

graduate2success

unrivalled training for graduates seeking first rate jobs

RESEARCH MONTHLY - January 2010

Comment

It is great news that graduate job vacancies have increased for 2010. However, the number of predicted vacancies for 2010 is, roughly, only equal to that of 2005.

The bad news is that:

- the number graduating in 2010 is approximately 60,000 more than the number who completed first degrees in 2005.
- over 25% of this year's vacancies have already been filled – either by people who graduated in 2009 and received deferred job offers, or by students who have done previous work experience (internship/placement etc) with employers – and are therefore not open to students from the 'class of 2010'.

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.

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Employability

By Barrie Hinton

Why Employability Matters

In the summer of 2009, the UK's higher education institutions produced 400,000 new graduates. They entered the labour market at perhaps the worst time in a generation. In order to convince prospective employers that they would be a productive addition to the workplace, new graduates needed highly developed employability skills together with experience of the world of work.

So what is employability?

Employability skills have been defined after extensive collaboration with business by the CBI as:

'A set of attributes, skills and knowledge that all labour market participants should possess to ensure they have the capability of being effective in the workplace – to the benefit of themselves, their employer and the wider economy.'

Employability skills include:

Self-management – readiness to accept responsibility, flexibility, resilience, self-starting, appropriate assertiveness, time management, readiness to improve own performance based on feedback/reflective learning.

Teamworking – respecting others, co-operating, negotiating/persuading, contributing to discussions, and awareness of/interdependence with others.

Business and customer awareness – basic understanding of the key drivers for business success – including the importance of innovation and taking calculated risks – and the need to provide customer satisfaction and build customer loyalty.

Problem solving – analysing facts and situations and applying creative thinking to develop appropriate solutions.

Communication and literacy – application of literacy, the ability to produce clear, structured written work, and oral literacy – including listening and questioning.

Application of numeracy – manipulation of numbers, general mathematical awareness and its application in practical contexts (e.g. measuring, weighing, estimating and applying formulae).

Application of information technology – basic IT skills, including familiarity with word processing, spreadsheets, file management and use of internet search engines.

Underpinning all these attributes, the key foundation must be a **positive attitude**: a 'can-do' approach, a readiness to take part and contribute, openness to new ideas and a drive to make these happen.

Frequently mentioned by both employers and universities is **entrepreneurship/enterprise**: broadly, an ability to demonstrate an innovative approach, creativity, collaboration and risk taking.

What employers want

Employability skills are a top priority for business. Over three quarters (78%) of the firms who responded to the CBI's education and skills 2009 survey mentioned employability skills as one of the most important factors they considered when recruiting graduates, along with a positive attitude (72%) and relevant work experience/industrial placement (54%).

Only 8% of employers are very satisfied with graduates' awareness of business and customer issues, while only 14% consider graduates to possess the necessary level of self-management skills to a high level.

Generally employers are not overly impressed with new graduates' basic literacy and numeracy, with only 30% of employers reporting themselves as 'very satisfied' with these skills. There is also an element of dissatisfaction (35%) in terms of graduates' awareness of business and customer issues and also in relation to the level of self-management skills which graduates possess (20%).

When asked what three things universities should prioritise in relation to undergraduates, over three quarters of employers chose 'improving their employability skills', suggesting this should be a key priority for universities.

The next highest ranking priority was 'work with employers to provide more work experience placements' (60%).

The third highest choice was to 'raise the quality of graduates' with just under a half thinking this was an issue (46%), which indicates that employers still have concerns about the quality of the technical content of some degree subjects.

Degree subject was important for four out of ten (41%) employers. Some firms have concerns that in some areas students may be taking degrees which do not match with economic need and do not give them the tools to address the innovation and scientific challenges facing society today.

Graduates often need help to satisfactorily articulate employability skills to a prospective employer, in particular if they lack confidence. This is especially the case for students from areas with traditionally low participation in higher education and/or low income backgrounds.

To some extent employability skills are role-specific and those listed earlier are only examples of the most widely required skills.

Both employers and universities recognised that students also needed to know how to apply for a job and to be skilled in areas such as CV writing and interview techniques in order to demonstrate that they possess the required employability skills.

This is where **graduate2success**, through its personal coaching and training programmes, is able to help.

BDO Stoy Hayward

What's on offer?

There are still opportunities in Business Assurance, Business Restructuring, Forensic Services, Investment Management and Tax. Most positions are in regional offices.

What BDO are looking for.

Ambitious graduates with strong academic records and a genuine interest and awareness of us, BDO. We also look for leadership qualities and commercial awareness, as well as personalities.

BDO is committed to recruiting individuals from diverse backgrounds. Different people with different backgrounds and perspectives make for a much richer working environment. We therefore welcome applications from individuals with diverse degree backgrounds, anything from physics to pharmacy, accountancy to arts and computers to chemistry.

Business Line	UCAS Points	Degree (Hons)	Discipline
Business Assurance	280	2:1	any
Business Restructuring	280	2:1	any
Forensic Services	280	2:1	any
Forensic Services – Technology	280	2:1	IT or Computer Related
Forensics	280	2:1	Mathematical
Investment Management	300	2:1	any
Tax	280	2:1	any

If you do not meet these requirements due to mitigating circumstances and still wish to apply, you can submit an online application. You will be asked to detail your mitigating circumstances within your application. Applications will be assessed by a member of the BDO resourcing team. All mitigating circumstances must be backed up by an official letter e.g. from a head teacher, university tutor or doctor.

As a general rule though, successful applicants are expected to match our academic entry requirements.

To apply to the graduate scheme applicants must have the following:

- grade B in Maths and English at GCSE/ Scottish Standards or equivalent*
- 280 UCAS points or equivalent (taken from your highest three A-level grades excluding General Studies) - received or predicted

Competencies assessed include:

- Communication – listening skills; communicating clearly; communication style
- Client Service - focusing on delivering breakthrough value to our clients
- Teamwork – developing working relationships; influencing skills
- Problem Solving – decision making; initiative; motivating
-

Internships

Applications will open in February 2010 for summer internships at BDO London and their regional offices.

http://www.bdo.co.uk/bdosh/website/bdosas_copy/websiteContent.nsf/WebSite/summerinternshipprog

KPMG

What's on offer?

There are still vacancies in Tax, Audit, Public Sector Audit, Performance and Technology, Risk and Compliance. Most vacancies are in regional offices although there are a few in London.

What KPMG are looking for.

There's no single type of person that succeeds at KPMG, but we do look for people with something special to offer. So, although it's important that you're a high-calibre graduate, your educational qualifications are not the only criteria we judge you on.

KPMG are just as interested in other aspects of your experience and other parts of your character. They won't make a decision on your application, based on any one factor, but will take a rounded view based on these four key areas: academic results, work experience, skills and abilities, and career motivation.

Overall, KPMG are looking for people who combine good technical skills, problem-solving abilities and commercial focus. They are also interested in people with a lot of integrity – good team workers who can build effective relationships, learn from experience and bring out the best in others.

As a general rule, you'll be expected to meet the following requirements:

- Minimum grade A GCSE* Maths
- Minimum grade A GCSE* English
- Minimum of 320 UCAS Tariff points (or 26 UCAS points)
- Minimum 2:1 degree in any discipline
- Please note, that we only consider a candidate's 'top' 3 A-level grades and do not accept General Studies.

For the Audit ACCA entry route, you'll need at least:

- Grade A GCSE* Maths
- Grade A GCSE* English
- 300 UCAS Tariff points (or 24 UCAS points)
- 2:1 degree in any discipline

*Or equivalent

If you do not meet these criteria KPMG do occasionally relax the criteria if there are extenuating circumstances. For example, you may like us to consider something that has affected your academic results. On the application form, you'll find a section that allows you to detail such circumstances.

<http://www.kpmgcareers.co.uk/Graduates/default.aspx?pg=2>

GlaxoSmithKline

What's on offer?

There are still vacancies for the Engineering Technical Development Programme - Global Manufacturing and Supply (GMS); Science Technical Development Programme - Global Manufacturing and Supply (GMS); and Finance.

What GSK want

GMS leads the rapid commercialisation of GSK products, allowing team members to take a proactive, hands-on approach to shaping the world around them. Working in conjunction with other parts of the business, we ensure the smooth and rapid transition of newly developed products into full-scale manufacture. By using a variety of processes and the latest efficient technology, our global network is able to deliver four billion packs of medicines and healthcare products every single year.

Engineering opportunities

The GMS Technical Development Programme currently offers opportunities for Engineers within the following areas:

- Chemical
- Mechanical
- Electrical (Power)
- Control & Instrumentation
- Automation
- Pharmaceutical
- BioEngineering and Biochemical
- Instrumentation Engineer, Reliability Engineer or Calibration Engineer

Key facts

- 3 year rotational Technical Development Programme
- Full location mobility is required, particularly within UK
- Start date in September each year
- Minimum 2.1 degree

Science opportunities

The GMS Technical Development Programme currently offers opportunities for Scientists within the following areas:

- Process Development Chemistry
- Analytical Development Chemistry
- Materials Science
- Physical Chemistry (Particle)
- Chemometrics & Process Analytical Technology
- Microbiology

Key facts

- 3 year rotational Technical Development Programme
- Full location mobility is required, particularly within UK
- Start date in September each year
- Minimum 2.1 degree

The three years will be split into three placements in at least two of our business areas, at different sites. Placements usually take place within the UK or the Republic of Ireland, but advantage is taken of overseas opportunities as they arise. When nearing the end of each placement you'll work with the management team to identify the next business area that will be appropriate for your skill development and meet GSK's business needs. At the end of the programme, if you have delivered to the standards that we expect, you will be supported into a role within the business.

Finance opportunities

- 3 year training programme combining practical work experience with professional study
- Open to all degree disciplines - minimum 2:1 honours degree required
- Applicants must have obtained either a grade A at GCSE Maths or an A or B grade in A-Level Maths in order to apply
- Location mobility is a requirement and a valid UK driving licence is preferable
- Applicants must hold a full UK work permit for the duration of the programme
- Number of vacancies = 6
- Start date = September each year
- Placements in all major business areas, from R&D through Manufacturing to Commercial

The Programme

- This programme offers the chance for commercially driven individuals to progress into roles within our Finance community.
- You will be provided with a solid grounding in financial management through a series of challenging work placements combined with a structured examination programme leading to attainment of CIMA qualification status at the end of your three years

<http://www.gsk.com/careers/uk-stud-grad-prog.htm>

Accenture

What's on offer?

There are opportunities in the Analyst Consulting Group which would be your home in the company from when you start at Analyst level until you are promoted (probably between 24 – 36 months). The Group has been specially designed to provide a learning pathway incorporating training, work of real breadth and the support of a large peer group - all to help you develop your career. When you join, the Analyst Consulting Group will serve as your platform to a range of consulting work.

To be eligible must have 340 UCAS points or equivalent and a predicted (or obtained) 2:1 degree.

Due to a high interest in Accenture graduate positions throughout the year, the next available Analyst Consulting Group start date is 8th November 2010.

For applicants, the Accenture website is 'a bit of a tangle' through which to navigate. Whilst the site is very 'leading edge' it does not do justice to the company as an employer. Nevertheless, if you are interested, a reasonable place to start is:

<http://careers3.accenture.com/Careers/UK/>

You should also look at:

https://microsite.accenture.com/UK_graduate_joiners/Apply/Pages/is_accenture_right_for_you.asp
x

Proctor and Gamble

What's on offer?

Proctor and Gamble constantly recruit graduates from various backgrounds for entry level, managerial and non managerial positions in all functions across Western Europe. On-boarding is taken seriously, and if you've just moved to a new city or decided to start your career out of your home country – such as in our Western European headquarters in Geneva – it will be easy to meet people through our new hire social networks like our new hire Facebook page

Here are the current opportunities.

Human Resources — Entry Management Positions in UK/Ireland (m/f)-HR 00001471

Supply Network Operations - Demand Planner - Weybridge (m/f)-SNO00000093

Consumer & Market Knowledge - Associate Manager positions in UK/Ireland (m/f) - 2009/2010-CMK00000668

Product Supply - Initiatives Manager, External Supply Operations (m/f)-PUR00000660

Finance - Entry Management Positions in UK (m/f) - Entry Level Management-FIN00002038

Supply Network Operations: Customer Service, Planning, Logistics & Distribution - Entry Management Positions in UK (m/f)-CS 00001596

Detailed job descriptions can be seen via:

<http://www.pgcareers.com/joiningoptions/entrylevelpositions/page/26/default.htm>

EADS NV - (Airbus)

What's on offer?

The *PROfessional and GRaduate Entry Support Scheme* (PROGRESS) is a new programme in the EADS Corporate Trainee & Development Portfolio, *offering you a fast track path to start your career in a world-class aerospace and defence company.*

This *24-month programme* will develop and support the highest calibre graduates and young professionals, who are eager to gain international experience in the aeronautic, defence and space sectors.

Depending on your qualification and background, you will have the *opportunity to join two different streams.*

The first, technically oriented, comprises fields like Engineering, Programmes, Supply Chain, IT and Manufacturing. About 75 % of our PROGRESS positions are in the first stream.

The second stream focuses on support functions such as Procurement, Finance, Human Resources, Strategy or Marketing and Sales.

All PROGRESS participants will gain experience in 2 different project assignments. After 1 year they will move to the 2nd project which can be in a different Division/business area and/or in another function and or at another country/location of the EADS Group.

The PROGRESS Programme prepares you as graduates and young professionals to take over positions with a significant level of responsibility in the future. Some alumni will move into managerial positions, others will concentrate on specialisations. Your individual career path within the EADS Group is mainly based on your performance in the programme and our actual business needs.

What EADS want

We are looking for young graduates & young professionals who meet the following requirements:

- A maximum of a three-year professional work experience,
- at least 6 months of experience abroad (internships, studies),
- English language fluency (additional language(s) is (are) a plus),
- Excellent academic background in business or engineering,
- Very good communication skills and strong team player,
- Creative and innovative,
- Desire for world-wide mobility,
- Passion for engineering and technology

The selection process for PROGRESS 2010 is as follows:

1. *Application phase for PROGRESS 2010 is set between December 1, 2009 and **February 28, 2010***
2. Pre-screening of application documents
3. *Pre-Assessment: phone interviews and web-based tests scheduled individually depending on date of application*
4. *Selection Days planned for April/May 2010*
5. *Official programme start in September 2010 - individual start date could also be slightly earlier or later in 2010*

HP (Hewlett Packard)

What's on offer?

Our new 18 month Graduate Development Program has been designed to get the most out of the best graduates by giving you the opportunity to gain experience and exposure across HP's businesses. Throughout your time on the Program and beyond you will receive world class training including relevant professional qualifications, support and mentoring, all tailored to your needs.

Technical UK Development Programme

While applying for the Technical Graduate Development Program you will be able to choose which area of professional development interests you most.

You can choose one of the following:

IT Technical Consultant

In this role you will learn to effectively apply your technical expertise in IT consulting projects. You will establish and maintain a professional working relationship at multiple levels both internally and with the client by delivering one of HP's core technology solutions to large corporations and Governments. At a later stage, you will also tailor and architect parts of the technical solution

and implement it at the client site and thus enabling our customers to enhance their own business activities.

Applications & Systems Support Engineer

The primary function of application and system support engineer is to provide in-depth technical and technological expertise in their particular areas of focus, so that we can develop a genuinely customized solution for every customer. Initially, support engineers will work in one of teams supporting systems or business reporting applications for HP customers - both local and global. Job responsibilities will mainly cover monitoring, incident and problem management associated with the quality of reported data as well as development and implementation of application management processes. Job will require frequent interactions with IT teams of external customers. Support becomes more and more specific as you move through the experience levels, right up to the highly complex design, scoping and implementation.

Servers & Storage & Networks Support Engineer

In this role you will learn how to perform installation, maintenance, and repair on customer equipment working primarily on the customer site. You will need to determine site and equipment requirements and outline interdependencies. By ensuring you understand the customer goals you will identify consequences of various services solutions. You will develop project plans, installation plans, and escalation plans. You are responsible to configure system hardware, software and network components, assemble and integrate systems and products and verify operation requirements. You will learn how to use proactive monitoring procedures to identify problem prevention opportunities. In addition you will conduct customer presentations; organize and present information to convey major points clearly and persuasively. You are responsible to maintain a high level of customer satisfaction by clarifying customer needs and ensuring that they are being met and will handle escalation of issues according to an established procedure.

Programmers/Designers

In this role you will be working in project teams which design, build and maintain various web-based solutions for our global customers. Key responsibilities may include analyzing, designing, developing, reviewing and unit-testing of custom web-based solutions. Moreover you will frequently interact with customers extracting their requirements, work planning, estimating and carrying project related communication. This role will also require dealing with project managers, solution architects, technical leaders or work requestors providing necessary information and deliverables.

IT Business Development Analyst

The IT Business Development Analyst establishes and maintains a professional working relationship at multiple levels both internally and with the client by developing a core understanding of the client's unique business needs and competitive challenges. You will then tailor strategy and architect solutions to meet the needs of the client and interface with both internal and external industry experts to anticipate customer needs and facilitate the development of the most suitable IT solution.

What we want

We're looking for people who graduated from universities within the last 12 months or who will graduate within this academic year.

You can be a graduate in one of the following areas:

- Computer Science
- Information Technology
- Engineering
- Business Studies
- Economics
- Other Technical degrees

In addition, we are also looking for the following "extra qualifications":

- Language skills: Very good English written and spoken, knowledge of any other language will be an additional asset
- Interpersonal skills: the ability to work well with people of all types and backgrounds
- Flexibility: a talent for adjusting quickly to rapid change
- Team Player: a reliable team member at work and beyond
- Analytical Abilities: an eye for detail, even in a general context
- Communication: an ability to communicate clearly and confidently in an international environment
- Commitment: the dedication to achieve your goals - and to continuous professional and personal development
- Personality: positive-thinking, with initiative and the ability to laugh - even at yourself.

UK Development Programme

During the Graduate Development Program you will:

- Learn new skills while you work and apply them to live projects
- Benefit from supported development tailored to your needs
- Build up an understanding of the full breadth of our business
- Develop your potential by being exposed to key areas of the business
- Gain an understanding of how we work, who we are and how we stay a leader in an ever-changing market

You will find yourself working in a uniquely inclusive and creative culture. In a working environment where everyone has an opportunity to fully participate in achieving business success. You'll start in a real role with real responsibility working alongside world-class professionals, and when you decide it's time to progress your career to the next step HP offers a huge range of career opportunities.

<http://h41112.www4.hp.com/jobs/uk/en/joinhp.html>

BBC

What's on offer?

INDUSTRIAL PLACEMENT, FUTURE MEDIA & TECHNOLOGY

This industrial placement, in London or Manchester, is created to help degree students or Post Graduates gain industrial experience for a period of 6 or 12 months. We offer on the job training, in which you will be given a project to complete depending on how your skills match the available projects. You could be working on production technology, communications systems, transmitters, receivers, or new types of domestic equipment.

We have projects that offer you the chance to use software skills or to develop circuits and systems. Typical projects include interactive television, new audio and video coding techniques, new broadcasting systems and advance modulation technology, virtual production (including 3D image creation), speech synthesis, communications and next generation IP and wireless networks, and monitoring systems.

You could also become involved with implementation – working with BBC professionals to put technology developments into practice in the organisation. Therefore, we are also interested in students who have a sense of how the media business operates.

What we want

- Recently completed, or be on, a degree course (or equivalent) in electrical or electronic engineering, physics, mathematics or computer science (or a closely related subject).
- Creative thinker, able to transform ideas from theory to practical reality.
- You may already have gained specific skills or experience of a particular technology.
- An interest in broadcast engineering techniques, including current standards and practices, especially those for digital TV, radio and online.
- An awareness of industry trends and developments
- Capable of original work together with an enquiring mind with well developed analytical and investigative skills
- The judgement necessary to choose the best solution to an engineering problem
- Good written and oral communication skills, able to promote ideas by logical argument and capable of presenting the results of a project in a clear and effective manner to a range of audiences
- Good time and resource management skills
- Self-motivated, with the drive and initiative to carry out projects according to plan
- Able to use computers as research and development tools, with knowledge and experience of writing and applying software
- Able to work flexibly, usually as part of a team
- An interest in developing and maintaining expertise relevant to your field of work
- A demonstrable passion for the media industry and the application of media technology
- An understanding of how the media industry operates and the market sectors where innovative technology is critical to success

https://jobs.bbc.co.uk/fe/tpl_bbc01.asp?s=ZPyAxDlfSqHTyVvHqn&jobid=31457,4140127221&key=23068794&c=482562333676&pagestamp=seynmwoamzkfbirvxk

BP

What's on offer?

Applications for the Engineering, Science and Business **programmes close at mid-day on 12th February.**

There is extensive information about each of the programmes that continue to have opportunities; 11 programmes in Engineering, 4 in Science and 3 in Business.

The best link is:

<http://www.bp.com/sectiongenericarticle.do?categoryId=9023241&contentId=7043255>

ExxonMobil

What's on offer?

There are still opportunities in Aviation (Fuels Marketing); Gas & Power Marketing; Lubricants & Specialities.

Aviation (Fuels Marketing)

As a new graduate you will be part of a multicultural team supporting our business in the European region, implementing our market strategies and undertaking business critical improvement projects.

Typical career path

Being a large global business, Aviation offers a broad spectrum of job roles from Sales and Marketing to Business Analysis, e-Commerce and Operations. In your first assignments you can expect to be located in our Leatherhead offices in either a Sales role working with your own portfolio of airline customers, or working as a Business Analyst leading projects to improve the business. The skills and knowledge you gain in Aviation will position you strongly for future assignments in other departments of ExxonMobil.

What we want

Engineering, maths or science degree. A second European language would be preferable but is not essential.

You will need to be

- expecting/ have obtained a 2:1 (or equivalent) or have a 2:2 (and be working towards/ hold a relevant post graduate qualification).
- Have graduated within the last four years.
- The current right to work in the UK on a full time basis

Gas & Power Marketing

The growing worldwide gas market is providing ever-widening career opportunities for graduates.

ExxonMobil sells its gas and power primarily to other energy companies, distribution companies and large industrial consumers. Contracts represent high monetary values and can be the subject of lengthy and detailed negotiations with highly professional counterparties.

Bringing gas, power or NGL's from source to customer involves the usage and management of complex and high value assets such as generation plants, processing plants, transmission networks, underground storage facilities, LNG ships and terminals. Keeping the commercial negotiations in line with the highly technical nature of developing new projects requires close co-operation with the other Upstream organisations. We oversee all aspects of the value chain, and are therefore in a good position to maximise overall value for the corporation by co-ordinating all functions involved.

A typical career might lead to you forecasting future demand for gas, negotiating multi-million pound sales or service contracts with customers, or optimising delivery from supply sources. Regular job rotations will ensure continued professional growth in various segments of our business and provide opportunities to develop essential leadership and management skills.

What we want

Due to the complexity, size and value of our business, we are looking for graduates with a proven talent for understanding and solving complex problems. **It's no surprise that many of our employees have an engineering or physical science degree.** Our employees need to be globally mobile and should have strong interpersonal and leadership skills. Due to the international nature of the business, foreign language skills are beneficial.

You will need to be

- expecting/ have obtained a 2:1 (or equivalent) or have a 2:2 (and be working towards/ hold a relevant post graduate qualification).
- Have graduated within the last four years.
- The current right to work in the UK on a full time basis

Lubricants & Specialities

Scope of the role

As a new graduate you will be part of a multicultural team responsible for our business in the UK, Ireland and Benelux, including sales, marketing and technical support activities across retail, local, national and strategic global accounts.

Following an initial period of orientation and training, entry level opportunities typically include field sales supporting a senior sales manager or field engineer, marketing supporting or business development support. After a period of time in a support role, you will start to take on direct responsibility for a select portfolio of customers, including both technical and commercial responsibilities, ensuring that your customer's needs for the correct lubricant are properly addressed.

Typical career path

Lubricants and Specialities is a global integrated business, and as such it offers a broad spectrum of job roles from sales, marketing and technical support, through strategic planning and business analysis, or manufacturing, supply and distribution. After your first assignment, you'll be ready to jump into a variety of rewarding, challenging projects in which you can show your strengths as well as gain new skills and experience, both in UK and internationally.

The skills and knowledge that you gain in Lubricants and Specialities will position you well for future assignments in other departments of ExxonMobil.

What we want

We are looking for numerate graduates, preferably with a technical degree or strong technology interest.

You will need to be

- expecting/ have obtained a 2:1 (or equivalent) or have a 2:2 (and be working towards/ hold a relevant post graduate qualification).
- Have graduated within the last four years.
- The current right to work in the UK on a full time basis

This is the third recruiting cycle for these roles and applications close on 14th February 2010.
http://www.exxonmobil.com/UK-English/HR/Jobs/UK_HR_graduate_schemes_v1.asp