

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

November 2022



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| Company Name                            | Programme News   | Deadline Date   |
|---|--|---|
| <a href="#">BAE Systems</a>             | <a href="#">UK 2023 Graduate and Internship programmes</a> (not necessarily MBA-specific)<br>Finance Leadership Development Program - ES (Hybrid) – 83694BR – US   | Will close once full  |
| <a href="#">Barclays</a>                | Equity Research Analyst - Expert Summer Intern Programme – 2023 – US – Job ID 00278051<br>Credit Research Analyst - Expert Summer Intern Programme – 2023 – US – Job ID 00278053<br>*Note, for Summer Intern roles candidates must have unrestricted U.S. work authorisation.<br>Banking Associate - Expert Summer Intern Programme – 2023 – Hong Kong - 00279612<br>Banking Associate – Expert Summer Intern Programme – 2023 – US – 00279061, 00279066, 00279060, 00279064, 00279014<br>Banking Associate – Expert Graduate Programme – 2023 – US - 00279155 | Apply ASAP  |
| <a href="#">HSBC</a>                    | <a href="#">Global graduate programmes are open.</a> Dates and degree requirements vary according to location.   | November – January depending on the programme and location      |
| <a href="#">NatWest</a>                 | <a href="#">2023 Graduate Programmes and Internships</a> – UK (not MBA-specific)   | Will close once full  |
| <a href="#">Standard Chartered Bank</a> | SCB currently has 84 <a href="#">2023 Graduate Programmes</a> listed globally. (not MBA-specific)  | Will close once full  |
| <a href="#">Diageo</a>                  | 2023 MBA Summer Internship, Marketing - JR1071044 – US<br>2023 MBA Summer Internship, Commercial – JR 1071045 – US<br>2023 MBA Summer Internship, Finance – JR1071043 – US<br>Diageo also has <a href="#">35 graduate programmes</a> open globally   | Closes when full  |
| <a href="#">JM</a>                      | 2023 US Graduate Program, Operations. - R-002260 – US<br>2023 US Graduate Program, Commercial - R-002258 – US  |   |
| <a href="#">Shell</a>                   | Shell Finance MBA Internship (Summer 2023) – US – R93116   | 27th November 2022  |
| <a href="#">Hargreaves Lansdown</a>     | Graduate Scheme – UK (not MBA)   | 4 <sup>th</sup> November 2002                                   |
| <a href="#">LSE</a>                     | Business Graduate Programme (2023) – London, UK (2:1 or Master's degree)<br>Business Graduate Programme (2023) – New York, US (GPA 3.0)<br><a href="#">Other programmes are available.</a>   | 21 <sup>st</sup> November 2022<br>5 <sup>th</sup> December 2022 |
| <a href="#">Morrisons</a>               | <a href="#">UK Graduate Schemes (not-MBA)</a>  | Close when full   |
| <a href="#">Ocado</a>                   | <a href="#">UK Graduate Scheme (not-MBA)</a>   | Close when full   |
| <a href="#">Unilever</a>                | Unilever currently has 524 <a href="#">Future Leaders Programme</a> positions open globally.   | Apply ASAP  |

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| <a href="#">United Utilities</a> | <a href="#">Graduate programmes UK</a> (aimed at minimum 2:1 degree holders)  | Apply ASAP   |
| <a href="#">Haleon</a>           | 2023 MBA Summer Interns – Req ID 50635*gsknch   | Apply ASAP   |
| <a href="#">Admiral</a>          | <a href="#">Future Leaders MBA Program</a> – UK<br><a href="#">MBA SPARK Leadership Program 2022</a> – UK   | Apply ASAP<br>Apply ASAP                                       |
| <a href="#">IAG</a>              | <a href="#">British Airways Graduate Programmes</a> (not MBA specific)  | End of Oct-Nov 2022  |
| <a href="#">Rio Tinto</a>        | <a href="#">Graduate Program</a> – (not MBA specific) Various roles. Canada and US  | Closes when full   |
| <a href="#">RB</a>               | <a href="#">2023 MBA Marketing Summer Internship</a> – US<br><a href="#">2023 MBA STEP Future Leader, Assistant Brand Manager-</a> US<br>Many <a href="#">Graduate programme positions</a> are available globally. These are generally aimed at those with a minimum Bachelor's or Master's degree. | ASAP   |
| <a href="#">GSK</a>              | MBA Summer Internship, Finance, US, 2023 – Req ID 349094  | ASAP   |
| <a href="#">British Land</a>     | Strategy Graduate 2023, London<br>British Land Summer Internship, London  | 9 <sup>th</sup> December 2022<br>9 <sup>th</sup> December 2022 |
| <a href="#">DCC</a>              | DCC Graduate programme (aimed at 2:1 and above) – UK. Opens 14th November 2022  | 19th December 2022   |
| <a href="#">Experian</a>         | <a href="#">MBA LDP</a> – Experian Strategy – US<br><a href="#">MBA LDP</a> - Experian Finance – US   | ASAP   |
| <a href="#">Ferguson</a>         | Corporate MBA Supply Chain Internship - R-094439 – US<br><a href="#">US Graduate programs</a> – Various tracks.   | ASAP   |
| <a href="#">BT</a>               | <a href="#">BT Graduate programmes – UK</a> (not MBA-specific)  | ASAP   |
| <a href="#">BAT</a>              | BAT currently has over 90 <a href="#">graduate positions</a> open for application globally.   | ASAP   |

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

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| <b>Company</b>                     | <p><b>BAE Systems</b><br/> Stirling Square, 6 Carlton Gardens, London, SW1Y 5AD. UK<br/> +44 (0)1252 373232</p> <p><a href="http://www.baesystems.com">www.baesystems.com</a></p>  |
| <b>Key contacts</b>                | <p>All applications should be completed online. Any application queries can be emailed to Cath Hargreaves - Talent Consultant, Graduate Programmes at <a href="mailto:EmergingTalent@baesystems.com">EmergingTalent@baesystems.com</a>. For questions regarding application, please contact the Graduate Recruitment Team on 01772 677277 or email <a href="mailto:GART@baesystems.com">GART@baesystems.com</a></p>  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. 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 <a href="#">Leadership Programmes</a>.</p> <p>In the US, BAE offers <a href="#">graduate schemes</a> 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 <a href="#">UK Job Search</a>. A job search facility for the US is available at <a href="#">US Job Search</a>. Interested applicants should type 'MBA' into the keyword box to obtain details of current openings where an MBA is preferred/required.</p> |
| <b>International Opportunities</b> | <p>Specific to individual vacancies. BAE operates in <a href="#">40+ countries</a> across the globe.</p>   |
| <b>Visa Sponsorship</b>            | <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>  |
| <b>Internships</b>                 | <p>Twelve-week <a href="#">Summer Internship Schemes</a> 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>  |
| <b>Key Dates</b>                   | <p>The main recruitment window runs from the beginning of September every year. Please note where sufficient applications have been received these roles be closed therefore early application is advised. It is possible to <a href="#">pre-register</a> and be notified when opportunities open.</p>   |
| <b>Additional Information</b>      | <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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| <b>Company</b>                     | <b>Rolls-Royce plc</b><br>62 Buckingham Gate, London, SW1E 6AT. UK<br>+44 (0)20 7222 9020<br><br><a href="http://www.rolls-royce.com">www.rolls-royce.com</a>   |
| <b>Key contacts</b>                | Applications should be made online in the first instance.<br>See <a href="#">Contacts US</a> for regional HR email addresses.<br>UK student and graduate queries can be emailed to: <a href="mailto:earlycareer.applications@rolls-royce.com">earlycareer.applications@rolls-royce.com</a>  |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . 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 <a href="#">students and graduates</a> for links through to internship and full-time programmes. For MBAs with limited work experience, Rolls-Royce offers a number of Business and Operations <a href="#">graduate programmes</a> which may be of interest. In the US programs are geared towards engineering roles.  |
| <b>International Opportunities</b> | Opportunities are available in the UK, USA, Asia and Australasia.   |
| <b>Visa Sponsorship</b>            | BAE welcome applications from all candidates, but unfortunately, are unable to employ anyone who does not have the legal right to live and work in the UK. During the recruitment process all candidates are required to prove they have this right with suitable documentation –find a list <a href="#">here</a> . For any non-UK national candidate who does not possess the immigration status which allows them to live and work in the UK, Rolls-Royce will consider using their A rated sponsorship license to issue a Certificate of Sponsorship under the UK's points-based immigration system. Sponsorship of a visa is subject to all the appropriate criteria specified by UK Visas & Immigration being satisfied. |
| <b>Internships</b>                 | Rolls-Royce offers a wide range of paid <a href="#">internships</a> 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.  |
| <b>Key Dates</b>                   | Follow the links above for more details.  |
| <b>Additional Information</b>      | 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 45 countries worldwide. In 2021, Rolls-Royce realised revenues of £10.947 billion and had 44,000 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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| <b>Company</b>                     | <b>Smiths Group plc</b><br>4th Floor, 11-12 St James's Square, London, SW1Y 4LB. UK<br>+44 (0) 20 7004 1600<br><br><a href="http://www.smiths.com">www.smiths.com</a>   |
| <b>Key contacts</b>                | Via the website, for general career enquiries: <a href="mailto:recruitment@smiths.com">recruitment@smiths.com</a><br>Lois Wilson, Early Careers Talent Manager. Email: <a href="mailto:earlycareertalent@smiths.com">earlycareertalent@smiths.com</a><br>Justyna Banaszak, Early Career Talent Coordinator Email: <a href="mailto:earlycareertalent@smiths.com">earlycareertalent@smiths.com</a>  |
| <b>How to Apply</b>                | See <a href="#">Early Careers</a> . 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.   |
| <b>International Opportunities</b> | Smiths Group operates in more than 50 countries. Opportunities are available worldwide although these are not necessarily MBA-specific.   |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | Smiths Group <a href="#">interns</a> 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.  |
| <b>Key Dates</b>                   | As required by the business.  |
| <b>Additional Information</b>      | Smiths Group is a global technology company listed on the London Stock Exchange. Founded in 1851 Smiths employs over 22,000 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. |

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| <b>Company</b>                     | <p><b>Barclays Bank PLC</b><br/> 1 Churchill Place, London, E14 5HP, UK<br/> +44 (0) 20 7116 1000</p> <p><a href="http://www.barclays.com">www.barclays.com</a></p>  |
| <b>Key Contacts</b>                | Barclays Bank has a no names policy and all recruitment enquiries should be made online.   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a> and the dedicated student and graduate portal can be found at <a href="#">Join Us</a>. Barclays has a number of Associate roles for <a href="#">graduate candidates</a>. 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 <a href="#">Application and Selection</a>. Interested candidates or MBAs with work experience looking for open positions can visit the general search for opportunities. Please note that you can apply to only one Barclays graduate program globally.</p> |
| <b>International Opportunities</b> | Barclays offers opportunities worldwide.   |
| <b>Visa Sponsorship</b>            | <p>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.</p> <p>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.</p> <p>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.</p>   |
| <b>Internships</b>                 | Barclays runs many <a href="#">internships</a> : 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.   |
| <b>Key Dates</b>                   | Follow the links to <a href="#">Join Us</a> for the latest recruitment news and deadline dates. Applications are now open.   |
| <b>Additional Information</b>      | <p>Barclays is a transatlantic consumer, corporate and investment bank offering products and services a cross 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 2022/2023.</p>  |

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| <b>Company</b>                     | <p><b>HSBC</b><br/> HSBC Holdings plc, 8 Canada Square, London, E14 5HQ. UK<br/> +44 (0) 207 991 8888</p> <p><a href="http://www.hsbc.com">www.hsbc.com</a></p>  |
| <b>Key contacts</b>                | <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 <a href="#">contact their local team</a>. CVs and sensitive information should not be sent to these email addresses.</p>  |
| <b>How to Apply</b>                | <p>HSBC has a wide range of <a href="#">graduate programmes</a> 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 <a href="#">roles</a> for experienced professionals available across its global businesses and global functions. See Graduate <a href="#">FAQs</a> for application requirements and information.</p>  |
| <b>International Opportunities</b> | <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 <a href="#">Global Opportunities</a> for details.</p>  |
| <b>Visa Sponsorship</b>            | <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>  |
| <b>Internships</b>                 | <p>Lasting between one and sixteen weeks, there's a variety of <a href="#">internships</a> 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>   |
| <b>Key Dates</b>                   | <p>Go to <a href="#">Graduate Opportunities</a> to search for programmes and for the latest deadlines and application guidance. Graduate programmes are open, the deadline date is dependent on the country. Follow the links above for closing dates.</p>   |
| <b>Additional Information</b>      | <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** **Lloyds Banking Group plc**  
25 Gresham Street, London, EC2V 7HN. UK  
+44 (0) 20 7626 1500

[www.lloydsbankinggroup.com](http://www.lloydsbankinggroup.com)

**Key contacts** Email: [lloydsbankinggrouptalent@tmpw.co.uk](mailto:lloydsbankinggrouptalent@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. Salaries range from £31,000 to £48,000 depending on the chosen scheme. View the [Early Careers Hub](#) for application tips.

**International Opportunities** International opportunities are available, but these are not necessarily MBA-specific.

**Visa Sponsorship** Lloyds Banking Group offers sponsorship within particular skills areas, for the Graduate programme Lloyds Banking Group is open to receiving applications for Candidates wishing to apply for Engineering or Data Science programmes. Lloyds Banking Group is not able to offer sponsorship for other programmes. 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 [FAQs](#).

**Internships** Internship recruitment is currently on hold.

**Key Dates** Follow the links from the graduate opportunities and '[Apply Now](#)' for the latest opportunities. Applications 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.natwestgroup.com](http://www.natwestgroup.com)

**Key contacts**

NatWest Group 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**

NatWest Group has a dedicated [Early Careers](#) portal on the website which provides details of the paths and development opportunities available for graduates. 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 careers website can be found at [NatWest Jobs](#). NatWest Group also posts recruitment opportunities and updates online using [LinkedIn NatWest Recruitment](#) or [Facebook](#).

**International Opportunities**

Opportunities are available globally although these may not be MBA-specific. Visit [locations](#) for details of each office.

**Visa Sponsorship**

If candidates don't have the right to work in the UK, NatWest will sponsor if an offer is made. If a candidate secures a role and requires sponsorship, they will need to meet the criteria for the Skilled Worker (new entrant) Visa.

**Internships**

NatWest runs 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. See [Search Programmes](#) for details. 2023 programmes are open.

**Additional Information**

RBS is in the process of rebranding as NatWest Group, the firm 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 19 million customers in over 50 countries and approximately 77,000 employees worldwide.

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| <b>Company</b>                     | <p><b>Standard Chartered Bank</b><br/> Global headquarters: 1 Basinghall Avenue, London, EC2V 5DD. UK<br/> +44 (0) 207 2807500</p> <p><a href="http://www.sc.com">www.sc.com</a></p>  |
| <b>Key contacts</b>                | The HR team can be emailed at <a href="mailto:askhr@sc.com">askhr@sc.com</a> .  |
| <b>How to Apply</b>                | Standard Chartered Bank no longer runs a specific MBA programme. The main <a href="#">graduate scheme</a> 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. |
| <b>International Opportunities</b> | 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.  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Key Dates</b>                   | Go to <a href="#">Apply Now</a> 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.   |
| <b>Internships</b>                 | The <a href="#">Global Internship Programme</a> 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.   |
| <b>Additional Information</b>      | Standard Chartered PLC is listed on the London, Bombay and Hong Kong Stock Exchanges and ranked in the top 25 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 776 branches (including subsidiaries, associates and joint ventures) in 50 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 85,000 people, representing over 125 nationalities, worldwide.   |

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| <b>Company</b>                     | <p><b>Coca-Cola Company (The)</b><br/> One Coca-Cola Plaza, Atlanta, GA 30313. US<br/> 1A Wimpole Street, London. W1G 0EA. UK</p> <p>Tel: + 1 404 676 2121 UK: +44 (0)800 22 77 11</p> <p><a href="http://www.coca-colacompany.com">www.coca-colacompany.com</a></p>   |
| <b>Key Contacts</b>                | <p>Richard Flandrin. Talent Acquisition Manager Europacific<br/> All applications and contact must be made online.</p>   |
| <b>How to Apply</b>                | <p>Visit the <a href="#">Careers</a> 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 dependent on the territory's requirements. MBA's will also be employed as career starters into direct entry roles.</p>    |
| <b>International Opportunities</b> | <p>Coca-Cola is a global enterprise. It is possible to search for direct entry roles by region. See <a href="#">Asia-Pacific</a>, <a href="#">Europe</a>, <a href="#">Latin America</a>, <a href="#">Eurasia and Africa</a> and <a href="#">North Africa</a>.</p>  |
| <b>Visa Sponsorship</b>            | <p>Visa sponsorship is limited to only a handful of niche roles and is unlikely for entry level positions.</p>   |
| <b>Key Dates</b>                   | <p>Dependent on the business requirements.</p>   |
| <b>Internships</b>                 | <p>Coca-Cola's <a href="#">Internships</a> 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.</p>  |
| <b>Additional Information</b>      | <p>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 Coca-Cola Company owns its anchor bottler in North America, Coca-Cola Refreshments.</p> |

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| <b>Company</b>                     | <p><b>Diageo</b><br/>             8 Henrietta Place, London W1G ONB, UK<br/>             +44(0) 20 8978 6000</p> <p><a href="http://www.diageo.com">www.diageo.com</a></p>  |
| <b>Key contacts</b>                | <p>Applications and CV's must be submitted online – see links below.<br/>             UK: Simon Young, Interim Head of Talent Engagement Europe.</p>  |
| <b>How to Apply</b>                | <p>Diageo has an informative <a href="#">Careers</a> 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 <a href="#">Talent Network</a>. Diageo's <a href="#">Global Graduate Programme</a> 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>   |
| <b>International Opportunities</b> | <p>There is a <a href="#">job search</a> 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>   |
| <b>Visa Sponsorship</b>            | <p>Applicants must have the right to work in the market they are applying to.</p>   |
| <b>Internships</b>                 | <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>  |
| <b>Key Dates</b>                   | <p>Monitor the <a href="#">Global Graduate Programme</a> page for future recruitment opportunities.</p>   |
| <b>Additional Information</b>      | <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&amp;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 (LSE) and the New York Stock Exchange (NYSE). 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 £12.7m for the FY2021.</p> |

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| <b>Company</b>                     | <p><b>Croda International Plc</b><br/>Cowick Hall, Snaith, Goole, East Yorkshire, DN14 9AA. UK</p> <p>Tel: +44 (0) 1405 860551</p> <p><a href="http://www.croda.com">www.croda.com</a></p>   |
| <b>Key contacts</b>                | 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 <a href="mailto:jobs@croda.com">jobs@croda.com</a> .   |
| <b>How to Apply</b>                | <p>Croda has a number of <a href="#">Graduate Programmes</a> 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&amp;D, Marketing, Sales, Supply Chain and Customer Service, Engineering, Safety, Health &amp; 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.</p> <p>To search or live direct hire roles, see <a href="#">Current Vacancies</a>.</p> |
| <b>International Opportunities</b> | Croda's Graduate Programme is available globally.  |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internship</b>                  | Croda Inc. (North America) offers <a href="#">internship and co-op opportunities</a> 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.   |
| <b>Key Dates</b>                   | As required by the business.   |
| <b>Additional Information</b>      | 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 has a team of approximately 4,500 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](http://www.matthey.com)

## Key contacts

Jon Balshaw, HR Director, Europe. Email: [Recruit@matthey.com](mailto: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 [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

Applications for the US and UK graduate programmes are open. 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 13,000 people in over 30 countries across the globe.

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| <b>Company</b>                     | <p><b>SSE (formerly Scottish &amp; Southern Energy)</b><br/> Inveralmond House, 200 Dunkeld Road, Perth, Scotland, PH1 3AQ, UK.<br/> +44 (0)1738 456000</p> <p><a href="http://www.sse.com">www.sse.com</a></p>   |
| <b>Key contacts</b>                | To contact the Graduate Resourcing team by email use: <a href="mailto:graduates@sse.com">graduates@sse.com</a> .  |
| <b>How to Apply</b>                | <p>Visit Careers. There is no MBA recruitment programme in operation, but applications from MBA graduates are encouraged for <a href="#">open vacancies</a>. SSE does offer <a href="#">Graduate Development Programmes</a> 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.</p> <p>If there are no suitable vacancies, interested applicants can upload their CV into the <a href="#">Talent Pool</a>, to enable SSE to get in touch when a suitable position matching an individual's skills becomes available.</p> |
| <b>International Opportunities</b> | Positions tend to be UK-based.  |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | Each year SSE offers a range of <a href="#">Summer Placements</a> across the business, typically within the engineering, energy, commercial and telecommunications businesses. These are aimed at undergraduates, however.  |
| <b>Key Dates</b>                   | Dates are specific to each individual vacancy. 2023 Graduate Programmes closed for application on 30 <sup>th</sup> October. Follow the links above for details of the 2024 intake. Summer placement opportunities will close February 19 <sup>th</sup> 2023.  |
| <b>Additional Information</b>      | <p>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.</p> <p>SSE directly employs around 12,000 people in the UK and Ireland.</p>   |

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| <b>Company</b>                     | <p><b>Barratt Developments PLC</b><br/>Barratt House, Cartwright Way, Forest Business Park, Bardon Hill, Coalville, Leicestershire, LE67 1UF. UK<br/>+44 (0)1530 278278</p> <p><a href="http://www.barrattdevelopments.co.uk">www.barrattdevelopments.co.uk</a></p>   |
| <b>Key contacts</b>                | Sally Bradbery, Group Resourcing Manager. Email: <a href="mailto:grads@barrattplc.co.uk">grads@barrattplc.co.uk</a> , or telephone 01530 353116 Monday to Friday between 9am and 5pm.   |
| <b>How to Apply</b>                | Barratt Developments does not have a programme in place specifically for MBA graduates. The company does run two <a href="#">graduate programmes</a> , 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 £25,000 - £29,000 depending on the location and bonus scheme. For all other job opportunities see <a href="#">Careers</a> . All applications should be made online. |
| <b>International Opportunities</b> | UK only.  |
| <b>Visa Sponsorship</b>            | Barratt Developments does not provide sponsorship for visas.  |
| <b>Internships</b>                 | The Group offers 12-month placements for <a href="#">undergraduates</a> in their penultimate year. Recruitment is currently not taking place at a group level, however, students are advised to contact their <a href="#">local office</a> to find out about any available opportunities.   |
| <b>Key Dates</b>                   | Applications will be open between 8th November and 31st January, although some locations close their vacancies early so you are recommended to apply as soon as possible.   |
| <b>Additional Information</b>      | <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.</p> <p>In total the Group employs around 44,000 people through direct and indirect employment.</p>   |

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| <b>Company</b>                     | <p><b>The Berkeley Group Plc</b><br/>         Berkeley House, 19 Portsmouth Road, Cobham, Surrey. KT11 1JG. UK<br/>         01932 868 555</p> <p><a href="http://www.berkeleygroup.co.uk">www.berkeleygroup.co.uk</a></p>   |
| <b>Key contacts</b>                | <p>Questions relating to the Graduate Programme can be directed to T: 01932 584559 OR Email: <a href="mailto:graduate.scheme@berkeleygroup.co.uk">graduate.scheme@berkeleygroup.co.uk</a>.</p>  |
| <b>How to Apply</b>                | <p>Berkeley Group does not have an MBA programme, it does however, have a two-year <a href="#">graduate scheme</a> 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.</p> <p>MBA's will experience may apply for direct roles. See <a href="#">Current Vacancies</a> to search and apply.</p>  |
| <b>International Opportunities</b> | <p>Berkeley Group has international operations in Dubai, Bangkok, Singapore, Hong Kong, Beijing and Shanghai. See <a href="#">contacts</a> for details.</p>   |
| <b>Visa Sponsorship</b>            | <p>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 <a href="#">FAQ</a> for further details.</p>   |
| <b>Internships</b>                 | <p>The Group offers <a href="#">12-month placements</a> in a variety of departments, these are offered to undergraduates in their penultimate year.</p>   |
| <b>Key Dates</b>                   | <p>Applications for the 2023 graduate programme close 20<sup>th</sup> January 2023. Interested candidates are advised to monitor the links above. Berkeley Group will also be attending a number of <a href="#">career fair events</a>.</p>   |
| <b>Additional Information</b>      | <p>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 builds homes and neighbourhoods across London, Birmingham and the South of England. It revives underused land, creating welcoming, sustainable and nature-rich places where communities thrive and where people of all ages and backgrounds enjoy a great quality of life. The Group has approximately 2,844 people working across all its sites including 500 apprentices.</p> |

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## Individual Company Profile

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| <b>Company</b>                     | <b>CRH plc</b><br>Stonemason's Way, Rathfarnham, Dublin 16, D16 KH51, Ireland<br>+353 1 4041000<br><br><a href="http://www.crh.com">www.crh.com</a>  |
| <b>Key contacts</b>                | Kevin McNamara, HR Director. Email: <a href="mailto:careers@crh.com">careers@crh.com</a>   |
| <b>How to Apply</b>                | 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 <a href="mailto:careers@crh.com">careers@crh.com</a> indicating their geographic, product or functional preferences. It is possible to view open opportunities on the company's LinkedIn page.   |
| <b>International Opportunities</b> | CRH operates in 30 countries. Opportunities in North America can be found at <a href="https://jobs.crh.com/">https://jobs.crh.com/</a> .   |
| <b>Visa Sponsorship</b>            | CRH does not offer visa sponsorship for early career roles.  |
| <b>Internships</b>                 | Internships are only offered if required by the business. These will be advertised on the LinkedIn page.   |
| <b>Key Dates</b>                   | N/A  |
| <b>Additional Information</b>      | 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. |

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| <b>Company</b>                     | <p><b>Taylor Wimpey plc</b><br/> Gate House, Turnpike Road, High Wycombe, Buckinghamshire, HP12 3NR. UK<br/> +44 (0)1494 558 323</p> <p><a href="http://www.taylorwimpey.co.uk">www.taylorwimpey.co.uk</a></p>  |
| <b>Key contacts</b>                | Joe Marshall-Brown, Early Talent Resourcing Specialist.   |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. Although not MBA-specific Taylor Wimpey <a href="#">Graduate Scheme</a> has been featured in the 'Best Graduate Programme in the Property &amp; 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 1<sup>st</sup> 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 <a href="#">Current Vacancies</a>.</p> |
| <b>International Opportunities</b> | The UK and Spain, however, most corporate positions are in the UK.  |
| <b>Visa Sponsorship</b>            | Taylor Wimpey does not sponsor visas for graduate candidates.   |
| <b>Internships</b>                 | There is no internship programme on offer.  |
| <b>Key Dates</b>                   | Applications for the graduate scheme closed in June. Interested candidates are advised to monitor the links above for next year's intake.   |
| <b>Additional Information</b>      | 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.  |

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| <b>Company</b>                     | <b>BP plc</b><br>1 St. James's Square, London, SW1Y 4PD, UK<br>+44 (0) 207 496 4000<br><br><a href="http://www.bp.com">www.bp.com</a>   |
| <b>Key Contacts</b>                | Sinéad Ryan, Early Careers Manager Eastern Hemisphere<br>Lucy Counsell, Leadership & Potential Senior Advisor, Early Careers. Email: <a href="mailto:enquiry@bpgraduates.co.uk">enquiry@bpgraduates.co.uk</a> . Tel: +44 1635 584149  |
| <b>How to Apply</b>                | BP runs the <a href="#">Future Leaders Programme (FLP)*</a> 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. *The Future Leader Programme (FLP) is currently being reviewed and the link will not work. In the meantime, BP's numerous <a href="#">graduate programmes for business</a> may be of interest.  |
| <b>International Opportunities</b> | BP has graduate opportunities across the globe including <a href="#">Australia</a> , <a href="#">China</a> , <a href="#">India</a> , <a href="#">Singapore</a> , the <a href="#">United Kingdom</a> , and the <a href="#">United States</a> . BP also runs and recruits graduate programmes and internships by region. Go to <a href="#">Graduate Locations</a> for links to each one.  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | BP has a large number of <a href="#">student opportunities</a> , internships are offered in its <a href="#">Business</a> , Engineering, Science and Technology sectors. Internships are generally offered at those in their final year of their Bachelors degree.   |
| <b>Key Dates</b>                   | UK applications are currently closed.   |
| <b>Additional Information</b>      | 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. |

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| <b>Company</b>                     | <b>Harbour Energy</b><br>23 Lower Belgrave Street, London SW1W 0NR<br>+44 (0) 207 730 1111<br><br><a href="http://www.harbourenergy.com">www.harbourenergy.com</a>  |
| <b>Key Contacts</b>                | <a href="mailto:careers@harbourenergy.com">careers@harbourenergy.com</a><br>See <a href="#">Senior Leadership Team</a> for profiles.  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . Currently Harbour Energy does not have any MBA or graduate recruitment programmes in place, instead hiring into direct roles. See <a href="#">Job Vacancies</a> for opportunities. To apply for a role in the UK contact <a href="mailto:italic@harbourenergy.com">italic@harbourenergy.com</a> , to apply for a role in Indonesia contact <a href="mailto:recruitment.jkt@harbourenergy.com">recruitment.jkt@harbourenergy.com</a> . |
| <b>International Opportunities</b> | Roles are also available in Indonesia.  |
| <b>Visa Sponsorship</b>            | There is no information available. If sponsorship is required discuss this with the recruiter at the time of application.   |
| <b>Internships</b>                 | N/A   |
| <b>Key Dates</b>                   | As required.  |
| <b>Additional Information</b>      | Harbour Energy is the largest UK listed independent oil and gas company. Its purpose is to play a significant role in meeting the world's energy needs through the safe, efficient and sustainable production of hydrocarbons. Harbour Energy has c. 1,700 employees.   |

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## Individual Company Profile

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| <b>Company</b>                     | <b>Shell (Royal Dutch Shell)</b><br>Royal Dutch Shell plc, Carel van Bylandtlaan 16, 2596 HR The Hague, The Netherlands<br><br>Netherlands: +31 070 3779111<br><br><a href="http://www.shell.com">www.shell.com</a>   |
| <b>Key contacts</b>                | Jennifer Bufalini, University Talent Delivery Manager, US. Tel: + 1 713 241 6161<br>Heather Greenwood, UK Country Graduate Recruiter. Tel: +44 (0) 20 7934 1234. Queries can be emailed to: <a href="mailto:careers@shell.com">careers@shell.com</a>  |
| <b>How to Apply</b>                | The main Shell careers website can be found at <a href="#">Jobs and Careers</a> . 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 <a href="#">Students &amp; Graduates</a> for further details.<br>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 <a href="#">Experienced Professionals Job</a> Search page.   |
| <b>International Opportunities</b> | The Graduate Programme has opportunities globally. In general, applicants should apply via the website of the country where they would like to work.  |
| <b>Visa Sponsorship</b>            | 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 <a href="#">FAQ</a> for further information and criteria. Generally, candidates must be lawfully authorised to work in the country in which they are assigned to work.   |
| <b>Internships</b>                 | Shell offers an <a href="#">Assessed Internship</a> , open to ambitious students in their last two years of study.  |
| <b>Key Dates</b>                   | Follow the links under "How to Apply".  |
| <b>Additional Information</b>      | 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 independant 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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| <b>Company</b>                     | <b>3i Group plc</b><br>16 Palace Street, London, SW1E 5JD, U.K.<br>+44 (0)20 7928 3131<br><br><a href="http://www.3i.com">www.3i.com</a>  |
| <b>Key contacts</b>                | All applications must be made online.   |
| <b>How to Apply</b>                | <p>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).</p> <p>Current opportunities can be found at <a href="#">Why Join 3i</a> where there is also information on the recruitment process. Speculative applications can be emailed to <a href="mailto:recruitment@3i.com">recruitment@3i.com</a> 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.</p> |
| <b>International Opportunities</b> | 3i has offices throughout the world and offers opportunities in investment, portfolio management and professional services for MBAs.  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | No Internship Programme is offered.   |
| <b>Key Dates</b>                   | Follow the link to <a href="#">Why Join 3i</a> 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. Monitor the links early next year for details of the 2022 scheme.   |
| <b>Additional Information</b>      | 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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| <b>Company</b>                     | <b>F&amp;C Investment Trust</b><br>Columbia Threadneedle Management Limited, PO Box 11114, Chelmsford, Essex, CM99 2DG. UK   |
| <b>Key contacts</b>                | See <a href="#">Meet the Team</a> for biographies.   |
| <b>How to Apply</b>                | There is no careers information on the website. It is possible to view open positions at <a href="#">Columbia Threadneedle</a> however.  |
| <b>International Opportunities</b> | F&C Investment Trust is located in the UK. Columbia Threadneedle advertises positions globally.  |
| <b>Visa Sponsorship</b>            | N/A  |
| <b>Internships</b>                 | N/A  |
| <b>Key Dates</b>                   | As required.   |
| <b>Additional Information</b>      | Launched in 1868, F&C Investment Trust are the world's oldest collective investment scheme – and have since grown to become one of the largest. Its aim is to generate long-term growth and income by investing primarily in an international portfolio of listed equities. The firm has 5.4 bn in total assets as at 31.8.2022. |

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| <b>Company</b>                     | <b>Hargreaves Lansdown</b><br>One College Square South, Anchor Road, Bristol, BS1 5HL. UK<br>Tel: 0117 900 9000<br><br><a href="http://www.hl.co.uk">www.hl.co.uk</a>  |
| <b>Key contacts</b>                | Heather Cooper, Chief People Officer. Email: <a href="mailto:areercs@hl.co.uk">areercs@hl.co.uk</a><br>Kirsty Grant, Talent Acquisition Advisor.<br>Graduate Scheme queries can be emailed to: <a href="mailto:graduate.careers@hl.co.uk">graduate.careers@hl.co.uk</a> .  |
| <b>How to Apply</b>                | Follow the links to <a href="#">Careers</a> 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 <a href="#">Graduate Scheme</a> for graduates who have excelled academically (2:2 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 <a href="#">current opportunities</a> . |
| <b>International Opportunities</b> | None. All office-based roles are in the head offices at Bristol.   |
| <b>Visa Sponsorship</b>            | The company does not sponsor work permit visas.  |
| <b>Internships</b>                 | Hargreaves Lansdown offers <a href="#">University Placements</a> , a 12-month work experience programme. It also offers the 6-8 week Strive internship scheme aimed at Black, Asian and minority ethnic university students living or studying in the West of England.   |
| <b>Key Dates</b>                   | Applications for the Graduate Scheme close 4 <sup>th</sup> November 2022.  |
| <b>Additional Information</b>      | 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 £120 billion by over 1.7 million clients. Hargreaves Lansdown is a secure, FTSE 100 company based in Bristol and employing over 2,000 people.   |

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| <b>Company</b>                     | <p><b>Intermediate Capital Group plc</b><br/> Procession House, 55 Ludgate Hill, London, EC4M 7JW. UK<br/> +44 (0)20 3545 2000</p> <p><a href="http://www.icgam.com">www.icgam.com</a></p>  |
| <b>Key contacts</b>                | See <a href="#">People</a> for profiles of the company's leadership team.   |
| <b>How to Apply</b>                | ICG has a dedicated <a href="#">Early Careers</a> 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 <a href="#">Search Jobs</a> for open vacancies and apply only. |
| <b>International Opportunities</b> | The company has <a href="#">offices</a> in 15 countries within Europe, Asia Pacific and North America.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the country that they are applying to.  |
| <b>Internships</b>                 | There is no formal internship programme, although ICG has offered internships in the past.  |
| <b>Key Dates</b>                   | Applications for the 2023 graduate programmes have not yet been announced. Monitor the link above as these were expected to open September 2022.  |
| <b>Additional Information</b>      | ICG is a global alternative asset manager in private debt, credit and equity, with €71.3bn of assets (as at 30 June 2022) 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](http://www.lseg.com)

**Key contacts** Graduate queries can be emailed to: [graduates@lseg.com](mailto: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 2023 season. 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 \$16 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.

LSEG is headquartered in the United Kingdom, with significant operations in 70 countries across EMEA, North America, Latin America and Asia Pacific. We employ 25,000 people globally, more than half located in Asia Pacific. LSEG's ticker symbol is LSEG.

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|                                    |   |
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| <b>Company</b>                     | <b>M&amp;G plc</b><br>10 Fenchurch Avenue, London, EC3M 5AG, UK<br>+44 (0)207 626 4588<br><br><a href="http://www.mandg.co.uk">www.mandg.co.uk</a>  |
| <b>Key contacts</b>                | Lauren King, HR Business Partner. Early Careers. Email: <a href="mailto:students@mandg.co.uk">students@mandg.co.uk</a> .<br>See <a href="#">Leadership</a> for profiles of the company's board of directors and leadership team.  |
| <b>How to Apply</b>                | Although not aimed specifically at MBAs, M&G runs <a href="#">graduate schemes</a> 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. It should be noted, the majority of graduates on the scheme are offered via the internship programme. MBAs wishing to look for direct hire roles should view and apply for opportunities at <a href="#">Careers Portal</a> . |
| <b>International Opportunities</b> | M&G has operations across the globe. See <a href="#">Contact Us</a> for locations. Any global opportunities will be listed on the Careers Portal above.   |
| <b>Visa Sponsorship</b>            | 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 <a href="mailto:students@mandg.co.uk">students@mandg.co.uk</a> .  |
| <b>Internships</b>                 | M&G's 8-week <a href="#">summer internship</a> 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.   |
| <b>Key Dates</b>                   | 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.   |
| <b>Additional Information</b>      | 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. M&G has approximately £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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Pershing Square Holdings, Ltd.

## Individual Company Profile

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| <b>Company</b>                     | <b>Pershing Square Holdings, Ltd.</b><br>Northern Trust International, P.O. Box 255, Trafalgar Court, Les Banques, St. Peter Port, Guernsey GY1 3QL<br>+44 (0) 1481 745001<br><br><a href="http://www.pershingsquareholdings.com">www.pershingsquareholdings.com</a>  |
| <b>Key contacts</b>                | See <a href="#">Board of Directors</a>  |
| <b>How to Apply</b>                | There is no careers information available. It is recommended to following Pershing Square Capital Management on <a href="#">LinkedIn</a> .  |
| <b>International Opportunities</b> | N/A   |
| <b>Visa Sponsorship</b>            | N/A   |
| <b>Internships</b>                 | N/A   |
| <b>Key Dates</b>                   | N/A   |
| <b>Additional Information</b>      | <p>Pershing Square Holdings, Ltd. ("PSH", or the "Company") (LN:PSH) (LN:PSHD) (NA:PSH) is an investment holding company structured as a closed-ended fund principally engaged in the business of acquiring and holding significant (but generally not controlling) positions in a concentrated number of large capitalization companies. PSH's objective is to maximize its long-term compound annual rate of growth in intrinsic value per share. PSH was incorporated with limited liability under the laws of the Bailiwick of Guernsey on February 2, 2012. It commenced operations on December 31, 2012 as a registered open-ended investment scheme, and on October 2, 2014 converted into a registered closed-ended investment scheme. Public Shares of PSH commenced trading on Euronext Amsterdam N.V. on October 13, 2014. On May 2, 2017, PSH's Public Shares were admitted to the Official List of the UK Listing Authority and commenced trading on the Premium Segment of the Main Market of the London Stock Exchange ("LSE").</p> <p>PSH has appointed Pershing Square Capital Management, L.P. ("PSCM," the "Investment Manager" or "Pershing Square"), as its investment manager. PSCM was founded by William A. Ackman on January 1, 2004. The Investment Manager has responsibility, subject to the overall supervision of the Board of Directors, for the investment of PSH's assets and liabilities in accordance with the investment policy of PSH.</p> |

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| <b>Company</b>                     | <p><b>Schroders plc</b><br/> 1 London Wall Place, London EC2Y 5AU. UK<br/> Tel: +44 (0)20 7658 6000</p> <p><a href="http://www.schroders.com">www.schroders.com</a></p>  |
| <b>Key contacts</b>                | <p>Joanne Zadro, Recruitment Manager.<br/> Jade Harvey, Graduate Recruiter.<br/> Schroders has a large recruitment team who can be emailed at <a href="mailto:graduates@schroders.com">graduates@schroders.com</a></p>   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Our People</a>. There is no specific MBA recruitment programme in operation. A job search facility can be found at <a href="#">Career Opportunities</a>. 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 &amp; Compliance. Visit <a href="#">Starting Out</a> for further information. All applications must be made via the online process.</p> |
| <b>International Opportunities</b> | <p>Graduate programmes are available in London, Singapore, Hong Kong and Luxembourg. See <a href="#">Career Opportunities</a> to search for international vacancies. Visit <a href="#">Worldwide Locations</a> for details of each of the company's 35 offices.</p>  |
| <b>Visa Sponsorship</b>            | <p>Applications from international students are welcomed, however, an offer of a role, will be dependent on the candidate gaining immigration approval before their start date.</p>  |
| <b>Internships</b>                 | <p>Eight-week <a href="#">internships</a> 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.</p>  |
| <b>Key Dates</b>                   | <p>Applications for all the 2023 Graduate, Intern &amp; Placement Year Programmes are <a href="#">open</a>. 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.</p>  |
| <b>Additional Information</b>      | <p>Schroders is a world-class asset manager operating from 37 locations across Europe, the Americas, Asia, the Middle East and Africa. The company manages £731.6 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 2021.</p>   |

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| <b>Company</b>                     | <p><b>Scottish Mortgage</b><br/>           Calton Square, 1 Greenside Row, Edinburgh, EH1 3AN. UK<br/>           +44 (0) 131 275 2000</p> <p><a href="http://www.bailliegifford.com">www.bailliegifford.com</a></p>   |
| <b>Key contacts</b>                | Online only.  |
| <b>How to Apply</b>                | <p>Baillie Gifford &amp; Co Ltd runs 4 <a href="#">graduate programmes</a>, 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 <a href="#">Investment Research Graduate Programme</a>. 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 <a href="#">Business Operations</a>, 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 <a href="#">Search for Jobs</a>.</p> |
| <b>International Opportunities</b> | Baillie Gifford has offices in Scotland, Ireland, New York, London, Frankfurt and Hong Kong.  |
| <b>Visa Sponsorship</b>            | <p>If candidates do not currently have the right to work, the company may be able to offer sponsorship under the Skilled Worker regime. It will assess the likelihood of a successful application for an appropriate visa. If candidates have a question about their specific visa circumstance it is possible to contact them at <a href="mailto:hr@bailliegifford.com">hr@bailliegifford.com</a>.</p>   |
| <b>Internships</b>                 | <a href="#">Summer placement schemes</a> are offered. Applications are sought from enthusiastic, ambitious and keen to learn candidates regardless of degree discipline or where they are in the course.  |
| <b>Key Dates</b>                   | Applications are currently being sought for the 2023 internship and graduate programmes. Applications need to be submitted by 7 <sup>th</sup> November 2022.  |
| <b>Additional Information</b>      | <p>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 £14.2 billion* (as at 30<sup>th</sup> September 2022).</p> <p>Baillie Gifford &amp; Co Limited is the manager of Scottish Mortgage Investment Trust PLC.</p> <p style="text-align: right;"><a href="#">Return to index page</a></p>   |

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| <b>Company</b>                     | <p><b>Associated British Foods plc</b><br/> Weston Centre, 10 Grosvenor Street, London, W1K 4QY. UK<br/> +44 (0)20 7399 6500</p> <p><a href="http://www.abf.co.uk">www.abf.co.uk</a></p>   |
| <b>Key contacts</b>                | <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 <a href="mailto:ABF@cohesionrecruitment.com">ABF@cohesionrecruitment.com</a>.</p>   |
| <b>How to Apply</b>                | <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 <a href="#">Careers</a> for a full list of companies and links to their websites.</p> <p>ABF Grocery has a dedicated <a href="#">graduate page</a>, although no programmes are MBA specific, they may be of interest to those with limited work experience.</p>   |
| <b>International Opportunities</b> | <p>See relevant websites of operating companies.</p>   |
| <b>Visa Sponsorship</b>            | <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 <a href="#">FAQs</a>.</p>   |
| <b>Key Dates</b>                   | <p>Applications for the Graduate Programmes are currently closed.</p>  |
| <b>Additional Information</b>      | <p>Associated British Foods is a diversified international food, ingredients and retail group with 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](http://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](mailto: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 graduate schemes open in September for the following year's intake.

**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.

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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](http://www.ocadogroup.com)

## Key contacts

Julie Markey, Director of HR  
For salaried jobs email: [monthlyrecruitment@ocado.com](mailto: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](http://www.ocadotechnology.com). For other Ocado graduate opportunities visit the corporate careers site at [www.ocado.com/careers](http://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.

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| <b>Company</b>                     | <b>J Sainsbury plc</b><br>33 Holborn, London, EC1N 2HT. UK<br>+44 (0)20 7695 6000<br><br><a href="https://about.sainsburys.co.uk/">https://about.sainsburys.co.uk/</a>  |
| <b>Key contacts</b>                | Jo Gidley, Graduate Recruitment Manager 0161 834 9575<br>Graduate Recruitment Team – Tel: 0845 603 6290 (option 1). Email: <a href="mailto:grad.recruitment@sainsburys.co.uk">grad.recruitment@sainsburys.co.uk</a>   |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . There is no specific MBA recruitment programme in operation, however MBA graduates are encouraged to search for <a href="#">open vacancies</a> 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.   |
| <b>International Opportunities</b> | The UK only.  |
| <b>Visa Sponsorship</b>            | Candidates are required to provide evidence of having the right to work in the UK at interview or assessment.   |
| <b>Internships</b>                 | J Sainsbury no longer has a formal internship scheme, although internships may be offered if required by the business.  |
| <b>Key Dates</b>                   | Dates are specific to each individual vacancy.  |
| <b>Additional Information</b>      | 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. |

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| <b>Company</b>                     | <p><b>Tesco plc</b><br/>         Tesco House, Shire Park, Kestrel Way, Welwyn Garden City, AL7 1GA. UK<br/>         + 44 (0) 800 505555</p> <p><a href="http://www.tescopl.com">www.tescopl.com</a></p>  |
| <b>Key contacts</b>                | Applications should be made online only.   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Tesco Careers</a>. 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 <a href="#">Graduate Programmes</a>.</p> <p>Experienced MBA graduates are encouraged to search for suitable <a href="#">open vacancies</a> and apply online.</p> |
| <b>International Opportunities</b> | There is no specific MBA recruitment programme internationally but there are opportunities for graduates in Europe and Asia.   |
| <b>Visa Sponsorship</b>            | Tesco welcomes applications from international candidates, but it is unable to sponsor and provide support in obtaining work visas.  |
| <b>Internships</b>                 | Tesco has in place eight <a href="#">Internship Programmes</a> , it should be noted that these are not aimed at MBA students however.  |
| <b>Key Dates</b>                   | <a href="#">2023 Graduate Programmes</a> are open for application. Roles will be filled on a first come first served approach, applicants are encouraged to apply as soon as possible.   |
| <b>Additional Information</b>      | Tesco plc is a British-based international grocery and general merchandising retail chain. 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.  |

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| <b>Company</b>                     | <b>Unilever</b><br>Unilever House, 100 Victoria Embankment, London EC4Y 0DY, UK<br>+44 (0)1372 945000<br><br><a href="http://www.unilever.com">www.unilever.com</a>  |
| <b>Key Contacts</b>                | Applications should be made online only. However, any questions about opportunities they currently have can be directed by email to <a href="mailto:enquiry@unilevergraduates.com">enquiry@unilevergraduates.com</a> or +44 (0) 870 154 3550.  |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . There is no specific MBA Recruitment Programme in operation. However, Unilever does run a Graduate <a href="#">Future Leaders Programme</a> which may well be of interest to MBA graduates looking for a route into this major FMCG company. See also, <a href="#">Graduates</a> . General vacancies in the UK and Ireland can be found at <a href="#">Experienced Professionals</a> .   |
| <b>International Opportunities</b> | Unilever is a global organisation. Visit <a href="#">Global Vacancies</a> and select your country of interest  |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | The Company also offers <a href="#">Internships</a> in the form of the Unilever International Internship Programme (UIIP) and Unilever Summer Placements.  |
| <b>Key Dates</b>                   | Monitor the <a href="#">vacancy board</a> regularly. It is now possible to <a href="#">register an interest</a> in the Future Leaders Programme.   |
| <b>Additional Information</b>      | 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 €52.4 billion (FY2021). Unilever employs 149,000 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, Cif, Walls, and Surf. Unilever is the number one FMCG graduate employer of choice in 54 countries. |

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| <b>Company</b>                     | <b>Mondi</b><br>Austrian Group Office: Marxergasse 4A, AT - 1030, Vienna. Austria<br>UK Group Office: Building 1, 1st floor, Aviator Park, Station Road, Addlestone, Surrey, KT15 2PG. UK<br>Austria: +43 1 79013-0 UK: +44 1932 826 300<br><br><a href="http://www.mondigroup.com">www.mondigroup.com</a>  |
| <b>Key Contacts</b>                | Email: <a href="mailto:international.recruiting@mondigroup.com">international.recruiting@mondigroup.com</a>   |
| <b>How to Apply</b>                | There is a main <a href="#">careers</a> page which covers working at Mondi. Mondi 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. Alternatively, you can send a speculative application to <a href="mailto:international.recruiting@mondigroup.com">international.recruiting@mondigroup.com</a> . Please make sure you include your CV. |
| <b>International Opportunities</b> | It is possible to filter the search for roles for any of the 30 countries that Mondi is based. See <a href="#">vacancies</a> for details or <a href="#">Where We Are</a> for location details.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the country for which they are applying.  |
| <b>Internships</b>                 | Mondi offers internships to high school students or college undergraduates looking to experience real business at a multinational company.  |
| <b>Key Dates</b>                   | Applications for the International Graduate Programme are due to open spring 2023.  |
| <b>Additional information</b>      | Mondi 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. Mondi 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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| <b>Company</b>                     | <b>National Grid plc</b><br>1-3 Strand, London, WC2N 5EH. UK<br>+44 (0)20 7004 3000<br><br><a href="http://www.nationalgrid.com">www.nationalgrid.com</a>  |
| <b>Key contacts</b>                | Stella Estevez, Global Head of Talent & Resourcing<br>Morag Campbell, Resourcing Manager. Tel: 0845 601 4637. Email: <a href="mailto:careers@ngrid.com">careers@ngrid.com</a>  |
| <b>How to Apply</b>                | Visit <a href="#">Careers</a> . Whilst there is no specific MBA programme, applications from MBA graduates for open vacancies are encouraged. Visit <a href="#">Jobs</a> to search for suitable vacancies and to apply online or visit <a href="#">New Talent</a> 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 <a href="#">Search and Apply</a> to view a list of programmes. |
| <b>International Opportunities</b> | None available for MBAs.   |
| <b>Visa Sponsorship</b>            | 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 <a href="#">FAQs</a> .   |
| <b>Internships</b>                 | National Grid runs a 12-week <a href="#">Summer Internship Programme</a> . Programmes are available in a variety of business support roles; however, these are aimed at undergraduates.  |
| <b>Key Dates</b>                   | The application process for our New Talent Programmes typically open mid to late September. Register your interest <a href="#">here</a> .  |
| <b>Additional Information</b>      | 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 2022, the company had more than 23,000 employees.   |

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| <b>Company</b>                     | <p><b>Pennon Group Plc</b><br/> Peninsula House, Exeter, EX2 7HR, UK<br/> +44 (01392) 446 677</p> <p><a href="http://www.pennon-group.co.uk">www.pennon-group.co.uk</a></p>   |
| <b>Key contacts</b>                | <p>Adele Barker – Group Chief People Officer. Email: <a href="mailto:recruitment@pennon-group.co.uk">recruitment@pennon-group.co.uk</a><br/> Queries regarding the Graduate Management Programme can be emailed to <a href="mailto:Talent@Pennon-group.co.uk">Talent@Pennon-group.co.uk</a>.</p>  |
| <b>How to Apply</b>                | <p>Pennon Group does not have any careers information on its website. Positions are advertised on its <a href="#">LinkedIn</a> page. It is possible to view careers at <a href="#">South West Water</a> and <a href="#">Bournemouth Water</a> for direct hire roles. South West Water launched its <a href="#">Graduate Management Programme</a> in 2021 hired 20 Graduates to work with them to bring their talents share their enthusiasm, motivation and become Managers of the future.</p>  |
| <b>International Opportunities</b> | N/A   |
| <b>Visa Sponsorship</b>            | N/A   |
| <b>Internships</b>                 | <a href="#">South West Water</a> offers work placements and internships. These are not at an MBA level, however.  |
| <b>Key Dates</b>                   | Applications for the 2022 programme closed in February. Monitor the links above for the 2023 application window.  |
| <b>Additional Information</b>      | <p>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 Southwest.</p> |

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| <b>Company</b>                     | <b>Severn Trent plc</b><br>Severn Trent Centre, 2 St John's Street, Coventry, CV1 2LZ. UK<br>+ 44 (0)24 7771 5000<br><br><a href="http://www.stwater.co.uk">www.stwater.co.uk</a>  |
| <b>Key contacts</b>                | Email: <a href="mailto:potential@severntrent.co.uk">potential@severntrent.co.uk</a> or telephone 024 77716788.   |
| <b>How to Apply</b>                | The careers webpage can be found at <a href="#">Careers</a> . There is no specific MBA recruitment programme. The <a href="#">Graduate Leadership Programme</a> , 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 <a href="#">Job Search</a> to view current opportunities and apply online. |
| <b>International Opportunities</b> | None available for MBAs.   |
| <b>Visa Sponsorship</b>            | Candidates should have the legal right to work in the UK.  |
| <b>Internships</b>                 | N/A  |
| <b>Key Dates</b>                   | Severn Trent will be reopening its programmes for 2023 entry in the New Year. It is possible to <a href="#">register your interest</a> .   |
| <b>Additional Information</b>      | 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. Severn Trent has approximately 5,600 employees.  |

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| <b>Company</b>                     | <p><b>United Utilities plc</b><br/> Haweswater House, Lingley Mere Business Park, Great Sankey, Warrington, Cheshire, WA5 3LP. UK<br/> +44 (0)1925 237000</p> <p><a href="http://www.unitedutilities.com">www.unitedutilities.com</a></p>   |
| <b>Key contacts</b>                | Ian Lawson, Resourcing Manager. Contact the HR department at the above address – Tel: +44 (0)1925 237001. Email: <a href="mailto:uujobs@uuplc.co.uk">uujobs@uuplc.co.uk</a>   |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Working for Us</a> . United Utilities does not run a specific MBA Recruitment Programme although there are various <a href="#">graduate programmes</a> , 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 <a href="#">Current Vacancies</a> , here candidates should apply online for suitable positions.  |
| <b>International Opportunities</b> | Visit <a href="#">Current Vacancies</a> to look for global positions.   |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | <a href="#">Internships</a> are available for students in their second or third year of their degree, as well as graduates within a year of their graduation.   |
| <b>Key Dates</b>                   | Graduate programmes are open for application. Monitor the links above for details of the next cohort.   |
| <b>Additional Information</b>      | 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. |

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| <b>Company</b>                     | <p><b>DS Smith Plc</b><br/>           7th Floor, 350 Euston Road, Regent's Place, London, NW1 3AX. UK<br/>           +44 (0)20 7756 1800</p> <p><a href="http://www.dssmith.com">www.dssmith.com</a></p>   |
| <b>Key contacts</b>                | The recruitment team can be contacted regarding graduate programmes at <a href="mailto:graduatejobs@dssmith.com">graduatejobs@dssmith.com</a> .  |
| <b>How to Apply</b>                | <p>At DS Smith applications from recent graduates, MBA students and those interested in apprenticeships are welcomed. The company has several available 2-year <a href="#">graduate programmes</a> in Sales and Marketing, Operations, Procurement, Recycling, Paper Sourcing, HR, Finance and It. Due to the nature of the programmes, candidates will need to be fully flexible on the country they work in as they may need to transfer to another site or country during the course of the programme.</p> <p>To search and apply for open direct hire roles see <a href="#">Job Opportunities</a>.</p> |
| <b>International Opportunities</b> | DS Smith has a presence worldwide and its graduate programmes are offered in 13 different countries. See <a href="#">More locations</a> for details. Due to DS Smith's global footprint language skills and geographical mobility are particularly welcomed.   |
| <b>Visa Sponsorship</b>            | There is no visa sponsorship policy.   |
| <b>Internships</b>                 | There is no internship programme in place.   |
| <b>Key Dates</b>                   | Vacancies usually go live every January and remain open until mid-March with Virtual Assessments taking place in April. Successful applicants will be offered a place on the programme and will start in the business in September.  |
| <b>Additional Information</b>      | <p>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.</p> <p><a href="#">Return to index page</a></p>  |

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| <b>Company</b>                     | <p><b>Smurfit Kappa</b><br/>Beech Hill, Clonskeagh, Dublin 4. Ireland<br/>+353 1 202 7000</p> <p><a href="http://www.smurfitkappa.com">www.smurfitkappa.com</a></p>   |
| <b>Key contacts</b>                | Email: <a href="mailto:graduates@smurfitkappa.com">graduates@smurfitkappa.com</a>   |
| <b>How to Apply</b>                | See <a href="#">People</a> for the careers page. There is no MBA programme in place and Smurfit Kappa's UK two-year <a href="#">Graduate General Management Trainee Scheme</a> is aimed at those with a 2:1 degree in any discipline and a starting salary of £28,000pa so may not be of any interest to MBA graduates. Apply online from December. The company does invest heavily in its talent development and offers a range of <a href="#">leadership programmes</a> for talented employees. To search for open vacancies, see Smurfit Kappa's <a href="#">LinkedIn</a> page.  |
| <b>International Opportunities</b> | <a href="#">Smurfit Kappa North America</a> 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 <a href="#">here</a> . To view a careers page by a <a href="#">preferred country</a> , go to People and click Choose Your Country, then select a preferred. |
| <b>Visa Sponsorship</b>            | Candidates should provide confirmation that they have the right to work in the country at the time of application.  |
| <b>Internships</b>                 | Internships may be offered if required by the business but there is no formal programme in place in Europe. A <a href="#">Summer Internship Programme</a> is available in the US.   |
| <b>Key Dates</b>                   | As required.  |
| <b>Additional Information</b>      | 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 355 production sites around the world, with locations in 22 countries in Europe and 13 countries in the Americas. The company employs 48,000 globally.   |

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| <b>Company</b>                     | <p><b>Spirax-Sarco Engineering plc</b><br/> Charlton House, Cheltenham, Gloucestershire, GL53 8ER, UK<br/> Tel: +44 (0)1242 521361</p> <p><a href="http://www.spiraxsarcoengineering.com">www.spiraxsarcoengineering.com</a></p>  |
| <b>Key contacts</b>                | <p>Queries should be made via the online <a href="#">contact form</a> only.</p>   |
| <b>How to Apply</b>                | <p>Spirax-Sarco Engineering does not have an MBA programme and its <a href="#">Graduate Programme</a> 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 <a href="#">Search Jobs</a> and enter MBA into the keyword box.</p>   |
| <b>International Opportunities</b> | <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 <a href="#">Locations</a> for office details.</p>  |
| <b>Visa Sponsorship</b>            | <p>Candidates must be eligible to live and work in the country for which they are applying for without requiring sponsorship.</p>   |
| <b>Internships</b>                 | <p>The company offers a <a href="#">Year in Industry</a> placement or school age <a href="#">Work Experience</a> as part of its <a href="#">Early Careers</a> programme. These are aimed at STEM undergraduates.</p>  |
| <b>Key Dates</b>                   | <p>The Graduate Programme is currently closed. Monitor the link above for details of the next intake.</p>   |
| <b>Additional Information</b>      | <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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## Individual Company Profile

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| <b>Company</b>                     | <b>B&amp;M Group</b><br>The Vault, Dakota Drive, Estuary Commerce Park, Speke Liverpool, L24 8RJ, UK<br><a href="http://www.bandmretail.com">www.bandmretail.com</a>   |
| <b>Key contacts</b>                | Victoria Read, Recruitment Manager   |
| <b>How to Apply</b>                | B&M Group has a dedicated <a href="#">careers</a> website. There is no MBA programme instead hiring into direct roles. The company does invest in <a href="#">training and development</a> and offers apprenticeships and management training programmes. See <a href="#">Career Search</a> to view and apply for roles.   |
| <b>International Opportunities</b> | N/A  |
| <b>Visa Sponsorship</b>            | N/A  |
| <b>Internships</b>                 | There is no internship programme.  |
| <b>Key Dates</b>                   | As required by the business.   |
| <b>Additional Information</b>      | <p>The B&amp;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"><li>• the B&amp;M general merchandise and grocery stores, with a chain of over 700 stores throughout the UK;</li><li>• the Babou general merchandise and grocery stores, with a chain of over 90 stores in locations in France; and</li><li>• the Heron Foods convenience stores, with a chain of over 275 stores in locations predominantly in the North of England.</li><li>•</li></ul> <p>At all of the B&amp;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 has approximately 35,000 employees.</p> |

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| <b>Company</b>                     | <b>Burberry Group</b><br>Horseferry House, Horseferry Road, Westminster, London, SW1P 2AW. UK<br>+44 (0)20 3367 3000<br><br><a href="http://www.burberryplc.com">www.burberryplc.com</a>   |
| <b>Key contacts</b>                | Email: <a href="mailto:careers@burberry.com">careers@burberry.com</a>  |
| <b>How to Apply</b>                | Burberry has a separate recruitment website that can be found at <a href="#">Burberry Careers</a> . 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 <a href="#">Vacancy Search</a> to look for suitable opportunities. All applications should be submitted online |
| <b>International Opportunities</b> | Burberry is a global employer, with a Head Office based in London and opportunities throughout Europe, Asia and the Americas.  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | Burberry Group does not offer an internship programme.   |
| <b>Key Dates</b>                   | Specific to each individual vacancy.   |
| <b>Additional Information</b>      | 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.  |

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| <b>Company</b>                     | <b>Frasers Group plc</b><br>Unit A, Brook Park East, Meadow Lane, Shirebrook, NG20 8RY<br><br><a href="https://frasers.group/">https://frasers.group/</a>   |
| <b>Key contacts</b>                | Use the <a href="#">Contact Form</a>  |
| <b>How to Apply</b>                | There is no MBA or graduate recruitment programmes available. Frasers Group philosophy is they don't care about where you've come from – we care about where you can take us. We need people who take pride in what they do and take ownership of their decisions. See <a href="#">Join Us</a> for open vacancies and apply online.                               |
| <b>International Opportunities</b> | N/A   |
| <b>Visa Sponsorship</b>            | N/A   |
| <b>Internships</b>                 | N/A   |
| <b>Key Dates</b>                   | As required.  |
| <b>Additional Information</b>      | From humble origins starting as a small sports shop in Maidenhead in 1982, Frasers Group is now a collection of the world's most iconic brands. They currently have over 25,000 employees and 769 stores in 25 countries. The company rebranded from Sports Direct to Frasers Group in 2019 and established its three core pillars: Sports, Lifestyle and Luxury. |

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| <b>Company</b>                     | <b>JD Sports Fashion plc</b><br>Hollinsbrook Way, Pilsworth, Bury, Lancashire, BL9 8RR. UK<br>Tel: +44 161 767 1000<br><br><a href="http://www.jdplc.com">www.jdplc.com</a>  |
| <b>Key contacts</b>                | Careers queries: <a href="mailto:careers@jdplc.com">careers@jdplc.com</a><br>HR Advice: <a href="mailto:HRAdvice@jdplc.com">HRAdvice@jdplc.com</a>   |
| <b>How to Apply</b>                | 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 – <a href="http://jdfashionplc.team.careers/search">jdfashionplc.team.careers/search</a> . 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. |
| <b>International Opportunities</b> | JD Sports has a presence in the UK, Europe, North America and Asia Pacific.  |
| <b>Visa Sponsorship</b>            | Candidates should have the legal right to work in the UK.  |
| <b>Internships</b>                 | 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.  |
| <b>Key Dates</b>                   | 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.  |
| <b>Additional Information</b>      | 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 3400 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.   |

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| <b>Company</b>                     | <p><b>Kingfisher plc</b><br/> 3 Sheldon Square, Paddington, London, W2 6PX. UK<br/> +44 (0)20 7372 8008</p> <p><a href="http://www.kingfisher.com">www.kingfisher.com</a></p>  |
| <b>Key contacts</b>                | <p>The HR email address is: <a href="mailto:Kingfisher.Recruitment@kingfisher.com">Kingfisher.Recruitment@kingfisher.com</a></p>   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. Kingfisher no longer runs a graduate programme, instead graduates are employed into direct hire roles. Visit <a href="#">Job Search</a> where it is possible to search by brand, job role and location.</p> <p>Graduate opportunities are available at <a href="#">Screwfix</a>. These are not at MBA level however and have a starting salary of up to £21,000.</p> <p>Alternatively, interested candidates should email <a href="mailto:Kingfisher.Recruitment@kingfisher.com">Kingfisher.Recruitment@kingfisher.com</a> to find out about the latest vacancies within Kingfisher plc.</p> |
| <b>International Opportunities</b> | <p>International opportunities are available but are not necessarily MBA-specific.</p>   |
| <b>Visa Sponsorship</b>            | <p>Kingfisher does not offer visa sponsorship and international candidates should have all documents in place before interview.</p>  |
| <b>Internships</b>                 | <p>Internship opportunities may arise as they are required by the business.</p>  |
| <b>Key Dates</b>                   | <p>Specific to each individual vacancy.</p>  |
| <b>Additional Information</b>      | <p>Kingfisher is Europe's largest home improvement retailer with 1,500 stores in ten countries in Europe, Russia and Turkey. The group employs 80,000 people and nearly six million customers shop in stores or through its websites every week. Kingfisher's main retail brands are B&amp;Q, Castorama, Brico Dépôt, Trade Point, Kocotas and Screwfix. Kingfisher plc is included in the socially responsible investment index – the FTSE4Good.</p>  |

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| <b>Company</b>                     | <p><b>Next plc</b><br/>Desford Road, Enderby, Leicester, LE19 4AT. UK<br/>+44 (0)844 844 8888</p> <p><a href="http://www.nextplc.co.uk">www.nextplc.co.uk</a></p>  |
| <b>Key contacts</b>                | <p>We have been advised that the best route to make contact is online.<br/>Clare Ballard, HR Officer. Direct Line: +44 (0)116 284 2014.<br/>Martin Owen, Head of Human Resources</p>   |
| <b>How to Apply</b>                | <p>There is a dedicated careers portal which can be found at <a href="#">Careers</a>. There is no specific MBA programme in place. MBAs are advised to search <a href="#">Current Vacancies</a> for suitable positions and to apply online. Next does offer <a href="#">graduate trainee positions</a> in its head office, positions are available in its Buying, Merchandising, IT and Design departments.</p>  |
| <b>International Opportunities</b> | <p><a href="#">Next Sourcing</a> is Next's international career opportunity. Not necessarily aimed at MBAs it may be of interest to those looking for an international retail career.</p>  |
| <b>Visa Sponsorship</b>            | <p>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.</p>   |
| <b>Internships</b>                 | <p>There is no internship programme.</p>   |
| <b>Key Dates</b>                   | <p>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 <a href="#">Careers Fairs</a> for details.</p>  |
| <b>Additional Information</b>      | <p>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.</p> |

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| <b>Company</b>                     | <p><b>ConvaTec Group</b><br/>Convatec Global Corporate Headquarters. 3 Forbury Place, Forbury Estate, 23 Forbury Road Reading, Berkshire, RG1 3JH<br/>+44 (0)118 952 8123</p> <p><a href="http://www.convatec.com">www.convatec.com</a></p>  |
| <b>Key contacts</b>                | Email <a href="mailto:careers@convatec.com">careers@convatec.com</a>   |
| <b>How to Apply</b>                | There is no MBA or graduate programmes in place. Instead ConvaTec hire into direct roles. Search and apply for opportunities <a href="#">online</a> . Those interested in a career are also encouraged to join the <a href="#">Talent Community</a> .  |
| <b>International Opportunities</b> | ConvaTec operates in over 100 countries. The vacancies board allows candidates to search by location.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the country that they apply. If sponsorship is required speak to the recruiter at the time of application.   |
| <b>Internships</b>                 | There is no internship programme.  |
| <b>Key Dates</b>                   | As required.   |
| <b>Additional Information</b>      | <p>ConvaTec is a global medical products and technologies company focused on therapies for the management of chronic conditions, with leading market positions in advanced wound care, ostomy care, continence and critical care, and infusion devices.</p> <p>Its products provide a range of clinical and economic benefits including infection prevention, protection of at-risk skin, improved patient outcomes and reduced total cost of care.</p> <p>ConvaTec is guided by its five core values that shape the way it works, every day: Improve care, Deliver results, Grow together, Own it and Do what's right. It is a global Group, with over 10,000 employees and operates in over 100 countries. Group revenues in 2021 were over \$2,038 million.</p> |

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| <b>Company</b>                     | <p><b>Haleon</b><br/>The Heights, Building 5, First Floor, The Heights, Weybridge, Surrey KT13 0NY, UK</p> <p><a href="http://www.haleon.com">www.haleon.com</a></p>  |
| <b>Key contacts</b>                | <p>Mairéad Nayager – Chief Human Resources Officer<br/>See <a href="#">Who We Are</a> for biographies of the companies Executive Team.</p>  |
| <b>How to Apply</b>                | <p>Whilst there is not a MBA recruitment programme in place, Haleon is always looking for ambitious apprentices, students, graduates and postgraduates who are inspired by its purpose. See <a href="#">Early Careers</a> for open opportunities and apply online. Graduate programmes are available according to business needs and will vary by region and country. Opportunities will be posted on the Early Careers site.</p> |
| <b>International Opportunities</b> | <p>Haleon has a commercial presence in over 170 markets globally.</p>   |
| <b>Visa Sponsorship</b>            | <p>Candidates should be authorised to work in the country to which they are applying. Work authorisation documentation will be required during the application process.</p>   |
| <b>Internships</b>                 | <p>Internships, including some aimed at MBA students are available. The MBA Internships is open to exceptional first year MBA students from a variety of backgrounds, who possess a passion for healthcare and developing inclusive brand marketing strategies. The programme operates on a full-time basis for 12 weeks from May/June to August/September.</p>   |
| <b>Key Dates</b>                   | <p>Applications are being sought for the MBA Internship Programme in the US.</p>  |
| <b>Additional Information</b>      | <p>A global leader 100% focused on consumer healthcare with a competitive advantage to combine deep human understanding with trusted science. Haleon has grown through two large M&amp;A transactions (Novartis JV in 2015 with a buy-out in 2018 and Pfizer JV in 2019) and a series of brand divestments to build a focused consumer healthcare portfolio with category leading positions.</p>                                  |

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| <b>Company</b>                     | <b>Smith &amp; Nephew plc</b><br>Building 5, Croxley Park, Hatters Lane, Watford, Hertfordshire. WD18 8YE. UK<br>+44 (0)1923 477 100<br><br><a href="http://www.smith-nephew.com">www.smith-nephew.com</a>   |
| <b>Key contacts</b>                | Via the website or via email at <a href="mailto:TalentAcquisition@smith-nephew.com">TalentAcquisition@smith-nephew.com</a>   |
| <b>How to Apply</b>                | Smith & Nephew are continuing to invest and develop the organisation and it actively looks for passionate and ambitious <a href="#">Graduates</a> 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 <a href="#">vacancies</a> where a search by country can be made. The general careers website can be found at <a href="#">Careers</a> . Interested candidates can follow Smith & Nephew on <a href="#">LinkedIn</a> where career opportunities are also posted. |
| <b>International Opportunities</b> | Smith & Nephew is a global company with operations in more than 100 countries <a href="#">worldwide</a> .  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | There is no official internship programme.   |
| <b>Key Dates</b>                   | Specific to each individual vacancy.   |
| <b>Additional Information</b>      | 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.   |

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| <b>Company</b>                     | <p><b>Halma Plc</b><br/> Misbourne Court, Rectory Way, Amersham, Bucks. HP7 0DE. UK<br/> +44 (0)1494 721111</p> <p><a href="http://www.halma.com">www.halma.com</a></p>  |
| <b>Key contacts</b>                | Anne Crisp, Global Talent and Culture Programme Manager. Email: <a href="mailto:futureleaders@halma.com">futureleaders@halma.com</a>   |
| <b>How to Apply</b>                | <p>Halma does not run a MBA programme, it does offer a <a href="#">Future Leaders Development Programme</a> 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 <a href="#">How to Apply</a>. Open positions may also be posted on the company's <a href="#">LinkedIn</a> page.</p> |
| <b>International Opportunities</b> | Halma companies are located around the world. The Company encourages collaboration and the opportunity to network with its global businesses. See <a href="#">Where we Operate</a> for details.  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | There is no internship programme in place.   |
| <b>Key Dates</b>                   | Halma Future Leaders programme open in September each year with telephone interviews taking place November-January.  |
| <b>Additional Information</b>      | 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.  |

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| <b>Company</b>                     | <b>Melrose Industries PLC</b><br>11th Floor, The Colmore Building, 20 Colmore Circus Queensway, Birmingham, West Midlands. B4 6AT. UK<br>+44 (0) 121 296 2800<br><br><a href="http://www.melroseplc.net">www.melroseplc.net</a>  |
| <b>Key contacts</b>                | There is no recruitment within Melrose Industries. Each individual business is responsible for its own recruitment.  |
| <b>How to Apply</b>                | 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 <a href="#">Businesses section</a> of the website. Graduate programmes are available at <a href="#">GKN Aerospace</a> , and <a href="#">GKN Automotive</a> , these are not aimed at MBA graduates however. |
| <b>International Opportunities</b> | Melrose's businesses are located across the globe.   |
| <b>Visa Sponsorship</b>            | GKN advise candidates to speak to a recruiter if a work visa is required.  |
| <b>Internships</b>                 | As required by the individual businesses. There are no formal programmes in place.   |
| <b>Key Dates</b>                   | N/A  |
| <b>Additional Information</b>      | 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.  |

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| <b>Company</b>                     | <p>Admiral Group plc<br/>Ty Admiral, David Street, Cardiff, CF10 2EH. UK<br/>+44 (0)333 220 2062</p> <p><a href="http://www.admiralgroup.co.uk">www.admiralgroup.co.uk</a></p>  |
| <b>Key contacts</b>                | <p>Leigh Manley, Graduate Programme &amp; Analyst Recruitment Manager. Email: <a href="mailto:workwithus@admiralgroup.co.uk">workwithus@admiralgroup.co.uk</a></p>  |
| <b>How to Apply</b>                | <p>The careers site can be found at <a href="#">Join Us</a>. Many of Admiral's most senior leaders began their Admiral journey on one of its MBA Leadership Programs. The 12-month <a href="#">Future Leaders Programme</a> 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 <a href="#">SPARK (Strategic Pricing &amp; Analytics for Risk)</a> 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 <a href="#">graduate programmes</a>, 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 <a href="#">View Jobs</a> where it is possible to search by location.</p> |
| <b>International Opportunities</b> | <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 <a href="#">Our Offices</a>.</p>   |
| <b>Visa Sponsorship</b>            | <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>   |
| <b>Internships</b>                 | <p>During the summers the company runs internships for undergraduates all the way up to <a href="#">MBA students</a>. These are generally recruited for in February.</p>  |
| <b>Key Dates</b>                   | <p>Applications for the Future Leaders and SPARK MBA programmes are open. These will close once full, therefore apply ASAP.</p>   |
| <b>Additional Information</b>      | <p>Admiral is a leading FTSE100 Financial Services company with businesses in the UK, Europe and America. 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 11,000 people and 7 million customers worldwide.</p>   |

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| <b>Company</b>                     | <p><b>Aviva plc</b><br/>           St Helen's, 1 Undershaft, London, EC3P 3DQ. UK<br/>           +44 (0) 20 7283 2000</p> <p><a href="http://www.aviva.com">www.aviva.com</a></p>   |
| <b>Key contacts</b>                | Applications should be made online only.  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. Although there is no specific MBA recruitment programme in operation Aviva does run a <a href="#">Global Graduate Leadership Programme</a> 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. High calibre applicants (such as MBAs) may be fast-tracked to a specific role. Experienced MBA graduates should visit <a href="#">Job Search</a> to view a list of current opportunities. Interested candidates can also follow Aviva on <a href="#">LinkedIn</a> for career openings.</p>                                   |
| <b>International Opportunities</b> | International opportunities are available, but these are not necessarily MBA specific.  |
| <b>Visa Opportunities</b>          | Candidates need to be eligible to work in the country that they are applying for without the need for sponsorship.  |
| <b>Internships</b>                 | There is no formal internship programme, however, internships may be offered as required by the business.   |
| <b>Key Dates</b>                   | Applications for the 2023 graduate leadership cohort are due to open in October.  |
| <b>Additional Information</b>      | <p>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 approximately £552bn of assets under management.</p> |

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| <b>Company</b>                     | <p><b>Legal &amp; General Group plc</b><br/>         One Coleman Street, London, EC2R 5AA. UK<br/>         +44 (0) 20 3124 2000</p> <p><a href="http://www.legalandgeneralgroup.com">www.legalandgeneralgroup.com</a></p>   |
| <b>Key contacts</b>                | <p>Neil Perry, HR Director<br/>         Graduate Recruitment is handled by the Recruitment Team in the Kingswood, Surrey offices.<br/>         Tel: 01737 376783. Email: <a href="mailto:therecruitmentteam@landg.com">therecruitmentteam@landg.com</a>.</p>  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. MBAs are not recruited into a development programme instead being placed straight into direct hire opportunities. Go to <a href="#">Search and Apply</a> 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 <a href="#">Job Alert</a> so that Legal and General can be in touch when there is a suitable vacancy to apply for.</p> |
| <b>International Opportunities</b> | <p>International opportunities are available, but these are not necessarily MBA-specific.</p>   |
| <b>Visa Sponsorship</b>            | <p>Whilst Legal &amp; 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>   |
| <b>Internships</b>                 | <p>If available, internships will be advertised on the Search and Apply page.</p>   |
| <b>Key Dates</b>                   | <p>Specific to each individual vacancy.</p>   |
| <b>Additional Information</b>      | <p>Legal &amp; 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 &amp; General looks after the financial security of over 10 million customers worldwide. Legal &amp; 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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| <b>Company</b>                     | <b>Phoenix Group</b><br>Juxon House, 100 St Paul's Churchyard, London. EC4M 8BU. UK<br>+44 (0)20 7489 4880<br><br><a href="http://www.thephoenixgroup.com">www.thephoenixgroup.com</a>   |
| <b>Key contacts</b>                | The recruitment team are based at: 1 Wythall Green Way, Wythall, Birmingham. B47 6WG. Email: <a href="mailto:talentacquisition@thephoenixgroup.com">talentacquisition@thephoenixgroup.com</a> .<br>For vacancies in Dublin, Edinburgh or Glasgow, mail <a href="mailto:recruitment@standardlife.com">recruitment@standardlife.com</a> .  |
| <b>How to Apply</b>                | <p>Visit Phoenix Group's <a href="#">Careers</a> website. Phoenix Group does not offer an MBA programme, the company does have an <a href="#">Early Careers</a> 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.</p> <p>To search and apply for roles visit Find a Job and select either <a href="#">Phoenix Group Jobs</a> or <a href="#">Standard Life Assurance Jobs</a>.</p> |
| <b>International Opportunities</b> | Phoenix Group has offices in the UK – London, Edinburgh, Glasgow, Wythall, Bristol and Basingstoke, Ireland – Dublin, Germany – Frankfurt and Austria – Graz.  |
| <b>Visa Sponsorship</b>            | Candidates should have the legal right to work in the UK.  |
| <b>Internships</b>                 | Internships are offered in the Actuarial and Accounting functions of the business as part of its Early Careers programme.  |
| <b>Key Dates</b>                   | There are currently no Early Careers or Graduate opportunities available. It is possible to <a href="#">register for a job alert</a> by email service.   |
| <b>Additional Information</b>      | 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 <a href="#">six operating life companies</a> 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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| <b>Company</b>                     | <b>Prudential plc</b><br>1 Angel Court, London EC2R 7AG. UK<br>+44 (0) 20 7220 7588<br><br><a href="http://www.prudential.co.uk">www.prudential.co.uk</a>  |
| <b>Key contacts</b>                | Email: <a href="mailto:AskRecruitment@prudential.co.uk">AskRecruitment@prudential.co.uk</a> .  |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Working at Prudential</a> . 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.   |
| <b>International Opportunities</b> | Opportunities are available in the UK and Asia, although these may not be specifically aimed at MBAs.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the country for which they are applying.   |
| <b>Internships</b>                 | Interns are hired if required by the business.   |
| <b>Key Dates</b>                   | Subject to the individual vacancy.   |
| <b>Additional Information</b>      | <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&amp;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. <a href="#">Prudential Corporation Asia</a>, and <a href="#">Eastspring Investments</a>.</p> <p>In 2019 Prudential plc demerged the UK &amp; Europe business, M&amp;GPrudential, from Prudential plc. M&amp;GPrudential is now an independant, 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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## Company

### St James's Place

Head Office: 1 Tetbury Road, Cirencester. Gloucestershire, GL7 1FP. UK  
Tel: 01285 640302

[www.sjp.co.uk](http://www.sjp.co.uk)

## Key Contacts

Emma Owen, Head of Leadership Development. Email: [employment@sjp.co.uk](mailto: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

2023 applications will open early November. 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 £143.14 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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| <b>Company</b>                     | <p><b>InterContinental Hotels Group plc</b><br/>         Broadwater Park, Denham, near Uxbridge, Buckinghamshire, UB9 5HR. UK<br/>         +44 (0)1895 512000</p> <p><a href="http://www.ihgplc.com">www.ihgplc.com</a></p>  |
| <b>Key contacts</b>                | Via the website.   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. 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 <a href="#">Job Search</a>. 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 <a href="#">Early Career's page</a> 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.</p> <p>All applications must be submitted online.</p> |
| <b>International Opportunities</b> | The future leader graduate programmes are available in Europe, China and AMEA.   |
| <b>Visa Sponsorship</b>            | IHG does not sponsor work visas.   |
| <b>Internships</b>                 | IHG offers several <a href="#">Internship Programmes</a> , from front of house to corporate services and a Frontier Programme for International Students in China.   |
| <b>Key Dates</b>                   | Specific to each individual vacancy.   |
| <b>Additional Information</b>      | <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 &amp; Resorts, Kimpton Hotels &amp; Restaurants®, Holiday Inn®, Holiday Inn Express®, Crowne Plaza® Hotels &amp; Resorts, Hotel Indigo®, Staybridge Suites®, Candlewood Suites®, EVEN Hotels® and HUALUXE™ Hotels and Resorts.</p>   |

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| <b>Company</b>                     | <b>International Airlines Group</b><br>Waterside (HAA2), PO Box 365, Harmondsworth, Middlesex, UB7 0GB<br>+44 (0) 20 8564 280<br><br><a href="http://www.iairgroup.com">www.iairgroup.com</a>   |
| <b>Key contacts</b>                | N/A   |
| <b>How to Apply</b>                | 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 <a href="#">British Airways</a> , <a href="#">Iberia</a> , <a href="#">Aer Lingus</a> and <a href="#">Vueling</a> .<br><br><a href="#">British Airways</a> , <a href="#">Iberia</a> and <a href="#">Aer Lingus</a> all have a number of graduate programmes in place, mostly aimed at graduates with a minimum 2:1 degree, which may be of interest.   |
| <b>International Opportunities</b> | N/A   |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | Internship positions aimed at undergraduates are available with <a href="#">Iberia</a> . Internships/work experience are available at <a href="#">British Airways</a> , however these are directed at full time school or college students.   |
| <b>Key Dates</b>                   | It is possible to register for an <a href="#">email alert</a> to be kept informed of the launch date of the next graduate programme at British Airways. Applications are open, however close in November 2022.  |
| <b>Additional Information</b>      | <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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| <b>Company</b>                     | <b>Flutter Entertainment plc (Previously Paddy Power Betfair)</b><br>Belfield Office Park, Beech Hill Road, Clonskeagh, Dublin 4. Ireland<br>+353 1800 238 888<br><br><a href="http://www.flutter.com">www.flutter.com</a>  |
| <b>Key contacts</b>                | Email: <a href="mailto:careers@paddypowerbetfair.com">careers@paddypowerbetfair.com</a>   |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . The company does not have any MBA or graduate programme in place instead recruiting into direct roles. To search and apply for positions see <a href="#">Jobs</a> where it is possible to search by location and keyword.   |
| <b>International Opportunities</b> | The careers page provides links to jobs in the <a href="#">Sportsbet in Australia</a> , <a href="#">Betfair in Romania</a> , <a href="#">Blip in Portugal</a> , <a href="#">Paddy Power in the UK &amp; Ireland</a> and <a href="#">Paddy Power Betfair in the UK, Ireland, Italy, Malta and Gibraltar</a> .  |
| <b>Visa Sponsorship</b>            | Flutter Entertainment does not sponsor visas.   |
| <b>Internships</b>                 | As required by the business, there is no formal programme in place.   |
| <b>Key Dates</b>                   | N/A   |
| <b>Additional Information</b>      | 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, and Adjarabet.<br><br>On 6 March 2019, Paddy Power Betfair plc rebranded as Flutter Entertainment plc. |

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| <b>Company</b>                     | <p><b>Entain Group (previously GVC)</b><br/>           One New Change, London, EC4M 9AF. UK<br/>           Tel: +350 200 78700</p> <p><a href="http://www.entaingroup.com">www.entaingroup.com</a></p>   |
| <b>Key contacts</b>                | Online only.   |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . There is no graduate scheme and MBAs are recruited into direct hire roles. To view available roles, select a 'Team' where open opportunities will be displayed.  |
| <b>International Opportunities</b> | Offices in 19 territories across five continents. See <a href="#">locations</a> .  |
| <b>Visa Sponsorship</b>            | There is no visa sponsorship policy.   |
| <b>Internships</b>                 | Internships may be offered by the business if required.  |
| <b>Key Dates</b>                   | As required.   |
| <b>Additional Information</b>      | <p>Entain plc (LSE: ENT) 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 27 countries, the Group employs a workforce of more than 24,000, in 20 offices across five continents. In December 2020 the group was rebranded from GVC Holdings. 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.</p> <p>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.</p> <p>Through a combination of organic growth and M&amp;A, the Group has expanded rapidly in recent years to become one of the world's largest listed sports betting and gaming groups. In 2018 Entain completed the acquisition of Ladbrokes Coral Group PLC, the Group's first move into retail operations. This came two years after the acquisition of the international online operator, bwin.party digital entertainment plc, in 2016. Entain is a member of FTSE4Good and the DJSI, ESG indices which identify companies that meet globally recognised corporate responsibility standards.</p> |

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| <b>Company</b>                     | <p><b>Whitbread PLC</b><br/>Whitbread Court, Houghton Hall Business Park, Porz Avenue, Dunstable. LU5 5XE. UK<br/>+44 (0)1582 424200</p> <p><a href="http://www.whitbread.co.uk">www.whitbread.co.uk</a></p>   |
| <b>Key Contacts</b>                | Ellie Martin, Talent Manager – Head Office functions. Tel: +44 (0)1582 424200.   |
| <b>How to Apply</b>                | Visit <a href="#">Careers</a> . There is no MBA recruitment programme in operation but there are <a href="#">Graduate schemes</a> aimed at those with a 2:1 degree that may be of interest. Search <a href="#">Find A Job</a> for operational, field-based, and head office roles for their eight different brands.  |
| <b>International Opportunities</b> | N/A  |
| <b>Visa Sponsorship</b>            | Whitbread does not have a visa sponsorship policy.   |
| <b>Internships</b>                 | There is no official internship programme available.   |
| <b>Key Dates</b>                   | Graduate recruitment is currently paused. Graduates are advised to keep checking the website for the latest application dates.   |
| <b>Additional Information</b>      | <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 1600 Premier Inn hotels and restaurants across the UK, serving over five million customers every month. Premier Inn currently has a growing presence Germany.</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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| <b>Company</b>                     | <b>Auto Trader Group</b><br>1 Tony Wilson Place, Manchester, M15 4FN. UK<br>+44 (0) 20 3747 7100<br><br><a href="http://www.plc.autotrader.co.uk">www.plc.autotrader.co.uk</a>  |
| <b>Key Contacts</b>                | Auto Trader's recruitment team can be contacted via email to <a href="mailto:recruitment@autotrader.co.uk">recruitment@autotrader.co.uk</a> or call 0330 303 9006.<br>See <a href="#">Operational Leadership Team</a> for biographies.  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . Auto Trader recruits MBAs and graduates into direct hire roles. Jobs are broken down into <a href="#">Technology</a> , <a href="#">Customer Partnerships</a> , <a href="#">Advertising, Sales and Marketing</a> and <a href="#">Finance and Business Operations</a> . Applications should be made online. |
| <b>International Opportunities</b> | UK only.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the UK.   |
| <b>Internships</b>                 | There is no internship programme.   |
| <b>Key Dates</b>                   | Positions are posted as they are required by the business.  |
| <b>Additional Information</b>      | 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 63.8 million cross platform visits each month. The Group has approximately 900 full time employees.                              |

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**Company**
**Informa**

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

[www.informa.com](http://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 2023 Fellowship Scheme is due to be announced in November 2022.

**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 10,000 colleagues in around 30 countries across the world.

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| <b>Company</b>                     | <p><b>Pearson plc</b><br/> UK HQ - 80 Strand, London WC2R 0RL, UK<br/> 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><a href="http://www.pearson.com">www.pearson.com</a></p>  |
| <b>Key Contacts</b>                | <p>Hannah Ramsey, HR Director Tel: +44 (0)20 7010 2000.<br/> It is possible to email or speak to someone within the recruitment team on <a href="mailto:erechelp@pearson.com">erechelp@pearson.com</a> or telephone 0845 250 5611.</p> <p>Pearson Subsidiaries: Visit Career Contacts for employment contact details for the wider Pearson group</p>   |
| <b>How to Apply</b>                | <p>Visit <a href="#">Careers</a> 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 <a href="#">Jobs at Pearson</a>.</p>   |
| <b>International Opportunities</b> | <p>Pearson is a global company with offices worldwide. Visit the career sites above to search for global opportunities.</p>  |
| <b>Visa Sponsorship</b>            | <p>Visa sponsorship is on a case by case basis. Details will be posted on the job advertisement.</p>   |
| <b>Internships</b>                 | <p><a href="#">Internships</a> are offered only as required by the business, there is no formal programme in place.</p>  |
| <b>Key Dates</b>                   | <p>N/A</p>   |
| <b>Additional Information</b>      | <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](http://www.relxgroup.com)

**Key contacts** Email: [london@relx.com](mailto: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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| <b>Company</b>                     | <b>Rightmove PLC</b><br>2 Caldecotte Lake Business Park, Caldecotte Lake Drive, Caldecotte, Milton Keynes, Buckinghamshire, MK7 8LE. UK<br>+44 (0)1908 308500<br><br><a href="http://www.rightmove.co.uk">www.rightmove.co.uk</a>  |
| <b>Key contacts</b>                | CVs can be emailed to <a href="mailto:Joinus@rightmove.co.uk">Joinus@rightmove.co.uk</a> .   |
| <b>How to Apply</b>                | 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 <a href="#">careers</a> website is updated regularly with all open positions. If there is a position of interest, please send your CV to <a href="mailto:Joinus@rightmove.co.uk">Joinus@rightmove.co.uk</a> 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. |
| <b>International Opportunities</b> | UK only  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the UK.  |
| <b>Internships</b>                 | N/A  |
| <b>Key Dates</b>                   | Opportunities are posted as required by the business.  |
| <b>Additional Information</b>      | 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.  |

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| <b>Company</b>                     | <p><b>WPP</b><br/> WPP Group plc: 27 Farm Street, London, W1J 5RJ. UK<br/> WPP Group USA Inc: 100 Park Avenue, New York, NY 10017. US</p> <p>+44 (0)20 7408 2204 – UK<br/> +1 (212) 632 2200 – US</p> <p><a href="http://www.wpp.com">www.wpp.com</a></p>  |
| <b>Key contacts</b>                | For general recruitment queries contact <a href="mailto:talent@wpp.com">talent@wpp.com</a> or <a href="mailto:NextGenLeaders@wpp.com">NextGenLeaders@wpp.com</a> .   |
| <b>How to Apply</b>                | <p>Each year, WPP invests in a range of <a href="#">development programmes</a> for employees however, WPP Fellowship Programme for MBAs has now been withdrawn.</p> <p><a href="#">NextGen Leaders</a> is a 10-week virtual learning series for college students, recent graduates and those with 0-2 years of experience in any field. The first of its kind programme aims to provide learning, growth and professional development opportunities for early-career talent. The summer 2021 cohort included a group of 1,500 people, representing 60 different countries and 310 colleges and universities.</p> <p>To apply for direct hire roles, see <a href="#">search jobs</a> and enter MBA.</p> |
| <b>International Opportunities</b> | WPP has offices in 112 countries. It is possible to search for roles by preferred location.  |
| <b>Visa Sponsorship</b>            | Visa sponsorship is managed on a case-by-case basis.   |
| <b>Internships</b>                 | There is no internship program available.  |
| <b>Key Dates</b>                   | Monitor the link above for the 2023 intake of NextGen Leaders associates.  |
| <b>Additional Information</b>      | <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 &amp; Public Affairs; Branding Consulting and Healthcare and Wellness.</p> <p>WPP employs over 109,000+ people working in over 3,000 offices in 110 countries.</p>   |

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| <b>Company</b>                     | <p><b>Anglo American plc</b><br/> 20 Carlton House Terrace, London, SW1Y 5AN. UK<br/> +44 (0) 20 7968 8888</p> <p><a href="http://www.angloamerican.com">www.angloamerican.com</a></p>  |
| <b>Key contacts</b>                | Via the website.  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. The Group runs a 3-year <a href="#">Graduate Training</a> 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.</p> |
| <b>International Opportunities</b> | Anglo American recruit for the graduate programme in Australia, South Africa, Canada, Brazil and Chile. Visit <a href="#">Job Search</a> to search for global vacancies.  |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | There are no internship programmes within the Anglo-American group of companies.  |
| <b>Key Dates</b>                   | Applications for the Graduate Programmes have closed. Monitor the link above for details of the next cohort.  |
| <b>Additional Information</b>      | 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.   |

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| <b>Company</b>                     | <p><b>Antofagasta plc</b><br/> Registered office: 33 King Street, St James's, London, SW1Y 6RJ. UK<br/> +44 (0)20 7808 0988</p> <p>Operations: Av. Apoquindo 4001 – piso 18, Las Condes, Santiago. Chile<br/> Telephone: +562 2 798 7000</p> <p><a href="http://www.antofagasta.co.uk">www.antofagasta.co.uk</a></p>  |
| <b>Key contacts</b>                | <p>Via the website. General information email: <a href="mailto:info@antofagasta.co.uk">info@antofagasta.co.uk</a><br/> See <a href="#">Leadership Team</a> for management profiles.</p>   |
| <b>How to Apply</b>                | <p>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 <a href="#">Careers</a>. The company does have a <a href="#">Young Professionals Program</a> based in Chile; however, this is directed at engineering graduates.</p>   |
| <b>International Opportunities</b> | <p>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.</p>   |
| <b>Visa Sponsorship</b>            | <p>Antofagasta is unlikely to sponsor Tier 2 work visas.</p>  |
| <b>Internship</b>                  | <p>The group does not have an internship programme in place.</p>  |
| <b>Key Dates</b>                   | <p>N/A</p>  |
| <b>Additional Information</b>      | <p>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.</p> |

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| <b>Company</b>                     | <p><b>Fresnillo</b></p> <p>UK: 21 Upper Brook Street, Mayfair, London, W1K 7PY. UK</p> <p>HQ: Calzada Legaria, No. 549, Torre 2, Colonia 10 de abril, Delegación Miguel Hidalgo, Distrito Federal México, D. F.</p> <p>UK: +44 (0) 207 399 2470</p> <p>HQ: +52 (55) 5279 3000</p> <p><a href="http://www.fresnilloplc.com">www.fresnilloplc.com</a></p>   |
| <b>Key contacts</b>                | <p>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 <a href="mailto:HR@fresnilloplc.com">HR@fresnilloplc.com</a>.</p>   |
| <b>How to Apply</b>                | <p>Information on working at Fresnillo can be found at <a href="#">Careers</a>. Individuals interested in working for the company are advised to email their CV to <a href="mailto:HR@fresnilloplc.com">HR@fresnilloplc.com</a>. 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 <a href="#">Graduate Program</a> however, to secure its talent pipeline they 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 the University of Zacatecas to offer internships.</p> |
| <b>International Opportunities</b> | <p>Core operations are in México.</p>   |
| <b>Visa Sponsorship</b>            | <p>There is no Visa Sponsorship Policy.</p>   |
| <b>Internships</b>                 | <p>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 <a href="#">internships</a>. There are no schemes within the UK.</p>  |
| <b>Key Dates</b>                   | <p>N/A</p>  |
| <b>Additional Information</b>      | <p>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).</p>   |

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| <b>Company</b>                     | <p><b>Glencore plc</b><br/> Baarermattstrasse 3, CH-6340 Baar, Switzerland<br/> +41 41 709 2000</p> <p><a href="http://www.glencore.com">www.glencore.com</a></p>   |
| <b>Key contacts</b>                | <p>Derrick Crowley. Head Group HR<br/> However, all contact should be made via the website.</p>   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. There is no specific MBA recruitment program. A job search facility is available at <a href="#">Job Search</a>. 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 <a href="#">Graduate Recruitment</a> for details. Applications are sought from those with a Bachelor's Degree at 2:1 or above.</p> |
| <b>International Opportunities</b> | <p>The graduate program is available globally. See <a href="#">Current Opportunities</a> for details of the programs available.</p>   |
| <b>Visa Sponsorship</b>            | <p>Sponsorship will be on a case-by-case basis in accordance with the local immigration laws.</p>   |
| <b>Internships</b>                 | <p>Internship positions are available at Glencore. Follow the links above to search for each location's opportunity.</p>  |
| <b>Key Dates</b>                   | <p>Interested candidates should check the link above for details of the 2024 programs. 2023 applications were sought between 1<sup>st</sup> July and 16<sup>th</sup> October 2022.</p>  |
| <b>Additional Information</b>      | <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 35 countries. The Group's diversified operations comprise of over 150 mining and metallurgical sites, offshore oil production assets, farms and agricultural facilities. In 2020 the Group employed 135,000 people.</p>  |

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| <b>Company</b>                     | <p><b>Rio Tinto plc</b><br/>         6 St James's Square, London, SW1Y 4AD. UK<br/>         +44 (0)20 7781 2000</p> <p><a href="http://www.riotinto.com">www.riotinto.com</a></p>   |
| <b>Key contacts</b>                | <p>All queries and applications must be made online. If the <a href="#">FAQ</a> page does not answer a query, then email <a href="mailto:recruitment@riotinto.com">recruitment@riotinto.com</a>.<br/>         For all graduate recruitment queries, please email <a href="mailto:RTgraduaterecruitmentsupport@riotinto.com">RTgraduaterecruitmentsupport@riotinto.com</a>.</p>  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. All worldwide vacancies are listed at <a href="#">Available Jobs</a>. There is no specific MBA recruitment programme although Rio Tinto does offer opportunities for <a href="#">graduates and students</a>.</p> <p>Rio Tinto does not accept speculative applications.</p>   |
| <b>International Opportunities</b> | <p>Graduate opportunities could be located anywhere in the 40 countries and six continents that Rio Tinto operates. See <a href="#">locations</a>.</p>  |
| <b>Visa Sponsorship</b>            | <p>Requirements for each position are outlined in the job advert for each posted role.</p>  |
| <b>Internships</b>                 | <p>Rio Tinto also offers <a href="#">Internship and Student Placement Programmes</a> globally.</p>  |
| <b>Key Dates</b>                   | <p>Applications for Graduate Programmes in US and Canada are open. Visit <a href="#">Graduate</a> for a list of all open graduate and intern positions.</p>   |
| <b>Additional Information</b>      | <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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| <b>Company</b>                     | <b>Reckitt (Previously RB)</b><br>103-105 Bath Road, Slough, Berkshire, SL1 3UH. UK<br>+44 (0)1753 217800<br><br><a href="http://www.rb.com">www.rb.com</a>  |
| <b>Key contacts</b>                | Interested candidates should contact the HR Business Partner for the specific area of interest:<br>Gurveen Singh – Chief Human Resources Officer. Applications should be made through the website.   |
| <b>How to Apply</b>                | Although there is no specific MBA programme in operation, there are many open vacancies at Reckitt that require candidates with an MBA. Go to <a href="#">Job Search</a> and type 'MBA' into the keyword box to obtain a list of current openings where an MBA is required. Reckitt also offers a range of Graduate Programmes and Internships, which may be of interest to less-experienced MBA graduates. In particular, the STEP MBA is a 3-year rotational program that focuses on success and leadership through experience. Rotations are possible in the Health, Nutrition, and/or Hygiene businesses. Visit the Reckitt's <a href="#">Careers</a> page for general careers information.  |
| <b>International Opportunities</b> | International MBA opportunities are subject to availability.   |
| <b>Visa Sponsorship</b>            | Reckitt will sponsor visa applications on a case-by-case basis.  |
| <b>Internships</b>                 | Reckitt does offer internship placements (not necessarily MBA-specific) but states there is no such thing as a typical Reckitt internship. In an organisation as fast-paced as theirs, every day is different, so internships vary depending on the function and country.  |
| <b>Key Dates</b>                   | 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 <a href="#">Graduate Programmes and Internships</a> . Several US graduate programmes are currently open, with no deadline mentioned.   |
| <b>Additional Information</b>      | Reckitt 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, Reckitt 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. Reckitt rebranded from RB in March 2021. |

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| <b>Company</b>                     | <p><b>AstraZeneca</b><br/> 1 Francis Crick Avenue, Cambridge Biomedical Campus, Cambridge, CB2 0AA. UK<br/> +44 (0)20 3749 5000</p> <p><a href="http://www.astrazeneca.com">www.astrazeneca.com</a></p>   |
| <b>Key contacts</b>                | For the MBA Programme: Email: <a href="mailto:MBACareers.GCO@astrazeneca.com">MBACareers.GCO@astrazeneca.com</a>  |
| <b>How to Apply</b>                | <p>AstraZeneca has a <a href="#">US Commercial Three-Year MBA Leadership Rotational Program</a>. 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. US only. 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 <a href="#">Early Careers</a> and then click on Graduates/Masters. Of particular interest may be the 3-year <a href="#">Operations Global Graduate Associates Programme</a> 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> |
| <b>International Opportunities</b> | AstraZeneca operates around the world. Visit <a href="#">Search Jobs</a> where it is possible to run a detailed job search by country of choice.  |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | There is an <a href="#">internship</a> 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.  |
| <b>Key Dates</b>                   | To find permanent roles aimed at MBAs follow the link to <a href="#">Search Jobs</a> and enter the reference and enter 'MBA' in the search panel to return the latest opportunities. The US Commercial Three-Year MBA Full-time Program accepts applications September - October each year with the Internship recruit September - April. Applications for the full-time program are open.  |
| <b>Additional Information</b>      | <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 in 2021 totalled \$ 37,415 million.</p>  |

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| <b>Company</b>                     | <p><b>GlaxoSmithKline</b><br/>           980 Great West Road, Brentford, Middlesex, TW8 9GS. UK.<br/>           +44 (0)20 8047 5000</p> <p><a href="http://www.gsk.com">www.gsk.com</a></p>   |
| <b>Key contacts</b>                | <p>Email: <a href="mailto:earlytalentrecruitment@gsk.com">earlytalentrecruitment@gsk.com</a><br/>           Colette Dennehy, Global MBA Recruitment Manager &amp; Esprit Recruitment Project Manager</p>  |
| <b>How to Apply</b>                | <p>Although not necessarily aimed at MBA graduates, GSK's <a href="#">Future Leaders graduate programme</a> 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 <a href="#">Facebook</a>.</p>  |
| <b>International Opportunities</b> | <p>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&amp;D centres in the UK, USA, Spain, Belgium, and China.</p>  |
| <b>Visa Sponsorship</b>            | <p>Candidates for the Programs are required to have eligibility to work in the country of application.</p>  |
| <b>Internships</b>                 | <p>GSK offers postgraduates <a href="#">internships</a> 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.</p>   |
| <b>Key Dates</b>                   | <p>Interested candidates are advised to check the links above for more information.</p>   |
| <b>Additional Information</b>      | <p>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 2021 sales of £34 billion.</p> <p>In July 2022, GSK Consumer Healthcare will separate from its pharmaceutical parent and officially become Haleon – one of the largest standalone, CPG healthcare companies in the world.</p> |

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| <b>Company</b>                     | <p><b>The British Land Company plc</b><br/> York House, 45 Seymour Street, London, W1H 7LX. UK<br/> +44 (0) 20 7486 4466</p> <p><a href="http://www.britishland.com">www.britishland.com</a></p>   |
| <b>Key contacts</b>                | Charlotte Jones, Head of Talent Acquisition. Tel: +44 (0)207 467 3358.   |
| <b>How to Apply</b>                | <p>The careers webpage can be found at <a href="#">Careers</a>. 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 <a href="#">early career</a> opportunities for those looking to join a FTSE 100 UK Commercial Property Company focused on high quality Retail and Offices. The <a href="#">Commercial Property Graduate Scheme</a> 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 <a href="#">Strategy Graduate Programme</a> 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 <a href="#">Join Us</a>.</p> |
| <b>International Opportunities</b> | None available.  |
| <b>Visa Opportunities</b>          | Candidates should have the legal right to work in the UK.  |
| <b>Internships</b>                 | British Land runs a <a href="#">Summer Internship Programme</a> 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.   |
| <b>Key Dates</b>                   | Applications for the Commercial Property Graduate Schemes is currently closed. Applications for the Strategy Graduate Scheme and Summer Internship close 9 <sup>th</sup> December 2022.  |
| <b>Additional Information</b>      | <p>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 £13.3 billion, British Land has less than 500 employees, split broadly equally between Broadgate Estates, the subsidiary property management company and British Land employees.</p>   |

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| <b>Company</b>                     | <b>Landsec</b><br>100 Victoria Street, London, SW1E 5JL. UK<br>+44 (0)20 7413 9000<br><br><a href="http://www.landsec.com">www.landsec.com</a>   |
| <b>Key contacts</b>                | Sue Greenland, Head of Human Resources and Reward +44 (0) 20 7024 5276   |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . Although there is no specific MBA recruitment programme, the company does recruit MBA graduates into direct hire roles. Visit <a href="#">Current Opportunities</a> to search for suitable vacancies and to apply online. Speculative applications are accepted, interested applicants can send their CV to <a href="mailto:opportunities@landsec.com">opportunities@landsec.com</a> .   |
| <b>International Opportunities</b> | Mainly the UK only.  |
| <b>Visa Sponsorship</b>            | There is no visa sponsorship policy.   |
| <b>Internships</b>                 | Landsec does not have an internship programme in place. There is a <a href="#">combined work placement scheme</a> , however this is aimed at those studying for, or due to be studying for, a qualification in real estate, however this is not essential.   |
| <b>Key Dates</b>                   | Specific to each individual vacancy.   |
| <b>Additional Information</b>      | Landsec is the UK's largest Real Estate Investment Trust (REIT) with a commercial property portfolio worth approximately £12.0 bn (as at 31st March 2022). 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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| <b>Company</b>                     | <b>Persimmon Plc</b><br>Persimmon House, Fulford, York, YO19 4FE<br>+44 (0) 1904 642199<br><br><a href="http://www.persimmonhomes.com">www.persimmonhomes.com</a>   |
| <b>Key contacts</b>                | Richard Latham, Group HR Director. Email: <a href="mailto:human.resources@persimmonhomes.com">human.resources@persimmonhomes.com</a>  |
| <b>How to Apply</b>                | Persimmon has a dedicated <a href="#">careers</a> site. Persimmon has several <a href="#">trainee roles</a> aimed at all academic levels, although it should be noted that there is nothing that is MBA-specific. A general <a href="#">job search</a> is also available. Persimmon welcomes speculative application; CVs should be sent to <a href="mailto:human.resources@persimmonhomes.com">human.resources@persimmonhomes.com</a> .  |
| <b>International Opportunities</b> | The UK only.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the UK.   |
| <b>Internships</b>                 | Persimmon does not offer any internship programme.  |
| <b>Key Dates</b>                   | Specific to each individual vacancy.  |
| <b>Additional Information</b>      | <p>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.</p> |

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| <b>Company</b>                     | <b>SEGRO plc</b><br>Cunard House, 15 Regent Street, London. SW1Y 4LR. UK<br>+44 (0)20 7451 9100<br><br><a href="http://www.segro.com">www.segro.com</a>  |
| <b>Key contacts</b>                | Email: <a href="mailto:hr@segro.com">hr@segro.com</a>  |
| <b>How to Apply</b>                | <p>SEGRO does have a rotational <a href="#">graduate scheme</a> 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.</p> <p>Open opportunities will be posted on the careers site, see <a href="#">Current Opportunities</a>. CVs should be emailed to <a href="mailto:HR.Recruitment@SEGRO.com">HR.Recruitment@SEGRO.com</a> in response to a job advertisement.</p>   |
| <b>International Opportunities</b> | 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 <a href="#">Where We Operate</a> for details.  |
| <b>Visa Sponsorship</b>            | SEGRO does not have a visa sponsorship policy.   |
| <b>Internships</b>                 | Each year, SEGRO offers 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.  |
| <b>Key Dates</b>                   | Applications for the graduate programme 2022 are closed. Monitor the links for details of the 2023 cohort.   |
| <b>Additional Information</b>      | 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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| <b>Company</b>                     | <b>AVEVA Group plc</b><br>High Cross, Madingley Road, Cambridge, CB3 0HB, UK<br>+44 (0)1223 556655<br><br><a href="http://www.aveva.com">www.aveva.com</a>   |
| <b>Key contacts</b>                | Holly Saul, Early Careers and Talent Acquisition Specialist. Email: <a href="mailto:EarlyCareers@AVEVA.com">EarlyCareers@AVEVA.com</a>   |
| <b>How to Apply</b>                | <p>See Early Careers. AVEVA group has two <a href="#">graduate programmes</a> 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.</p> <p>To apply email your resumé and covering letter to <a href="mailto:careers@aveva.com">careers@aveva.com</a> quoting 'AVEVA Graduates Careers' in the subject field.</p> <p>Alternatively, see <a href="#">Current Vacancies</a> to search and apply for direct hire roles.</p> |
| <b>International Opportunities</b> | AVEVA has graduate opportunities across the world. See <a href="#">Worldwide Offices</a> for office details.   |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | <a href="#">Summer placements</a> are available for up to 3 months. These will be in software engineering roles, however.  |
| <b>Key Dates</b>                   | N/A  |
| <b>Additional Information</b>      | <p>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.</p>  |

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| <b>Company</b>                     | <p><b>The Sage Group plc</b><br/> North Park, Newcastle upon Tyne, NE13 9AA. UK<br/> +44 (0)191 294 3000</p> <p><a href="http://www.sage.com/group">www.sage.com/group</a></p>  |
| <b>Key contacts</b>                | For further details on graduate opportunities email <a href="mailto:grads@sage.com">grads@sage.com</a> .  |
| <b>How to Apply</b>                | <p>Visit <a href="#">Careers</a>. Sage does not offer a MBA programme, the companies emerging talent opportunities are aimed at graduates in the form of a <a href="#">graduate scheme</a> 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 <a href="#">opportunities</a>.</p> <p>Candidates wishing to apply for a vacancy should apply online.</p> |
| <b>International Opportunities</b> | Graduates are based in several countries worldwide, including the UK, US, Spain, Poland, Australia and South Africa. Go to <a href="#">Job Search</a> and select a preferred region.  |
| <b>Visa Sponsorship</b>            | No visa sponsorship is offered. Candidates need to ensure they are eligible to work in the country for which they are applying for.   |
| <b>Internships</b>                 | Sage <a href="#">internships</a> 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.  |
| <b>Key Dates</b>                   | 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.   |
| <b>Additional Information</b>      | 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.   |

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| <b>Company</b>                     | <b>Ashtead Group</b><br>100 Cheapside, London, EC2V 6DT. UK<br>Tel: +44 (0)207 7269700<br><br><a href="http://www.ashtead-group.com">www.ashtead-group.com</a>  |
| <b>Key contacts</b>                | In the UK, the Sunbelt Rentals UK Recruitment Team at <a href="mailto:careers@sunbeltrentals.co.uk">careers@sunbeltrentals.co.uk</a> ;<br>in the US, the HR Helpline at <a href="mailto:humanresources@sunbeltrentals.com">humanresources@sunbeltrentals.com</a> or 866-573-6246; and<br>in Canada, the HR Helpline at <a href="mailto:canadahr@sunbeltrentals.com">canadahr@sunbeltrentals.com</a> or 844-221-2726.  |
| <b>How to Apply</b>                | Ashtead Group does not run an MBA programme. Go to <a href="#">careers</a> for the latest news and links to the two divisional career websites: Careers at <a href="#">Sunbelt North America</a> and Careers at <a href="#">Sunbelt UK</a> .  |
| <b>International Opportunities</b> | Sunbelt Rentals is based in the US.   |
| <b>Visa Sponsorship</b>            | There is no visa sponsorship policy, candidates should have the right to work in the country for which they are applying.   |
| <b>Internships</b>                 | <a href="#">Sunbelt Rentals</a> in the US offers internships as required by the business.   |
| <b>Key Dates</b>                   | As required.  |
| <b>Additional Information</b>      | 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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| <b>Company</b>                     | <b>Bunzl plc</b><br>York House, 45 Seymour Street, London W1H 7JT. UK<br>+44 (0)20 7725 5000<br><br><a href="http://www.bunzl.com">www.bunzl.com</a>   |
| <b>Key contacts</b>                | Paula Eavis, Director of HR and Shared Services. Tel: +44 (0)1372 736300<br>Recruitment enquires should be sent via the <a href="#">online contact form</a> .  |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Join Us</a> . 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 view <a href="#">open positions</a> for direct hire roles.   |
| <b>International Opportunities</b> | International opportunities are subject to availability. The Group operates in 30 countries on five continents.  |
| <b>Visa Sponsorship</b>            | Candidates should have the right to work in the country for which they are applying.   |
| <b>Internships</b>                 | There is no formal internship programme in place.  |
| <b>Key Dates</b>                   | Specific to each individual vacancy.   |
| <b>Additional Information</b>      | 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 – the Americas, Europe, Asia Pacific and the UK & Ireland.. 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. Bunzl is listed on the London Stock Exchange FTSE100 Index in the Support Services Sector, with global headquarters in London. |

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| <b>Company</b>                     | <b>Compass Group plc</b><br>Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ. UK<br>+44 (0)1932 573 000<br><br><a href="http://www.compass-group.com">www.compass-group.com</a>  |
| <b>Key contacts</b>                | Suzanne Wilde, HR Director UK & Ireland (Contact details as above)  |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . 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 <a href="#">Graduate Programme</a> 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 <a href="#">Jobs in Compass</a> . Applications are to be submitted online only. |
| <b>International Opportunities</b> | 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 <a href="#">Compass Group Global</a> to view careers by region. In the US an <a href="#">Accelerated Manager Program</a> is available for elite college graduates.  |
| <b>Visa Sponsorship</b>            | 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.  |
| <b>Internships</b>                 | Compass does not have any formal internship programmes in place.  |
| <b>Key Dates</b>                   | N/A   |
| <b>Additional Information</b>      | 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 40 countries, with more than 480,000 employees. Compass Group has a history dating back over 70 years and is a top 20 company on the FTSE 100.  |

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| <b>Company</b>                     | <p><b>DCC plc</b><br/>DCC House, Leopardstown Road, Foxrock, Dublin 18. Ireland<br/>+353 1 2799 400</p> <p><a href="http://www.dcc.ie">www.dcc.ie</a></p>  |
| <b>Key contacts</b>                | <p>Nicola McCracken, Head of Group Human Resources. Email: <a href="mailto:humanresources@dcc.ie">humanresources@dcc.ie</a><br/>Graduate programme enquiries can be emailed to: <a href="mailto:enquiry@dccgraduateprogramme.com">enquiry@dccgraduateprogramme.com</a> or call the team on +44 (0)1635 279 817</p>   |
| <b>How to Apply</b>                | <p>DCC's two-year <a href="#">graduate programme</a>, 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 <a href="#">Careers</a> and select the preferred business to search and apply for open opportunities.</p>  |
| <b>International Opportunities</b> | <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>  |
| <b>Visa Sponsorship</b>            | <p>DCC is unable to sponsor visas, so applicants must have the unrestricted right to work in the EEA in order to apply.</p>  |
| <b>Internships</b>                 | <p>There is no official internship programme on offer.</p>   |
| <b>Key Dates</b>                   | <p>Applications for the 2022 Graduate Programme are closed but it is possible to <a href="#">register for details</a> of the 2023 intake which opens for applications on the 14<sup>th</sup> November 2022.</p>  |
| <b>Additional Information</b>      | <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 &amp; 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.</p> |

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| <b>Company</b>                     | <p><b>Experian Group Ltd</b><br/> Newenham House, Northern Cross, Malahide Road, Dublin 17, D17 AY61. Ireland.<br/> +353 (0) 1 846 9100</p> <p><a href="http://www.experianplc.com">www.experianplc.com</a></p>   |
| <b>Key contacts</b>                | <p>Experian's Recruitment Centre can be contacted at Ground Floor, Lambert House, Nottingham NG80 1LH.<br/> Tel: +44 (0) 115 905 5500. Email: <a href="mailto:recruitment@uk.experian.com">recruitment@uk.experian.com</a></p>  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. Experian has several graduate schemes including the <a href="#">MBA Leadership Rotational Programme</a>. 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.</p> <p>MBA graduates with work experience can also look for open vacancies by visiting <a href="#">Global Job Search</a>. All applications should be submitted online. Visit <a href="#">Careers in the UK and Ireland</a> for information on opportunities within the UK and Ireland.</p> |
| <b>International Opportunities</b> | <p>Visit <a href="#">Global Job Search</a> to look for suitable opportunities worldwide.</p>  |
| <b>Visa Sponsorship</b>            | <p>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.</p>  |
| <b>Internships</b>                 | <p>Although there is no formal internship programme, interns are regularly hired by Experian globally. Year-long placements are offered in the UK. See <a href="#">Early Careers</a>.</p>   |
| <b>Key Dates</b>                   | <p>Applications are open, apply ASAP as the position will close once full.</p>  |
| <b>Additional Information</b>      | <p>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 20,600 people in 43 countries, with corporate headquarters in Dublin, Ireland, and operational headquarters in Nottingham, UK; Costa Mesa, California; and São Paulo, Brazil. Experian plc is listed on the London Stock Exchange (EXPN) and is a constituent of the FTSE 100 index.</p>   |

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| <b>Company</b>                     | <p><b>Intertek Group plc</b><br/>25 Savile Row, London, W1S 2ES. UK</p> <p>+44 (0)20 7396 3400</p> <p><a href="http://www.intertek.com">www.intertek.com</a></p>  |
| <b>Key contacts</b>                | Louise King, Recruitment Business Partner. Direct line: +44 (0)1322 297773. Email: <a href="mailto:louise.king@intertek.com">louise.king@intertek.com</a>   |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . There is no MBA or graduate recruitment programme in place. Go to <a href="#">Join Us</a> to search for open positions by job category, job title and location. All applications are to be submitted online only.   |
| <b>International Opportunities</b> | International direct hire roles are available but are not necessarily MBA-specific.   |
| <b>Visa Sponsorship</b>            | All candidates will be required to confirm eligibility to work in the country before starting employment.   |
| <b>Internships</b>                 | Internships are offered globally as required by the business. Search <a href="#">Join Us</a> for open opportunities.  |
| <b>Key Dates</b>                   | Specific to each individual vacancy.  |
| <b>Additional Information</b>      | 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. |

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| <b>Company</b>                     | <p><b>Rentokil Initial plc</b><br/> Riverbank, Meadows Business Park, Blackwater, Camberley, Surrey, GU17 9AB. UK<br/> 0800 389 6928</p> <p><a href="http://www.rentokil-initial.com">www.rentokil-initial.com</a></p>  |
| <b>Key contacts</b>                | Online only.  |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. There is no MBA programme. Rentokil Initial does have a <a href="#">graduate scheme</a> 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 <a href="#">Rentokil Hygiene</a>, again this is aimed at those with a 2:2 degree. Typical career paths include Service Manager, Sales Manager, Key Accounts and Branch Manager.</p> <p>To search and apply for direct roles see <a href="#">Job Search</a>.</p> |
| <b>International Opportunities</b> | Rentokil in the US has an <a href="#">Accelerated Management Trainee Program</a> , 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 <a href="#">geographic regions</a> .  |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | There are no internship programmes, internships may be offered as required by the business.   |
| <b>Key Dates</b>                   | As required.  |
| <b>Additional Information</b>      | 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 87 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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| <b>Company</b>                     | <b>Royal Mail Group</b><br>185 Farringdon Road, London, EC1A 1AA<br><a href="http://www.royalmailgroup.com">www.royalmailgroup.com</a>   |
| <b>Key contacts</b>                | Email the graduate recruitment team at <a href="mailto:graduaterecruitment@royalmail.com">graduaterecruitment@royalmail.com</a>  |
| <b>How to Apply</b>                | Although not MBA-specific, Royal Mail has a variety of <a href="#">graduate programmes</a> on offer. These are usually aimed at those with a Bachelor's Degree.  |
| <b>International Opportunities</b> | Royal Mail Group has two main businesses: Royal Mail and <a href="#">General Logistics Systems (GLS)</a> . GLS is one of the largest ground-based deferred parcel operators in Europe with a growing presence in North America and a wide network of partners across the world.  |
| <b>Visa Sponsorship</b>            | Royal Mail is not a sponsoring organisation and is not in a position to sponsor any applicants or existing employees. All candidates therefore must have the right to work full time in the UK. Those with a student visa are not eligible to apply.   |
| <b>Internships</b>                 | Royal Mail offers <a href="#">Summer Internships</a> across the business.  |
| <b>Key Dates</b>                   | Programmes are currently closed. Monitor the links above for details of the 2023 programmes.   |
| <b>Additional Information</b>      | The Royal Mail Group is an international business that provides postal and delivery services across extensive networks. The Group consists of two principal operations. The UK-based operation which includes Royal Mail and Parcelforce Worldwide (Royal Mail) and the international operation, General Logistics Systems (GLS). Royal Mail operates throughout the UK and offers letter and parcel delivery services internationally. GLS has a growing international footprint which currently includes around 40 countries and nation states. The group reported 2020-21 revenue as £12,638m and had approximately 150,000 combined employees. |

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| <b>Company</b>                     | <p><b>Ferguson plc</b><br/>1020 Eskdale Road, Winnersh Triangle, Wokingham, Berks, RG41 5TS. UK</p> <p>Corporate HQ: +44 (0)118 927 3800</p> <p><a href="http://www.fergusonplc.com">www.fergusonplc.com</a></p>  |
| <b>Key contacts</b>                | <p>Sally-Anne Griffiths, HR Director.<br/>Email: <a href="mailto:HRservices@fergusonplc.com">HRservices@fergusonplc.com</a></p> <p>Each Ferguson company recruits independently. View <a href="#">Career Contacts</a> for regional contacts.</p>  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Our People</a>. 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 <a href="#">Graduate Programmes</a> in place which may be of interest.</p>  |
| <b>International Opportunities</b> | <p><a href="#">Wolseley</a> covers the UK, the USA, Canada and Central Europe, although opportunities are not necessarily MBA-specific.</p>   |
| <b>Visa Sponsorship</b>            | <p>Candidates should have the legal right to work in the country in which they are applying.</p>  |
| <b>Internships</b>                 | <p>There is no official internship programme in place.</p>  |
| <b>Key Dates</b>                   | <p>Subject to the individual vacancy. Some <a href="#">graduate training programs</a> are open in the US.</p>   |
| <b>Additional Information</b>      | <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 36,000 employees within 1720 branches in the US and Canada.</p> <p>The Company announced that it had changed its name from Wolseley plc to Ferguson plc effective 1<sup>st</sup> August 2017.</p> |

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| <b>Company</b>                     | <b>Airtel Africa plc</b><br>53-54 Grosvenor Street, London, W1K 3HU, UK<br>Tel: +44 20 7493 9315<br><br><a href="https://airtel.africa">https://airtel.africa</a>  |
| <b>Key contacts</b>                | Rogany Ramiah – Chief Human Resources Officer.<br>To contact the recruitment team, email: <a href="mailto:wearehiring@africa.airtel.com">wearehiring@africa.airtel.com</a><br>See <a href="#">Leadership Team</a> for biographies.   |
| <b>How to Apply</b>                | Airtel Africa's careers are decentralised. To search for roles, see <a href="#">Careers</a> and then select the preferred country and view their individual websites.  |
| <b>International Opportunities</b> | Africa only.   |
| <b>Visa Sponsorship</b>            | N/A  |
| <b>Internships</b>                 | N/A  |
| <b>Key Dates</b>                   | As required by the business.   |
| <b>Additional Information</b>      | Airtel Africa is a leading provider of telecommunications and mobile money services, with a presence in 14 countries in Africa, primarily in East Africa and Central and West Africa. Airtel Africa offers an integrated suite of telecommunications solutions to its subscribers, including mobile voice and data services as well as mobile money services both nationally and internationally. The Group aims to continue providing a simple and intuitive customer experience through streamlined customer journeys. |

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| <b>Company</b>                     | <b>BT Group plc</b><br>BT Centre, 81 Newgate Street, London EC1A 7AJ. UK<br>+44 (0) 207 356 5000<br><br><a href="http://www.bt.com">www.bt.com</a>  |
| <b>Key contacts</b>                | Queries regarding the graduate programmes should be directed to <a href="mailto:graduate.recruitment@bt.com">graduate.recruitment@bt.com</a>  |
| <b>How to Apply</b>                | Although not aimed at MBA students, BT does have many <a href="#">graduate programmes</a> 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 <a href="#">Search all Jobs</a> .   |
| <b>International Opportunities</b> | BT also offers graduate programmes in its Global Services division. Programmes are available throughout <a href="#">Europe</a> , <a href="#">AMEA</a> and the <a href="#">US</a> .  |
| <b>Visa Sponsorship</b>            | 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 <a href="#">Programme FAQs</a> for further details.   |
| <b>Internships</b>                 | BT offers <a href="#">Industrial Summer Placements</a> . Successful interns may then be offered a place on the company's graduate schemes.  |
| <b>Key Dates</b>                   | <a href="#">2023 programmes</a> are opening for application.  |
| <b>Additional Information</b>      | 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. 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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| <b>Company</b>                     | <b>Vodafone Group</b><br>Vodafone House, The Connection, Newbury, Berkshire, RG14 2FN. UK<br>+44 (0)1635 33251<br><br><a href="http://www.vodafone.com">www.vodafone.com</a>   |
| <b>Key contacts</b>                | Paul Ford, Global Head of Talent Acquisition<br>All applications must be submitted online – CVs emailed directly to a HR contact will not be accepted.   |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . Vodafone no longer runs a full-time specific MBA Programme but continues to have a <a href="#">graduate programme</a> . The two-year Discover Graduate Programme, aimed at those with a 2:2 degree, within Enterprise, Technology, HR or Finance functions includes two placements in the first year and then a final 12-month placement.  |
| <b>International Opportunities</b> | Subject to vacancy availability; however, the graduate scheme spans 26 countries. The internship programme is mostly based in the UK but is also in Germany and Luxembourg.  |
| <b>Visa Sponsorship</b>            | Candidates must have the right to work in the UK for the duration of an internship placement.  |
| <b>Internships</b>                 | The careers website can be found at <a href="#">Careers</a> . Vodafone UK has internships available in Technology, Finance, HR, and Marketing to Product Management, International Sales and Operations with its <a href="#">Explore Programme</a> . Internships last 10-14 weeks.   |
| <b>Key Dates</b>                   | Applications for Vodafone's 2023 Graduate Programmes are now open, apply by 13 <sup>th</sup> November 2022 – be aware, applications may close early if they receive enough applications. The Explore Internship Programme has three intakes each year: June, October and February. It is possible to <a href="#">register an interest</a> and receive a notification for the next application window. Twelve-month <a href="#">industrial internship</a> programmes have now closed for applications.  |
| <b>Additional Information</b>      | 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 323million mobile customers, 28 million fixed broadband customers and 22 million TV customers, including all of the customers in Vodafone's joint ventures and associates. Vodafone employs around 105,000 people. Vodafone has mobile operations in 21 countries, partner with mobile network providers in 48 more and has fixed operations in 24 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 €45.6bn for year ended 31st March 2022. |

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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](http://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 52,000 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 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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| <b>Company</b>                     | <b>Imperial Tobacco</b><br>121 Winterstoke Road, Bristol, BS3 2LL, UK.<br>+44 (0)117 963 6636<br><br><a href="http://www.imperialbrandsplc.com">www.imperialbrandsplc.com</a>   |
| <b>Key Contacts</b>                | Applications are online only. Imperial Brands does not accept speculative applications. For application questions email: <a href="mailto:enquiry@imperialtobaccojobs.com">mailto:enquiry@imperialtobaccojobs.com</a> or call +44 (0)1635 279803 (Monday to Friday, 9am to 5.30pm GMT)   |
| <b>How to Apply</b>                | Imperial Brands offers three different entry routes for <a href="#">MBAs</a> : 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. |
| <b>International Opportunities</b> | 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.   |
| <b>Visa Sponsorship</b>            | 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.   |
| <b>Internships</b>                 | 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.   |
| <b>Key Dates</b>                   | Imperial Brands has one selection process per year which runs between September and March. Please monitor this page for details of the 2022/2023 application process. View <a href="#">Register and Apply</a> . 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.  |
| <b>Additional Information</b>      | 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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