

Guide to MBA Recruitment in the **FTSE 100 Companies**

October 2020



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Company Name	Programme News	Deadline Date
BAE Systems	UK summer internships, industrial placements and graduate roles (not MBA-specific) – UK* Financial Leadership Development Candidate - Req #: 63528BR, #:62883BR, #62262BR - US *not MBA-specific	Roles will close once full, therefore apply ASAP
Smiths Group	Finance Graduate Programme (London, UK)* Finance Summer Intern Programme (London, UK)* *not MBA-specific	31 st January 2021 31 st January 2021
HSBC	USA - Global Banking, Markets & Securities Services, Commercial Banking, Wealth and Personal Banking, Global Private Banking China - Global Banking, Markets & Securities Services, Commercial Banking, Wealth and Personal Banking, Global Operations Hong Kong - Global Banking, Markets & Securities Services, Commercial Banking, Wealth and Personal Banking, Global Asset Management, Global Private Banking, Global Operations Singapore - Global Banking, Markets & Securities Services, Commercial Banking, Wealth and Personal Banking, Global Private Banking UK - Commercial Banking, Global Asset Management, Global Operations Taiwan - Commercial Banking, Wealth and Personal Banking, Global Private Banking Canada - Commercial Banking Switzerland - Global Private Banking Poland - Global Operations *programmes are aimed at bachelors and master's degree graduates.	25 th February 2021 15 th November 2020 1 st December 2020 21 st October 2020 5 th January 2021 31 st October 2020 16 th October 2020 20 th January 2021 31 st March 2021
Lloyds Banking Group	UK Graduate Programmes – various tracks. * *not MBA-specific	Will close once full.
NatWest Group (RBS)	UK Graduate Programmes – various tracks. * *minimum 2:1/master's degree	30 th December 2020
Standard Chartered	International Graduate Programme – global positions Global Internship Programme – global positions	Will close once full.
JM	JM 2021 Graduate Programme – Operations, Commercial and Science	Will close once full.
SSE	2021 Graduate Programme – (minimum of a 2:2 degree)	29 th October 2020
Shell	2021 Graduate Programme – China	
LSE	2021 Graduate Programme (minimum 2:1 degree) – US and UK positions 2021 Summer Internship (undergraduate/masters) – US and UK	6 th December 2020 6 th December 2020
Schroders	2021 Graduate Programme (minimum 2:1 degree) – London, New York, Beijing, Singapore and Shanghai	ASAP, closes when full

Company Name	Programme News	Deadline Date
Scottish Mortgage Investment Trust	Business Operations Graduate Programme 2021 - UK Investment Research Graduate Programme 2021 - UK Summer Placement Schemes open 2 nd November 2020 – UK	21 st November 2020 21 st November 2020
WM Morrison	2021 Graduate Programme (minimum 2:1 degree) – UK	6 th November 2020
Ocado	2021 Graduate Programmes - UK	ASAP. Close once full
Tesco	2021 Graduate Programmes (minimum 2:2 degree) – UK	ASAP. Close once full
Halma	2021 UK/EU Future Leaders Programme - Job Id: 114-115 2001 US Future Leaders Programme - Job Id: 115-116	
Admiral Group	2021 Business Graduate Programmes (degree in any discipline) – UK MBA SPARK Leadership Program 20/21 – Cardiff, UK MBA Future Leaders Program 20/21 – Cardiff, UK	16 th October 2020 Apply ASAP Apply ASAP
AVIVA	2021 Graduate Programme – UK	30 th November 2020
St James Place	2021 Graduate Programme – UK (minimum 2:2 degree)	26 th October 2020
Reckitt Benckiser	2021 Marketing MBA Graduate Program – US 2021 Marketing Internship, MBA/Undergrad – US Several 2021 Internship and Graduate Programs are open for applications – these are not MBA-specific however.	Will close once full
AstraZeneca	Operations Global Graduate Associates Programme (bachelor's or master's degree any discipline) UK <ul style="list-style-type: none"> - Sweden - China - France 	6 th December 2020 8 th January 2021 22 nd October 2020 8 th January 2021
DCC	2021 Graduate Programmes – UK (2:1 undergraduate degree or a 2:2 undergraduate degree with a merit in a masters (or equivalent) – open 19 th October 2020	30 th November 2020
Vodafone	UK Graduate Programmes (minimum 2:2)	31 st October 2020
BAT	Global Graduate Program 2021 – Various	Apply ASAP

Company Name	Programme News	Deadline Date
Imperial Brands	MBA Graduate in Corporate Affairs – UK Job ID NE01850 MBA Programme 2021 - UK (NE01872) Graduate Programme 2021 – UK, Poland, Germany and Australia.	8 th October 2020 Apply ASAP Apply ASAP
M&G	2021 Graduate Programmes – UK (minimum 2:1 degree) 2021 Summer Internships – UK	12 th October 2020 12 th October 2020

* *Deadline date not available at the time of publication. Please monitor links to company websites for the latest on deadline dates.*

Company	<p>BAE Systems Stirling Square, 6 Carlton Gardens, London, SW1Y 5AD. UK +44 (0)1252 373232</p> <p>www.baesystems.com</p>
Key contacts	<p>All applications should be completed online. Any application queries can be emailed to Cath Hargreaves - Talent Consultant, Graduate Programmes at EmergingTalent@baesystems.com. For questions regarding application, please contact the Graduate Recruitment Team on 01772 677277 or email GART@baesystems.com</p>
How to Apply	<p>The careers website can be found at Careers. There is no specific MBA recruitment programme. However, in the UK, BAE runs high profile leadership programmes which, although geared more towards 2:1 bachelor's degree graduates, may be of interest to those with limited commercial or industry experience. Information about all the available schemes can be found at Leadership Programmes.</p> <p>In the US, BAE offers graduate schemes in Engineering, Finance, Operations, HR, Contracts and Information Management to graduates with a Bachelors or Master's degree.</p> <p>A job search facility is available at UK Job Search. A job search facility for the US is available at US Job Search. Interested applicants should type 'MBA' into the keyword box to obtain details of current openings where an MBA is preferred/required.</p>
International Opportunities	<p>Specific to individual vacancies. BAE operates in 40+ countries across the globe.</p>
Visa Sponsorship	<p>Under the current immigration rules BAE Systems has a very limited ability to sponsor visas to enable individuals to work in the UK. BAE would therefore only consider sponsorship for exceptional candidates on a case by case basis.</p>
Internships	<p>Twelve-week Summer Internship Schemes are available in the UK. Internships provide on-the-job training within a structured framework and will only be offered when there is real work to be completed. Internships are also available within the US.</p>
Key Dates	<p>The UK Graduate programmes have multiple intakes available from January, June and September. It is possible to pre-register and be notified when opportunities open. All UK summer internships, industrial placements and graduate roles opened on the 1st October 2020 for the 2021 intake.</p>
Additional Information	<p>BAE Systems is an international defence, aerospace and security company with leading air, naval, land and cyber capabilities, supplying both defence and commercial customers. The Company has approximately 85,800 employees in over 40 countries worldwide. BAE has been voted Times Top 100 Graduate Employer, Times Top 50 Employer for Women and is the UK's biggest employer of professional engineers (18,000 in total).</p>

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Company	Rolls-Royce plc 62 Buckingham Gate, London, SW1E 6AT. UK +44 (0)20 7222 9020 www.rolls-royce.com
Key contacts	Applications should be made online in the first instance. See Contacts US for regional HR email addresses.
How to Apply	The careers website can be found at Careers . Although Rolls-Royce does not have a formal MBA program, they are committed to recruiting high calibre individuals to become the global leaders of the future. Go to students and graduates for links through to internship and full-time programmes. For MBAs with limited work experience, Rolls-Royce offers a number of Business and Operations graduate programmes which may be of interest. In the US programs are geared towards engineering roles.
International Opportunities	Opportunities are available in the UK, USA, Asia and Australasia.
Visa Sponsorship	In the absence of any candidate from outside the EEA not possessing the immigration status which allows them to live and work in the UK, Rolls-Royce will consider using their A rated sponsorship licence to issue a Certificate of Sponsorship under Tier 2 of the Points Based System. Sponsorship of a visa is subject to all the appropriate criteria specified by UK Visas & Immigration being satisfied. Rolls-Royce cannot offer any guarantee that such an application will be successful. In the US, Rolls Royce does not sponsor visas for early career positions.
Internships	Rolls-Royce offers a wide range of paid internships across the many business areas – more than 350 placements a year globally, ranging in duration and timeline. More than 40% of people on one of the graduate programmes first completed an internship with Rolls-Royce.
Key Dates	Applications for 2021 entry opened early October for UK Graduates and Interns, September in the US and early December for UK apprentices.
Additional Information	Rolls-Royce, a world-leading provider of power systems and services for use on land, at sea and in the air, has established a strong position in global markets. The group has customers in over 150 countries and operates in more than 40 countries worldwide. In 2019, Rolls-Royce realised revenues of £16.587 billion and had 51,700 employees. The Rolls-Royce Group is organised into five customer-facing businesses: Civil Aerospace, Defence Aerospace, Power Systems, Marine and Nuclear.

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Company	Smiths Group plc 4th Floor, 11-12 St James's Square, London, SW1Y 4LB. UK +44 (0) 20 7004 1600 www.smiths.com
Key contacts	Via the website, for general career enquiries: recruitment@smiths.com Lois Wilson, Early Careers Talent Manager. Email: earlycareertalent@smiths.com Justyna Banaszak, Early Career Talent Coordinator Email: earlycareertalent@smiths.com
How to Apply	See Early Careers . Smiths offers graduate programmes across a wide range of business areas from engineering to HR, finance to supply chain, in a variety of locations globally. Although it should be noted these are aimed at those with a graduate degree.
International Opportunities	Smiths Group operates in more than 50 countries. Opportunities are available worldwide although these are not necessarily MBA-specific.
Visa Sponsorship	Smiths Group does not have a visa sponsorship policy. Visa requirements will be posted on the job advertisements; however, it is very unlikely sponsorship will be offered for early career roles.
Internships	Smiths Group interns will be currently studying towards undergraduate degrees and are typically in the penultimate year of study. If they achieve well, they could be offered a place on the Graduate Development Programme.
Key Dates	Applications for the Finance full time and Internship Graduate Programmes close 31 st January 2021.
Additional Information	Smiths Group is a global technology company listed on the London Stock Exchange. Founded in 1851 Smiths employs over 23,000 people in more than 50 countries throughout its five divisions - Smiths Detection, Smiths Medical, John Crane, Smiths Interconnect and Flex-Tek. The Group is focused on healthcare, energy and petrochemicals through to threat and contraband detection, telecommunications and equipment manufacture worldwide. Customers range from governments and their agencies to hospitals, petrochemical companies and equipment manufacturers and service providers in various sectors around the world. Smiths' FY2019 revenues were £2,498 million.

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Company	Barclays Bank plc 1 Churchill Place, London, E14 5HP. UK +44 (0) 20 7116 1000 www.barclays.com
Key contacts	Barclays Bank has a no names policy and all recruitment enquiries should be made online.
How to Apply	The careers website can be found at Careers and the dedicated student and graduate portal can be found at Join Us . Barclays has a number of Associate roles for post graduate candidates . MBA students are welcome to apply to join full-time as Associates or on the Summer Associate programme in Investment Banking, Sales, Trading, and Structuring. To apply for roles, candidates need to register their interest in roles that suit their skills and ambitions. Barclays will then be in touch for the next stage in the application process. Further details and how to register can be found at Application and Selection . Interested candidates or MBAs with work experience looking for open positions can visit the general search for opportunities.
International Opportunities	Barclays offers opportunities worldwide.
Visa Sponsorship	Candidates who do not have a current right to work in the UK or who will require visa sponsorship from Barclays are not precluded from applying to graduate opportunities. However, Barclays may take their right to work status into consideration depending on the availability of candidates with the right to work in the UK. In the US, for candidates to participate in an internship or pre-internship program they must have the legal right to work in the location to which they will be assigned for the duration of the internship. If the candidate is joining Barclays in a full-time position and needs a work permit, Barclays will apply on their behalf. However, candidates should be aware that the granting of work permits is beyond Barclays' control and subject to local immigration laws.
Internships	Barclays runs many internships : summer programmes run from 8 to 10 weeks and start with a training course where candidates gain skills, network with other interns and build an understanding of the bank and the industry.
Key Dates	Follow the links to Join Us for the latest recruitment news and deadline dates. Selections are done on a rolling basis, early applications are advised
Additional Information	Barclays is a transatlantic consumer, corporate and investment bank offering products and services across personal, corporate and investment banking, credit cards and wealth management, with a strong presence in the two home markets of the UK and the US. With over 325 years of history and expertise in banking, Barclays operates in over 40 countries and territories, has around 48 million customers and employs approximately 120,000 people. Barclays moves, lends, invests and protects money for customers and clients worldwide. Barclays is included in the Times Top 100 Graduate Employers list for 2018/19.

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<p>Company</p>	<p>HSBC HSBC Holdings plc, 8 Canada Square, London, E14 5HQ. UK +44 (0) 207 991 8888</p> <p>www.hsbc.com</p>
<p>Key contacts</p>	<p>HSBC's global graduates are recruited locally. If a candidate has applied to a vacancy on one of the graduate or intern programmes, then they may contact their local team. CVs and sensitive information should not be sent to these email addresses.</p>
<p>How to Apply</p>	<p>HSBC has a wide range of graduate programmes in place which are open to final-year undergraduates, graduates and post-graduates . It should be noted, HSBC no longer recruits MBA students to a specific MBA programme. However, if the graduate programmes are not suitable the bank encourages MBA students to search roles for experienced professionals available across its global businesses and global functions. See Graduate FAQs for application requirements and information.</p>
<p>International Opportunities</p>	<p>HSBC has a number of intern and graduate opportunities across its four global businesses: Commercial Banking, Global Banking and Markets, Global Private Banking and Retail Banking and Wealth Management. See Global Opportunities for details.</p>
<p>Visa Sponsorship</p>	<p>Candidates applying for an internship or global graduate opportunity at HSBC need to have the legal right to live and work in the country or territory to which they are applying. In most places, this means they will need to be a national of the relevant country to apply (e.g. Canada, mainland China, Qatar, Kuwait, UAE, USA*). *If applying for a role in the USA in Global Banking and Markets, they must be studying at a US university if not a US national.</p>
<p>Internships</p>	<p>Lasting between one and sixteen weeks, there's a variety of internships that will help students explore what they may want to do long term. Interns are selected on a first-come, first-served basis – so if interested, apply as early as possible before the positions are filled. Interns that complete the global internship successfully will have the opportunity to automatically be considered for a place on one of the global graduate programmes. Internships are generally aimed at undergraduates.</p>
<p>Key Dates</p>	<p>Go to Graduate Opportunities to search for programmes and for the latest deadlines and application guidance. Graduate programmes are open, the deadline date is dependant on the country. Follow the links above for closing dates.</p>
<p>Additional Information</p>	<p>Headquartered in London, HSBC is one of the largest banking and financial services organisations in the world. HSBC's international network comprises around 233,000 employees in 64 countries and territories in Europe, the Asia-Pacific region, the Americas, the Middle East and Africa. With listings on the London, Hong Kong, New York, Paris and Bermuda stock exchanges, shares in HSBC Holdings plc are held by over 200,000 shareholders in 129 countries and territories. HSBC provides a comprehensive range of financial services to around 40 million customers through four global businesses: Retail Banking and Wealth Management (formerly Personal Financial Services); Commercial Banking; Global Banking and Markets; and Global Private Banking.</p>

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Company	<p>Lloyds Banking Group plc 25 Gresham Street, London, EC2V 7HN. UK +44 (0) 20 7626 1500</p> <p>www.lloydsbankinggroup.com</p>
Key contacts	Email: lloydsbankinggroup talent@tmpw.co.uk . However, all enquiries and applications should be made online (see link below).
How to Apply	The careers website can be found at Careers . Lloyds Banking Group runs various graduate schemes which although not specifically for MBAs may be of interest. Graduate programmes can be found in Customer and Business Management, Business and Technology Management, Financial Management, People Strategy and Customer Facing areas. Leadership Programmes are almost all rotational, meaning candidates will be based in many different locations within the UK.
International Opportunities	International opportunities are available, but these are not necessarily MBA-specific.
Visa Sponsorship	There are certain, limited, circumstances in which Lloyds might be able to sponsor a Tier 2 (General) visa for candidates to obtain this right to work. This will generally only happen if Tier 2 (General) application does not depend on also passing the resident labour market test (RLMT). Full eligibility details can be found at International Students .
Internships	Lloyds Banking Group has a range of Internship Programmes open to students in their penultimate year of study, in any discipline from any university.
Key Dates	Follow the links from the graduate opportunities and ' Apply Now ' for the latest opportunities. Applications are open now and will close once Lloyds has received enough applications. For all other employment, follow the links at search jobs for open opportunities.
Additional Information	Lloyds Banking Group is a financial services group focused on retail and commercial customers - with millions of customers in the UK, and a presence in nearly every community. The Group's main business activities are retail, commercial and corporate banking, general insurance, and life, pensions and investment provision. Lloyds Banking Group has the biggest private shareholder base in the country and approximately 75,000 staff across the UK. Operating a multi-brand strategy, the Group's main brands include Lloyds Bank, Halifax, Bank of Scotland, and Scottish Widows, as well as a range of distribution channels. This includes the largest branch network in the UK and comprehensive digital, telephony and mobile services. Lloyds Banking Group is quoted on both the London Stock Exchange and the New York Stock Exchange and is one of the largest companies within the FTSE 100.

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Company	NatWest Group (rebranded from Royal Bank of Scotland) Gogarburn, 175 Glasgow Road, Edinburgh, EH12 1HQ, UK T: +44 131 626 3263 www.rbs.com/
Key contacts	Royal Bank of Scotland has a candidate Recruitment Hotline (Tel: 0800 0515727); however, applications and recruitment queries should be made online. Gayle Watt, Early Careers Programme Manager Norma Reid, Graduate Programme Manager
How to Apply	RBS has a dedicated graduate portal on its website which provides details of the paths and development opportunities available for graduates. RBS runs Winter, Spring and Summer Internships. Although most of the graduate and internship opportunities on offer are targeted at first-degree candidates, Analyst positions may be of interest to MBA graduates. The general careers website can be found at RBS Jobs . Royal Bank of Scotland also posts recruitment opportunities and updates online using its LinkedIn RBS Recruitment and Facebook RBS Early Careers page.
International Opportunities	Opportunities are available globally although these may not be MBA-specific. Visit locations for details of each office.
Visa Sponsorship	RBS does sponsor visas, but candidates need to have the right to work in the UK. In some circumstances RBS might be able to sponsor a Tier 2 (General) visa. To do this it needs to satisfy a resident labour market test (RLMT). If an applicant has a Tier 4 (General) visa and meets the requirements set out by the Government RBS will submit an application for a Tier 2 (General) visa in the UK before their start date.
Internships	RBS runs Winter, Spring and Summer Internships across the business. These are not generally aimed at MBA students, however.
Key Dates	Go to Job Search for the latest opportunities and deadline dates. Alternatively, monitor the social media links above see Search Programmes for details. 2021 Graduate Programmes close for application 30 th December 2020.
Additional Information	RBS is a UK-based banking and financial services company, headquartered in Edinburgh. RBS provides a wide range of products and services to personal, commercial and large corporate and institutional customers through its two main subsidiaries, The Royal Bank of Scotland and NatWest, as well as through several other well-known brands including Ulster Bank and Coutts. The Group supports customers to access international markets in Europe, Asia, the Middle East and North America. The Bank has more than 18.9 million customers in over 50 countries and approximately 77,000 employees worldwide

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Company **Standard Chartered Bank**
 Global headquarters: 1 Basinghall Avenue, London, EC2V 5DD. UK
 +44 (0) 207 2807500
www.sc.com

Key contacts The HR team can be emailed at askhr@sc.com.

How to Apply Standard Chartered Bank no longer runs a specific MBA programme. The main [graduate scheme](#) run by the bank, the International Graduate Programme is comprised of ten business streams, aligned to each of the company’s business banking areas: Transaction Banking, Retail Banking, Wealth Management, Commercial Banking, Corporate Finance, Financial Markets, Global Banking, Risk & Compliance, Information Technology and Operations and Group Chief Financial Officer Function (GCFO). Each stream is focused on a unique part of the Bank, allowing candidates to select a business area based on individual interests. It should be noted; however, the scheme is aimed at undergraduates and only one stream may be applied for.

International Opportunities Graduates are hired in 30+ countries and the programme is defined by the international opportunities it offers. Standard Chartered holds its five-week International Induction Programme in Shanghai and offers international rotations and training to enhance learning opportunities for graduates from across the emerging markets.

Visa Sponsorship Standard Chartered Bank does not sponsor work permits. Candidates must have the current legal right to work in the country for an internship and a permanent legal right to work for a graduate programme. If applying in the US, candidates must have the legal right to work on a permanent basis.

Key Dates Go to [Apply Now](#) to view the latest details and apply. Standard Chartered does not have a deadline but looks to close most of the vacancies as early as possible so it is wise to apply early. 2021 applications opened 1st September 2020.

Internships The [Formal Internship Programme](#) is the Bank’s structured Internship programme. These Internships typically take place during June – August. High performing Interns will be eligible for placement in the Bank’s International Graduate Programme. Interns must be in their penultimate (second to last) year of study.

Additional Information Standard Chartered PLC is listed on the London, Mumbai and Hong Kong Stock Exchanges and ranked in the top 20 among FTSE-100 companies by market capitalisation. Standard Chartered has a history of over 160 years in banking and operates in many of the world’s fastest-growing markets with an extensive global network of over 1,026 branches (including subsidiaries, associates and joint ventures) in 60 countries in the Asia-Pacific region, South Asia, the Middle East, Africa, the United Kingdom and the Americas. As one of the world’s most international banks, Standard Chartered employs over 86,000 people, representing over 125 nationalities, worldwide.

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Company **Coca-Cola Company (The)**
One Coca-Cola Plaza, Atlanta, GA 30313. US
1A Wimpole Street, London. W1G 0EA. UK

Tel: + 1 404 676 2121 UK: +44 (0)800 22 77 11

www.coca-colacompany.com

Key Contacts Simon Roulston. Talent Acquisition Manager EMEA
All applications and contact must be made online.

How to Apply Visit the [Careers](#) portal. The Coca-Cola Company seeks talent from the top programs and universities. Potential candidates are advised to check with their University about its affiliation to Coca-Cola and how to apply. College/MBA graduates are usually hired as Management Trainees in a formal full-time program. The length and frequency of the program will be dependant on the territory's requirements. MBA's will also be employed as career starters into direct entry roles.

Finally, there is some further information on the [Coca-Cola Enterprises](#) site which specifically covers NW Europe (including the UK).

International Opportunities Coca-Cola is a global enterprise. It is possible to search for direct entry roles by region. See [Asia-Pacific](#), [Europe](#), [Latin America](#), [Eurasia and Africa](#) and [North Africa](#).

Visa Sponsorship Visa sponsorship is limited to only a handful of niche roles and is unlikely for entry level positions.

Key Dates Dependant on the business requirements.

Internships Coca-Cola's [Internships](#) are available in several countries. The opportunities vary from country to country – in some locations, internships are aimed at undergraduates and in others, at MBAs/graduates and young people with the right work.

Additional Information The Coca-Cola Company (NYSE: KO) is a total beverage company, offering over 500 brands in more than 200 countries and territories. Together with its bottling partners, the company ranks among the world's top 10 private employers with more than 700,000 system associates. The company is constantly transforming its portfolio, from reducing sugar in its drinks to bringing innovative new products to market. The company reported revenues more than \$37.3 billion in FY2019. The Coca-Cola Company owns its anchor bottler in North America, Coca-Cola Refreshments.

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Company	<p>Diageo 8 Henrietta Place, London W1G ONB, UK +44(0) 20 8978 6000</p> <p>www.diageo.com</p>
Key contacts	<p>Applications and CV's must be submitted online – see links below. UK: Simon Young, Interim Head of Talent Engagement Europe.</p>
How to Apply	<p>Diageo has an informative Careers website. The recruitment of talented MBAs is a key element of the company's strategy and it actively encourages talented individuals to apply and register on the Talent Network. Diageo's Global Graduate Programme is aimed at graduates with a minimum Bachelor 2:1 degree or GPA 3.25, however this could be of interest to those with limited experience.</p>
International Opportunities	<p>There is a job search facility on the careers website homepage. By typing 'MBA' into the keyword box, interested applicants can obtain a list of current openings worldwide where an MBA is a job requirement. The Global Graduate Programme is available in Africa, Asia-Pacific, Europe, Latin America, and North America.</p>
Visa Sponsorship	<p>Applicants must have the right to work in the market they are applying to.</p>
Internships	<p>An internship programme is currently only offered in North America. The programme is only offered to students currently pursuing an undergraduate degree in Engineering, Science or Business/Supply Chain. The company recruits on selected campuses, but should it not fill all of the positions it will post open roles on the internship page.</p>
Key Dates	<p>Monitor the Global Graduate Programme page for future recruitment opportunities. The programme is currently seeking applicants in Ethiopia and Indonesia only.</p>
Additional Information	<p>Diageo is a global leader in beverage alcohol with an outstanding collection of brands across spirits, beer and wine categories. These brands include Johnnie Walker, Crown Royal, J&B, Buchanan's and Windsor whiskies, Smirnoff, Ketel One and Cîroc vodkas, Captain Morgan, Baileys, Don Julio, Tanqueray and Guinness. Diageo is a global company, and its products are sold in more than 180 countries around the world. The company is listed on both the London Stock Exchange (DGE) and the New York Stock Exchange (DEO). Diageo employs over 30,000 people worldwide with a presence in over 180 countries. The company has manufacturing facilities are located across the globe including Great Britain, Ireland, United States, Canada, Italy, Africa, Australia, Latin America and Caribbean. Diageo was formed in 1997, following the merger of GrandMet and Guinness, and is headquartered in London. Diageo reported Net Sales of £12.9m for the FY2019.</p>

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Company	Croda International Plc Cowick Hall, Snaith, Goole, East Yorkshire, DN14 9AA. UK Tel: +44 (0) 1405 860551 www.croda.com
Key contacts	Speculative CV's/Resumes and emails will not be accepted. All applications must be submitted online for current vacancies only. Queries can be emailed to jobs@croda.com .
How to Apply	Croda has a number of Graduate Programmes available in Asia , Europe and EEMEA , Latin America and North America . It should be noted, to apply for the programme in Europe candidates are required to have a predicted minimum 2:1 degree classification or equivalent experience in Chemistry, Biochemistry or Chemical, Process or Mechanical Engineering fields. Asia candidates are required to have a Chemical Engineering or Chemistry degree. Graduates in the North America scheme will be exposed to various business groups and technologies, such as R&D, Marketing, Sales, Supply Chain and Customer Service, Engineering, Safety, Health & Environmental and Process Development. Graduate trainees will complete three cross-functional rotations, eight months in length and have the opportunity to apply to a position at the end of the programme. To search or live direct hire roles, see Current Vacancies .
International Opportunities	Croda's Graduate Programme is available globally.
Visa Sponsorship	Croda does not have a visa sponsorship policy. The company is licensed to sponsor Tier 2 visas in the UK and has a history of sponsoring a limited number of H1B visas in the US, however sponsorship will be strictly on a case by case basis, in line with the countries local immigration laws and will need to be discussed with the recruiter at the time of application.
Internship	Croda Inc. (North America) offers internship and co-op opportunities in a functional job assignment. At the end of the internship or co-op trainees will have the opportunity to identify their interests in the Graduate Trainee Program or a full-time position.
Key Dates	As required by the business.
Additional Information	Croda International Plc create, make and sell speciality chemicals that deliver real benefits to a range of diverse products including health and beauty, engine lubricants, plastics and many more. The company's business is split into three core market sectors: Personal Care; Life Sciences made up of Crop Care and Health Care and Performance Technologies made up of Coatings and Polymers; Geo Technologies; Home Care; Lubricants and Polymer Additives. It also has an Industrial Chemicals business area. In all areas of the business its focus is on developing and delivering innovative ingredients sustainably. Croda reported 2019 revenue of £1,377.7m and has a team of 4,580 employees working across 38 countries.

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Company **Johnson Matthey**
 5th Floor, 25 Farringdon Street, London, EC4A 4AB. UK
 +44 (0)20 7269 8400

www.matthey.com

Key contacts Jon Balshaw, HR Director, Europe. Email: Recruit@matthey.com, Tel: +44 (0)1763 253000
 Lucy Levitan, Talent Acquisition Partner

How to Apply The careers website can be found at [Careers](#). There is no specific MBA recruitment programme; however, the company actively recruit graduates into direct hire roles in Research & Development, Production, Sales & Marketing, Finance, HR and IT. Interested applicants should visit [job vacancies](#) to search for vacancies and to apply online. The Group operates three [Graduate Training Schemes](#) (Commercial, Operations and Science) in the UK, the US and China which may be of interest to engineering or science graduates. Each programme lasts for two years and includes three 8-month placements within the chosen career path in a different JM business and location. Johnson Matthey also has a careers page on [LinkedIn](#).

International Opportunities A job search facility for vacancies in the USA is available at [US Job Search](#). View [Where We Operate](#) to see Johnson Matthey sites worldwide.

Visa Sponsorship Visa sponsorship is unlikely for early careers roles. The company does not have an official visa sponsorship policy and will review applications on a case by case basis.

Internship Internships as advertised as required by the business. Use the Job Search facility to view and apply for opportunities.

Key Dates The UK recruitment for the Graduate 2021 Programme is now open. Applications for the US and China 2021 intake will open soon. JM operates on an ongoing recruitment basis, closing each role as they become oversubscribed. As such it encourages early application.

Additional Information Founded in 1817, Johnson Matthey is a speciality chemicals company and a world leader in advanced materials technology. The group focuses on its core skills in catalysis, precious metals, fine chemicals and process technology, developing products that enhance the quality of life for millions of people around the world. Johnson Matthey's operations are organised into five global divisions: Emission Control Technologies, Process Technologies, Precious Metal Products, Fine Chemicals and New Business. Today the company employs around 14,800 people in over 30 countries across the globe and had year ended 31st March 2020 revenue of more than £4.2 billion.

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Company	SSE (formerly Scottish & Southern Energy) Inveralmond House, 200 Dunkeld Road, Perth, Scotland, PH1 3AQ, UK. +44 (0)1738 456000 www.sse.com
Key contacts	To contact the Graduate Resourcing team by email use: graduates@sse.com .
How to Apply	Visit Careers. There is no MBA recruitment programme in operation, but applications from MBA graduates are encouraged for open vacancies . SSE does offer Graduate Development Programmes in a range of business areas. Each programme offers different learning opportunities providing candidates with practical skills, hands-on experience and even relevant professional qualifications or chartership e.g. IMECHE, ICE and IET. If there are no suitable vacancies, interested applicants can upload their CV into the Talent Pool , to enable SSE to get in touch when a suitable position matching an individual's skills becomes available.
International Opportunities	Positions tend to be UK-based.
Visa Sponsorship	SSE are unable to sponsor applicants who require a visa to work in UK and therefore would not be able to progress applications from candidates in this situation.
Internships	Each year SSE offers a range of Summer Placements across the business, typically within the engineering, energy, commercial and telecommunications businesses. These are aimed at undergraduates, however.
Key Dates	Dates are specific to each individual vacancy. 2021 Graduate Programmes close for application on 29 th October 2020.
Additional Information	SSE is a UK-listed energy company with operations and investments across the UK and Ireland. It is primarily a developer (which includes being a builder), an operator and an owner of low-carbon energy assets and businesses, with a strategic focus on regulated electricity networks and renewable energy. More broadly, SSE is involved in the generation, transmission, distribution and supply of electricity, the production, storage, distribution and supply of gas and in the provision of energy-related services. SSE directly employs around 12,000 people in the UK and Ireland.

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Company	<p>Barratt Developments PLC Barratt House, Cartwright Way, Forest Business Park, Bardon Hill, Coalville, Leicestershire, LE67 1UF. UK +44 (0)1530 278278</p> <p>www.barrattdevelopments.co.uk</p>
Key contacts	Sally Bradbery, Group Resourcing Manager. Email: grads@barrattplc.co.uk , or telephone 01530 353116 Monday to Friday between 9am and 5pm.
How to Apply	Barratt Developments does not have a programme in place specifically for MBA graduates. The company does run two graduate programmes , the ASPIRE Graduate Development Programme, aimed at graduates with a minimum 2:2 degree is for those who would like to take a year to experience the whole business before aspiring to become a future leader in the business. The Accelerated Programmes are designed for Graduates, although Barratts will accept A-Levels / HND if the applicant has related prior experience and submits an outstanding application. The Accelerated Programme is designed for those who know what they want to do and want to 'hit the ground running' and go into a job role straight away in construction. The programmes come with a salary of £24,000 (£27,000 in London and Aberdeen) and bonus scheme. For all other job opportunities see Careers . All applications should be made online.
International Opportunities	UK only.
Visa Sponsorship	Barratt Developments does not provide sponsorship for visas.
Internships	The Group offers 12-month placements for undergraduates in their penultimate year. Recruitment is currently not taking place at a group level, however, students are advised to contact their local office to find out about any available opportunities.
Key Dates	Applications will be open between October and March, although some locations close their vacancies early so you are recommended to apply as soon as possible.
Additional Information	<p>Barratt Developments is the nation's largest housebuilder, creating great new places to live throughout Britain. The business is acquiring land, obtaining planning consents and building the highest quality homes in places people aspire to live. This is supported by Barratt's expertise in land, design, construction and sales and marketing. Barratt Developments' vision is to lead the future of housebuilding by putting customers at the heart of everything it does. For the year ended 30th June 2020 the company reported revenue of £4,763m.</p> <p>In total the Group employs around 53,000 people through direct and indirect employment.</p>

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Company **The Berkeley Group Plc**

Berkeley House, 19 Portsmouth Road, Cobham, Surrey. KT11 1JG. UK
01932 868 555

www.berkeleygroup.co.uk

Key contacts

Questions relating to the Graduate Programme can be directed to T: 01932 584559 OR Email: graduate.scheme@berkeleygroup.co.uk.

How to Apply

Berkeley Group does not have an MBA programme, it does however, have a two-year [graduate scheme](#) open to graduates with a degree in a relevant discipline. Programmes are offered across the entire property development cycle, Land Acquisition and Planning, Technical, Commercial and Construction. Applications should be made online.

MBA's will experience may apply for direct roles. See [Current Vacancies](#) to search and apply.

International Opportunities

Berkeley Group has international operations in Dubai, Bangkok, Singapore, Hong Kong, Beijing and Shanghai. See [contacts](#) for details.

Visa Sponsorship

The Berkeley Group is an equal opportunities employer. Unfortunately, the company are unable to sponsor visa applications. Candidates that require a visa to work in the UK must obtain this independently and provide evidence of this visa before the start of the programme. See [FAQ](#) for further details.

Internships

The Group offers [12-month placements](#) in a variety of departments, these are offered to undergraduates in their penultimate year.

Key Dates

Applications for the 2021 graduate programme have not yet opened. Interested candidates are advised to monitor the links above. Berkeley Group will also be attending a number of [career fair events](#).

Additional Information

Berkeley Group is made up of six autonomous companies: St George, St James, Berkeley, St Edward, St William and St Joseph. The Group is publicly owned and listed on the London Stock Exchange as a FTSE 100 company. Berkeley Group reported revenue of £1,920.4 million in the year ended 30th April 2020 and has sold 2,723 homes in the last year, across London, Birmingham and the South of England. The Group has approximately 2,844 people working across all its sites including 500 apprentices.

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Company	CRH plc Stonemason's Way, Rathfarnham, Dublin 16, D16 KH51, Ireland +353 1 4041000 www.crh.com
Key contacts	Kevin McNamara, HR Director. Email: careers@crh.com
How to Apply	CRH does not run an MBA programme. Operating a decentralised structure, the company provides the opportunity to work in a small/medium sized company environment combined with the career opportunities of a large international enterprise. Vacancies at group companies are generally advertised locally. Speculative enquiries are welcomed and interested candidates can send their CV to careers@crh.com indicating their geographic, product or functional preferences. It is possible to view open opportunities on the company's LinkedIn page.
International Opportunities	CRH operates in 30 countries. Opportunities in North America can be found at https://jobs.crh.com/ .
Visa Sponsorship	CRH does not offer visa sponsorship for early career roles.
Internships	Internships are only offered if required by the business. These will be advertised on the LinkedIn page.
Key Dates	N/A
Additional Information	CRH is a leading global building materials group employing over 79,000 people at around 3,100 locations worldwide. For over four decades, CRH has developed and implemented a proven model of business improvement. CRH provides building materials across the spectrum of the construction industry – from building foundations to frame and roofing, to fitting out the interior space and improving the exterior environment, on site works and infrastructural projects, their materials and products are used extensively. The Group operates in 30 countries and is the largest building materials company in North America, a regional leader in Europe, and has strategic positions in Asia. A Fortune 500 company, CRH is a constituent member of the FTSE 100 index and the ISEQ 20. Shares are listed on the London and Dublin stock exchanges, and on the New York stock exchange in the form of American Depositary Shares. CRH reported revenues of €28.3bn in 2019.

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Company	<p>Taylor Wimpey Gate House, Turnpike Road, High Wycombe, Buckinghamshire, HP12 3NR. UK +44 (0)1494 558 323</p> <p>www.taylorwimpey.co.uk</p>
Key contacts	<p>Joe Marshall-Brown, Early Talent Resourcing Specialist.</p>
How to Apply	<p>See Careers. Although not MBA-specific Taylor Wimpey Graduate Scheme has been featured in the 'Best Graduate Programme in the Property & Construction Companies' category in The JobCrowd's 'Top Companies for Graduates to Work For' rankings and may be of interest to those looking to enter the construction industry. The programmes are aimed at those with a 1st or a 2:1 degree, with the Strategic Land Graduate Scheme also requiring a graduation from a RICS or RTPI accredited course. The General Graduate Scheme is a 2-year rotational scheme, where graduates will spend time in all areas of the business including production, commercial, technical, sales and marketing, customer service, land and finance. At the end of the 2-year programme, all successful candidates will be offered a role within the organisation.</p> <p>To search and apply for direct hire roles see Current Vacancies.</p>
International Opportunities	<p>The UK and Spain, however, most corporate positions are in the UK.</p>
Visa Sponsorship	<p>Taylor Wimpey does not sponsor visas for graduate candidates.</p>
Internships	<p>There is no internship programme on offer.</p>
Key Dates	<p>Applications for the graduate scheme closed in June. Interested candidates are advised to monitor the links above for next year's intake.</p>
Additional Information	<p>Taylor Wimpey plc is a UK-focused residential developer which also has operations in Spain. The company aims to be the developer of choice for its customers, employees, communities and shareholders. Taylor Wimpey builds a wide range of homes in the UK, from apartments to six-bedroom houses with prices ranging from under £100k to over £3m. The company completed 15,719 new homes in 2019, excluding joint ventures. In addition, it builds affordable housing across the UK, which represented c.23% of their 2019 completions. Taylor Wimpey reported 2019 revenues of £4,341.3m.</p>

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Company	BP plc 1 St. James's Square, London, SW1Y 4PD, UK +44 (0) 207 496 4000 www.bp.com
Key contacts	Helmut Schuster, Group Human Resources Director. Lucy Counsell, Early Career Talent Partner. Email: enquiry@bpflp.com .
How to Apply	BP runs the Future Leaders Programme (FLP) aimed at candidates with a post-graduate degree (Masters, MBA or Ph.D.) and at least 5 years' relevant professional experience, although exceptions are considered in exceptional cases. The FLP is a 4-year global rotation programme which takes enthusiastic, talented people from a range of professional backgrounds and gives them the skills and opportunities to drive the downstream business forward.
International Opportunities	The Future Leaders Programme has opportunities across the globe including Australia, China, Singapore, Turkey, the United Kingdom, and the United States. BP also runs and recruits graduate programmes and internships by region. Go to Graduate Locations for links to each one.
Visa Sponsorship	To apply for a graduate or internship position in the US candidates will need to be a US citizen and/or permanent resident of the United States.
Internships	BP has a large number of student opportunities , internships are offered in its Business , Engineering, Science and Technology sectors. Internships are generally offered at those in their final year of their bachelor's degree.
Key Dates	UK 2020 graduate programmes have now closed.
Additional Information	BP is one of the world's leading international oil and gas companies providing its customers with fuel for transportation, energy for heat and light, retail services and petrochemicals products for everyday items. BP employs 75,000 people and operates in more than 80 countries worldwide. Business functions include: Upstream which finds, develops, produces and transports oil and natural gas resources to market; Refining & Marketing takes responsibility for supplying, trading, refining, transporting and marketing BPs products. Alternative Energy is producing energy in new ways - everything from advanced biofuels and wind projects to innovative solar and new technology that captures, and stores carbon dioxide released by traditional fossil fuels. Corporate Functions form the backbone of the company and make key decisions about the group, its strategy, and plans. Integrated Supply and Trading (IST) makes the most of BP's wide-ranging assets - moving tankers of oil, gas and refined petroleum around the world through a series of complex supply chains. The company reported 2019 sales and operating revenues of \$278 billion.

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**Company Shell (Royal Dutch Shell)**

Royal Dutch Shell plc, Carel van Bylandtlaan 16, 2596 HR The Hague, The Netherlands

Netherlands: +31 070 3779111

www.shell.com

Key contacts

Jennifer Bufalini, University Talent Delivery Manager, US. Tel: + 1 713 241 6161

Heather Greenwood, UK Country Graduate Recruiter. Tel: +44 (0) 20 7934 1234. Queries can be emailed to: careers@shell.com

How to Apply

The main Shell careers website can be found at [Jobs and Careers](#). There are two routes into Shell for all levels of graduate: an Assessed Internship (open to students in any year of study), or a place on the Graduate Programme (open to graduating students or anyone with less than three years' working experience). Visit [Students & Graduates](#) for further details.

Candidates who have graduated with an MBA and have three or more years' relevant professional work experience post-graduation are invited to discover the opportunities available on the [Experienced Professionals Job](#) Search page.

International Opportunities

The Graduate Programme has opportunities globally. In general, applicants should apply via the website of the country where they would like to work.

Visa Sponsorship

Shell welcomes applications from all nationalities and backgrounds and aim to appoint the best candidate on merit alone. If successful in the application and the candidate does not currently have the legal right to work in the UK, Shell may be able to sponsor, however, the circumstances in which it is able to do so are restricted by the UKVI. See [FAQ](#) for further information and criteria. Generally, candidates must be lawfully authorised to work in the country in which they are assigned to work.

Internships

Shell offers an [Assessed Internship](#), open to ambitious students in their last two years of study.

Key Dates

Follow the links under "How to Apply". Graduate programs are open in.

Additional Information

Shell is an international energy company with expertise in the exploration, development, production, refining and marketing of oil and natural gas, as well as in the manufacturing and marketing of chemicals. We are one of the world's largest independent energy companies in terms of market capitalisation, cash flow from operating activities, and production levels. The company operates in more than 70 countries, employing approximately 80,000 people. With 2019 revenues in excess of \$344 billion Shell invested \$962 million in research and development. Royal Dutch Shell plc (the Company) is a public limited company registered in England and Wales and headquartered in The Hague, the Netherlands.

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Company **3i Group plc**
16 Palace Street, London, SW1E 5JD, U.K.
+44 (0)20 7928 3131

www.3i.com

Key contacts All applications must be made online.

How to Apply There is no specific MBA recruitment programme in operation. However, the company views MBAs as strategic hires at Senior Associate level. 3i's Associates are outstanding individuals from diverse backgrounds, with a proven track record of excellence at the top MBA schools from around the world together with typically 5 years' experience in a blue-chip financial environment (e.g. investment banking, private equity house, accountancy, and consultancy). For MBAs with no experience, 3i does operate [graduate schemes](#) which may be of interest.

Current opportunities can be found at [Current Opportunities](#) where there is also information on the recruitment process. Speculative applications can be emailed to recruitment@3i.com with your CV and a covering letter detailing the type of role you are interested in. It should be noted that due to the high volume of applications that 3i receive, the company will not respond to all speculative enquires. 3i will however keep your CV on file for one year and will be in touch should a suitable role become available.

International Opportunities 3i has offices throughout the world and offers opportunities in investment, portfolio management and professional services for MBAs.

Visa Sponsorship 3i does not have a visa sponsorship policy. The company is licensed to sponsor Tier 2 visas; however, sponsorship will be dependant on the candidate and role being offered.

Internships No Internship Programme is offered.

Key Dates Follow the link to [Current Opportunities](#) and type 'Associate' into the keyword box and select search for more information and apply online. All other recruitment is ongoing subject to business needs. Applications for the 2021 Graduate Programme opened in August and have now closed. Monitor the links early next year for details of the 2022 scheme.

Additional Information 3i is a leading international investment manager with two complementary businesses, Private Equity and Infrastructure, specialising in core investment markets in northern Europe and North America. The Group's total return was £253 million for the year ending 31st March 2020. 3i employs just fewer than 250 people across nine international offices and is a FTSE 100 listed company.

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Company	<p>Hargreaves Lansdown One College Square South, Anchor Road, Bristol, BS1 5HL. UK Tel: 0117 900 9000</p> <p>www.hl.co.uk</p>
Key contacts	<p>Heather Cooper, Chief People Officer. Email: careers@hl.co.uk Kirsty Grant, Talent Acquisition Advisor.</p>
How to Apply	<p>Follow the links to Careers for the main recruitment information for Hargreaves Lansdown. There is not a specific MBA recruitment programme, but the company does encourage applications from talented individuals. Every year the Group runs a two-year Graduate Scheme for graduates who have excelled academically (2:1 minimum). Successful applicants will rotate across key departments including Operational, Digital Marketing, Finance and Investment departments, before choosing a specialisation. Latest vacancies can be found at current opportunities.</p>
International Opportunities	<p>None. All office-based roles are in the head offices at Bristol.</p>
Visa Sponsorship	<p>The company does not sponsor work permit visas.</p>
Internships	<p>Hargreaves Lansdown offers University Placements, a 12-month work experience programme.</p>
Key Dates	<p>Potential candidates can learn more about the graduate scheme at the virtual open evening on Monday 19 October 18:00-19:30. Reserve a place here.</p>
Additional Information	<p>Hargreaves Lansdown is the UK's number 1 'investment supermarket' for private investors. For more than 35 years, the company has helped investors save time, tax and money on their investments. Today they are trusted with more than £96 billion by over 1.2 million clients. Hargreaves Lansdown is a secure, FTSE 100 company based in Bristol and employing over 1,580 people.</p>

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Company	Intermediate Capital Group plc Procession House, 55 Ludgate Hill, London, EC4M 7JW. UK +44 (0)20 3545 2000 www.icgam.com
Key contacts	See People for profiles of the company's leadership team.
How to Apply	ICG has a dedicated Early Careers website. The company has offered graduate programmes in Marketing and Client Relations, Alternative Credit, Legal, Compliance, Investment Operations and Real Estate since 2019. MBA graduates will be recruited into direct hire roles. See Search Jobs for open vacancies and apply only.
International Opportunities	The company has offices in Europe, Asia Pacific and North America.
Visa Sponsorship	Candidates should have the right to work in the country that they are applying to.
Internships	There is no formal internship programme, although ICG has offered internships in the past.
Key Dates	Applications for 2022 graduate programme will open in September 2021.
Additional Information	ICG is a global alternative asset manager in private debt, credit and equity, with €45.6bn of assets (as at 30 June 2020) in third party funds and proprietary capital, principally in closed end funds. The group has deep access to local markets and a 31-year investment track record with just over 400 employees.

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Company **London Stock Exchange Group**
10 Paternoster Square, London, EC4M 7LS, UK.
+44 (0) 20 7797 1000

www.lseg.com

Key contacts Graduate queries can be emailed to: graduates@lseg.com

How to Apply Although London Stock Exchange does not run any MBA-specific programmes it has [Graduate & Internship](#) Programmes which may be of interest. There are two LSEG graduate programmes – one in business and the other in technology. Both routes prepare for a leadership role and consist of three six-month rotations in any one of the company's key business areas. Candidates in the Business Programmes require a 2:1 Honours degree in any discipline.

International Opportunities The list of international offices can be found at [contacts](#). International opportunities are subject to individual role requirements.

Visa Sponsorship Although there is no official sponsorship policy, London Stock Exchange Group has previously sponsored working permits and visas. Sponsorship would be dependant on the local regulations, the job role and the candidate and is therefore on a case by case basis only.

Internships The nine-week Summer [Internship Programme](#) is for penultimate year university students, designed to simulate the Graduate Programme so that individuals can understand what a career with LSEG would really be like. Roles can vary from Business Development to Analytics and LSE can place individuals in any business area in the Group, although it will aim to match candidate interests, skills and background to the roles available.

Key Dates Graduate and Internship Programmes are open for the 2021 season. Applications close 6th December 2022. Visit [Apply](#).

Additional Information London Stock Exchange Group (LSE.L) is a diversified international market infrastructure and capital markets business sitting at the heart of the world's financial community. The Group can trace its history back to 1698. LSE operates a broad range of international equity, bond and derivatives markets, including London Stock Exchange; Borsa Italiana; MTS, Europe's leading fixed income market; and Turquoise, pan-European equities MTF. It is also home to one of the world's leading growth markets for SMEs, AIM. Through its platforms, the Group offers international business and investors unrivalled access to Europe's capital markets. Through FTSE Russell, the Group is a global leader in financial indexing, benchmarking and analytic services with approximately \$15 trillion benchmarked to its indexes. The Group also provides customers with an extensive range of data services, research and analytics through The Yield Book, Mergent, SEDOL, UnaVista, XTF and RNS.

Headquartered in London, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 4,700 people.

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Company	M&G plc 10 Fenchurch Avenue, London, EC3M 5AG, UK +44 (0)207 626 4588 www.mandg.co.uk
Key contacts	Lauren King, HR Business Partner. Early Careers. Email: students@mandg.co.uk . See Leadership for profiles of the company's board of directors and leadership team.
How to Apply	Although not aimed specifically at MBAs, M&G runs graduate schemes that are open to graduates of any degree discipline and start every September. Graduates will spend between 18 and 24 months rotating between teams within their selected scheme, developing an understanding of M&G's products, processes and strategies. At the end of the programme they will take on a permanent role in the team that best suits their skills and interests. MBAs wishing to look for direct hire roles should view and apply for opportunities at Careers Portal .
International Opportunities	M&G has operations across the globe. See Contact Us for locations. Any global opportunities will be listed on the Careers Portal above.
Visa Sponsorship	M&G sponsors tier 2 visas for its Graduate Schemes but does not sponsor work permits for internship positions. Any specific questions about sponsorship can be emailed to students@mandg.co.uk .
Internships	M&G's 8-week summer internship is open to students in their penultimate year of undergraduate studies. The programme acts as a pipeline for our graduate schemes, with those who are successful offered a place after finishing their studies the following year.
Key Dates	Applications for graduate schemes and internships open at the beginning of September. Applications are assessed from the moment they are submitted; it is therefore recommended candidates apply as soon as possible and don't wait until the deadline of 12 th October 2020.
Additional Information	M&G plc is a newly listed savings and investments business, serving individual savers and institutional investors in 28 markets. The company was formed by the merger of Prudential plc's UK and Europe life insurance operation and M&G Investments, the international asset manager. M&G demerged from Prudential, the international financial services group, and listed on the London Stock Exchange on 21 October as an independent business. At the end of 2019, M&G had £352 billion in Total Assets Under Management and Administration (AUMA) and almost 6,000 employees in 22 locations around the world.

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Company	Schroders plc 1 London Wall Place, London EC2Y 5AU. UK Tel: +44 (0)20 7658 6000 www.schroders.com
Key contacts	Joanne Zadro, Recruitment Manager. Jade Harvey, Graduate Recruiter. Schroders has a large recruitment team who can be emailed at graduates@schroders.com
How to Apply	The careers website can be found at Our People . There is no specific MBA recruitment programme in operation. A job search facility can be found at Career Opportunities . Type 'MBA' into the keyword box to obtain a list of current opportunities where an MBA is preferred/required. Graduate programmes aimed at those with a minimum 2:1 degree are available and cover a number of different business areas, including Investment, Finance, Commercial, Tech, and Risk & Compliance. Visit Starting Out for further information. All applications must be made via the online process.
International Opportunities	Graduate programmes are available in London, Singapore, Hong Kong and Luxembourg. See Career Opportunities to search for international vacancies. Visit Worldwide Locations for details of each of the company's 35 offices.
Visa Sponsorship	Applications from international students are welcomed, however, an offer of a role, will be dependant on the candidate gaining immigration approval before their start date.
Internships	Eight-week internships are also offered to those in their penultimate year at university and predicted to gain a 2:1 Honours degree or equivalent, or a final year student planning to study for a Master's degree after the internship.
Key Dates	Applications for all the 2021 Graduate, Intern & Placement Year Programmes are open. Application deadlines will vary by programme so please check the job description for further details. Schroders recruit on a rolling basis, therefore it is recommended applications are completed as soon as possible. Due to a large volume of applications, Schroders reserve the right to close applications earlier than the given deadline.
Additional Information	Schroders is a world-class asset manager operating from 35 locations across Europe, the Americas, Asia, the Middle East and Africa. The company manages £500.2 billion * on behalf of institutional and retail investors, financial institutions and high net worth clients from around the world, invested in a broad range of asset classes across equities, fixed income, multi-asset and alternatives. The firm employs over 5,000 talented people worldwide. * As at 31st December 2019.

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Company	Scottish Mortgage Caltoun Square, 1 Greenside Row, Edinburgh, EH1 3AN. UK +44 (0) 131 275 2000 www.bailliegifford.com
Key contacts	Online only.
How to Apply	Baillie Gifford & Co Ltd runs 4 graduate programmes, these are aimed at those with a degree in any discipline however applications from MBAs will be accepted. Of particular interest may be the 3-year Investment Research Graduate Programme . Trainees will rotate through teams learning about its specialism in detail before rotating to the next. They will also work towards CFA (Chartered Financial Analyst) Level 1 and IMC (Investment Management Certificate) qualifications. There's the opportunity to travel both within the UK and internationally. The other non-technical graduate programme is named Business Operations , trainees will join the dynamic group who support the entire investment process. During the two-year rotational programme, trainees will gain broad-ranging experience across the diverse operational functions that underpin the business. Placements will vary in length from a week to a couple of months. Applications should be made online. To search and apply for direct roles, visit Search for Jobs .
International Opportunities	Baillie Gifford has offices in Scotland, Ireland, New York, London, Frankfurt and Hong Kong.
Visa Sponsorship	Baillie Gifford has supported individuals converting from a tier 4 to a tier 2 visa in the past. If candidates have a question about their specific visa circumstance it is possible to contact them at hr@bailliegifford.com . For the company's full immigration policy, including information for non-UK applicants see Corporate Governance .
Internships	Summer placement schemes are offered. Applications are sought from enthusiastic, ambitious and keen to learn candidates regardless of degree discipline or where they are in the course.
Key Dates	Applications are currently being sought for the 2021 Investment Research and Business Operations Graduate Programmes and Business Operations Graduate Programmes. Applications need to be submitted by 21 st December 2020. Applications for the Summer Placements open 2 nd November.
Additional Information	Scottish Mortgage offers an actively managed investment trust, investing in a high conviction, global portfolio of companies with the aim of maximising its total return to its shareholders over the long term. Scottish Mortgage was founded in 1909 initially to offer loans to rubber growers in Malaysia. It is now one of the UK's largest conventional investment trust with gross assets of over £15.3 billion* (as at 31 st August 2020). Baillie Gifford & Co Limited is the manager of Scottish Mortgage Investment Trust PLC. Baillie Gifford & Co currently employs approximately 1,000 people and has assets under management and advice of £262 billion as at 30 th June 2020. An asset management firm founded in 1908, it is headquartered in Edinburgh where most of its staff are based.

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<p>Company</p>	<p>Associated British Foods plc Weston Centre, 10 Grosvenor Street, London, W1K 4QY. UK +44 (0)20 7399 6500</p> <p>www.abf.co.uk</p>
<p>Key contacts</p>	<p>See relevant websites of operating companies. To contact ABF Grocery regarding the Graduate Programmes call the Recruitment Team on 0121 713 8334 or email ABF@cohesionrecruitment.com.</p>
<p>How to Apply</p>	<p>Associated British Foods is a holding company for many businesses around the world. Member companies have a high degree of operational autonomy and, as such, responsibility for recruitment is devolved to local management. Interested applicants should contact the company in which they would like to seek employment. See Careers for a full list of companies and links to their websites.</p> <p>ABF Grocery has a dedicated graduate page, although no programmes are MBA specific, they may be of interest to those with limited work experience.</p>
<p>International Opportunities</p>	<p>See relevant websites of operating companies.</p>
<p>Visa Sponsorship</p>	<p>Whilst ABF Grocery does accept applications from international students, it must fulfil legal obligations. Within this context, and in order to avoid disappointment, it is therefore worth clarifying that it is unlikely to be able to progress the applications of people who do not have the required legal authority to work in the UK, nor are eligible to work in the UK on a permanent basis. See FAQs.</p>
<p>Key Dates</p>	<p>ABF Grocery's 2021 graduate programmes have now closed. Applications for the 2022 programmes are due to open September 2021.</p>
<p>Additional Information</p>	<p>Associated British Foods is a diversified international food, ingredients and retail group with sales of £15.8bn, 138,000 employees and operations in 52 countries across Europe, southern Africa, the Americas, Asia and Australia. ABF businesses are grouped into five business segments: Sugar; Agriculture; Retail; Grocery; and Ingredients. AB Sugar is one of the world's largest sugar producers; employing more than 32,000 people across 24 plants in ten countries and with a capacity to produce over 4 million tonnes of sugar and 600 million litres of ethanol each year. Its ingredients division is the world's second largest producer of both sugar and baker's yeast and a major producer of other ingredients including emulsifiers, enzymes and lactose. The group's grocery division is a major manufacturer of both branded and private label grocery products and includes the brands Mazola, Ovaltine, Ryvita, Jordans and Twinings. Its retail division, Primark is a major retail group employing 75,000 people. It operates stores in the UK, Republic of Ireland, Spain, Portugal, Germany, the Netherlands, Belgium, Austria, France, Italy and US.</p>

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Company **Wm Morrison Supermarkets Plc**
Hilmore House, Gain Lane, Bradford, BD3 7DL. UK
0845 611 5000

www.morrisons-corporate.com

Key contacts Claire Grainger, Group People Director
Any questions about the graduate schemes can be emailed to graduates@morrisonsplc.co.uk.

How to Apply Wm Morrison has a corporate careers website at [Jobs](#). Whilst there is no specific MBA recruitment programme in operation, applications from MBA graduates are encouraged. The company does have ten graduate schemes which may be of interest to MBAs with limited experience. Visit [Morrison Graduates](#). Programmes are available in retail, manufacturing, logistics, technology, finance, Trading, corporate, people, digital and Nutmeg and are aimed at graduates with a minimum 2:1 degree.

Alternatively, search and apply for direct hire [open vacancies](#).

International Opportunities Wm Morrison has a wholly owned subsidiary in Hong Kong. The role of Wm Morrison (HK) Ltd is to provide the best possible range of products to its UK stores, from factories and suppliers throughout China, Hong Kong and the many other Far East Asian countries that the group uses.

Visa Sponsorship Candidates are required to have the right to work in the UK. See [right to work in the UK](#) for the full policy.

Internships Wm Morrison does not have an internship programme but does offer 12-month [Industrial Placements](#) as part of an undergraduate degree.

Key Dates Applications for the 2021 graduate programmes close 6th November 2020.

Additional Information Wm Morrison Supermarkets is a Yorkshire food retailer serving customers across the UK in more than 494 stores and an online home delivery service. Business is mainly food & grocery and, uniquely, they source & process most of the fresh food sold through their own manufacturing facilities. Wm Morrison is Britain's second biggest food manufacturer, making 59% of the fresh food sold in the store, as well as having 18 food production plants from fresh fish in Grimsby to cut flowers in Holland. Wm Morrison Supermarkets employs over 110,000 people and for the year ended 4th February 2020 had a turnover of £17.5 billion.

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**Company****Ocado Group**

Buildings 1 & 2 Trident Place, Hatfield Business Park, Mosquito Way, Hatfield, AL10 9UL, United Kingdom
Tel: +44 (0) 1707 227 800

www.ocadogroup.com

Key contacts

Julie Markey, Director of HR
For salaried jobs email: monthlyrecruitment@ocado.com

How to Apply

Visit [Join Us](#) for general careers information. Ocado does not have an MBA programme but does have 11 [graduate programmes](#) that may be of interest. As well as Technology and Engineering Programmes, Business Operation Programmes are available in HR, Finance, General Management, Logistics Project Management, Operations and General Management. Each programme differs in requirements and length.

For a list of Ocado Technology graduate roles visit the Technology careers site at www.ocadotechnology.com. For other Ocado graduate opportunities visit the corporate careers site at www.ocado.com/careers.

MBA graduates may prefer to search and apply for [direct hire roles](#).

International Opportunities

Career opportunities are found around the UK, in Paris, Stockholm and the USA.

Visa Sponsorship

Ocado does not sponsor visas for international candidates.

Internships

There is no internship programme although interns may be hired if required by the business.

Key Dates

Ocado Technology graduates join on a continual basis throughout the year. Graduates who join the business programmes usually join in autumn each year with the recruitment process beginning the previous September. [Applications](#) are currently open.

Additional Information

Ocado was established in the UK in January 2000 and listed on the London Stock Exchange in July 2010. The group is the world's largest dedicated online grocery retailer with over 795,000 active customers shopping. The Group is a FTSE 100, client-focused business that provides services, technology, and automation to grocery e-commerce businesses around the world.

Ocado Group reported 2019 revenue of £1.757bn and had 15,000+ employees.

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Company	<p>J Sainsbury plc 33 Holborn, London, EC1N 2HT. UK +44 (0)20 7695 6000</p> <p>https://about.sainsburys.co.uk/</p>
Key contacts	<p>Jo Gidley, Graduate Recruitment Manager 0161 834 9575 Graduate Recruitment Team – Tel: 0845 603 6290 (option 1). Email: grad.recruitment@sainsburys.co.uk</p>
How to Apply	<p>The careers website can be found at Careers. There is no specific MBA recruitment programme in operation, however MBA graduates are encouraged to search for open vacancies and apply online. Sainsbury's prefers not to offer a traditional, rotational graduate scheme, instead inviting applicants for early careers roles advertised on the website, any time of year.</p>
International Opportunities	<p>The UK only.</p>
Visa Sponsorship	<p>Candidates are required to provide evidence of having the right to work in the UK at interview or assessment.</p>
Internships	<p>J Sainsbury no longer has a formal internship scheme, although internships may be offered if required by the business.</p>
Key Dates	<p>Dates are specific to each individual vacancy.</p>
Additional Information	<p>Sainsbury's Supermarkets is the UK's longest-standing major food retailing chain, having opened its first store in 1869. On the 2nd September 2016 J Sainsbury's acquired Home Retail Group plc, the owner of Argos and Habitat, creating one of the UK's leading food, general merchandise and clothing retailers – a multi-product, multi-channel business with fast delivery networks. Sainsbury's Bank offers accessible financial services products such as credit cards, insurance, travel money and personal loans that reward customer loyalty. The Group's 178,000 colleagues, strong culture and values are integral to achieving their vision and success – now and in the future. The Sainsbury's brand is built upon a heritage of providing customers with healthy, safe, fresh and tasty food.</p>

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<p>Company</p>	<p>Tesco plc Tesco House, Shire Park, Kestrel Way, Welwyn Garden City, AL7 1GA. UK + 44 (0) 800 505555</p> <p>www.tescopl.com</p>
<p>Key contacts</p>	<p>Applications should be made online only.</p>
<p>How to Apply</p>	<p>The careers website can be found at Tesco Careers. There is no specific MBA recruitment programme in operation; however, there are several Graduate Programmes and Summer Internships, which may be of interest to candidates with limited work experience. These are mainly designed for graduates with a minimum 2:2, but MBAs have joined the programmes in the past. Graduate programme salaries start at £28,000 depending on the programme. Full information can be found at Graduate Programmes.</p> <p>Experienced MBA graduates are encouraged to search for suitable open vacancies and apply online.</p>
<p>International Opportunities</p>	<p>There is no specific MBA recruitment programme internationally but there are opportunities for graduates in Europe and Asia.</p>
<p>Visa Sponsorship</p>	<p>Tesco welcomes applications from international candidates, but it is unable to sponsor and provide support in obtaining work visas.</p>
<p>Internships</p>	<p>Tesco has in place eight Internship Programmes, it should be noted that these are not aimed at MBA students however.</p>
<p>Key Dates</p>	<p>2021 Graduate Programmes are open for application. Roles will be filled on a first come first served approach, applicants are encouraged to apply as soon as possible.</p>
<p>Additional Information</p>	<p>Tesco plc is a British-based international grocery and general merchandising retail chain. It is the largest British retailer by both global sales and domestic market share with revenues exceeding £56.5 billion (excluding fuel) FY20. Tesco is one of the world's largest retailers and operates online and in stores in the UK, Europe and Asia. Originally specialising in food and drink, it has diversified into areas such as clothing, consumer electronics, financial services, telecoms; home, health and car insurance; dental plans, retailing and renting DVDs, CDs, music downloads, Internet services, and software. Worldwide, Tesco has 6,800 stores with 400,000+ employees.</p>

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Company **Unilever**
Unilever House, 100 Victoria Embankment, London EC4Y 0DY, UK
+44 (0)1372 945000

www.unilever.com

Key Contacts Applications should be made online only. However, any questions about opportunities they currently have can be directed by email to enquiry@unilevergraduates.com or +44 (0) 870 154 3550.

How to Apply The careers website can be found at [Careers](#). There is no specific MBA Recruitment Programme in operation. However, Unilever does run a Graduate [Future Leaders Programme](#) which may well be of interest to MBA graduates looking for a route into this major FMCG company. See also, [Graduates](#). General vacancies in the UK and Ireland can be found at [Experienced Professionals](#).

International Opportunities Unilever is a global organisation. Visit [Global Vacancies](#) and select your country of interest.

Visa Sponsorship As legal procedures vary by country the recruitment team will need to review each application closely, before providing candidates with appropriate guidance. Although Unilever UK is a licensed sponsor, it does not provide sponsorship to graduates and undergraduates trying to obtain the right to work in the UK. Therefore, candidates are required to have the continuous right to work in the UK for Unilever's Industrial, Summer and Spring Placements.

Internships The Company also offers Internships in the form of the [Unilever International Internship Programme \(UIIP\)](#) and [Unilever Summer Placements](#).

Key Dates Applications for the Unilever Future Leaders Programme, Industrial and Summer Placements and Spring Programme are due to open in October 2019, however, some programmes have opened early. Monitor the [vacancy board](#) regularly.

Additional Information Unilever provides nutrition, hygiene and personal care brands and services. The company's products are sold in over 190 countries around the world generating sales of €52.0 billion (FY2019). Unilever employs 155,000 people in around 100 countries worldwide and 46% of the company's managers are women. Unilever is the global market leader in all the food categories they operate: savoury, spreads, dressings, tea and ice cream. Unilever is also global market leaders in mass skin care and deodorants and has very strong positions in other home and personal care categories. Emerging markets now account for 57% of their business. Unilever's brands include Flora, Dove, Domestos, Knorr, Ciff, Walls, and Surf.

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Company**Mondi**

Austrian Group Office: Marxergasse 4A, AT - 1030, Vienna. Austria

UK Group Office: Building 1, 1st floor, Aviator Park, Station Road, Addlestone, Surrey, KT15 2PG. UK

Austria: +43 1 79013-0 UK: +44 1932 826 300

www.mondigroup.com

Key Contacts

Email: international.recruiting@mondigroup.com

How to Apply

There is a main [careers](#) page which covers working at Mond. Mond does not run an MBA entrance programme; however, the Company seeks qualified, trained and dedicated employees and offers full-time and internship opportunities to graduates, including those with a master's degree. Go to [Graduates](#) to view current opportunities. Alternatively, you can send a speculative application to international.recruiting@mondigroup.com. Please make sure you include your CV.

International Opportunities

It is possible to filter the search for roles for any of the 30 countries that Mond is based. See [vacancies](#) for details or [Where We Are](#) for location details.

Visa Sponsorship

Candidates should have the right to work in the country for which they are applying.

Internships

Mond offers [internships](#) to high school students or college undergraduates looking to experience real business at a multinational company.

Key Dates

N/A

Additional information

Mond is an international packaging and paper Group, employing around 26,000 people across 100 production sites in 30 countries. The Company's key operations are in Europe, Russia, North America, Middle East & North Africa, Asia, and South Africa. Mond is fully integrated across the packaging and paper value chain - from managing forests and producing pulp, paper and compound plastics, to developing effective and innovative industrial and consumer packaging solutions.

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Company	National Grid plc 1-3 Strand, London, WC2N 5EH. UK +44 (0)20 7004 3000 www.nationalgrid.com
Key contacts	Stella Estevez, Global Head of Talent & Resourcing Morag Campbell, Resourcing Manager. Tel: 0845 601 4637. Email: careers@ngrid.com
How to Apply	Visit Careers . Whilst there is no specific MBA programme, applications from MBA graduates for open vacancies are encouraged. Visit Jobs to search for suitable vacancies and to apply online or visit New Talent for details of National Grid's graduate programmes. There are many programmes for Analysts, Engineers Commercial, Finance, IT and Procurement all aimed at graduates with a minimum 2:2 degree. Visit Search and Apply to view a list of programmes.
International Opportunities	None available for MBAs.
Visa Sponsorship	National Grid is a registered sponsor under Tier 2 of the Points Based System (PBS). The company is only able to consider offering sponsorship of applications that meet the Home Office's requirements under Tier 2 (General) of the PBS. All candidates are encouraged to apply for available roles as it will consider applications in accordance with its recruitment process irrespective of nationality. Further information can be found at New Talent FAQs .
Internships	National Grid runs a 12-week Summer Internship Programme . Programmes are available in a variety of business support roles; however, these are aimed at undergraduates.
Key Dates	Applications to graduate programmes will be opening in late November. Register your interest here .
Additional Information	National Grid plc is one of the world's largest investor-owned energy utilities focused on transmission and distribution activities in both the UK and the US with principal operations in electricity and gas transmission and distribution, as well as National Grid Ventures. As at March 2020, the company had more than 23,000 employees.

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Company	<p>Pennon Group Plc Peninsula House, Exeter, EX2 7HR, UK +44 (01392) 446 677</p> <p>www.pennon-group.co.uk</p>
Key contacts	Adele Barker – Group Chief People Officer. Email: recruitment@pennon-group.co.uk
How to Apply	Pennon Group does not have any careers information on its website. Positions are advertised on its LinkedIn page. It is possible to view careers at South West Water and Bournemouth Water for direct hire roles. There are no graduate programmes available.
International Opportunities	N/A
Visa Sponsorship	N/A
Internships	South West Water offers work placements and internships. These are not at an MBA level, however.
Key Dates	As required.
Additional Information	Pennon is one of the largest environmental infrastructure groups in the UK. Pennon Group plc, which comprises South West Water, Bournemouth Water and Pennon Water Services, is a leading business in the water industry delivering for the benefit of customers, communities and the environment. Founded in 1989, Pennon has been driven by its strategic vision to become a leader in UK infrastructure, delivering for the benefit of customers, communities and the environment. With circa 2000 employees across a complex network of improvement project sites, offices and service areas across the South West.

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Company	<p>Severn Trent plc Severn Trent Centre, 2 St John's Street, Coventry, CV1 2LZ. UK + 44 (0)24 7771 5000</p> <p>www.stwater.co.uk</p>
Key contacts	<p>Email: potential@severntrent.co.uk or telephone 024 77716788.</p>
How to Apply	<p>The careers webpage can be found at Careers. There is no specific MBA recruitment programme. The Graduate Leadership Programme, whilst not specifically for MBA students, is focussed on developing commercial leaders of the future. There are 4 programmes to choose from – Business Leadership, Technical Leadership – Engineering, Technical Leadership – IS/Digital, and Finance Leadership. Visit Job Search to view current opportunities and apply online.</p>
International Opportunities	<p>None available for MBAs.</p>
Visa Sponsorship	<p>Candidates should have the legal right to work in the UK.</p>
Internships	<p>Severn Trent also runs Summer Placement programmes aimed at undergraduates.</p>
Key Dates	<p>Details of the 2021 programmes have not yet been released. Monitor the link above or go to How to Apply for details and to pre-register.</p>
Additional Information	<p>Severn Trent Plc is a leading FTSE 100 company who focus on the provision, removal and treatment of water in the UK and internationally. Severn Trent provides water and sewerage services to over 4.3 million households and businesses in the Midlands and mid-Wales. Total group revenue £1,844 million, while underlying group profit before tax was £570 million in FY 2019/20. Severn Trent has approximately 5,600 employees.</p>

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<p>Company</p>	<p>United Utilities plc Haweswater House, Lingley Mere Business Park, Great Sankey, Warrington, Cheshire, WA5 3LP. UK +44 (0)1925 237000</p> <p>www.unitedutilities.com</p>
<p>Key contacts</p>	<p>Ian Lawson, Resourcing Manager. Contact the HR department at the above address – Tel: +44 (0)1925 237001. Email: uujobs@uuplc.co.uk</p>
<p>How to Apply</p>	<p>The careers website can be found at Working for Us. United Utilities does not run a specific MBA Recruitment Programme although there are various graduate programmes, including a Future Leaders Programme, aimed at those with 2:1 grades, where MBAs are welcome to apply. A job search facility is also available at Current Vacancies, here candidates should apply online for suitable positions.</p>
<p>International Opportunities</p>	<p>Visit Current Vacancies to look for global positions.</p>
<p>Visa Sponsorship</p>	<p>While the Company will give all applications due consideration, regrettably the Company is usually unable to offer sponsorship to candidates who do not have a current right to live and work in the UK. Under the immigration rules, the Company needs to show that there is no suitable settled worker who can do the job before we can sponsor a non-settled worker on the Graduate Programme. This is usually not possible due to the very high volume of applications received every year from potentially suitable candidates.</p>
<p>Internships</p>	<p>Internships are available for students in their second or third year of their degree, as well as graduates within a year of their graduation.</p>
<p>Key Dates</p>	<p>United Utilities is not currently recruiting for the graduate scheme but potential candidates can register your interest here. Applications for internships will open in February 2021.</p>
<p>Additional Information</p>	<p>United Utilities is the UK's largest listed water company. Through its subsidiary, United Utilities Water Limited, it manages the regulated water and wastewater network in the North West of England, providing services to around seven million people and businesses. Most of the group's assets and profit are derived from its regulated UK water business. United Utilities manage around 120,000 km of water pipes and sewers and own 94 water treatment works that deliver around 1,900 million litres of water to 3 million households and over 200,000 business premises every day.</p>

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Company	DS Smith Plc 7th Floor, 350 Euston Road, Regent's Place, London, NW1 3AX. UK +44 (0)20 7756 1800 www.dssmith.com
Key contacts	The recruitment team can be contacted regarding graduate programmes at graduatejobs@dssmith.com .
How to Apply	<p>At DS Smith applications from recent graduates, MBA students and those interested in apprenticeships are welcomed. The company has four available graduate programmes. The DS Smith Graduate Management Programme, a 2-year programme that commences in September/October each year is most suited to those with an MBA degree. Candidates should be fluent in English and at least one other European language, be fully mobile and have a desire to relocate across Europe.</p> <p>Alternatively, the two-year Paper Graduate Programme may be of interest. DS Smith look for top-class graduates willing to work for a growing leading multinational company. Candidates must be fluent in English and at least one other European language, have just graduated or have a maximum of up to two years working experience since the graduation and be fully mobile and have an ability and desire to re-locate across Europe. To apply submit your CV and a cover letter to paper@dssmith.com.</p> <p>To search and apply for open direct hire roles see Job Opportunities.</p>
International Opportunities	DS Smith has a presence worldwide. See More locations for details. Due to DS Smith's global footprint language skills and geographical mobility are particularly welcomed.
Visa Sponsorship	There is no visa sponsorship policy.
Internships	There is no internship programme in place.
Key Dates	The DS Smith Graduate Management Programme commences in September/October each year. Applications are currently closed for 2020.
Additional Information	DS Smith is a leading provider of corrugated packaging and a specialist in plastic packaging worldwide. The company operates across 34 countries and employs around 30,000 people. For the fiscal year 2019/20 DS Smith reported a revenue of £6,043m.

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Company **Smurfit Kappa**
Beech Hill, Clonskeagh, Dublin 4. Ireland
+353 1 202 7000

www.smurfitkappa.com

Key contacts Email: graduates@smurfitkappa.com

How to Apply See [People](#) for the careers page. There is no MBA programme in place and Smurfit Kappa's European two-year [graduate programme](#) is aimed at those with a Master's degree in Engineering and a maximum of 2 years of relevant working experience so may not be of any interest to MBA graduates. To apply send your CV and covering letter to graduates@smurfitkappa.com to show Smurfit Kappa why you are passionate about becoming the next future leader of Smurfit Kappa. The company does invest heavily in its talent development and offers a range of [leadership programmes](#) for talented employees. To search for open vacancies see Smurfit Kappa's [LinkedIn](#) page.

International Opportunities [Smurfit Kappa North America](#) has two graduate programs on offer, the two-year rotational program includes four rotations across the business or the one-year specific course specialising in one business area, such as Sales, Human Resources, Finance, or Environmental Health & Safety. The programs are offered to college graduates with less than 3-years' experience and are not MBA-specific. All US direct role open opportunities can be found [here](#). To view a careers page by a [preferred country](#), go to People and click Choose Your Country, then select a preferred.

Visa Sponsorship Candidates should provide confirmation that they have the right to work in the country at the time of application.

Internships Internships may be offered if required by the business but there is no formal programme in place in Europe. A [Summer Internship Programme](#) is available in the US.

Key Dates As required.

Additional Information Smurfit Kappa is the No. 1 company in Europe producing corrugated packaging, containerboard and 'bag in box', it is the only Pan-American producer of containerboard and corrugated packaging. Smurfit Kappa are truly an industry leader with 370 production sites around the world, with locations in 22 countries in Europe and 13 countries in the Americas. The company employs 46,000 globally.

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Company	<p>Spirax-Sarco Engineering plc Charlton House, Cheltenham, Gloucestershire, GL53 8ER, UK Tel: +44 (0)1242 521361</p> <p>www.spiraxsarcoengineering.com</p>
Key contacts	<p>Queries should be made via the online contact form only.</p>
How to Apply	<p>Spirax-Sarco Engineering does not have an MBA programme and its Graduate Programme is aimed at those with degrees in Engineering Disciplines, Engineering with business or Finance, Physics, Mathematics or Computer Science/Cyber Security/IT. The programme consists of four 6-month placements around the business including one international assignment.</p> <p>MBA graduates are recruited into the business in direct hire roles. See Search Jobs and enter MBA into the keyword box.</p>
International Opportunities	<p>With 131 operating units in 47 countries, and a direct sales presence in 62 countries worldwide, Spirax-Sarco Engineering is an organisation with a global reach. See Locations for office details.</p>
Visa Sponsorship	<p>Candidates must be eligible to live and work in the country for which they are applying for without requiring sponsorship.</p>
Internships	<p>The company offers a Year in Industry placement or school age Work Experience as part of its Early Careers programme. These are aimed at STEM undergraduates.</p>
Key Dates	<p>The Graduate Programme is currently closed. Monitor the link above for details of the next intake.</p>
Additional Information	<p>Spirax-Sarco Engineering plc is a multi-national industrial engineering group with expertise in the control and management of steam, electrical thermal energy solutions, peristaltic pumping and associated fluid path technologies. It comprises three world-leading businesses: Steam Specialties (Spirax Sarco and Gestra), for the control and management of steam; Chromalox (and Thermocoax), for electrical thermal energy solutions; and Watson-Marlow, for peristaltic pumping and associated fluid path technologies. The Group is headquartered in Cheltenham, UK, has strategically located manufacturing plants around the world and employs over 8,000 people. Its shares have been listed on the London Stock Exchange since 1959 (symbol: SPX) and it is a constituent of the FTSE 100 index.</p>

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Company	B&M Group The Vault, Dakota Drive, Estuary Commerce Park, Speke Liverpool, L24 8RJ, UK www.bandmretail.com
Key contacts	Victoria Read, Recruitment Manager
How to Apply	B&M Group has a dedicated careers website. There is no MBA programme instead hiring into direct roles. The company does invest in training and development and offers apprenticeships and management training programmes. See Career Search to view and apply for roles.
International Opportunities	N/A
Visa Sponsorship	N/A
Internships	There is no internship programme.
Key Dates	As required by the business.
Additional Information	<p>The B&M Group is a fast-growing variety goods value retailer with stores operating in the UK and France. The Group includes:</p> <ul style="list-style-type: none">- the B&M general merchandise and grocery stores, with a chain of over 600 stores throughout the UK;- the Babou general merchandise and grocery stores, with a chain of over 90 stores in locations in France; and- the Heron Foods convenience stores, with a chain of over 275 stores in locations predominantly in the North of England. <p>At all of the B&M, Babou and Heron Foods stores offer customers leading branded products at compelling prices so they receive great value every time they shop. The Group reported 2020 revenue of £3,814m and had approximately 29,000 employees.</p>

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Company	Burberry Group Horseferry House, Horseferry Road, Westminster, London, SW1P 2AW. UK +44 (0)20 3367 3000 www.burberryplc.com
Key contacts	Email: careers@burberry.com
How to Apply	Burberry has a separate recruitment website that can be found at Burberry Careers . There is no MBA recruitment programme, but Burberry is always looking for exceptional candidates. Employees of Burberry are offered a range of Corporate development programmes , these are available at all levels of the organisation, including one-to-one mentoring, formal courses and digital training. A robust leadership programme will support the development of high-potential employees towards becoming leaders. Opportunities to provide employees with international experience are also leveraged wherever possible to support the development of future leaders. Visit Vacancy Search to look for suitable opportunities. All applications should be submitted online
International Opportunities	Burberry is a global employer, with a Head Office based in London and opportunities throughout Europe, Asia and the Americas.
Visa Sponsorship	There is no visa sponsorship policy, however Burberry is licensed to sponsor Tier 2 visas in the UK. Consideration for sponsorship will be on a case by case basis.
Internships	Burberry Group does not offer an internship programme.
Key Dates	Specific to each individual vacancy.
Additional Information	Founded in 1856, Burberry is a luxury brand with a distinctive British sensibility and strong international recognition. Burberry designs, markets and sells a broad range of luxury women's and men's apparel and accessory products. Burberry is headquartered in London and listed on the London Stock Exchange. Burberry has reported total group revenues of £2.63bn (year to March 2020). These activities are executed by a global team of over 10,000 employees.

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Company	<p>JD Sports Fashion plc Hollinsbrook Way, Pilsworth, Bury, Lancashire, BL9 8RR. UK Tel: +44 161 767 1000</p> <p>www.jdplc.com</p>
Key contacts	<p>Careers queries: careers@jdplc.com HR Advice: HRAdvice@jdplc.com</p>
How to Apply	<p>JD Sports Fashion PLC are always looking for the brightest talent to join in a variety of Group roles situated at its Head Office, Distribution Centre and across its Retail stores. For Retail & Head Office positions – jdfashionplc.team.careers/search. JD does run a two-year Multichannel Graduate Programme aimed at those with a minimum 2:1 degree in a related discipline. As part of a two-year programme graduates will start off by spending time in retail understanding how the stores work and how this fits within Multichannel. They will then work their way through all areas of the Multichannel team spending time in the Studio, Social Media, Online Merchandising, Content, the Warehouse, Customer Care, PPC, SEO, Affiliates, Influencer and Outreach. Also, on offer is an IT Graduate Programme. These schemes are advertised with partnered universities with a duration of between one to two years.</p>
International Opportunities	<p>UK only</p>
Visa Sponsorship	<p>Candidates should have the legal right to work in the UK.</p>
Internships	<p>A range of paid internships and placement opportunities are available for both under and postgraduates. These opportunities are across the Head Office and Distribution areas and JD currently partners with a number of local universities to recruit for these roles.</p>
Key Dates	<p>Graduate programmes usually open for applications in the summer for a September start date. These will be posted on the job board as they open.</p>
Additional Information	<p>JD Sports Fashion Plc has long been established as the leading UK specialist multiple retailer of fashionable branded and own brand sports and casual wear, principally through the growth of its main retail fascia, JD. The group now has over 2400 stores and is continuing to grow. JD Sports Fashion plc has been 57% owned by Pentland Group plc since mid-2005, a group whose principal interests are in sports and fashion brands, such as Lacoste and Speedo. In FY2020 JD reported revenues of £6,110 (an increase of 30%) and had more than 50,000 employees.</p>

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Company	Just Eat PLC Fleet Place House, 2 Fleet Place, London, EC4M 7RF. UK +44 (0) 20 3114 3333 www.just-eat.co.uk
Key contacts	Applications should be made online only. Queries can be emailed to justeatgraduates@just-eat.co.uk
How to Apply	See Careers . Since its introduction in 2016, Just Eat has had graduates start across its Finance, Marketing, Software Engineering, Product Management, Sales, Operations and Business Intelligence schemes. Programmes are mostly aimed at those with a 2:1 degree. As well as the day job trainees will also participate in the 18-month Development Programme focused on building the professional skills they will need to become a future leader at Just Eat. See Graduates for details of the programmes and application dates, programmes are currently only being offered in technology fields. MBA graduates are welcomed to apply for open direct roles .
International Opportunities	Headquarters are in London, but each country Just Eat operates in has a local and dedicated customer care team. The company can be found in Australia, Canada, Denmark, France, Ireland, Italy, Mexico, New Zealand, Norway, Spain, Switzerland, the UK and Brazil via Just Eat's joint venture, iFood.
Visa Sponsorship	Applicants should have the right to work in the country for which they are applying.
Internships	There is no internship programme in place.
Key Dates	Programmes are offered as they are required by the business. It is advised to monitor the links above.
Additional Information	Just Eat plc (LSE: JE) operates a leading global hybrid marketplace for online food delivery. Headquartered in London, the company uses proprietary technology to offer a quick and efficient digital ordering service for over 27 million customers and more than 100,000 Restaurant Partners across the UK, Australia & New Zealand, Canada, Denmark, France, Ireland, Italy, Mexico, Norway, Spain, Switzerland and Brazil. The company has approximately 3,600 employees globally.

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Company	Kingfisher plc 3 Sheldon Square, Paddington, London, W2 6PX. UK +44 (0)20 7372 8008 www.kingfisher.co.uk
Key contacts	Sian Birks, Talent Acquisition Partner The HR email address is: Kingfisher.Recruitment@kingfisher.com
How to Apply	<p>The careers website can be found at Careers. Kingfisher no longer runs a graduate programme, instead graduates are employed into direct hire roles. Visit Job Search where it is possible to search by brand, job role and location.</p> <p>Graduate opportunities are available at Screwfix. These are not at MBA level however and have a starting salary of up to £21,000.</p> <p>Alternatively, interested candidates should email Kingfisher.Recruitment@kingfisher.com to find out about the latest vacancies within Kingfisher plc.</p>
International Opportunities	International opportunities are available but are not necessarily MBA-specific.
Visa Sponsorship	Kingfisher does not offer visa sponsorship and international candidates should have all documents in place before interview.
Internships	Internship opportunities may arise as they are required by the business.
Key Dates	Specific to each individual vacancy.
Additional Information	Kingfisher is Europe's largest home improvement retailer with 1,350 stores in ten countries in Europe, Russia and Turkey and 2019/20 sales of over £11.5 billion. The group employs 74,000 people and nearly six million customers shop in stores or through its websites every week. Kingfisher's main retail brands are B&Q, Castorama, Brico Dépôt, Trade Point, Koctas and Screwfix. Kingfisher plc is included in the socially responsible investment index – the FTSE4Good.

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Company	Next plc Desford Road, Enderby, Leicester, LE19 4AT. UK +44 (0)844 844 8888 www.nextplc.co.uk
Key contacts	We have been advised that the best route to make contact is online. Clare Ballard, HR Officer. Direct Line: +44 (0)116 284 2014. Martin Owen, Head of Human Resources
How to Apply	There is a dedicated careers portal which can be found at Careers . There is no specific MBA programme in place. MBAs are advised to search Current Vacancies for suitable positions and to apply online. Next does offer graduate trainee positions in its head office, positions are available in its Buying, Merchandising, IT and Design departments.
International Opportunities	Next Sourcing is Next's international career opportunity. Not necessarily aimed at MBAs it may be of interest to those looking for an international retail career.
Visa Sponsorship	Candidates should have the legal right to work in the UK. Trainees on the Next Sourcing programme will be offered financial support and assistance to help make the move as easy as possible.
Internships	There is no internship programme.
Key Dates	Specific to each individual vacancy. The company usually attends careers fairs around the country, however due to the Covid19 pandemic these are currently on hold. See Careers Fairs for details.
Additional Information	The Next retail chain was launched in February 1982 and the first store opened with an exclusive coordinated collection of stylish clothes, shoes and accessories for women. Collections for men, children and the home quickly followed. Next distributes through three main channels: Next Retail, a chain of around 500 stores in the UK and Eire. Next Directory, a home shopping catalogue and website with more than 4.5 million active customers, and Next International, with more than 200 mainly franchised stores and growing website capability outside the UK. The Next Group achieved total revenues for the year ended January 2020 of £4.362bn with pre-tax profits of £594m.

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Company	<p>Smith & Nephew plc Building 5, Croxley Park, Hatters Lane, Watford, Hertfordshire. WD18 8YE. UK +44 (0)1923 477 100</p> <p>www.smith-nephew.com</p>
Key contacts	Via the website or via email at TalentAcquisition@smith-nephew.com
How to Apply	Smith & Nephew are continuing to invest and develop the organisation and it actively looks for passionate and ambitious Graduates to join the team. Graduate programmes are offered; however, these are aimed at those with an engineering background. Direct entry careers best suited to MBAs will be posted on vacancies where a search by country can be made. The general careers website can be found at Careers . Interested candidates can follow Smith & Nephew on LinkedIn where career opportunities are also posted.
International Opportunities	Smith & Nephew is a global company with operations in more than 100 countries worldwide .
Visa Sponsorship	Smith & Nephew does not have an official visa sponsorship policy, the company does have a history of supporting candidates in their application for visas so may consider a sponsorship. This will be dependant on the role, candidate and local immigration laws. Candidates are advised to contact a recruiter to discuss before applying for a role.
Internships	There is no official internship programme.
Key Dates	Specific to each individual vacancy.
Additional Information	Smith & Nephew plc is a diversified advanced medical technology company that supports healthcare professionals in more than 100 countries worldwide. The company is a constituent of the UK's FTSE100 and has shares traded in London and New York. Smith & Nephew develops and produces pioneering products across three main franchises: Advanced Wound Management, Sports Medicine and Orthopaedic Reconstruction. Smith & Nephew currently has more than 17,500 employees and generates annual sales of \$5.1 billion (2019).

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Company	<p>Halma Plc Misbourne Court, Rectory Way, Amersham, Bucks. HP7 0DE. UK +44 (0)1494 721111</p> <p>www.halma.com</p>
Key contacts	<p>Anne Crisp, Global Talent and Culture Programme Manager. Email: futureleaders@halma.com</p>
How to Apply	<p>Halma does not run a MBA programme, it does offer a Future Leaders Development Programme in the UK, China, India and the US which may be of interest. These are aimed at those with a minimum bachelor's degree or higher from engineering, technical and scientific disciplines, however. The two-year rotational leadership programme includes four international rotations.</p> <p>For all other roles see How to Apply. Open positions may also be posted on the company's LinkedIn page.</p>
International Opportunities	<p>Halma companies are located around the world. The Company encourages collaboration and the opportunity to network with its global businesses. See Where we Operate for details.</p>
Visa Sponsorship	<p>Although there will be chance to work in many other countries during the Future Leaders Programme, trainees will be employed by Halma in either the UK, US, China or India during the programme, so will need the right to work there. That means candidates must be a citizen or have a suitable visa or work permit. Halma will help with visa applications and sponsorship where possible.</p>
Internships	<p>There is no internship programme in place.</p>
Key Dates	<p>Halma Future Leaders programme is currently open for application in the US and the UK.</p>
Additional Information	<p>Halma plc is involved in the manufacture of a range of products that protect and improve the quality of life for people. The Company operates through four segments: Process Safety, Infrastructure Safety, Medical, and Environmental & Analysis. Halma employs over 7,000 people in around 40 businesses, based in more than 20 countries, with major operations in Europe, USA and Asia Pacific. For the year ending 31st March 2020, Halma reported revenue of £1,338 million.</p>

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Company	Melrose Industries PLC 11th Floor, The Colmore Building, 20 Colmore Circus Queensway, Birmingham, West Midlands. B4 6AT. UK +44 (0) 121 296 2800 www.melroseplc.net
Key contacts	There is no recruitment within Melrose Industries. Each individual business is responsible for its own recruitment.
How to Apply	Melrose has a small head office team and therefore has no recruitment programme centrally. The company advises anyone wishing to contact the businesses it owns directly is welcome to do so. Contact details for each business can be found in the Businesses section of the website. Graduate programmes are available at GKN Aerospace , and GKN Automotive , these are not aimed at MBA graduates however.
International Opportunities	Melrose's businesses are located across the globe.
Visa Sponsorship	GKN advise candidates to speak to a recruiter if a work visa is required.
Internships	As required by the individual businesses. There are no formal programmes in place.
Key Dates	N/A
Additional Information	Melrose buys good manufacturing businesses with strong fundamentals whose performance can be improved. Melrose finances its acquisitions using a low level of leverage, improves the businesses by a mixture of investment and changed management focus, sells them and returns the proceeds to shareholders. Melrose Group adjusted revenue for 2019 was £11,592 million (2018: £8,645 million).

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Company	<p>Admiral Group plc Ty Admiral, David Street, Cardiff, CF10 2EH. UK +44 (0)333 220 2062</p> <p>www.admiralgroup.co.uk</p>
Key contacts	<p>Leigh Manley, Graduate Programme & Analyst Recruitment Manager. Email: workwithus@admiralgroup.co.uk</p>
How to Apply	<p>The careers site can be found at Join Us. Many of Admiral's most senior leaders began their Admiral journey on one of its MBA Leadership Programs. The 12-month Future Leaders Programme allows MBAs to work as internal senior strategy consultants, also known as Business Development Managers (BDMs), working directly for CEOs and senior management to solve real business problems. Alternatively, the SPARK (Strategic Pricing & Analytics for Risk) looks for analytical and strategically minded MBAs to join the company as International Pricing Managers (IPMs) to help drive its pricing and risk selection capabilities into the future. Admiral also has two graduate programmes, a core programme, which is open to students of all disciplines and an analyst programme, which is open to students of STEM subjects mathematics, physics, economics and engineering. Candidates are required to have a degree with a minimum 2:1 result. The starting salary of the programmes is £21,000.</p> <p>To search for direct hire roles visit View Jobs where it is possible to search by location.</p>
International Opportunities	<p>As well as opportunities in Cardiff, Newport, Swansea and Cheltenham, Admiral Group also has offices in the USA, Canada, France, Italy, Spain, India and China so there are plenty of overseas opportunities. Visit Our Offices.</p>
Visa Sponsorship	<p>Admiral Group may not be able to carry an application forward if a candidate is unable to prove that they are legally allowed to work in the United Kingdom.</p>
Internships	<p>During the summers the company runs internships for undergraduates all the way up to MBA students. These are generally recruited for in February.</p>
Key Dates	<p>Applications for the applications for 2021 Graduate programme will close 16th October 2020. Applications for the Future Leaders and SPARK MBA programmes are also open. These will close once full, therefore apply ASAP.</p>
Additional Information	<p>As the only FTSE 100 Company in Wales and ranked by The Times as 3rd Best Big Companies to Work For 2018, Admiral is an innovative, profitable and fast-growing financial services company. Launched in 1993 with just one brand, 57 members of staff and zero customers, Admiral has grown from being a small start-up into one of the largest car insurance providers in the UK. Admiral offers motor and household insurance in the UK and the Group includes Confused.com, a leading price comparison website. Outside the UK, Admiral owns four insurance and three price comparison businesses. The Group has offices in eight countries across the world. Admiral Group employs more than 10,000 people and reported a turnover of £1.69 billion in 2019.</p>

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Company	Aviva plc St Helen's, 1 Undershaft, London, EC3P 3DQ. UK +44 (0) 20 7283 2000 www.aviva.com
Key contacts	Applications should be made online only.
How to Apply	The careers website can be found at Careers . Although there is no specific MBA recruitment programme in operation Aviva does run a Global Graduate Leadership Programme that is open to all graduates in any discipline. Throughout the two-year programme trainees will move across projects, teams and functional areas, locally, regionally and globally through two 12-month assignments. The first year will be based in the home country with the second year based in in one of Aviva's 15 overseas offices. Interested candidates are encouraged to set up a profile at Talent Network . High calibre applicants (such as MBAs) may be fast-tracked to a specific role. Experienced MBA graduates should visit Job Search to view a list of current opportunities. Interested candidates can also follow Aviva on LinkedIn for career openings.
International Opportunities	International opportunities are available, but these are not necessarily MBA specific.
Visa Opportunities	Candidates need to be eligible to work in the country that they are applying for without the need for sponsorship.
Internships	There is no formal internship programme, however, internships may be offered as required by the business.
Key Dates	Closing dates for the 2021 Global Graduate Leadership Programme are the 30 th November 2020 in the UK. Applications are now closed in Canada.
Additional Information	Aviva plc is an insurance group engaged in the provision of products and services, such as long-term insurance and savings, fund management and general insurance. Aviva provides over 33.4 million customers with long-term insurance and savings, general and health insurance, and fund management products and services. Its business is managed on four geographic regions: United Kingdom, Europe, Canada and Asia. The four regions, together with Aviva Investors, function as six operating segments. The UK region is split into the UK Life and UK General Insurance segments, which undertake long-term insurance and savings business and general insurance, respectively. Its products and services include long-term business, general insurance and health, fund management and other activities. Aviva has £552bn of assets under management and reported 2019 operating profit of £1,225.

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Company	<p>Legal & General Group plc One Coleman Street, London, EC2R 5AA. UK +44 (0) 20 3124 2000</p> <p>www.legalandgeneralgroup.com</p>
Key contacts	<p>Neil Perry, HR Director Graduate Recruitment is handled by the Recruitment Team in the Kingswood, Surrey offices. Tel: 01737 376783. Email: therecruitmentteam@landg.com.</p>
How to Apply	<p>The careers website can be found at Careers. MBAs are not recruited into a development programme instead being placed straight into direct hire opportunities. Go to Search and Apply to search for open opportunities. Internship positions are available as required by the business. If there are no suitable positions, instead of submitting speculative applications, interested candidates are advised to set up a Job Alert so that Legal and General can be in touch when there is a suitable vacancy to apply for.</p>
International Opportunities	<p>International opportunities are available, but these are not necessarily MBA-specific.</p>
Visa Sponsorship	<p>Whilst Legal & General are able to accept applications from overseas candidates from outside of the EEA (who require a Tier 2 General Visa), the company can only sponsor candidates if it can provide evidence that there are no more suitable candidates for the vacancy within the EEA or if the role is listed as a Shortage Occupation under the UK Border Agency Scheme.</p>
Internships	<p>If available, internships will be advertised on the Search and Apply page.</p>
Key Dates	<p>Specific to each individual vacancy.</p>
Additional Information	<p>Legal & General Group plc is one of the world's largest insurance and investment management groups, with total assets of £1.015 trillion at 31 December 2019. Established in London in 1836, the Group has been providing insurance for customers for over 180 years. With more than 8,500 employees Legal & General looks after the financial security of over 10 million customers worldwide. Legal & General has been listed on the London Stock Exchange since 1979 with the ticker: LGEN.LN and has an ADR programme as LGCNY.</p>

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Company	Phoenix Group Juxon House, 100 St Paul's Churchyard, London. EC4M 8BU. UK +44 (0)20 7489 4880 www.thephoenixgroup.com
Key contacts	The recruitment team are based at: 1 Wythall Green Way, Wythall, Birmingham. B47 6WG. Email: talentacquisition@thephoenixgroup.com . For vacancies in Dublin, Edinburgh or Glasgow, mail recruitment@standardlife.com .
How to Apply	Visit Phoenix Group's Careers website. Phoenix Group does not offer an MBA programme, the company does have an Early Careers programme aimed at school leavers, internships, apprenticeships and graduates. Graduates have the opportunity to join the company's Actuarial and Accounting Study Schemes lasting between one and five years. Graduate Trainees will have a salaried employment contract and mentoring scheme as part of a rotational programme and will gain an industry recognised qualification. To search and apply for roles visit Find a Job and select either Phoenix Group Jobs or Standard Life Assurance Jobs .
International Opportunities	Phoenix Group has offices in the UK – London, Edinburgh, Glasgow, Wythall, Bristol and Basingstoke, Ireland – Dublin, Germany – Frankfurt and Austria – Graz.
Visa Sponsorship	Candidates should have the legal right to work in the UK.
Internships	Internships are offered in the Actuarial and Accounting functions of the business as part of its Early Careers programme.
Key Dates	There are currently no Early Careers or Graduate opportunities available. It is possible to register for a job alert by email service.
Additional Information	Phoenix Group is the largest specialist consolidator of Heritage life assurance funds in Europe, with over 3.8 million policies and £324 billion of assets under administration held by the Group's life companies, including the newly acquired Standard Life Assurance. The Group has operations in the United Kingdom, Ireland and Germany. The Group has four operating life companies which hold policyholder assets and a distribution business, SunLife. Phoenix Group has been listed as one of the UK's Top Employers.

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Company	Prudential plc 1 Angel Court, London EC2R 7AG. UK +44 (0) 20 7220 7588 www.prudential.co.uk
Key contacts	Email: AskRecruitment@prudential.co.uk .
How to Apply	The careers website can be found at Working at Prudential . Prudential does not have a specific MBA programme but interested applicants can access information about open career opportunities in their chosen field by linking to the individual business websites shown on the careers website homepage.
International Opportunities	Opportunities are available in the US and Asia, although these may not be specifically aimed at MBAs.
Visa Sponsorship Internships	Jackson in the US has a 12-week paid internship program.
Key Dates	Subject to the individual vacancy.
Additional Information	<p>Prudential plc is an Asia-led portfolio of businesses focused on structural growth markets. Prudential plc has 20 million customers and is listed on stock exchanges in London, Hong Kong, Singapore and New York. Prudential plc is not affiliated in any manner with Prudential Financial, Inc., a company whose principal place of business is in the United States of America or with the Prudential Assurance Company, a subsidiary of M&G plc, a company incorporated in the United Kingdom. The Prudential Group is divided into three business units, each of which has a clearly defined set of objectives. Prudential Corporation Asia, Jackson and Eastspring Investments.</p> <p>In 2019 Prudential plc demerged the UK & Europe business, M&GPrudential, from Prudential plc. M&GPrudential is now an independent, capital-efficient business, headquartered and premium-listed in London. Prudential plc, the US, Asia and Africa business will also remain headquartered and premium-listed in London.</p>

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<p>Company</p>	<p>RSA Insurance Group 20 Fenchurch Street, London, EC3M 3AU. UK +44 (0) 2071117000</p> <p>www.rsagroup.com</p>
<p>Key contacts</p>	<p>Karen Caddick, Group HR Director UK applications should be sent to rsagradsandinterns@alexmann.com</p>
<p>How to Apply</p>	<p>The careers website can be found at Careers. Although there is not a specific MBA recruitment programme, RSA does run a 3-year rotational Finance Graduate Programme, however, it should be noted that it is geared towards first-degree and early career candidates. To view and apply for open opportunities see Vacancies.</p> <p>Application details are also posted on social media as they are announced so follow RSA on Twitter, LinkedIn and Facebook.</p>
<p>International Opportunities</p>	<p>Graduate programmes are available internationally. To find an RSA office or business locally see RSA around the world.</p>
<p>Visa Sponsorship</p>	<p>Candidates should have the right to work in the country that they are applying.</p>
<p>Internships</p>	<p>Internships are offered as required by the business. These are generally not aimed at MBA students.</p>
<p>Key Dates</p>	<p>Applications for the finance graduate programme are currently closed but are expected to open around December.</p>
<p>Additional Information</p>	<p>With over 300 years' experience, RSA is one of the world's leading multinational quoted insurance groups. Focusing on general insurance, RSA's core markets are the UK & International, Scandinavia and Canada, with the capability to write business across the globe. The group has over 13,500 employees serving nine million customers in over 100 countries, and in 2019, net written premiums were £6.4 billion.</p>

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Company **St James's Place**
Head Office: 1 Tetbury Road, Cirencester. Gloucestershire, GL7 1FP. UK
Tel: 01285 640302

www.sjp.co.uk

Key Contacts Emma Owen, Head of Leadership Development. Email: employment@sjp.co.uk or Tel: 01285 640302

How to Apply St James's Place has a range of careers, mainly from its head office. Although the company does not have an MBA recruitment programme, applications from MBAs are welcomed. Go to [Join Us](#) for details of the latest open positions. The Group runs [graduate schemes](#) via two entry routes - one through a rotational scheme or the other into the direct non-rotational Scheme - each scheme offering a comprehensive programme of skills development. The programmes are aimed at those with a 2:1 degree.

International Opportunities Most roles are in the UK, based at the Head Office with some roles in other UK locations. It is possible to conduct a job search by location.

Visa Sponsorship St James's Place regrets that, while it holds a Tier 2 (General) licence, the Graduate Programme roles would not meet the threshold of a 'skilled' role enabling SJP to undertake the necessary process to grant a Certificate of Sponsorship to an applicant from outside the EEA and Switzerland.

Internships St James's Place has a [Summer Internship Programme](#) in place, internships have differing academic requirements, depending on the placement.

Key Dates Applications for the Graduate Programme will open on 9 October 2020, closing on 26 October 2020. St James's Place attends [career insight events](#) so that potential candidates can see if the financial services is the right industry for them.

Additional Information St. James's Place Wealth Management is a leading UK wealth management organisation. Founded in 1991, St. James's Place was listed on the London Stock Exchange in 1997 and is now a FTSE 100 company with £115.7 billion of client funds under management. The company provides face-to-face advice to clients based on their individual needs and circumstances through its dedicated network of advisors.

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Company	<p>Standard Life Aberdeen plc 1 George Street, Edinburgh, EH2 2LL. UK +44 (0)131 225 2552</p> <p>www.standardlifeaberdeen.com</p>
Key contacts	<p>General Recruitment queries: Tel: +44 (0)131 245 1000 or email: SLA_recruitment@aberdeenstandard.com. Graduate Recruitment Team: Tel: 0844 543 9817 or email: entrylevel.recruitment@aberdeenstandard.com</p>
How to Apply	<p>The careers website can be found at Careers. There is no specific MBA programme in place although there are 10 Graduate Programmes aimed at first-degree students, which may be of interest to those with limited experience.</p> <p>Interested candidates should search open vacancies for current opportunities. Type 'MBA' into the keyword box to obtain details of current openings where an MBA is preferred/required. Applications for all positions should be submitted online.</p>
International Opportunities	International opportunities are available although these are not necessarily MBA specific.
Visa Sponsorship	Sponsorship will be on a case by case basis; however, it is unlikely this will be offered for graduate programmes.
Internships	Standard Life Aberdeen offers a range of Internships , these are aimed at undergraduates however.
Key Dates	Applications for graduate programmes are currently closed. Follow Standard Life Aberdeen on LinkedIn , Facebook and Twitter for early careers updates in 2019.
Additional Information	<p>Standard Life Aberdeen is a leading global investment company, headquartered in Scotland the company has around 6,000 employees in 54 locations worldwide. It has over a million shareholders and is a FTSE 100 company listed on the London Stock Exchange. We manage, administer and advise on £511.8 billion* of assets. *as at 30th June 2020.</p> <p>The Standard Life Aberdeen Group comprises Standard Life Aberdeen plc and its subsidiaries.</p>

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Company	<p>InterContinental Hotels Group plc Broadwater Park, Denham, near Uxbridge, Buckinghamshire, UB9 5HR. UK +44 (0)1895 512000</p> <p>www.ihgplc.com</p>
Key contacts	Via the website.
How to Apply	<p>The careers website can be found at Careers. There is no specific MBA Recruitment Programme although the company does recruit MBAs into direct hire roles. The best advice is to use the very detailed job search facility which can be accessed via the global Job Search. Typing 'MBA' into the keyword box will list all current vacancies for which an MBA is preferred/required (this is particularly applicable to corporate positions within the Americas region). The company invests in developing its employees and offers Reading assignments, classroom training, functional and leadership programmes, assessment centres or high potential programmes. IHG does not accept speculative applications, paper resumes nor those submitted via email.</p> <p>IHG does have a dedicated graduate's page detailing future leader graduate programmes aimed at Bachelor's degree graduates. These may be of interest to MBA graduates with limited experience looking to enter the hospitality industry. However, all IHG Early Careers Recruitment is currently under review and this link should be monitored.</p> <p>All applications must be submitted online.</p>
International Opportunities	The future leader graduate programmes are available in Europe, China and AMEA.
Visa Sponsorship	IHG does not sponsor work visas.
Internships	IHG offers several Internship Programmes , from front of house to corporate services and a Frontier Programme for International Students in China.
Key Dates	Specific to each individual vacancy. All IHG Early Careers Recruitment is currently under review.
Additional Information	<p>InterContinental Hotels Group (IHG) is the world's largest hotel group by quantity of rooms. IHG owns, manages, leases or franchises, through various subsidiaries, more than 5,918 hotels and 883,000 guest rooms in nearly 100 countries and territories around the world. The Group owns a portfolio of well recognised and respected hotel brands including InterContinental® Hotels & Resorts, Kimpton Hotels & Restaurants®, Holiday Inn®, Holiday Inn Express®, Crowne Plaza® Hotels & Resorts, Hotel Indigo®, Staybridge Suites®, Candlewood Suites®, EVEN Hotels® and HUALUXE™ Hotels and Resorts.</p>

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Company	<p>International Airlines Group Waterside (HAA2), PO Box 365, Harmondsworth, Middlesex, UB7 0GB +44 (0) 20 8564 280</p> <p>www.iairgroup.com</p>
Key contacts	N/A
How to Apply	<p>Recruitment is handled by IAG's subsidiary companies and the best advice is to visit these sites directly and follow the links to careers pages at British Airways, Iberia, Aer Lingus and Vueling.</p> <p>British Airways, Iberia and Aer Lingus all have a number of graduate programmes in place, mostly aimed at graduates with a minimum 2:1 degree, which may be of interest.</p>
International Opportunities	N/A
Visa Sponsorship	Candidates must already be eligible to live and work in the EU in order to be considered for both BA and Aer Lingus' Graduate Programmes.
Internships	Internship positions aimed at undergraduates are available with Iberia . Internships/work experience are available at British Airways , however these are directed at full time school or college students.
Key Dates	It is possible to register for an email alert to be kept informed of the launch date of the next graduate programme at British Airways.
Additional Information	<p>International Airlines Group (IAG) is one of the world's largest airline groups with 598 aircraft flying to 279 destinations and carrying around 118 million passengers each year. It is a Spanish registered company with shares traded on the London Stock Exchange and Spanish Stock Exchanges. Formed in January 2011, IAG is the parent company of Aer Lingus, British Airways, Iberia and Vueling. In March, IAG launched LEVEL a new low-cost long-haul airline brand that took to the skies in June 2017 with flights from Barcelona to four transatlantic destinations. IAG combines leading airlines in Ireland, the UK and Spain, enabling them to enhance their presence in the aviation market while retaining their individual brands and current operations.</p> <p>International Airlines Group is a Spanish registered company with shares traded on the London Stock Exchange and Spanish Stock Exchanges. The corporate head office for IAG is in London, UK.</p>

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Company	Flutter Entertainment plc (Previously Paddy Power Betfair) Belfield Office Park, Beech Hill Road, Clonskeagh, Dublin 4. Ireland +353 1800 238 888 www.flutter.com
Key contacts	Email: careers@paddypowerbetfair.com
How to Apply	See Careers . The company does not have any MBA or graduate programme in place instead recruiting into direct roles. To search and apply for positions see Jobs where it is possible to search by location and keyword.
International Opportunities	The careers page provides links to jobs in the TVG US , Sportsbet in Australia , Betfair in Romania , Blip in Portugal , Paddy Power in the UK & Ireland and Paddy Power Betfair in the UK, Ireland, Italy, Malta and Gibraltar .
Visa Sponsorship	Flutter Entertainment does not sponsor visas.
Internships	As required by the business, there is no formal programme in place.
Key Dates	N/A
Additional Information	Flutter Entertainment plc is a global sports betting, gaming and entertainment provider headquartered in Dublin. Flutter is the holding company for a range of international sports betting and gaming brands; Paddy Power, Betfair, Sportsbet, FanDuel, TVG and Adjarabet. The group has almost 8,000 employees and 2019 reported revenues of £2,140m. On 6 March 2019, Paddy Power Betfair plc rebranded as Flutter Entertainment plc.

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Company **GVC Holdings**
One New Change, London, EC4M 9AF. UK
Tel: +350 200 78700

www.gvc-plc.com

Key contacts Online only.

How to Apply See [Careers](#). Although GVC has previously run a Graduate Scheme there are currently no details available on the website. MBAs are recruited into direct hire roles. To view available roles, select a 'Team' where open opportunities will be displayed.

International Opportunities Offices in 18 territories across five continents.

Visa Sponsorship There is no visa sponsorship policy.

Internships Internships may be offered by the business if required.

Key Dates As required.

Additional Information GVC Holdings PLC (*LSE: GVC*) is one of the world's largest sports-betting and gaming groups, operating both online and in the retail sector. Tax resident in the UK, with licenses in more than 20 countries, the Group employs a workforce of more than 24,000, in 20 offices across five continents. The Group owns a comprehensive portfolio of established brands; Sports Brands include bwin, Coral, Crystalbet, Eurobet, Ladbrokes, Neds International and Sportingbet; Games Brands include CasinoClub, Foxy Bingo, Gala, Gioco Digitale, partypoker and PartyCasino. The Group owns proprietary technology across all of its core product verticals and in addition to its B2C operations provides services to third-party customers on a B2B basis.

In the US, the Group operates BetMGM, a joint venture with MGM Resorts, created to capitalise on the opportunities presented by the regulation of sports betting and gaming.

GVC is a member of FTSE4Good and the DJSI, ESG indices which identify companies that meet globally recognised corporate responsibility standards. For FY2019 GVC generated £3.7bn of NGR and £761m of underlying EBITDA (post IFRS 16).

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Company	Whitbread PLC Whitbread Court, Houghton Hall Business Park, Porz Avenue, Dunstable. LU5 5XE. UK +44 (0)1582 424200 www.whitbread.co.uk
Key Contacts	Ellie Martin, Talent Manager – Head Office functions. Tel: +44 (0)1582 424200.
How to Apply	Visit Careers . There is no MBA recruitment programme in operation but there are Graduate schemes aimed at those with a 2:1 degree that may be of interest. Search Find A Job for operational, field-based, and head office roles for their eight different brands.
International Opportunities	N/A
Visa Sponsorship	Whitbread does not have a visa sponsorship policy.
Internships	There is no official internship programme available.
Key Dates	Recruitment is ongoing. Graduates are advised to keep checking the website for the latest application dates.
Additional Information	<p>Whitbread PLC is the owner of the UK's favourite hotel chain, Premier Inn, as well as restaurant brands, Beefeater, Brewers Fayre, Table Table and Bar + Block with total revenue of £2,072 million in FY19/20.</p> <p>Whitbread employs over 35,000 people in over 1,200 Premier Inn hotels and restaurants across the UK, serving over five million customers every month. Premier Inn currently operates one hotel in Frankfurt with plans to grow the brand to over 30 hotels in Germany by 2020/21.</p> <p>Whitbread PLC is listed on the London Stock Exchange and is a constituent of the FTSE 100. It is also a member of the FTSE4Good Index.</p>

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Company	<p>Auto Trader Group 1 Tony Wilson Place, Manchester, M15 4FN. UK +44 (0) 20 3747 7100</p> <p>www.plc.autotrader.co.uk</p>
Key Contacts	<p>Auto Trader's recruitment team can be contacted via email to recruitment@autotrader.co.uk or call 0330 303 9006. See Operational Leadership Team for biographies.</p>
How to Apply	<p>See Careers. Auto Trader recruits MBAs and graduates into direct hire roles. Jobs are broken down into Technology, Customer Partnerships, Advertising, Sales and Marketing and Finance and Business Operations. Applications should be made online.</p>
International Opportunities	<p>UK only.</p>
Visa Sponsorship	<p>Candidates should have the right to work in the UK.</p>
Internships	<p>There is no internship programme.</p>
Key Dates	<p>Positions are posted as they are required by the business.</p>
Additional Information	<p>Auto Trader is the UK and Ireland's largest digital automotive marketplace, bringing together the largest and most engaged consumer audience with the largest pool of vehicle sellers. The company has 50.1 million cross platform visits each month. 89% of UK car dealers advertise on Auto Trader. The company reported 2020 revenue of £368.9m with an operating profit of £258.9m. The Group has approximately 850 full time employees.</p>

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Company **Informa**
5 Howick Place, London, SW1P 1WG. UK
+44 (0) 20 7017 5000

www.informa.com

Key Contacts Online only.

How to Apply There is no MBA-specific programme at Informa. The company does offer two entry paths for recent [graduates](#). Direct hire - each of the five divisions has interesting and rewarding entry-level roles. The [vacancies page](#) has details of current positions to search and apply. Alternatively, there is the [Informa Fellowship Scheme](#). The two-year programme that allows fellows to develop a variety of skills while exploring different industries and roles, with the potential to transition to a permanent role in the company. The programme is tailored to each person's skills, interests and aspirations. It also includes the opportunity to train and work outside of Europe. Applicants are required to have or be on course to receive a minimum 2:1 degree.

International Opportunities Informa operates in around 30 countries. See [Office Locator](#) for details. It is possible to run a [job search](#) by region.

Visa Sponsorship Candidates must be eligible to work in the country of with they are applying to.

Internships Although there is no formal Internship Programme, the company does offer opportunities should they be required by the business.

Key Dates The application window for the 2021 Fellowship Scheme has not yet opened. Interested candidates are advised to monitor the links above or [register an interest](#).

Additional Information Informa is a leading business intelligence, academic publishing, knowledge and events business, operating in the Knowledge and Information Economy. The business is listed on the London Stock Exchange and a member of the FTSE 100. Informa serves commercial, professional and academic communities in many different sectors by helping them connect and learn, and by creating and providing access to content and intelligence that helps people and businesses work smarter and make better decisions faster.

Informa is structured into five operating divisions, each working deeply in specialist customer markets: [Informa Connect](#), [Informa Intelligence](#), [Informa Markets](#), [Informa Tech](#) and [Taylor & Francis](#). [Global Support](#) is the team behind the teams, providing shared business services and expertise to each of the operating divisions. The company has over 11,000 colleagues in around 30 countries across the world and generates around £2.7bn in revenue.

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Company	<p>Pearson plc UK HQ - 80 Strand, London WC2R 0RL, UK US HQ - 330 Hudson St, New York, NY 10013. US</p> <p>UK +44 (0)20 7010 2000 US +1 212 641 2400</p> <p>www.pearson.com</p>
Key Contacts	<p>Hannah Ramsey, HR DirectorTel: +44 (0)20 7010 2000.</p> <p>It is possible to email or speak to someone within the recruitment team on erechelp@pearson.com or telephone 0845 250 5611.</p> <p>Pearson Subsidiaries: Visit Career Contacts for employment contact details for the wider Pearson group</p>
How to Apply	<p>Visit Careers to find out more about careers at Pearson. There is no specific MBA recruitment programme although MBAs are recruited into senior roles within Pearson. Candidates with an MBA who are interested in working for Pearson either full-time or as an intern can search Jobs at Pearson.</p>
International Opportunities	<p>Pearson is a global company with offices worldwide. Visit the career sites above to search for global opportunities.</p>
Visa Sponsorship	<p>Visa sponsorship is on a case by case basis. Details will be posted on the job advertisement.</p>
Internships	<p>Internships are offered only as required by the business, there is no formal programme in place.</p>
Key Dates	<p>N/A</p>
Additional Information	<p>Pearson plc is a British multinational publishing and education company headquartered in London. It was founded as a construction business in the 1840s, however, it shut down its construction activities in the 1920s and switched to publishing. It is the largest education company and the largest book publisher in the world with over 35,000 employees in more than 60 countries.</p>

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Company **RELX Group**
 1-3 Strand, London, WC2N 5JR. UK
 +44 (0) 20 7930 7077
www.relxgroup.com

Key contacts Email: london@relx.com

How to Apply Visit [Careers](#) and follow the link to the [Join Us](#) jobs portal. Although RELX does not have any formal MBA or Graduate programmes currently in place it is keen to hear from talented [graduates and early career](#) professionals who are looking for roles as Technologists, Product Managers, Data Scientists, Experts in Analytics and Machine Learning, Program Managers, Sales Representatives, Researchers, Content Managers, Lawyers, Event Managers and many more roles besides. Across RELX Group training and development of its people is taken seriously the group has tried and tested set of tools, processes and programmes that help its people learn, grow and perform beyond their expectations.

International Opportunities International opportunities exist for those already employed by the Company. People are not recruited specifically for positions overseas.

Visa Sponsorship RELX does not have a visa sponsorship policy.

Internships Internships are offered only as required by the business, there is no formal programme in place.

Key Dates Monitor website for updates.

Additional Information RELX Group is a world-leading provider of information solutions for professional customers across Scientific, Technical & Medical; Risk & Business Information; Legal and Exhibitions industries. The Group serves customers in more than 180+ countries and has offices in about 40 countries. It employs over 33,000 people of whom almost half are in North America.

The shares of RELX PLC, the parent company, are traded on the London, Amsterdam and New York Stock Exchanges using the following ticker symbols: London: REL; Amsterdam: REN; New York: RELX.

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Company Rightmove PLC

2 Caldecotte Lake Business Park, Caldecotte Lake Drive, Caldecotte, Milton Keynes, Buckinghamshire, MK7 8LE. UK
+44 (0)1908 308500

www.rightmove.co.uk

Key contacts CVs can be emailed to Joinus@rightmove.co.uk.

How to Apply There are no MBA or graduate programmes at Rightmove, instead the company recruits into direct roles. All employees have opportunities to develop from on the job coaching and mentoring through to professional qualifications. Rightmove's [careers](#) website is updated regularly with all open positions. If there is a position of interest, please send your CV to Joinus@rightmove.co.uk with the job title in the subject. When applying please include your cv, covering letter and portfolio (if required), plus any links to personal websites which showcase your work.

International Opportunities UK only

Visa Sponsorship Candidates should have the right to work in the UK.

Internships N/A

Key Dates Opportunities are posted as required by the business.

Additional Information Rightmove is the UK's number one property portal and the UK's largest property marketplace. The company brings the UK's largest and most engaged property audience and the largest inventory of properties together in one place. Rightmove currently has approximately 485 employees and reported FY2019 revenue of £289.32 million.

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Company	<p>WPP WPP Group plc: 27 Farm Street, London, W1J 5RJ. UK WPP Group USA Inc: 100 Park Avenue, New York, NY 10017. US</p> <p>+44 (0)20 7408 2204 – UK +1 (212) 632 2200 – US</p> <p>www.wpp.com</p>
Key contacts	<p>For general recruitment queries contact talent@wpp.com for early careers queries contact futureleaders@wpp.com</p>
How to Apply	<p>Each year, WPP invests in a range of development programmes for employees. Previously WPP has run a Fellowship Programme for MBAs, however WPP's industry is transforming rapidly, and to lead that transformation, not react to it WPP are re-engineering and expanding the Fellowship to reflect the changing needs of WPP and its clients. The aim is to extend the scheme across more markets, broaden its already diverse profile, attract candidates from an even wider range of social, cultural and economic backgrounds, and encompass a greater number of skills. In the meantime, it is recommended to apply for graduate roles directly with a WPP company.</p> <p>Alternatively, WPP does have the WPP Health Fellowship which may be of interest to Science graduates. Each Health Fellow will spend nine months of a two-year programme learning about and contributing to a specialist health agency. This will be followed by two rotations of six months – each into a different specialist health agency each rotation agreed in advance by WPP – before returning to the original agency for a final three months.</p>
International Opportunities	<p>The WPP MBA Marketing Fellowship was an international program with vast placement opportunities available across the globe (112 countries) for each of the three one-year rotations. This program is currently being reviewed.</p>
Visa Sponsorship	<p>Visa sponsorship is managed on a case by case basis, as the Fellowship Program is currently under review there is no policy available.</p>
Internships	<p>There is no internship program available.</p>
Key Dates	<p>WPP is reviewing its MBA Fellowship program and is therefore not recruiting for the 2020 intake.</p>
Additional Information	<p>WPP is the world leader in marketing communications services. WPP is made up of leading companies in Digital, Ecommerce and Shopper; Advertising; Media; Data and Insight; Pub Relations & Public Affairs; Branding Consulting and Healthcare and Wellness. WPP employs over 130,000+ people working in over 3,000 offices in 112 countries. WPP reported revenue of £13.2 billion as at December 2019.</p> <p style="text-align: right;">Return to index page</p>

Company	Anglo American plc 20 Carlton House Terrace, London, SW1Y 5AN. UK +44 (0) 20 7968 8888 www.angloamerican.com
Key contacts	Via the website.
How to Apply	The careers website can be found at Careers . The Group runs a 3-year Graduate Training Programme (not MBA-specific) in Australia, South Africa, Canada, Brazil and Chile. There are opportunities across the business, in a wide range of roles, from Engineering and Technology to Finance and HR. Graduates will take on two or three roles during the three-year programme, learning through doing, working alongside top industry experts on an accelerated and exhilarating development journey that's rooted in a purpose-led high-performance culture. Candidates should have a degree or postgraduate degree (Honours or Masters) in disciplines relevant to mining, in particular; engineering and relevant sub-disciplines; Commerce; Data Science; HR; Geology; Safety and Sustainability; and Environment.
International Opportunities	Anglo American recruit for the graduate programme in Australia, South Africa, Canada, Brazil and Chile. Visit Job Search to search for global vacancies.
Visa Sponsorship	Any offer would be conditional upon the successful candidate having the required work permit issued by the regulatory authority of the country where the role is based. Minimal relocation support may be offered to the successful candidate, which would be limited to right to work and settlement assistance.
Internships	There are no internship programmes within the Anglo-American group of companies.
Key Dates	Specific to each individual vacancy.
Additional Information	Anglo American plc is one of the world's largest mining groups. With its subsidiaries, joint ventures and associates, it is a responsible miner – of diamonds (through De Beers), platinum and other precious metals, copper, nickel, iron ore and coal – we are the custodians of what are precious natural resources. The Group is geographically diverse, headquartered in London with operations in Southern Africa, South and North America and Australia. Anglo American has 90,000 permanent employees and reported Group revenue of \$29.9 billion in 2019.

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Company	Antofagasta plc Registered office: 33 King Street, St James's, London, SW1Y 6RJ. UK +44 (0)20 7808 0988 Operations: Av. Apoquindo 4001 – piso 18, Las Condes, Santiago. Chile Telephone: +562 2 798 7000 www.antofagasta.co.uk
Key contacts	Via the website. General information email: info@antofagasta.co.uk
How to Apply	The London office does not deal with any HR queries at all as it is relatively small. All enquiries are dealt with by the Head Office in Santiago and vacancies worldwide are filled via this central HR department. Speculative CVs can be e-mailed to the HR department via Careers . The company does have a Young Professionals Program based in Chile; however, this is directed at engineering graduates.
International Opportunities	Most of the company's operations are in Chile. To learn more about career opportunities with the Antofagasta group companies in Chile please visit the Antofagasta Minerals website.
Visa Sponsorship	Antofagasta is unlikely to sponsor Tier 2 work visas.
Internship	The group does not have an internship programme in place.
Key Dates	N/A
Additional Information	Antofagasta is a Chile-based copper mining group with significant by-product production and interests in transport and water distribution. The Group creates value for its stakeholders through the discovery, development and operation of copper mining operations. The Group is committed to generating value in a safe and sustainable way throughout the commodity cycle. Antofagasta Minerals S.A. is the corporate centre for the mining division of Antofagasta plc. Based in Santiago, Chile. During 2019 its operations produced 770,000 tonnes of copper in concentrate and copper cathode and had revenues of \$4,965 million.

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Company	<p>BHP Billiton plc BHP Billiton Ltd, 171 Collins Street, Melbourne Victoria 3000. Australia UK: BHP Billiton plc, Nova South, 160 Victoria Street, London. SW1E 5LB. UK</p> <p>(61 3) 1300 55 47 57 UK: +44 (0)20 7802 4000</p> <p>www.bhpbilliton.com</p>
Key contacts	All applications and enquiries must be made via the online form.
How to Apply	The careers website can be found at Work with Us . Each year, BHP Billiton offers graduate and intern positions to a wide range of talented students to start their career. Although these are not MBA-specific they may be of interest to those with limited work experience. A job search facility is available at Job Search . Type 'MBA' into the keyword box to obtain details of current openings where an MBA is preferred/required. If there are no suitable vacancies, candidates are encouraged to set up a Job Alert to ensure they are informed when a vacancy matching their skills and experience is posted.
International Opportunities	Graduate opportunities are available in Australia, United States (New Mexico), United States (Houston), Singapore and Chile.
Visa Sponsorship	BHP does not have a policy of automatically sponsoring candidates who are not authorised to work in a specific country. If, however, a candidate has the required skills and experience for the position, BHP still welcome an application.
Internships	Internships are offered by BHP Billiton. If an intern performs well and a position is available, they will be offered a role before it is released to the market.
Key Dates	Applications dates differ by country. To view opportunities see Australia , Singapore , Chile and the US . Visit Graduate Opportunities for an overview.
Additional Information	<p>BHP is a world-leading resources company that extract and process minerals, oil and gas, with more than 72,000 employees and contractors, primarily in Australia and the Americas. The company's products are sold worldwide, with sales and marketing led through Singapore and Houston, United States. The company operates under a Dual Listed Company structure with two parent companies (BHP Billiton Limited and BHP Billiton Plc) operated as a single economic entity, which is referred to as BHP. The two companies are run by a unified Board and management.</p> <p>The company has an industry leading position in major commodity businesses, including aluminium, iron ore, copper, energy coal and metallurgical coal. Headquartered in Melbourne, Australia, they have a significant corporate management presence in London, as well as corporate centres in Johannesburg, South Africa and Houston, USA.</p>

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Company	EVRAZ plc 121353, Moscow, St. Belovezhskaya, 4, Block B. Russia Tel: +7 495 363 19 63 UK: 2 Portman street, London W1H 6DU, UK www.evraz.com
Key contacts	To learn more about opportunities for youth employment at EVRAZ it is possible to email profi@evraz.com .
How to Apply	Visit People . The company does not have any MBA programmes in place and very limited careers information. EVRAZ North America has its own careers page where it is possible to search for open opportunities including college recruiting.
International Opportunities	EVRAZ has opportunities in Russian Federation, USA, Canada, Czech Republic, Italy and Kazakhstan. See Our business for details of each location.
Visa Sponsorship	All applicants must be legally able to work in the country of the job role without sponsorship.
Internships	Internships are offered in North America; these are according to business requirements and may not be MBA-specific.
Key Dates	N/A
Additional Information	EVRAZ is a vertically integrated metallurgical and mining company with assets in Russia, Kazakhstan, the USA, Canada, Czech Republic, Italy. The company is one of the largest steel producers in the world in terms of production. The Group is listed on the London Stock Exchange and is a constituent of the FTSE 100. EVRAZ employs approximately 70,000 people. The company's consolidated revenues for the year ended 31 December 2019 were US\$11,908 million.

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Company	Fresnillo UK: 21 Upper Brook Street, Mayfair, London, W1K 7PY. UK HQ: Calzada Legaria, No. 549, Torre 2, Colonia 10 de abril, Delegación Miguel Hidalgo, Distrito Federal México, D. F. UK: +44 (0) 207 399 2470 HQ: +52 (55) 5279 3000 www.fresnilloplc.com
Key contacts	Due to the interest in working with Fresnillo plc, the company does not provide direct contact details, the recruiter will contact candidates if requirements see fit. CVs can be emailed to HR@fresnilloplc.com .
How to Apply	Information on working at Fresnillo can be found at Careers . Individuals interested in working for the company are advised to email their CV to HR@fresnilloplc.com . The company does not post jobs or opportunities on the website and faxes are not accepted. The London office is very small and there are no recruitment opportunities available. Fresnillo does run a Graduate Program but only limited information is available on the website.
International Opportunities	Core operations are in México.
Visa Sponsorship	There is no Visa Sponsorship Policy.
Internships	Fresnillo collaborate with leading educational institutions such as the National Autonomous University of Mexico (UNAM), the National Polytechnic Institute (IPN), the University of Guanajuato and the University of Zacatecas to offer internships . There are no schemes within the UK.
Key Dates	N/A
Additional Information	Fresnillo plc is a Mexican-based precious metals mining company incorporated in the United Kingdom and headquartered in Mexico City. Fresnillo is the world's largest producer of silver from ore and Mexico's largest gold miner. The company is listed on the London Stock Exchange (FRES:LSE) and Mexican Bolsa (FRES:BMV).

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Company	<p>Glencore plc Baareremattstrasse 3, CH-6340 Baar, Switzerland +41 41 709 2000</p> <p>www.glencore.com</p>
Key contacts	<p>Derrick Crowley. Head Group HR However, all contact should be made via the website.</p>
How to Apply	<p>The careers website can be found at Careers. There is no specific MBA recruitment program. A job search facility is available at Job Search. There are four levels of graduate/intern programs aimed at first-degree students, which may be of interest – graduate development, vacation/summer programmes and internships, apprenticeships and university scholarships - go to Graduate Recruitment for details.</p>
International Opportunities	<p>The graduate program is available globally. See Current Opportunities for details of the programs available.</p>
Visa Sponsorship	<p>Sponsorship will be on a case by case basis in accordance with the local immigration laws.</p>
Internships	<p>Internship positions are available at Glencore. Follow the links above to search for each location's opportunity.</p>
Key Dates	<p>Interested candidates should check the link above for details of the 2021 programs.</p>
Additional Information	<p>Glencore is one of the largest global diversified natural resource commodity companies in the world, producing and trading more than 60 commodities. The Group's industrial and marketing activities are supported by a global network of more than 50+ offices located in over 50 countries. The Group's diversified operations comprise of over 150 mining and metallurgical sites, offshore oil production assets, farms and agricultural facilities. In 2019 the Group employed 160,000 people, including contractors, and reported revenue of \$215 billion.</p>

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Company	Polymetal International HQ Parthenonos, 6, 3rd floor, 3031, Limassol, Cyprus Registered address: 44 Esplanade, St Helier, Jersey JE4 9WG, Channel Islands Tel. +357.25.558090 www.polymetalinternational.com
Key contacts	Dmitry Razumov, Deputy CEO, Human Resources See Our Leadership for profiles of the company's executive team.
How to Apply	Polymetal is a young and dynamically developing company, interested in talented and qualified employees. To apply send a CV to hr@polymetal.ru . There is no graduate or MBA programme available. Opportunities are not listed on the website.
International Opportunities	Most roles are based in Russia or Kazakhstan.
Visa Sponsorship	N/A
Internships	N/A
Key Dates	As required by the business.
Additional Information	Polymetal International plc is a top-10 global gold producer and top-5 global silver producer with assets in Russia and Kazakhstan listed on the London Stock Exchange, Moscow Stock Exchange and Astana International Exchange. The company is a member of FTSE 100, FTSE Gold Mines and MSCI Russia. Polymetal has a portfolio of nine producing gold and silver mines and an impressive pipeline of future growth projects.

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Company	<p>Rio Tinto plc 6 St James's Square, London, SW1Y 4AD. UK +44 (0)20 7781 2000</p> <p>www.riotinto.com</p>
Key contacts	<p>All queries and applications must be made online. If the FAQ page does not answer a query then email recruitment@riotinto.com. For all graduate recruitment queries, please email RTgraduaterecruitmentsupport@riotinto.com.</p>
How to Apply	<p>The careers website can be found at Careers. All worldwide vacancies are listed at Available Jobs. There is no specific MBA recruitment programme although Rio Tinto does offer opportunities for graduates and students.</p> <p>Rio Tinto does not accept speculative applications.</p>
International Opportunities	<p>Graduate opportunities could be located anywhere in the 40 countries and six continents that Rio Tinto operates. See locations.</p>
Visa Sponsorship	<p>Requirements for each position are outlined in the job advert for each posted role.</p>
Internships	<p>Rio Tinto also offers Internship and Student Placement Programmes globally.</p>
Key Dates	<p>Applications for Graduate Programmes in some regions are open. Visit Graduate for a list of all open graduate and intern positions.</p>
Additional Information	<p>Rio Tinto is a leading global mining group that focuses on finding, mining and processing the Earth's mineral resources. Headquartered in the UK, the Group comprises Rio Tinto plc – a London and New York Stock Exchange listed company, and Rio Tinto Limited – which is listed on the Australian Securities Exchange. The group is strongly represented in Australia and North America, and has significant businesses in Asia, Europe, Africa and South America. Rio Tinto's major products are aluminium, copper, diamonds, gold, industrial minerals (borates, titanium dioxide, and salt), iron ore, thermal and metallurgical coal and uranium. The group has a 46,000-strong workforce, across 35 countries.</p>

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Company	Reckitt Benckiser 103-105 Bath Road, Slough, Berkshire, SL1 3UH. UK +44 (0)1753 217800 www.rb.com
Key contacts	Interested candidates should contact the HR Business Partner for the specific area of interest: Gurveen Singh – Chief Human Resources Officer. Applications should be made through the website.
How to Apply	Although there is no specific MBA programme in operation, there are many open vacancies at Reckitt Benckiser that require candidates with an MBA. Go to Job Search and type 'MBA' into the keyword box to obtain a list of current openings where an MBA is required. Reckitt Benckiser also offers a range of Graduate Programmes and Internships , which may be of interest to less-experienced MBA graduates. The R&D Future Leadership Graduate Programme aimed at Bachelor, Master, PhD degree graduates is a 2-year fast track programme for 20 selected individuals from top universities. Visit the RB's Careers page for general careers information.
International Opportunities	International MBA opportunities are subject to availability. Go to Global Locations for a list of international graduate recruitment locations.
Visa Sponsorship	RB will sponsor visa applications on a case by case basis.
Internships	RB does offer internship placements (not necessarily MBA-specific) but states there is no such thing as a typical RB internship. In an organisation as fast-paced as theirs, every day is different, so internships vary depending on the function and country.
Key Dates	Go to the job search page and type 'MBA' or the job number into the search panel to return full details. All other dates are vacancy specific. Outline recruiting schedules are available for Graduate Programmes and Internships . Several US graduate programmes are currently open, with no deadline mentioned.
Additional Information	RB is a leading global health, hygiene and home company inspired by a vision of the world where people are healthier and live better. Its purpose is to make a difference by giving people innovative solutions for healthier lives and happier homes. Through its two business units, Health and Hygiene Home, RB has operations in over 60 countries and its products reach millions of people globally every day. Its trusted household brands include names such as Enfamil, Nutramigen, Nurofen, Strepsils, Gaviscon, Mucinex, Durex, Scholl, Clearasil, Lysol, Dettol, Veet, Harpic, Cillit Bang, Mortein, Finish, Vanish, Calgon, Woolite and Air Wick. RB's drive to achieve, passion to outperform and commitment to quality and scientific excellence is manifested in the work of over 40,000 diverse, talented entrepreneurs worldwide.

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Company	<p>AstraZeneca 1 Francis Crick Avenue, Cambridge Biomedical Campus, Cambridge, CB2 0AA. UK +44 (0)20 3749 5000</p> <p>www.astrazeneca.com</p>
Key contacts	<p>For the MBA Programme: Email: MBACareers.GCO@astrazeneca.com</p>
How to Apply	<p>AstraZeneca has launched a US Commercial Three-Year MBA Leadership Rotational Program. Commercial Leader Associates will undertake three 8-month rotations tailored to their background and business fit of which one rotation will be international, before ending with a 12-month placement in a leadership role. Opportunities are in the US only.</p> <p>Although not specifically for MBAs the company does run other programmes globally aimed at those with advanced degrees. To view details of the programmes available, visit Early Careers and then click on Graduates/Masters. Of particular interest may be the 3-year Operations Global Graduate Associates Programme with a key element being leadership development. Three 8-month placements, including an international experience, will provide an insight into the business with the final year being a consolidation role. Candidates could develop knowledge of supply chain, logistics, external sourcing and global quality. There will also be the chance to work in two corporate functions, Procurement and IT, as well as in Engineering.</p>
International Opportunities	<p>AstraZeneca operates around the world. Visit Search Jobs where it is possible to run a detailed job search by country of choice.</p>
Visa Sponsorship	<p>Astra Zeneca is bound by each country's legislation for eligibility to work. It is therefore not always possible to secure work permits for Graduate and PhD opportunities. However, the company would still encourage applications for these roles so that it can look at all options available for work permits or sponsorship.</p>
Internships	<p>There is an internship programme available in the US. Candidates need to be studying for a bachelor's or master's degree on a full-time basis at an accredited university.</p>
Key Dates	<p>To find permanent roles aimed at MBAs follow the link to Search Jobs and enter the reference and enter 'MBA' in the search panel to return the latest opportunities. Applications for the Operations Global Graduate Associates Programme are open.</p>
Additional Information	<p>AstraZeneca is a global, innovation-driven, integrated biopharmaceutical company that discovers, develops, manufactures and markets prescription medicines for six important areas of healthcare, which include some of the world's most serious illnesses: cancer, cardiovascular, gastrointestinal, infection, neuroscience, and respiratory and inflammation. AstraZeneca is active in over 100 countries with a growing presence in emerging markets including China, Brazil, India, and Russia. The company employs over 59,000 people (32.7% in Europe, 23.5% in North America, 6.1% in Central and South America, 4.2% in the Middle East and Africa and 33.5% in Asia-Pacific.), working in over 100 countries with medicines being used by millions of patients worldwide, the company's revenue (CER) in 2019 totalled \$23.565 billion.</p>

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Company	GlaxoSmithKline 980 Great West Road, Brentford, Middlesex, TW8 9GS. UK. +44 (0)20 8047 5000 www.gsk.com
Key contacts	Joe Voelcker, Global Head of Early Talent Acquisition & UK Country Recruitment Head. Email: ww.earlytalentrecruitment@gsk.com Colette Dennehy, Global MBA Recruitment Manager & Esprit Recruitment Project Manager
How to Apply	GlaxoSmithKline (GSK) offers four full-time programmes globally for postgraduates with an MBA. Esprit Programmes are available in Commercial Pharmaceuticals , Commercial Consumer Healthcare , Commercial Vaccines and Finance . Each programme provides challenging rotations to help understand the commercial business and provides personal responsibility. Register to find out more and join the Esprit Talent Community for updates and more information. Although not necessarily aimed at MBA graduates, GSK's Future Leaders graduate programme may also be of interest. Several programmes are available within business operations, sales and marketing, manufacturing and supply and research and development. Students and graduates in the UK are encouraged to follow GSK on Facebook .
International Opportunities	GlaxoSmithKline has a significant global presence with commercial operations in more than 150 countries, a network of 86 manufacturing sites in 36 countries and large R&D centres in the UK, USA, Spain, Belgium, and China.
Visa Sponsorship	Candidates for the Postgraduate Programs are required to have eligibility to work in the country of application.
Internships	GSK offers postgraduates internships lasting between 8 to 12 weeks. Interns will work on 'live' assignments, gain hands-on industry experience and work with industry experts at all levels of seniority. At the end of the internship there is the possibility of an offer onto a full-time Esprit Programme.
Key Dates	Esprit Programmes are due to open late August/Early September, follow the links above to monitor. Interested candidates are advised to check the links above for more information or register their interest .
Additional Information	GlaxoSmithKline plc is a science-led global healthcare company. The company research and develop a broad range of innovative products in three primary areas of Pharmaceuticals, Vaccines and Consumer Healthcare. GlaxoSmithKline was formed in 2000 as a result of a merger between Glaxo Wellcome plc and SmithKline Beecham plc, although their history can be traced back much further than that to London's Plough Court Pharmacy in the 1700s. GSK delivered further progress against strategy with 2019 sales of £33.74 billion. Return to index page

Company	Hikma Pharmaceuticals PLC 1 New Burlington Place, London, W1S 2HR. UK +44 (0) 20 7399 2760 www.hikma.com
Key contacts	Contact careers at: 21 Saleem Bin Hareth Street, Industrial Area, Bayader Wadi El-Seer, P.O. Box 182400, 11118 Amman, Jordan. Tel: +962 (6) 580 2900. Email: vacancy@hikma.com
How to Apply	There is no MBA or graduate programme available. MBAs wishing to search for direct roles can view and apply for all global positions at Job Search . To apply for roles in the UK email: hr@hikma.uk.com .
International Opportunities	Hikma has locations in over 50 countries. See explore opportunities for positions in MENA , the US and Portugal .
Visa Sponsorship	There is no visa sponsorship policy.
Internships	Hikma offers internship opportunities to ambitious students throughout the year in the US, the Middle East and North Africa, and Europe. Candidates can apply for a local internship through the online platform. Internships typically last 1-3 months. Candidates should be enrolled in an undergraduate or postgraduate degree programme. Depending on the internship applied for, the candidate may also be required to speak a second language.
Key Dates	As required by the business.
Additional Information	Hikma Pharmaceuticals is a multinational pharmaceutical company with headquarters in London, UK that manufactures non-branded generic and in-licensed pharmaceutical products. It was founded by Samih Darwazah in Amman, Jordan in 1978. It is listed on the London Stock Exchange and is a constituent of the FTSE 100 Index. The company has approximately 8,600 employees across 31 manufacturing plants in 11 countries. 2019 revenues totalled \$2,207m.

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Company	The British Land Company plc York House, 45 Seymour Street, London, W1H 7LX. UK +44 (0) 20 7486 4466 www.britishland.co.uk
Key contacts	Charlotte Jones, Head of Talent Acquisition. Tel: +44 (0)207 467 3358.
How to Apply	The careers webpage can be found at Careers . There is no specific MBA recruitment programme. British Land is run by a small team and vacancies are infrequent. For talented new recruits, the company offers competitive remuneration packages and an opportunity for personal and career development. British Land offers numerous early career opportunities for those looking to join a FTSE 100 UK Commercial Property Company focused on high quality Retail and Offices. The Commercial Property Graduate Scheme is for graduates that are looking for a career in Commercial Property, with the desire to become accredited by the Royal Institute of Chartered Surveyors (RICS). The 2-year Strategy Graduate Programme is one of the most intellectually rigorous programmes around, graduates will tackle the high-level investment and financing issues that face the company as well as analysing market trends and extrapolating their potential impact on the business. To conduct a job search and apply online go to Join Us .
International Opportunities	None available.
Visa Opportunities	Candidates should have the legal right to work in the UK.
Internships	British Land runs a Summer Internship Programme for those study for degrees in any discipline. Candidates should be outstanding academics and have a strong interest in Real Estate and a sound understanding of the industry.
Key Dates	Interested candidates are advised to follow the links above to apply.
Additional Information	British Land is one of Europe's largest publicly listed Real Estate Investment Trusts (REITs) with an aim to be Europe's best. The company provides investors with direct access to a diverse range of property assets which it owns, manages, finances and develops, delivering security of income as well as capital growth. The focus is on prime retail and office properties, mainly in the UK, which attracts high-quality occupiers committed to long leases. Each year over 350 million people visit British Land properties which house over 1,200 different organisations. Despite managing a portfolio of £14.8 billion, British Land has less than 500 employees, split broadly equally between Broadgate Estates, the subsidiary property management company and British Land employees.

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Company	Landsec 100 Victoria Street, London, SW1E 5JL. UK +44 (0)20 7413 9000 www.landsec.com
Key contacts	Sue Greenland, Head of Human Resources and Reward +44 (0) 20 7024 5276
How to Apply	The careers website can be found at Careers . Although there is no specific MBA recruitment programme, the company does recruit MBA graduates into direct hire roles. Visit Current Opportunities to search for suitable vacancies and to apply online. Speculative applications are accepted, interested applicants can send their CV to opportunities@landsec.com . Landsec's trainee programme, the Landsec Academy is an Apprenticeship style programmes aimed at school leavers as an alternative to university.
International Opportunities	Mainly the UK only.
Visa Sponsorship	There is no visa sponsorship policy.
Internships	Landsec does not have an internship programme in place. There is a combined work placement scheme , however this is aimed at those studying for, or due to be studying for, a qualification in real estate, however this is not essential.
Key Dates	Specific to each individual vacancy.
Additional Information	Landsec is the UK's largest Real Estate Investment Trust (REIT) with a commercial property portfolio worth approximately £12.8 bn (as at 31st March 2020). Founded in 1944, the company buys, sells, develops and manages more than 24 million sq. ft. of property, from shopping centres to London offices. Landsec is the largest commercial property company in the UK by market capitalisation and employs circa 615 people. The company is proud to be one of Property Week's 'Best Places to Work in Property' list – the only listed REIT included in the list.

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Company	Persimmon Plc Persimmon House, Fulford, York, YO19 4FE +44 (0) 1904 642199 www.persimmonhomes.com
Key contacts	Richard Latham, Group HR Director. Email: human.resources@persimmonhomes.com
How to Apply	Persimmon has a dedicated careers site. Persimmon has several trainee roles aimed at all academic levels, although it should be noted that there is nothing that is MBA-specific. A general job search is also available. Persimmon welcomes speculative application, CVs should be sent to human.resources@persimmonhomes.com .
International Opportunities	The UK only.
Visa Sponsorship	Candidates should have the right to work in the UK.
Internships	Persimmon does not offer any internship programme.
Key Dates	Specific to each individual vacancy.
Additional Information	Persimmon Plc is the holding company for the Persimmon Group of companies. The company is listed on the London Stock Exchange (PSN.L) and is a constituent of the FTSE 100 Index. With headquarters in York, the Group operates from 31 regional offices throughout the UK. The Group trades under the brand names of Persimmon Homes, Charles Church and Westbury Partnerships, building quality homes across England, Wales and Scotland. Persimmon has c.5,000 employees with a significant number of long-serving employees and is also recruiting apprentices and trainees in all areas of the business to support its business growth.

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Company	SEGRO plc Cunard House, 15 Regent Street, London. SW1Y 4LR. UK +44 (0)20 7451 9100 www.segro.com
Key contacts	Email: hr@segro.com
How to Apply	SEGRO does have a rotational graduate scheme in place, however, this is aimed at graduates with a RICS accredited degree specialising in General Practice, Planning and Development or Building Surveying so may not be of interest. Open opportunities will be posted on the careers site, see Current Opportunities . CVs should be emailed to HR.Recruitment@SEGRO.com in response to a job advertisement.
International Opportunities	SEGRO has operations in the UK, Germany, France, Poland, Italy, Czech Republic, Netherlands and Belgium, with offices in Paris, Dusseldorf and Warsaw to name just a few. See Where We Operate for details.
Visa Sponsorship	SEGRO does not have a visa sponsorship policy.
Internships	Each year, SEGRO offer Summer Internship placements for two weeks in July and September. These again are aimed at students and graduates with a RICS accredited degree specialising in General Practice, Planning and Development or Building Surveying.
Key Dates	Applications for the graduate programme are expected to open in November.
Additional Information	SEGRO is a UK Real Estate Investment Trust (REIT) and listed on the London Stock Exchange in the FTSE 100 index. It is a leading owner, manager and developer of modern warehouses and light industrial property with a portfolio comprising 7.8 million square metres of space (84 million square feet), valued at £11.7 billion. Its assets are positioned strategically at locations in the UK across London and the South-East and Midlands regions, while in Continental Europe it has developments in France, Germany, Italy, Poland, Spain, The Netherlands and the Czech Republic.

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Company	Avast Pikrtova 1737/1a, Prague 4, Nusle, Postal Code 140 00, Czech Republic Major offices in London and Silicon Valley www.avast.com
Key contacts	Marcela Rimalova, Global Head of Talent Acquisition
How to Apply	There is no graduate or MBA recruitment programme, instead Avast recruits into direct roles. See Careers to view and apply all global opportunities. It is possible to send a speculative application, email your CV to recruitment@avast.com .
International Opportunities	Avast's HQ is in Czech Republic with offices in London and Silicon Valley. All open roles are shown on the Careers link above. See Contacts for office details.
Visa Sponsorship	There is no visa sponsorship.
Internships	Internships may be offered if required. Monitor the Careers link for opportunities.
Key Dates	N/A
Additional Information	Avast (LSE: AVST), the global leader in next-gen cybersecurity products for businesses and consumers, protects hundreds of millions of people online. Avast offers products under the Avast and AVG brands that protect people from threats on the internet and the evolving IoT threat landscape. The company's threat detection network is among the most advanced in the world, using machine learning and artificial intelligence technologies to detect and stop threats in real time. Avast creates top-ranked digital security products for Mobile, PC, and Mac. The company has 1,700 employees in offices in the Czech Republic, USA, Europe, China, and Japan and reported \$873m revenue in 2019.

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Company	AVEVA Group plc High Cross, Madingley Road, Cambridge, CB3 0HB, UK +44 (0)1223 556655 www.aveva.com
Key contacts	Holly Saul, Early Careers and Talent Acquisition Specialist. Email: EarlyCareers@AVEVA.com
How to Apply	See Early Careers. AVEVA group has two graduate programmes available of most interest to MBAs is the Commercial programme which includes placements in departments such as Sales, Marketing, HR, Finance and IT. Candidates for the Commercial Programme should have a business-related degree and holders of postgraduate degrees or diplomas are especially welcomed. It should be noted however, that AVEVA mostly hire software developers for its Technical Programme aimed at those with a computer studies/engineering or mathematics degree. To apply email your resumé and covering letter to careers@aveva.com quoting 'AVEVA Graduates Careers' in the subject field. Alternatively, see Current Vacancies to search and apply for direct hire roles.
International Opportunities	AVEVA has graduate opportunities across the world. See Worldwide Offices for office details.
Visa Sponsorship	There is no visa sponsorship policy, however, AVEVA Group is licensed to support visa applications. Sponsorship would be on a case by case basis in accordance with the local immigration laws.
Internships	Summer placements are available for up to 3 months. These will be in software engineering roles, however.
Key Dates	N/A
Additional Information	AVEVA is a global leader in engineering and industrial software driving digital transformation across the entire asset and operational life cycle of capital-intensive industries. The company's engineering, planning and operations, asset performance, and monitoring and control solutions deliver proven results to over 16,000 customers across the globe. Its customers are supported by the largest industrial software ecosystem, including 4,200 partners and 5,700 certified developers. AVEVA is headquartered in Cambridge, UK, with over 4,400 employees at 80 locations in over 40 countries. In FY2019 AVEVA reported revenue of £833.8m an increase of 8.8% (2019: £766m).

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Company	<p>The Sage Group plc North Park, Newcastle upon Tyne, NE13 9AA. UK +44 (0)191 294 3000</p> <p>www.sage.com/group</p>
Key contacts	<p>For further details on graduate opportunities email grads@sage.com.</p>
How to Apply	<p>Visit Careers. Sage does not offer a MBA programme, the companies emerging talent opportunities are aimed at graduates in the form of a graduate scheme or internships or for school leavers an apprenticeship scheme. The graduate schemes include a fast start onboarding into roles within the organisation allowing trainees to make a significant contribution to the Sage business quickly. Some of the schemes are rotational in nature and have a global remit. MBA with experience may wish to look at direct hire opportunities.</p> <p>Candidates wishing to apply for a vacancy should apply online.</p>
International Opportunities	<p>Graduates are based in several countries worldwide, including the UK, US, Spain, Poland, Australia and South Africa. Go to Job Search and select a preferred region.</p>
Visa Sponsorship	<p>No visa sponsorship is offered. Candidates need to ensure they are eligible to work in the country for which they are applying for.</p>
Internships	<p>Sage internships usually last between one and twelve months, and are offered part-time during a university semester, and full-time during vacation periods. Sage offers internships in a wide variety of locations worldwide, including UK, USA, France, Germany, Australia and Singapore.</p>
Key Dates	<p>Graduate intake dates vary from country to country, but most regions will start recruiting for graduates between September and December of each year. Graduates will then join Sage in September to following year.</p>
Additional Information	<p>Sage provides business software, services and support to small and medium-sized businesses, whilst having the experience and expertise to meet the needs of specific industries and larger organisations. Formed in 1981, Sage was floated on the London Stock Exchange in 1989 and entered the FTSE 100 in 1999. Sage has millions of customers and circa 13,000 employees in 23 countries covering the UK & Ireland, mainland Europe, North America, South Africa, Australia, Asia and Brazil. In 2017, Sage acquired Intacct and Fairsail. In 2018, Sage launched Sage Business Cloud.</p>

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Company	Ashtead Group 100 Cheapside, London, EC2V 6DT. UK Tel: +44 (0)207 7269700 www.ashtead-group.com
Key contacts	In the UK, the Sunbelt Rentals UK Recruitment Team at careers@sunbeltrentals.co.uk ; in the US, the HR Helpline at humanresources@sunbeltrentals.com or 866-573-6246; and in Canada, the HR Helpline at canadah@sunbeltrentals.com or 844-221-2726.
How to Apply	Ashtead Group does not run an MBA programme. Go to careers for the latest news and links to the two divisional career websites: Careers at Sunbelt North America and Careers at Sunbelt UK .
International Opportunities	Sunbelt Rentals is based in the US.
Visa Sponsorship	There is no visa sponsorship policy, candidates should have the right to work in the country for which they are applying.
Internships	Sunbelt Rentals in the US offers internships as required by the business.
Key Dates	As required.
Additional Information	Ashtead is an international equipment rental company with national networks in the US and the UK and a small presence in Canada, trading under the name Sunbelt Rentals. The company rents a full range of construction and industrial equipment across a wide variety of applications to a diverse customer base. Ashtead's equipment can be used to lift, power, generate, move, dig, compact, drill, support, scrub, pump, direct, heat and ventilate. Sunbelt has 850+ locations across the US and in Canada employing over 18,000. Sunbelt UK is the largest equipment rental business in the UK with 192 locations nationwide employing over 3,600.

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Company	Bunzl plc York House, 45 Seymour Street, London W1H 7JT. UK +44 (0)20 7725 5000 www.bunzl.com
Key contacts	Paula Eavis, Director of HR and Shared Services. Tel: +44 (0)1372 736300 Recruitment enquires should be sent via the online contact form .
How to Apply	The careers website can be found at Careers . There is no structured MBA recruitment programme in operation and recruitment is decentralised to each of Bunzl's operating divisions. MBA graduates should go via the careers page and submit an enquiry to Recruitment Enquiries . Alternatively, follow Bunzl on LinkedIn where open vacancies will be shown.
International Opportunities	International opportunities are subject to availability. The Group operates in 30 countries on five continents.
Visa Sponsorship	Candidates should have the right to work in the country for which they are applying.
Internships	There is no formal internship programme in place.
Key Dates	Specific to each individual vacancy.
Additional Information	Bunzl plc is a focused and successful international distribution and outsourcing group supplying a broad range of non-food consumable products that are essential for its customers to operate their businesses but which they do not actually sell. The Company is active in 30 countries and organised into 4 business areas – North America, Continental Europe, UK & Ireland, and Rest of the World. Bunzl's main customer markets include grocery, foodservice, cleaning and safety, non-food retail and healthcare. Bunzl provides customers with value-added integrated supply services, including procurement and inventory management, to enable them to focus on their core businesses and increase efficiency and competitiveness. Revenue and adjusted operating profit* for the year ended 31 December 2019 were £9.3bn and £653.3m respectively. Bunzl is listed on the London Stock Exchange FTSE100 Index in the Support Services Sector, with global headquarters in London.

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Company	Compass Group plc Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ. UK +44 (0)1932 573 000 www.compass-group.com
Key contacts	Suzanne Wilde, HR Director UK & Ireland (Contact details as above)
How to Apply	The careers website can be found at Careers . From this page, interested candidates can follow links to the region of choice. There is no specific MBA graduate recruitment programme, however; Compass Group does have a Graduate Programme targeted at first-degree candidates which may be of interest. Opportunities for the two-year programme can be found within HR, Marketing, Bid Writing, Finance, Operations, Commercial, Nutrition as well as other areas. Successful candidates will embark on a journey to become the future leaders of the business, while being supported by an inspiring mentor from within the business. Compass has a job search facility, which can be found at Jobs in Compass . Applications are to be submitted online only.
International Opportunities	Opportunities are available in North America, Europe, Latin America, Central Asia, the Middle East and Africa, and Asia-Pacific although these may not be MBA-specific. See Compass Group Global to view careers by region. In the US an Accelerated Manager Program is available for elite college graduates.
Visa Sponsorship	Visa sponsorships may be offered on a case by case basis only; this will be subject to local immigration laws; the position being offered and the candidate.
Internships	Compass does not have any formal internship programmes in place.
Key Dates	N/A
Additional Information	Compass Group is a market leader in providing food and a range of selected support services to customers in the workplace, in schools and colleges, in hospitals, at leisure or in remote environments. Compass brings together the combined strength of a group which operates in around 45 countries, with more than 600,000 employees and annual revenues of around £24.8 billion in the year to 30 September 2019. Compass Group has a history dating back over 70 years and is a top 20 company on the FTSE 100. Compass Group has been recognised as one of the Top Companies for Graduates to Work 2019/20 by the Job Crowd.

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<p>Company</p>	<p>DCC plc DCC House, Leopardstown Road, Foxrock, Dublin 18. Ireland +353 1 2799 400</p> <p>www.dcc.ie</p>
<p>Key contacts</p>	<p>Nicola McCracken, Head of Group Human Resources. Email: humanresources@dcc.ie Graduate programme enquiries can be emailed to: enquiry@dccgraduateprogramme.com or call the team on +44 (0)1635 279 817</p>
<p>How to Apply</p>	<p>DCC's two-year graduate programme, although not MBA-specific, is designed for those who have true entrepreneurial flair and the innate ability to be innovative. Successful candidates will have two different twelve-month placements during the two-year programme one of which may be outside of the UK or Ireland. Streams are available in Business IT, Business Management, Logistics, Marketing and Sales. Applications are open to those with at least a 2:1 undergraduate degree or a 2:2 undergraduate degree with a merit in a masters (or equivalent).</p> <p>To search for experienced hires roles, visit Careers and select the preferred business to search and apply for open opportunities.</p>
<p>International Opportunities</p>	<p>DCC is a global organisation, operating not just in the UK and Ireland but in 16 other countries throughout Continental Europe and beyond.</p>
<p>Visa Sponsorship</p>	<p>DCC is unable to sponsor visas, so applicants must have the unrestricted right to work in the EEA in order to apply.</p>
<p>Internships</p>	<p>There is no official internship programme on offer.</p>
<p>Key Dates</p>	<p>Applications for the 2021 Graduate Programme will open on 19 October 2020 and close on 30th November 2020.</p>
<p>Additional Information</p>	<p>DCC is a leading international sales, marketing and support services group with a clear focus on performance and growth. The Company operates through four divisions: LPG, Retail & Oil, Healthcare and Technology. DCC is an ambitious and entrepreneurial business operating in 18 countries, supplying products and services used by millions of people every day throughout Europe. Building strong routes to market, driving for results, focusing on cash conversion and generating superior sustainable returns on capital employed enable DCC to reinvest in its business, creating value for the stakeholders.</p> <p>Headquartered in Dublin, employing approximately 13,200 people, DCC plc is listed on the London Stock Exchange and is a constituent of the FTSE 100. In its financial year ended 31 March 2020, DCC generated revenue of £14.8 billion and operating profit of £494.3 million.</p>

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Company	Experian Group Ltd Newenham House, Northern Cross, Malahide Road, Dublin 17, D17 AY61. Ireland. +353 (0) 1 846 9100 www.experianplc.com
Key contacts	Experian's Recruitment Centre can be contacted at Ground Floor, Lambert House, Nottingham NG80 1LH. Tel: +44 (0) 115 905 5500. Email: recruitment@uk.experian.com
How to Apply	The careers website can be found at Careers . Experian has several graduate schemes including the MBA Leadership Rotational Programme . The 21-month program gives rotational learning opportunities preparing candidates for a leadership role within the Credit Services and Decision Analytics Business. Candidates will gain a perspective on Experian's marketing, sales, operations, project management, and strategy functions, along with a broad understanding of the credit industry overall. Assignments and training in client acquisition, portfolio management and collections, business case development, and data management will test, challenge, and bring out your leadership qualities. MBA graduates with work experience can also look for open vacancies by visiting Global Job Search . All applications should be submitted online. Visit Careers in the UK and Ireland for information on opportunities within the UK and Ireland.
International Opportunities	Visit Global Job Search to look for suitable opportunities worldwide.
Visa Sponsorship	Experian only offers visa sponsorship on roles where it is unable to find the right person in the UK. Experian will always meet the requirements of the UK Immigration Authority.
Internships	Although there is no formal internship programme, interns are regularly hired by Experian globally. Year-long placements are offered in the UK. See Early Careers .
Key Dates	Applications are currently closed; however, it is possible to register an interest .
Additional Information	Experian is a global leader in providing information, analytical tools and marketing services to organisations and consumers to help manage the risk and reward of commercial and financial decisions. The Company employs around 17,200 people in 44 countries, with corporate headquarters in Dublin, Ireland, and operational headquarters in Nottingham, UK; Costa Mesa, California; and São Paulo, Brazil. Total revenue for the year ended 31 March 2020 was US\$5.1 billion. Experian plc is listed on the London Stock Exchange (EXPN) and is a constituent of the FTSE 100 index.

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Company	HomeServe plc Cable Drive, Walsall, West Midlands, WS2 7BN. UK 0330 024 7999 www.homeserveplc.com
Key contacts	Enquiries can be emailed to Recruitment@HomeServe.com
How to Apply	See CareersHub . There is no graduate or MBA recruitment programme in place, early careers are geared towards apprenticeships. To search and apply for direct hire roles see Current Vacancies .
International Opportunities	Opportunities may be available; however, these will be recruited locally.
Visa Sponsorship	N/A
Internships	There is no internship programme.
Key Dates	As required by the business.
Additional Information	HomeServe's is a British multinational home emergency repairs and improvements business purpose is to make home repairs and improvements easy. Easy for homeowners and easy for trades. The company employs c.7,000 people worldwide, to serve customers principally in the UK, North America, France, Spain and Japan. In 2019 HomeServe reported £1,132m revenue.

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Company	<p>Intertek Group plc 25 Savile Row, London, W1S 2ES. UK</p> <p>+44 (0)20 7396 3400</p> <p>www.intertek.com</p>
Key contacts	<p>Louise King, Recruitment Business Partner. Direct line: +44 (0)1322 297773. Email: louise.king@intertek.com</p>
How to Apply	<p>The careers website can be found at Careers. There is no MBA or graduate recruitment programme in place. Go to Join Us to search for open positions by job category, job title and location. All applications are to be submitted online only.</p>
International Opportunities	<p>International direct hire roles are available but are not necessarily MBA-specific. To search for roles in the US and Canada or Bangladesh.</p>
Visa Sponsorship	<p>All candidates will be required to confirm eligibility to work in the country before starting employment.</p>
Internships	<p>Internships are offered globally as required by the business. Search Join Us for open opportunities.</p>
Key Dates	<p>Specific to each individual vacancy.</p>
Additional Information	<p>Intertek Group is a leading provider of quality and safety solutions serving a wide range of industries around the world. From auditing and inspection to testing, quality assurance and certification, Intertek people are dedicated to adding value to customers' products and processes, supporting their success in the global marketplace. Intertek is the industry leader with more than 46,000 people in over 1,000 locations and offices in 100+ countries.</p> <p style="text-align: right;">Return to index page</p>

Company	Rentokil Initial plc Riverbank, Meadows Business Park, Blackwater, Camberley, Surrey, GU17 9AB. UK 0800 389 6928 www.rentokil-initial.com
Key contacts	Online only.
How to Apply	See Careers . There is no MBA programme. Rentokil Initial does have a graduate scheme which is aimed at graduates with a minimum 2:2, although those with a post-graduate degree such as an MBA will also be accepted. A graduate scheme is also available at Rentokil Hygiene , again this is aimed at those with a 2:2 degree. Typical career paths include Service Manager, Sales Manager, Key Accounts and Branch Manager. To search and apply for direct roles see Job Search .
International Opportunities	Rentokil in the US has an Accelerated Management Trainee Program , named RAMP. The trainee will spend approximately six to eight months with Pest and related lines of business, three to five months with both Ambius and Brand Standards, to gain exposure to Rentokil North America's three core business. Rentokil Initial operates out of five geographic regions .
Visa Sponsorship	RAMP candidates must be authorised to work in the United States and not require work authorisation sponsorship by Rentokil for the position now or in the future.
Internships	There are no internship programmes, internships may be offered as required by the business.
Key Dates	Rentokil Initial in the UK are seeking Science Graduates for a number of its programmes.
Additional Information	Rentokil Initial is a global leader in the provision of route-based services which protect people and enhance lives. In addition to its core services of Pest Control and Hygiene, the company offer a range of other smaller specialist services including Plants, Property Care and Workwear. Rentokil Initial operates in over 70 countries, employs 31,000 experts and services over a million customers, ranging from the largest multi-nation pharmaceutical, industrial and food production companies to local shops, restaurants and homes.

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<p>Company</p>	<p>Ferguson plc 1020 Eskdale Road, Winnersh Triangle, Wokingham, Berks, RG41 5TS. UK Corporate HQ: +44 (0)118 927 3800 www.fergusonplc.com</p>
<p>Key contacts</p>	<p>Sally-Anne Griffiths, HR Director. Email: HRservices@fergusonplc.com Each Ferguson company recruits independantly. View Career Contacts for regional contacts.</p>
<p>How to Apply</p>	<p>The careers website can be found at Our People. There is no specific MBA Recruitment Programme; however, general applications from MBA graduates are encouraged. The Group's businesses in the UK and the US do have Graduate Programmes in place which may be of interest.</p>
<p>International Opportunities</p>	<p>Wolseley covers the UK, the USA, Canada and Central Europe, although opportunities are not necessarily MBA-specific.</p>
<p>Visa Sponsorship</p>	<p>Candidates should have the legal right to work in the country in which they are applying.</p>
<p>Internships</p>	<p>There is no official internship programme in place.</p>
<p>Key Dates</p>	<p>Subject to the individual vacancy. Ferguson has a Campus Recruitment Fair Calendar for the US. Some graduate training programs are open in the US.</p>
<p>Additional Information</p>	<p>Ferguson is the world's largest specialist trade distributor of plumbing and heating products to professional contractors and a leading supplier of building materials to the professional market. The company is part of the FTSE 100 and listed on the London Stock Exchange. The business falls into four geographic regions in the USA, the UK, the Nordics, Canada and Central Europe. Within each region, Ferguson operates a number of distinct businesses with strong trading brand names, including many with leading positions in their local markets. Ferguson has over 35,000 employees within 2259 branches in 10 countries and total group revenue of £21,771 million in FY 2019.</p> <p>The Company announced that it had changed its name from Wolseley plc to Ferguson plc effective 1st August 2017.</p>

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Company	BT Group plc BT Centre, 81 Newgate Street, London EC1A 7AJ. UK +44 (0) 207 356 5000 www.btplc.com
Key contacts	Queries regarding the graduate programmes should be directed to the team via the online contact form .
How to Apply	Although not aimed at MBA students, BT does have many graduate programmes which may be of interest. All programmes (excluding Legal): are aimed at those with a 2.1 degree OR 2.2 degree with additional post-grad degree with a salary to reflect this. A general job search can be found at Search all Jobs .
International Opportunities	BT also offers graduate programmes in its Global Services division. Programmes are available throughout Europe , AMEA and the US .
Visa Sponsorship	BT welcomes applications from international candidates. However, it is essential that candidates have the right to work full time in the UK at the start date of the programme. BT is unlikely to progress applications where sponsorship is required to obtain a Tier 2 (general) visa as it expects to be able to fill all roles with candidates who have the right to work in place. See Programme FAQs for further details.
Internships	BT offers Industrial Summer Placements . Successful interns may then be offered a place on the company's graduate schemes.
Key Dates	2021 programmes are due to open for application this autumn. It is possible to register an interest to be notified as they open. BT also attends career events which may be of interest.
Additional Information	BT Group plc is the listed holding company for the BT group of companies which provides communications services solutions, serving customers in more than 180 countries. Its principal activities include the provision of networked IT services globally; local, national and international telecommunications services to its customers for use at home, at work and on the move; broadband, TV and internet products and services; and converged fixed-mobile products and services. BTs five customer-facing lines of business are Consumer, Enterprise, Global, Technology and Openreach. They are supported by its internal service unit, Technology. For the year ended 31 March 2020, BT Group's reported revenue was £22.9m with reported profit before taxation of £2.4bn. British Telecommunications plc (BT) is a wholly owned subsidiary of BT Group plc and encompasses virtually all businesses and assets of the BT Group. BT Group plc is listed on stock exchanges in London and New York and has over 105,000 employees across 180 countries.

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Company	Vodafone Group Vodafone House, The Connection, Newbury, Berkshire, RG14 2FN. UK +44 (0)1635 33251 www.vodafone.com
Key contacts	Paul Ford, Global Head of Talent Acquisition All applications must be submitted online – CVs emailed directly to a HR contact will not be accepted.
How to Apply	The careers website can be found at Careers . Vodafone no longer runs a full-time specific MBA Programme but continues to have a graduate programme . The two-year Discover Graduate Programme, aimed at those with a 2:1 degree, within Enterprise, Technology, HR or Finance functions includes two placements in the first year and then a final 12-month placement.
International Opportunities	Subject to vacancy availability; however, the graduate scheme spans 26 countries. The internship is mostly based in the UK, but also in Germany and Luxembourg.
Visa Sponsorship	Candidates must have the right to work in the UK for the duration of an internship placement.
Internships	The careers website can be found at Careers . Vodafone UK has internships available in Technology, Finance, HR, and Marketing to Product Management, International Sales and Operations with its Explore Programme . Internships last 10-14 weeks.
Key Dates	The application window for Vodafone's Business Discover 2020 graduate programmes close for application 31 st October 2020. The Explore Internship Programme has three intakes each year; June, October and February and is now open for application for the October intake – apply by 31 st October. It is also possible to register an interest and receive a notification for the next application window. Twelve-month industrial internship programmes have now closed for applications.
Additional Information	Vodafone Group Plc is one of the world's largest telecommunications companies providing a wide range of services including voice, messaging, data, fixed broadband and TV. As of 30 September 2019, Vodafone Group had approximately 625 million mobile customers, 27 million fixed broadband customers and 22 million TV customers, including all of the customers in Vodafone's joint ventures and associates. Vodafone employs around 108,000 people. Vodafone has mobile operations in 24 countries, partner with mobile network providers in 42 more and has fixed operations in 19 countries. The Group's operations are split into two geographic regions – Europe and Africa, Middle East and Asia Pacific (AMAP). Vodafone Group Plc reported total group revenue of €44.9bn for year ended 31st March 2020.

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Company **British American Tobacco**
Globe House, 4 Temple Place, London WC2R 2PG, UK
+44 (0)20 7845 1000

www.bat.com

Key Contacts Yulia Begemann, Global Head of Talent Acquisitions
Alexander Jacob, Head of HR Operations
BAT has a large team of HR recruiters - online applications will be directed to the appropriate person.

How to Apply Visit [BAT Careers](#). Although not specifically aimed at MBA graduates, BAT has a 12-month [Global Graduate Programme](#) that could prepare candidates for a management role within 4 business areas, Finance, Marketing and Sales, Human Resources, and Operations. BAT advises they are looking for the best and most talented people to join the programme and an MBA qualification is a plus. To apply, interested candidates should visit [Graduate Opportunities](#) and select their local office. Applications should then be made online. For a general worldwide vacancy search visit [Search Openings](#).

International Opportunities The Global Graduate Programme is available in Eastern Europe, Souza Cruz, Mexico, Malaysia, and Australasia. Visit [BAT Global](#) to search for the location of your choice.

Visa Sponsorship There is no official Visa Sponsorship Policy available or history of BAT sponsoring international candidates visa requirements.

Internships BAT offers a 3-6 [Global Intern Programme](#). The programme is aimed at undergraduates who are passionate, courageous and innovative as well as resilient, ambitious and driven.

Key Dates BAT is currently recruiting for the Global Graduate Programme in various business areas and locations.

Additional Information British American Tobacco (BAT) is one of the world's leading, multi-category consumer goods companies that provides tobacco and nicotine products to millions of consumers around the world. It employs over 53,000 people, with market leadership in over 55 countries and factories in 42. Its Strategic Portfolio is made up of its global cigarette brands and an increasing range of potentially reduced-risk products, comprising vapour and tobacco heating products, as well as oral tobacco and nicotine products such as moist snuff and snus. In 2019 the Group generated reported revenue of £25.8 billion and profit from operations of £9.0 billion. In July 2017, British American Tobacco p.l.c. acquired the remaining 57.8% of Reynolds American Inc. that BAT did not already own, creating a stronger, global tobacco and nicotine company.

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Company **Imperial Tobacco**
121 Winterstoke Road, Bristol, BS3 2LL, UK.
+44 (0)117 963 6636

www.imperialbrandsplc.com

Key Contacts Applications are online only. Imperial Brands does not accept speculative applications. For application questions email: enquiry@imperialtobaccograds.com or call +44 (0)1635 279803 (Monday to Friday, 9am to 5.30pm GMT)

How to Apply Imperial Brands offers three different entry routes for [MBAs](#): The International MBA Programme, Spain MBA Programme or Summer MBA Internships. The International MBA Programme is three years, with a minimum of two roles lasting between 12-24 months each. Candidates will need to be internationally mobile as opportunities are distributed across the global business. Trainees will experience an intense cross-functional rotational programme in areas such as sales, marketing, finance, strategy, business transformation and manufacturing. The Spain MBA Programme is two years, with a minimum of three roles lasting between 6-12 months each. Candidates will need to have the legal right to work in Spain to apply.

International Opportunities Imperial Tobacco offers the chance to develop a highly rewarding international career at a leading FMCG organization, working with some of the world's most famous brands. With networks in Africa, Asia, Australasia, Europe and the Americas, there's no limit to how far you can go.

Visa Sponsorship Imperial Tobacco is unable to financially sponsor any applications that do not have the legal employment eligibility for any of the locations for which it is looking to recruit. All successful applicants will be required to demonstrate their eligibility to work at the time their employment commences.

Internships MBA Summer Internships are an 8 to 12-week programme, where interns will be assigned to a business-critical project that's going to put their knowledge and experience to the test. Do well, and successful candidates will be invited to join one of the MBA Programmes.

Key Dates Imperial Brands has one selection process per year which runs between September and March. Please monitor this page for details of the 2020/2021 application process. View [Register and Apply](#). Application deadlines for MBA opportunities vary across different global recruiting locations. Applications are assessed on a first come, first served basis so please submit applications as early as possible.

Additional Information Imperial Tobacco, part of the FTSE 100 company – Imperial Brands PLC, is a global business with a challenger mindset, big ambitions, and bigger opportunities. The company offers its consumers comprehensive brand choice through a leading portfolio of cigarette, cigar, fine tobacco and papers and tubes brands. Imperial Brands, headquartered in Bristol in the UK, is the parent company of a dynamic international business specialising in tobacco and non-tobacco brands. The new PLC name reflects the breadth of its brands focus across five distinct entities: Imperial Tobacco, Tabacalera, ITG Brands, Fontem Ventures and Logista. The Group employs over 30,000 globally.

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