which, together with formal training where appropriate, will provide a sound basis for you to develop your career within CFS.

Corporate and Markets (CAM) Directorate

The CAM directorate brings together the business to business brands of CFS, including Corporate Banking, Treasury, Asset Management and Platform, the intermediary mortgage lender. It has multiple sites across the UK, with the main centres being London, Manchester and Leek.

CAM is responsible for managing assets of approximately £40bn, generates around £240m of turnover per annum and has some 600 staff.

You will have the opportunity to apply yourself to a variety of activities across CAM and to interface with key stakeholders in the wider CFS, providing a range of options for you to develop your future career with us.

What The Cooperative Bank are looking for

You may have graduated a while ago, recently or may be in your final year.

Qualification:

A 2:1 or above in a finance, mathematical or scientific discipline. For Finance applicants, consideration will also be given to those candidates with business or arts related degrees, however this would need to be supported by grade A-C A-Levels in a mathematical or scientific discipline. If you have not yet achieved your qualification, you will need to be on course to obtain the above degree grade.

You will need to be serious about a career in business, have an interest in 'financial markets' and have proven ability in analysis and using data. You will also be a good verbal and written communicator, be able to plan and prioritise effectively and build strong relationships.

CFS is an employer that values diversity and seeks to employ a wide range of people. To apply see: www.goodwithjobs.co.uk

5. L.E.K Consulting

Closing Date: 22nd February 2010

What's on offer?

Associate position

The Role

Working as an Associate at L.E.K. provides you with the opportunity to gain a comprehensive foundation in decision making. From strategy to finance, marketing to operations, Associates are involved in all aspects of strategic and financial analysis across a diverse set of industries. We can guarantee that because you will be exposed to more industries, more problems, and more people your learning curve will develop faster and more rapidly than anywhere else. As a firm of strategy experts, not industry experts, staff are allocated to a wide range of projects. The result is that our professionals are continually exposed to new industries and new challenges. There is no better or faster way to develop strategy consulting and business leadership skills.

Training and development

We operate a very comprehensive training programme, which is structured over 3 years; new joiners will have an initial two-week orientation programme, followed by continuous monthly training sessions, which are tailored to the needs of your position. L.E.K's training covers the full range of technical, analytical, strategy, communication, project management & relationship building skills. L.E.K. is extremely committed to the training and development of all employees.

What L.E.K. Consulting are looking for

Applications from all degree disciplines are welcomed. A minimum of a 2.1 degree or equivalent and a minimum of AAB at A-level, or equivalent.

Further information see: <http://www.lek.com/careers/>

To apply please send your CV and covering letter to Emma Sorsky at London.recruit@lek.com

6. Atos Origin

Closing date: There is no specific closing date; all applications are dealt with on a first come first served basis.

At Atos Origin, it is our business to turn client vision into results through the application of consulting, systems integration and managed operations. This includes everything from enabling banks to process electronic transactions quickly and securely, to developing solutions for better customer relationship management.

We work for clients in all major sectors, with a focus in the UK on Government, Health, Financial Services, Transport, Travel and Enterprise, Telecoms and Utilities. Our annual revenues are EUR 5.8 billion, and we employ 50,000 people across 40 countries. In the UK alone this includes more than 6,200 employees and revenues of over EUR 1 billion.

What's on offer?

Opportunities are available for graduates to join us in a range of roles across the business.

The Roles

On the technical side this includes roles in Systems Integration and Managed Operations, and on the business side it covers roles in Managed Operations, Healthcare, Finance and HR. Unlike many other companies, we give our graduates real responsibility from day one. And we offer them the chance to take part in a number of exciting and international projects.

What are Atos Origin looking for?

We look for well-rounded individuals with an excellent record of achievement in both academic and extra curricular activities. In general you will need a 2:1 or 2:2 in a technical or business related degree discipline. However, some roles may have different requirements.

See individual roles for specific requirements via <http://www.uk.atosorigin.com/en-uk/careers/graduates/default.htm>

See competencies required at:

http://www.uk.atosorigin.com/enuk/careers/graduates/our_opportunities/requirements/default.htm

7. Thames Water

Closing Date:

Applications are recommended to be submitted before the end of February to achieve first selection on the assessment centres held during March and April.

The closing date for all applications is 28 March 2010.

The largest water utility in the UK. We're embarking on some of the largest, most radical, and important engineering projects in our history: the London Tideway Tunnels, the London Ring Main, Beckton Desalination Plant, investing an unparalleled £1 billion every year for the next 10 years in our network.

In fact, we face all sorts of exciting challenges - from planning for climate change and finding more sustainable solutions for energy and water use, to developing better ways of identifying and monitoring water usage and customer needs.

What's on offer?

Graduate Training Scheme

What Thames Water are looking for:

For 2010, we are looking for:

- Twelve graduates to work in our Operations department
- Two graduates to work in our Finance department
- Four graduates to work in our Strategy and Regulation and Asset Management departments

Further information see: <http://www.thameswater.co.uk/cps/rde/xchg/corp/hs.xsl/711.htm>

8. Government Procurement Graduate Scheme

Closing Date: 26th March 2010

Now in its fourth year, the GPGS is a unique graduate programme that combines a strong commercial focus with the chance to contribute to public service delivery – and people's everyday lives.

Government procurement is seriously big business. From first aid kits to foreign aid programmes, tilting chairs to tilting trains, the public sector spends over £200bn each year buying goods, services and works from suppliers.

The Office of Government Commerce (OGC) helps deliver value from this spending by applying commercial disciplines and a business-like approach. We go into every deal, every transaction, every negotiation with one thing in mind: getting the best value for the UK taxpayer.

What's on offer?

You'll be on the scheme for two years and as you settle, you'll notice the cultural nuances between departments and agencies as well as the public service ethic that drives and unites everyone you'll work with. You can expect to be exposed to the full range of activities involved in the commercial cycle of procurement and, what's more, we'll endeavour to ensure you see major projects through from start to finish.

As a trainee, your development will include formal professional training where you'll work towards membership of the Chartered Institute of Purchasing and Supply (CIPS) and management skills training.

What GPGS are looking for:

We are looking for individuals who are passionate and committed about a career in procurement in government and can demonstrate sound knowledge, skills and abilities in the areas listed below. Applicants must also fulfil the following criteria to be considered for a position:

- You must be a citizen of the UK, Republic of Ireland, Commonwealth, European Economic Area, Switzerland or Turkey and be eligible to work in the UK. For up to date information on visa requirements, please visit the UK Border Agency's website: www.bia.homeoffice.gov.uk/
- You must have or be expected to achieve (by summer 2010) a 2:1 or above in your undergraduate degree in any discipline. Please note that any post graduate qualifications will not be taken into account.

For further information and details of competencies required see:

<http://www.resourcingmicrosites.com/ogc/person.php>

9. Mitchells & Butlers

Closing Date: 28th February 2010

We are the UK's leading operator of managed pubs and pub restaurants, offering eating, drinking and entertainment for our customers in around 2000 outlets. We operate market-leading brands such as **All Bar One**, **Vintage Inns**, **Scream** and **O'Neill's**, together with some of the most historical and classic pubs in the county.

What's on offer:

The two-year Corporate Graduate Programme has been designed to create our senior managers of the future, and provides some of the most exciting and demanding graduate training in the industry.

We are interested in graduates who are looking for a career in:

- General Operations Management
- Human Resources

- Operational Marketing
- Business Solutions Through I.T.
- Purchasing
- Finance
- Property - Asset & Building Management

What Mitchells & Butler are looking for:

You will need to have achieved minimum grades of A,B,B at A level, and a 2:1 degree qualification.

For further information see:

<http://www.mbplc-graduates.com/schemes/corporate/index.html>

10. Moore Stephens LLP

Closing Date: 30th July 2010

We are a medium-sized firm of chartered accountants and business advisers with the emphasis very much on business advice.

What's on offer?

Trainee chartered accountants for our Business Tax, Insurance Industry Audit, Public Sector Audit and general Audit Services groups in our London office, and the general business group in our Guildford office.

What Moore Stephens LLP are looking for:

We are looking for trainees with a strong academic record (2:1 degree in any subject and 300 UCAS points), accomplished communication skills and an ability to think commercially, considering the wider organisations behind the numbers.

For further information see: <http://www.moorestephens.co.uk/graduate.aspx>