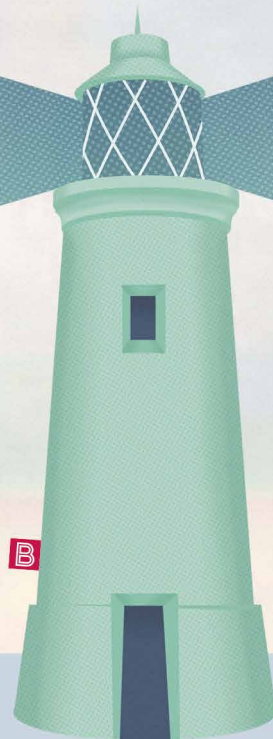


# BRIGHT NETWORK

FIRST EDITION



YOUR CAREER **STARTS HERE**  
**GET AHEAD**

250 leading graduate employers you can't ignore  
10 things you need to know about getting an internship or graduate job  
20 high-growth UK-based businesses to have on your radar



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# CELEBRATE BEING BRIGHT

JOIN YOUR PEERS AND BE PART OF THE  
CAREERS NETWORK FOR THE  
BRIGHTEST STUDENTS

SIGN UP, IT'S FREE >>

Enter the code **CELEBRATE** to receive  
a super free notebook\* and a CV check!



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*All our support is free and always will be*

\* For all those cutting-edge thoughts and ideas. While stocks last!

# NOW

## is your time...

### You're remarkable.

You probably don't get told this enough, (or if you do, lucky you) but at Bright Network we believe you're rather special.

That's why we created Bright Network – to help you get where you want to go in life. We're here to support you both at university and beyond, giving you essential advice and personal support to help you answer two crucial questions...

1. **What shall I do with my life?**
2. **Once I've decided what I want to do, with so much competition from other bright graduates, how do I land that dream job?**

Deciding where your degree can take you is both exciting and daunting. Trust me, I fluctuated between the two whilst at university and for quite some years after graduating.

With an increase in the number of roles in both the traditional and digital economies and a 12% increase in graduate roles this year alone, now is an excellent time to be entering the UK's graduate job market.

Yet, despite so many talented students, the latest statistics reveal that 15% of graduate employers fail to fill their graduate roles and so many graduates themselves seem unable to find their career calling. Add into the mix fierce competition (an average of 80+ applications for each graduate role) and highly sought-after starting salaries, and the path soon becomes a rather tricky one to navigate.

We know you're capable of super things. We also know how busy you are. That's why we've created this magazine to make things a little easier for you. We've done the research to curate a list of great companies you should be thinking about working for, from the well established to those that are high-growth and entrepreneurial. And we've selected our top picks of inspirational and thought-provoking advice.

You are #GenerationBright  
We're here to help you get ahead.

*James Uffindell*

James Uffindell, CEO & Founder  
james@brightnetwork.co.uk  
[@JamesUffindell](#)



# How to get AHEAD

Top 10 things you need to know about getting an internship or graduate job...

and why you need to start thinking about it now!

by JAMES UFFINDELL

You've worked hard and are now studying at a great university. So, what next?

At Bright Network, we speak to hundreds of talented students every week. Not only do they have sterling academics and an array of extra-curricular activities to their name, but also possess excellent communication skills to boot.

Nevertheless, despite being superb candidates, so many struggle when it comes to landing that all-important internship or graduate job. Why? Too few students understand the timings and intricacies of the recruitment season.

## 1 DON'T PANIC!

It's completely acceptable for you to have no idea about what you want to do with your life, or what jobs exist that you may a) enjoy b) be great at. (Of course, hopefully you will find both). The most successful careers often start that way. Don't worry if you have no idea 'what you want to do with your life' – it's an evolving process and you'll work out it out in the end.

## 2 START EARLY

Having said 'don't panic', it is a good idea to start thinking about what you enjoy doing and developing a strong sense of self-awareness. What do you really enjoy doing? Do you love numbers?

Does a great day involve meeting lots of new people? Do you love nothing better than planning and organising something? Do you enjoying helping others?



These self-observations could help you decide what business function may be a best fit. For example, if you like organising things, a career in operations may be the way forward, or if you like meeting people, business development may be something to explore. People normally excel in their jobs when they're doing things they like.

## 3 THERE IS A YEARLY RECRUITING CYCLE – DON'T MISS OUT

Although it's fine for you to take your time to find the thing you want to do, you need to be aware that the timing of the yearly graduate recruitment cycle is absolutely critical. Every year talented students miss out on opportunities because they've missed key application deadlines.

As a quick rule of thumb – you will need to apply for an internship or graduate role in the autumn term to start work the following year, so if you miss that critical deadline you will have to wait another year.

Most internships are for penultimate year students, so you do them in the summer of your second year if you're on a three year course, or the summer of your third year if you're on a four year course. For first year programmes that take place in the Easter holidays, again you will normally have to apply in the autumn term.

## 4 FIRMS ARE HIRING

Don't believe the press hype. The best firms are hiring thousands of the best graduates every year and there are lots of jobs out there. If you're good enough and better than the competition, you'll be successful.

## 5 KNOW ABOUT THE BIG PLAYERS

Most graduate jobs are in four main sectors – these are Consulting, Commercial Law, Investment Banking and Professional Services. Within these four sectors are the major recruiters you will hear about on campus – for example, Accenture, PwC, Slaughter and May – so it's probably worth knowing more about the four main sectors and what the work in those sectors involves. And remember, within each of the core sectors there are a variety of different roles. For example, you could do an operations role in Banking, or a public sector-focused role in Professional Services.

## 6 EMPLOYERS HAVE A 'TALENT PIPELINE'

Gone are the days of employers opening up vacancies solely to final year students. Most of the best jobs are now filled through internships with employers 'trying before they buy.' Increasingly, firms take students into the firm for an internship (often seen as an extended job interview, normally in the summer holidays) and then making offers to the interns that excel.

## 7 APPLY EARLY

Firms normally recruit on a 'rolling process' – i.e. filling their vacancies as they have their applications coming in. However, most applicants apply too late, leaving lots of applicants chasing the few unfilled vacancies. The solution is to apply as soon as the firm opens its application process – this can be as early as July for internship and graduate roles to start the following summer.



## 8 GET AS MUCH WORK EXPERIENCE AS YOU CAN

In short, there is no 'perfect answer' to your career direction and the only way to find out if you're going to enjoy working in a particular sector, firm or role, is to try it. Get as much experience as possible to see what you really enjoy – working out what you don't want to do is just as important as figuring out what you do want to do. And work experience will always help strengthen your CV.

For First Years, 'Spring Weeks' (internships offered by Investment Banks in the Easter holidays) can be a great way to get some structured experience even if you're not sure banking is right for you.

Even if you're just getting experience in a local business at home during the holidays, this is good for your CV. The worst thing you can do is leave the job hunt until your final year and have no experience under your belt. The competition will have taken all the best jobs and you could be left high and dry.

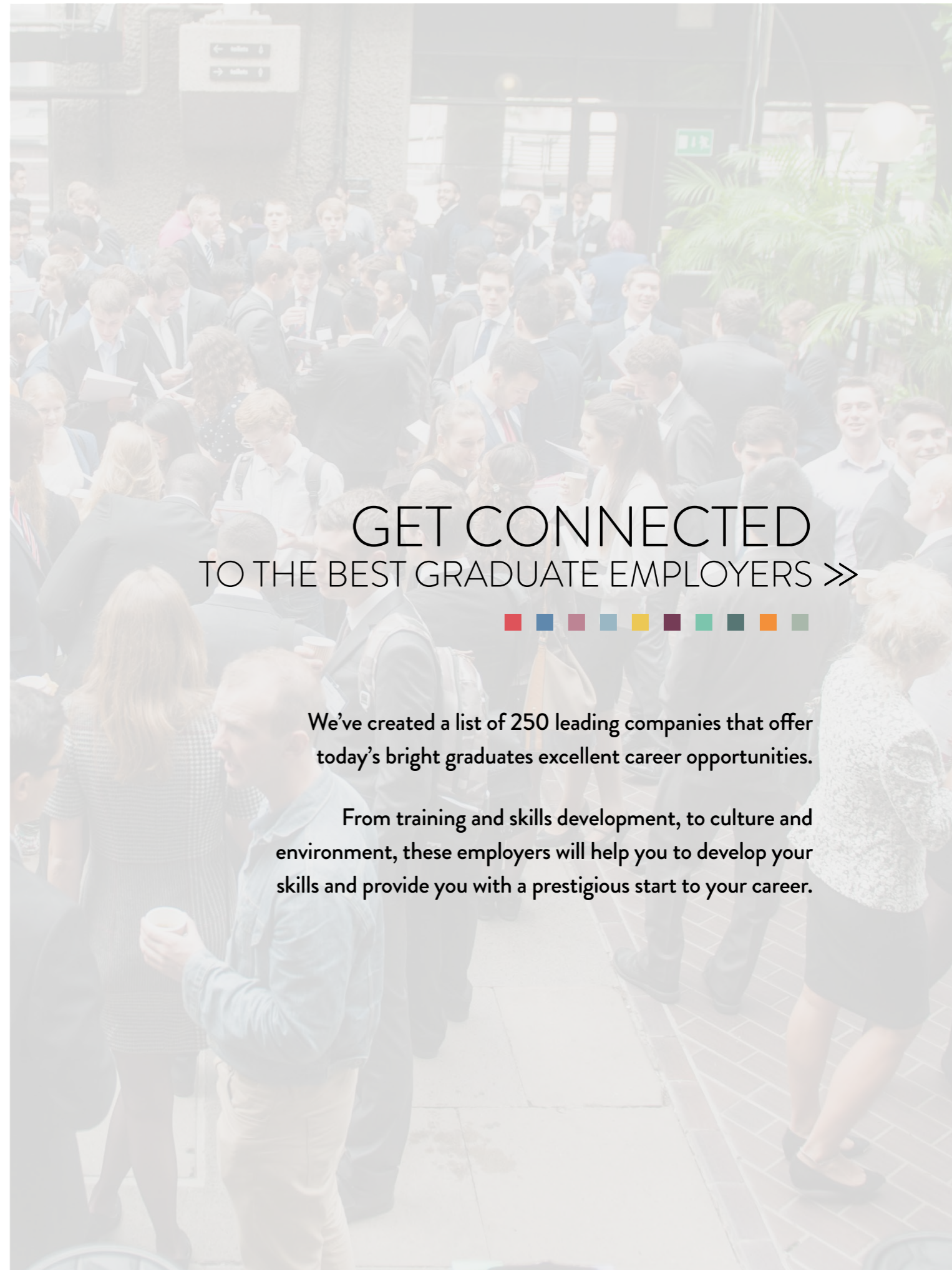
## 9 SMALL FIRMS HIRE A LOT OF GRADUATES

SMEs (Small and Medium-Sized Enterprises that hire less than 250 people) are significant employers of bright graduates. Lots of high-growth businesses are keen to find great entrepreneurial talent to drive their businesses forward, so keep these on your radar.

## 10 ALWAYS BE NETWORKING AND ASKING FOR ADVICE

You're not the first bright mind to be keen to learn about the world of work and the different options available. People are always keen to help and give advice so don't be afraid to suggest a meeting. Offer to buy someone a coffee and go armed with a list of questions about how they've got to where they are today.

Most successful people are successful for a reason and are only too happy to share their insights to help others. Always follow up with a note of thanks, by email or by post.



# GET CONNECTED TO THE BEST GRADUATE EMPLOYERS >>



We've created a list of 250 leading companies that offer today's bright graduates excellent career opportunities.

From training and skills development, to culture and environment, these employers will help you to develop your skills and provide you with a prestigious start to your career.

Words by BRIGHT NETWORK

## ■ ADVERTISING, MEDIA AND PUBLISHING

### AMV BBDO

THE BIGGEST COMMUNICATIONS AGENCY IN THE UK

The AMV Academy ensures graduates are well prepared for the fast paced and fascinating world of AMV. Recruiting in the sectors of account management, project management and planning, they offer opportunities in all disciplines.

### BBC

BRITISH TELEVISION AT ITS BEST

Ground-breaking news reporting and award-winning music radio stations are a fraction of the picture at today's BBC. From technology to production, there's a wealth of choice here for the talented and ambitious.

### CHANNEL 4

THE HOME OF COMEDY, DRAMA AND BROADCASTING EXPERTISE

High-quality content created across many genres has made Channel 4 into the TV and Radio channel it is today. An excellent first stop for graduates looking to break into the broadcasting world.

### M&C SAATCHI

ADVERTISING THAT CUTS THROUGH THE NOISE

Composed of specialists from all areas of the media spectrum, M&C Saatchi offer focused advertising solutions that get results. Their graduate scheme is focused on building the future of the company and making you the best in the business.

### PENGUIN RANDOM HOUSE

A DOMINANT FORCE IN THE PUBLISHING SECTOR

An iconic presence in the publishing sector with genres ranging from children's fiction to adult autobiography, Penguin Random House offer highly rewarding careers in publishing for those who manage to secure a sought-after opportunity there.

### WPP

THE WORLD'S LARGEST COMMUNICATION SERVICES GROUP

From marketing strategy to advertising and every other form of communications, WPP and their companies help their clients to hold their own in the marketplace. Outstanding opportunities for graduates looking for a head-start in the marketing and advertising industry.

## ■ BANKING AND FINANCE

### ABERDEEN ASSET MANAGEMENT

A DIVERSE TEAM FOR DIVERSE ASSETS

A global investment management group, handling the assets of institutional and retail clients. Aberdeen Asset Management offers exceptional opportunities in offices worldwide to analytically-minded graduates.

### ADMIRAL

THE ONLY FTSE 100 COMPANY BASED IN WALES

The only company to have been voted as one of the best to work for every year since 2001, Admiral's award winning service is based on exceptional people and their unique company culture.

### AMERICAN EXPRESS

KEEPING GLOBAL BUSINESS MOVING

The world's largest credit card issuer, American Express has earned its reputation for quality. Now it's seeking a broad range of employees to continue its mission to better serve its customers.

### AON

THE UK'S LARGEST INSURANCE BROKER

Combining in depth knowledge with a global perspective has enabled Aon to become the leader in their field. Their graduate programme includes industry qualifications, skills sessions and hands on learning to make you ready to meet any challenge.

### ARMA PARTNERS

FINANCE AND M&A ADVICE TO THE COMMUNICATIONS, MEDIA & TECHNOLOGY SECTORS

Arma Partners have a deep knowledge of the CMT sector, serving a range of clients from new start-ups to the established institutions. If you're passionate about communication, this fast-growing firm offers exceptional opportunities.

### BAILLIE GIFFORD

INVESTMENT MARATHON RUNNERS

Independent and partner-owned, it is not unusual for graduate employees to stay for over a decade, fully demonstrating Baillie Gifford's ability to provide a challenging and rewarding work environment.



Hishaam Caramanli, Managing Director, UBS

A graduate of King's College London, Hishaam shared his insights into Investment Banking at this year's Bright Network Festival. Be part of our next event. Sign up to ensure you don't miss out.

#### **BANK OF AMERICA**

##### FINANCE TO LIVE BY

One of the world's largest financial institutions, Bank of America offers the full range of banking, investing, asset management and other financial and risk management products and services, as well as global opportunities to graduates.

#### **BANK OF ENGLAND**

##### THE CENTRAL BANK OF THE UNITED KINGDOM

Bank of England are dedicated to maintaining the monetary and financial stability of the UK. They offer bright minds the chance to work on high-profile and high-impact projects while learning from world-leading professionals.

#### **BARCLAYS**

##### AT THE FOREFRONT OF INNOVATIVE BANKING SOLUTIONS

The first bank to launch contactless debit cards, Barclays work to make customers lives easier. Graduate roles at the company are diverse across retail, corporate and wealth business areas, and their Potential Leaders Programme fast-tracks leadership development.

#### **BLACK RIVER**

##### COMBINING PROFESSIONALISM WITH SINCERITY

A diversified investment organisation, Black River specialise in alternative investment strategies. They're seeking graduates who also regard integrity and ambition as crucial to further accomplishment.

#### **BLACKROCK**

##### A FIRM WITH GLOBAL AMBITIONS

Whether managing collapsed Wall Street firms or the central banks in Greece; BlackRock have established themselves as a leader in asset management. Graduates can be assured of a dynamic and thrilling career.

#### **BLACKSTONE**

##### CREATING LASTING VALUE FOR INVESTORS

From securing pension benefits to advancing the goals of charitable organisations, Blackstone provides outstanding results to clients. They're also known for their varied philanthropic ventures, ensuring graduates a rewarding place to start their careers.

#### **BLOOMBERG**

##### PRIORITISING DATA AND PEOPLE

Delivering critical information to the world's key decision makers sees that Bloomberg's role in world affairs is never underestimated. Minds looking for a fast-paced environment are always in demand.

**BLUEBAY ASSET MANAGEMENT**

## RESULTS ACROSS THE FIELD

Investing for clients across the fixed income credit spectrum, BlueBay employ inventive investment and sophisticated tools to ensure high returns. A company culture of talent and innovation ensures their people are highly-rewarded.

**BLUECREST CAPITAL MANAGEMENT**

## AWARD-WINNING ALTERNATIVE ASSET MANAGEMENT

The global success of BlueCrest has netted them multiple awards. Using advanced technology and operations, they also rely on the top talent to ensure the best results.

**BMO**

## TRANSATLANTIC FINANCIAL SERVICE SPECIALISTS

Based in North America, the BMO now have 30 offices around the world, including their well-regarded London office, specialising in expert advice to the Metals & Mining and Energy sector.

**BNP PARIBAS**

## PROVIDING BANKING SERVICES ACROSS EUROPE

Specialising in Corporate & Institutional Banking and Retail Banking and Services, BNP Paribas maintain a major presence in the UK market. Their one year graduate programme is non-rotational, ensuring early responsibility and development opportunities.

**BRAKES GROUP**

## FRESH FOOD SERVICE SOLUTIONS

With over 10,000 staff in over 80 locations, Brakes is the leading European catering supplier. Combined with their philanthropic work, working for Brakes Group offers a highly-rewarding career with excellent training for bright graduates.

**CITI**

## SERVING CLIENTS BIG AND SMALL, GLOBALLY

Innovating in commercial and corporate banking and always finding new ways to improve their clients' experience, Citi offer powerful solutions to pressing problems.

**CLOSE BROTHERS**

## FINANCIAL ADVISOR TEAM OF THE YEAR

A leading independent merchant bank, Close Brothers work to help businesses grow and evolve, with tailored funding solutions. Graduates join specific business departments for bespoke training from business experts.

**COMMERZBANK AG**

## THE BANK AT YOUR SIDE

Commerzbank is a leading international commercial bank offering talented students and graduates the chance to take their first step towards their career within a team who want to stand up for the goals of their clients.

**CREDIT SUISSE**

## THE BANK YOU CAN FIND WHEREVER YOU ARE

A global leader in Private Banking & Wealth Management and Investment Banking, this multinational bank believe in growing and developing the future careers of graduates who want to put their knowledge to work.

**DC ADVISORY PARTNERS**

## A EUROPEAN LEADER IN CORPORATE FINANCE

DC Advisory works with a wide range of organisations, from corporates, private equity houses and entrepreneurs, to financial institutions and hedge funds. Highly motivated graduates have the opportunity to grow into successful bankers of the future.

**DEUTSCHE BANK**

## A UNIVERSAL BANK WITH GLOBAL IMPACT

Building a diverse, dynamic workforce to mirror their wide range of operations, Deutsche Bank is a leader in Investment Banking in the City. Become part of their mission to be the leading client-centric global bank.

**EVERCORE**

## INTELLIGENT INVESTMENT BANKING

A prestigious global investment bank, Evercore is defined by its people, working in collaboration to deliver superior client service and industry leading results. Built on the core values of excellence, experience, integrity and independence, they seek the best.

**EXANE BNP PARIBAS**

## A MULTINATIONAL BANK WITH GLOBAL GREATNESS

The cash equities arm of BNP Paribas, with headquarters in Paris. A leader in Eurozone banking, they specialise in cash equities, derivatives and asset management, they maintain independence while using their partnership to build potential.

**F&C ASSET MANAGEMENT**

## GLOBAL REACH, REGIONAL EXPERTISE

F&C have a broad client base, working in specialist sectors such as public authorities and charities as well as traditional asset areas. Combining a wide range of services with focused expertise, F&C thrive on community and team work.



## APPLICATION ADVICE &gt;&gt;

“Be confident in yourself and your abilities – you should expect challenges and difficult questions, and the people who do best in such situations tend to believe enough in themselves that they do not freeze and are able to tackle such obstacles with logic and reasoning. An important caveat is not to be too self-assured and arrogant – there are few things that irk as much as someone unwilling, and thus unable, to accept mistakes and learn.”

**Rajan**

BRIGHT NETWORK MEMBER AND NOW ANALYST IN THE INVESTMENT BANKING DIVISION AT **GOLDMAN SACHS**

Rajan, studied Classics and Sanskrit at Oxford



### FIDELITY

DRIVEN BY THE NEEDS OF CLIENTS, NOT SHAREHOLDERS

An independent investment company that provides outstanding investment solutions and retirement expertise, Fidelity offer a world of opportunity where you could become their next investment.

### FINANCIAL CONDUCT AUTHORITY (FCA)

LOOKING OUT FOR CONSUMERS

The FCA is crucial in ensuring consumers are provided with appropriate products and that the financial industry is run with integrity. Graduates can expect the opportunity to make a difference whilst learning from industry experts.

### GAM ASSET MANAGEMENT

ASSET MANAGEMENT WITH A DIFFERENCE

With over three decades of experience and headquarters in Switzerland, GAM encourages an independent and progressive approach to business. A global company with a unique, intimate culture.

### GAZPROM

HOLDER OF THE WORLD'S LARGEST NATURAL GAS RESERVES

Aiming to be a leader among global energy companies, Gazprom welcome those with perseverance, ability to teamwork and readiness to assume responsibility, as they work towards this ambitious goal.

### GLEACHER SHACKLOCK

A WORLD-CLASS ADVISORY FIRM

An independent corporate financial advisory firm, Gleacher Shacklock specialise in top quality advice and solutions. This firm offers tremendous opportunities for junior professionals, supporting and developing them in a collaborative and stimulating environment.

### GOLDMAN SACHS INTERNATIONAL

RESULTS BASED ON INTEGRITY

Goldman Sachs provide an array of investment banking, investment management and securities services for their clients. This bank seeks people from a range of academic backgrounds to help them meet and go beyond the expectations of clients and communities.

### GREENHILL

A UNIQUE INVESTMENT BANKING FIRM

Focused on providing financial advice globally, Greenhill are looking for academic individuals with an independent spirit to work in a dynamic and entrepreneurial environment.

**GUERNSEY FINANCIAL SERVICES COMMISSION**

## UPHOLDING GUERNSEY'S FINANCIAL REPUTATION

Their Graduate Development Programme ensures employees receive all the skills they need to supervise and develop the Guernsey finance industry with integrity and efficiency.

**HENDERSON**

## AN INTERNATIONAL INVESTMENT COMPANY, DELIVERING EXCELLENT SERVICE TO CLIENTS

A leading independent global asset management firm, this results driven company is always thinking ahead. The Henderson Trainee Programme builds a strong future generation of financial experts.

**HOULIHAN LOKEY**

## NO.1 INVESTMENT BANK IN ITS CLASS FOR THE PAST 10 YEARS

This advisory focused, international investment bank is committed to helping their clients achieve superior success. Graduates join a team-orientated company, with an entrepreneurial culture, built on a passion for excellence.

**HSBC**

## WHERE THE GROWTH IS

A household name, but far more than just a household bank, HSBC is one of the world's largest banking and financial services organisations. Graduates can choose from several graduate programmes to build a bright future.

**HYMANS ROBERTSON**

## INDEPENDENT PENSIONS, BENEFITS &amp; RISK CONSULTANCY

Clients can be assured of unbiased advice and quality with Hymans Robertson. Graduates are encouraged to think freely in the unconstrained yet supportive environment of the Trainee Actuarial Consultant programme.

**ING**

## NO.1 IN DIVERSIFIED FINANCIALS

ING serves a broad range of customers, and seeks those with an ethos of honesty and a desire to succeed to build a sustainable future. Always striving for better, they focus on innovation, transparency and empowerment.

**INSIGHT INVESTMENT**

## THE UK'S TOP INVESTMENT MANAGEMENT COMPANY

Insight is a global asset manager, distinguishing themselves by tailoring solutions to each client. Graduates are offered first-hand experience, with flexible training to allow new arrivals to find their place in the firm.

**INVESTEC**

## INTERNATIONAL INVESTMENT SPECIALISTS

Providing everything from offshore banking to equity trading to its esteemed client base. Investec, an international banking and asset management group can promise graduates an exciting career in a dynamic environment.

**J. P. MORGAN**

## THE UNITED STATES' LARGEST BANK

J.P. Morgan has fully earned its credentials, operating in nearly every sector. With fifteen graduate programs available, new starters can be assured that they will receive tailored training and worldwide opportunities.

**JEFFERIES**

## ALWAYS PUTTING CLIENTS FIRST

Jefferies distinguishes itself through its entrepreneurial environment, giving all employees the chance to make an impact. The Analyst & Associate program acts as a valuable springboard to propel graduates into the role most suited to them.

**LAZARD**

## EVOLVING ACROSS GENERATIONS AND GEOGRAPHIES

With a global network reflected in their diverse workforce, offering investment and asset management advice, Lazard distinguish themselves with an open, collaborative environment where new starters learn directly from senior management.

**LLOYDS BANKING GROUP**

## A FINANCIAL SERVICES GROUP COMMITTED TO HELPING YOU PROSPER

Focused on retail and commercial financial services, they look for passionate individuals with the drive to innovate. Help customers achieve their goals and dreams, in their home lives and their businesses.

**LONDON STOCK EXCHANGE**

## AT THE HEART OF THE WORLD'S FINANCIAL COMMUNITY

Operating a broad range of international equity, bond and derivatives markets alongside post trade and risk management services means that talented and motivated graduates will never be bored at this global finance hub.

**M&G INVESTMENTS**

## WHERE PEOPLE ARE THE LONG-TERM INVESTMENT

M&G Investments is an international, award-winning investment management service. With a focus on long-term gains, M&G fully appreciate the value of investing in its graduate employees through a fully developed graduate programme.

**MAREX SPECTRON**

## RISING STAR IN THE COMMODITIES SECTOR

Independent broker for a range of commodities, clearing nearly 1.25 million contracts per day for clients. With over 600 employees, Marex Spectron is seeking talented graduates to continue its expansion.

**MARSH**

## THE WORLD'S LEADING INSURANCE BROKER

Designing effective, bespoke solutions for clients to manage risk, Marsh serves clients in more than 130 countries. The perfect environment for individuals committed to delivering the best results for clients and the company.

**MCQUEEN LTD**

## KEEPING THE CONSUMER SECTOR SOUND

The largest company in Europe focusing solely on advising the consumer sector. McQueen use their experience and expertise to provide practical solutions to the many financial issues facing businesses.

**MOELIS & COMPANY**

## OFFERING A BETTER WAY

Teamwork and passion for the business are what set Moelis & Co apart from other investment banks, as well as providing genuine advice. Graduates of a similar bearing will do well on the bespoke analyst program.

**MOORE CAPITAL MANAGEMENT**

## THE EMPLOYEE- SPONSOR OWNED HEDGE FUND

Maintaining offices around the world, MCM are an American hedge fund that has maintained remarkable profits throughout a period when many similar businesses have struggled.

**MORGAN STANLEY**

## MAKING CAPITAL WORK

A household name with unbeatable opportunities for graduates. Morgan Stanley offers a variety of programmes, ensuring graduates are fully aware of the depth and variety of Morgan Stanley's work.

**MITSUBISHI UFJ SECURITIES INTERNATIONAL (MUSI)**

## INTERNATIONAL CAPITAL MARKETS EXPERTS

MUSI is the European capital markets hub for the Mitsubishi Financial Group, one of the largest financial institutions in the world. A career here offers you the chance to make an impact in a specialised environment, while enjoying the high-profile of a major business.

**NATIONAL AUDIT OFFICE (NAO)**

## MAXIMISING GOVERNMENTAL EFFICIENCY

The NAO both oversees governmental spending and evaluates its value for money. The NAO graduate scheme enables graduates to become fully qualified chartered accountants, effectively auditing the country.

**NATIONWIDE BUILDING SOCIETY**

## THE WORLD'S LARGEST BUILDING SOCIETY

A British mutual financial institution and building society, that runs for the benefit of its customers. At Nationwide, they believe it is important to help motivated graduates with good communication skills kick start a meaningful career.

**NEWTON EUROPE**

## HANDS ON HELP FOR GLOBAL CHANGE

From healthcare to private equity, Newton's financial and operational advice speaks for itself with a promise to improve financial performance by 1.5%-5%. Their team works in partnership with clients to deliver unbeatable improvements.

**NOMURA**

## CONNECTING MARKETS EAST AND WEST

A Japanese investment bank with expertise in building financial markets across the globe, they are looking for the next generation of entrepreneurs and leaders to join them in their dexterous and diverse workforce.

**NUMIS**

## CLASSIC CLIENT SERVICE, MODERN ADVICE

An independent stockbroker and corporate advisor, raising capital for successful businesses. They're looking for candidates with drive and ambition to continue Numis' strength and success in all areas.

**PEEL HUNT**

## INDEPENDENT BROKERING AND ADVISORY SERVICES TO SMALL TO MID-SIZE FIRMS

Delivering outstanding results to clients, Peel Hunt are proud of their outstanding company commitment to putting the interests of clients before their own.

**PERELLA WEINBERG**

## FINANCIAL SERVICES AND INDEPENDENT THOUGHT

The trust of a client is the most important thing at Perella Weinberg, who maintain an excellent reputation. The Corporate Analyst Programme immerses graduates in the company's entrepreneurial culture whilst helping them learn from the firm's senior members.

**PIPER JAFFREY**

## WHERE RELATIONSHIPS ARE THEIR GREATEST RESOURCE

Committed to global capital markets, Piper Jaffrey are building a diverse, curious team who can offer superior solutions worldwide, based on their expertise and communication skills.

**RBC**

## CANADA'S TOP FINANCIAL INSTITUTION

RBC's reputation is built on a supportive and diverse culture, generating industry leading results. Investing deeply in graduate training allows RBC to continue to instil their successful values.

**REDBURN PARTNERS**

## EUROPE'S LARGEST INDEPENDENT EQUITIES BROKER

Tailored exclusively for institutional investors, their independence allows complete client focus and superior customer service. Combining innovative research and industry expertise, there's no better place to specialise.

**ROTHSCHILD**

## ONE OF THE WORLD'S LARGEST INDEPENDENT FINANCIAL ADVISORY GROUPS

Rothschild provides strategic, M&A, wealth management and fundraising advice and services to governments, companies and individuals worldwide, building on their 200-year history and independence. Be a bright mind in their global network.

**ROYAL BANK OF SCOTLAND**

## A BANK THAT EARNS YOUR TRUST

A bank that puts the customers at the heart of everything they do. With the aim of becoming the number one bank for customer service by 2020, they seek fresh minded graduates to shape their future success.

**SALIX CAPITAL**

## SAFE HANDS IN FINANCE

Providing advisory services in Fixed Income and Foreign Exchange as well as Investment Management to their professional counterparts. Salix create tailored solutions to manage every step of the investment process.

**SANTANDER**

## AIMING TO BE THE BEST BANK IN THE UK BY 2015

A leading financial services provider in the UK, Santander's winning combination is down to its focus on retail and commercial banking for clients of all sizes. Their graduate schemes provide a matchless gateway into retail banking.

**SCHRODERS**

## ASSET MANAGEMENT EXPERTS

Aligning their goals to the client's has ensured Schroder's high achievement. Graduate training is in-depth, including the undertaking of the Investment Management Certificate which gives graduates all the skills they need to achieve.

**SILICON VALLEY BANK**

## EMBRACING, AND DRIVING, CHANGE

A high-tech commercial bank, which provides exclusive and flexible financial solutions to the most innovative and entrepreneurial companies worldwide, where optimistic graduates with big dreams are welcome.

**SOCIETE GENERALE**

## BUILDING BUSINESS TOGETHER

Embracing the values of teamwork, trust and talent has allowed Societe Generale to go from strength to strength, and the role graduates play in this is not underestimated. Graduates can expect both responsibility and reward from early on.

**SOMERSET CAPITAL MANAGEMENT**

## TAKING ADVANTAGE OF THE EVER-EVOLVING EMERGING MARKETS

A specialist Global Emerging Markets investment management firm, bringing smaller companies and new markets to their clients' attention. This firm offers graduates experience in all areas of the business based in London and Singapore.

**STANDARD CHARTERED**

## SUPPORTING GLOBAL GOALS

The International Graduate Programme is comprised of six business streams, one for each of the business's banking areas, allowing graduates to fully immerse themselves in the global culture of Standard Chartered.

**STANDARD LIFE**

## HELPING PEOPLE PREPARE FOR THE FUTURE

Working with clients to maximise savings and build pensions, Standard Life work to guide clients towards a bright future with a range of financial tools; a perfect opportunity for long-term thinkers.

**STATE STREET**

## THE SECOND OLDEST FINANCIAL INSTITUTION IN THE UNITED STATES

As a leading provider of financial services, State Street attributes this to their employees. State Street's own university allows employees to further their skills on a range of programs.

**SUNGARD**

## PROVIDING THE TECHNOLOGY THAT POWERS THE INDUSTRY

SunGard provides critical software to the financial industry, from automating the processes of trading, to accounting for investment assets. Graduates are promised responsibility from day one on their bespoke graduate programme.

**SYMMETRY INVESTMENTS**

## HOTLY TIPPED HONG KONG HEDGE FUND

Focused on recruiting the best, Symmetry Investments has attracted high-levels of investment based on its excellent team, and was one of the most significant new funds opened in 2014.

**TERRA FIRMA**

## ONE OF EUROPE'S LEADING PRIVATE EQUITY FIRMS

Experts in creating value for their shareholders, Terra Firma seek those who think strategically, and their Graduate Analyst Training programme ensures graduates are well prepared for success.

**THOMSON REUTERS**

## DELIVERING INFORMATION WHERE IT MATTERS MOST

Offering not one but two graduate programmes in business and finance displays the importance of graduates to Thomson Reuters, who remain at the top of their game in providing intelligence to leading companies and individuals.

**TIAA-CREF**

## MEETING NEEDS WITH INNOVATIVE ADVICE

Offering financial services to those in the educational, medical and research fields, TIAA-CREF are committed to serving others. Their graduate programme is intended to offer full support for the transition from university to working life.

**UBS**

## GLOBAL SOLUTIONS FROM EXPERIENCE

Involved in nearly all of the major financial activities, UBS has long been regarded as a market leader. Their tailored graduate programme gives graduates the skills to make their mark in international finance.

**VISA**

## MAKING PAYMENTS FASTER AND SAFER

As a technology and payments business, Visa facilitates payments throughout the world, striving to make them quicker and safer. Excellence and ambition are always valued, in an industry where trust is key.

**■ CHARITY AND PUBLIC SECTOR****CANCER RESEARCH UK**

## PIONEERING RESEARCH IN THE FIGHT AGAINST CANCER

Cancer Research UK is passionate about support, advice, inspiration and research, all geared towards defeating this illness. Award winning internships and graduates schemes are on offer to those who want to make a difference in this fight.

**CHARITYWORKS**

## STARTING CAREERS THAT MAKE A DIFFERENCE

The destination for graduates looking to get involved in the not-for-profit sector, Charityworks looks to improve leadership talent across the charity sector to help create lasting social impact.

**CIVIL SERVICE FAST STREAM**

## THE GOVERNMENT'S FLAGSHIP GRADUATE PROGRAMME

Designed to help give graduates the skills they need to play their part in the running of the country, they recruit the brightest graduates into the Civil Service and help them become the best leaders.

**CRCC ASIA**

## LEADING GRADUATE INTERNSHIP PROVIDER IN CHINA

Based in London, CRCC Asia aims to open doors to China for bright graduates. Specialising in finance, legal, consulting and hospitality sectors, there is something for everyone.

**DEPARTMENT FOR INTERNATIONAL DEVELOPMENT (DFID)**

## FIGHTING POVERTY BY CREATING OPPORTUNITIES

By unlocking others potential, DFID seeks to combat poverty and humanitarian disaster by creating jobs and limiting the need for aid. Apply for opportunities through the Civil Service to see where you can make a difference.

**EUROPEAN COMMISSION**

## HELPING UPHOLD THE VALUES OF THE EU

If you want to get involved with the politics of Europe, the European Commission is for you. Primarily concerned with drafting legislation, trade negotiations and over-seeing the implementation of policy, you can play your part in uniting Europe.



Frontline's mission is to transform the lives of vulnerable children by recruiting and developing outstanding individuals to be leaders in social work and broader society. Here they are meeting with our members at Bright Network Festival – our annual flagship event held each September. Visit our website to find out more about upcoming events.

### FOREIGN OFFICE

#### SUPPORTING AND PROMOTING OUR INTERESTS OVERSEAS

The FCO is a government body, supported by 11 other organisations, designed to protect and develop the UK's international relationships. Graduates can expect a fast-paced and challenging experience dealing with the country's affairs overseas.

### FRONTLINE

#### WHERE TALENT CAN TRULY CHANGE LIVES

Frontline works to help graduates make a difference via social work, helping the children of this country find their potential. Highly rewarding work awaits those who want to develop their leadership skills and change lives.

### HM REVENUE & CUSTOMS (HMRC)

#### PROVIDING THE FINANCES TO RUN THE COUNTRY

Making sure that everyone plays their part in funding the country, while ensuring that measures are enforced fairly, HMRC offers you the chance to keep the country solvent and secure.

### HOME OFFICE

#### LOOKING AFTER BRITISH CITIZENS

Key areas of action include immigration, drug control, crime, and counter-terrorism. An interesting option for graduates looking for a career in a very present and complex organisation.

### MI5

#### KEEPING THE COUNTRY SAFE

Our national security organisation, MI5 is primarily concerned with intercepting and stopping threats to the UK. Main areas include anti-terrorism, intelligence, cyber crime and espionage, with plenty of opportunities for you to make a difference.

### OFCOM

#### KEEPING COMMUNICATION ON TRACK

Regulating the communications sector across TV, direct phone lines and other mediums, Ofcom provide an essential service. With the advent of new media landscapes, it's an exciting time to work at the heart of the technology sector.

### ON PURPOSE

#### CHANGING THE WAY WE DO BUSINESS

On Purpose helps professionals develop the knowledge and networks they need to lead social development through business. Changing how talented people think to change the world.

**OXFAM**

## CHARITY FIGHTING POVERTY ALL OVER THE WORLD

Recognised across the globe, Oxfam operates many different fundraising initiatives to help people gain access to clean water or build a livelihood, proud to be helping others creating lasting change.

**TEACH FIRST**

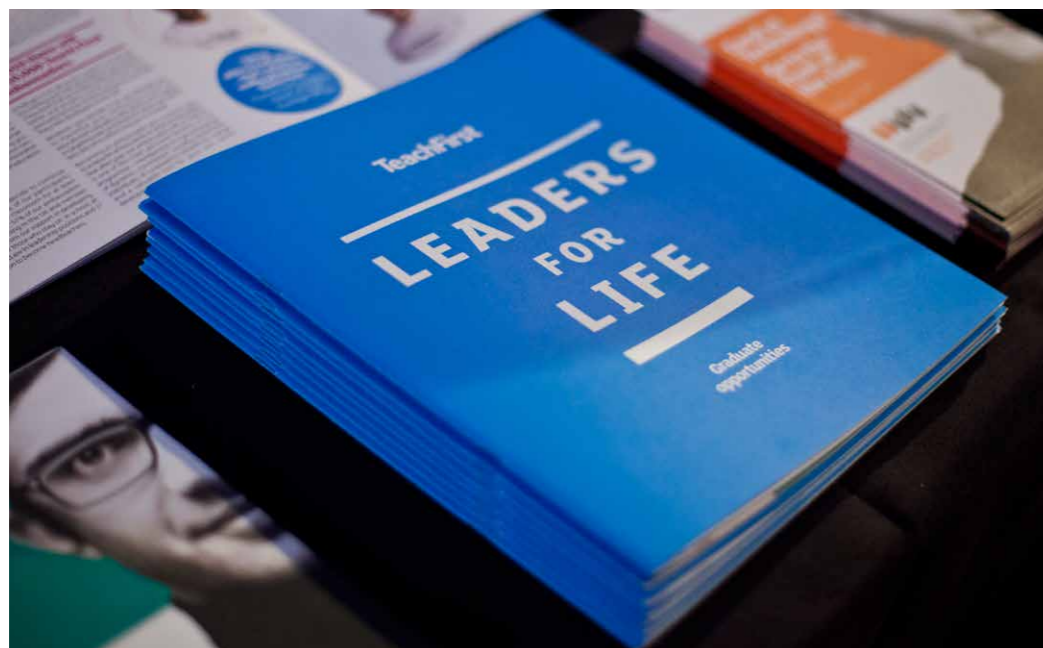
## SUPPORTING BRIGHT MINDS TO PASS ON POTENTIAL

Teach First seek to make sure no child is limited in education by their background. With the help of bright graduates bringing their talents to teaching, they hope to inspire and elevate younger generations to believe in more.

**TRANSPORT FOR LONDON**

## KEEPING LONDON ON THE MOVE

Charged with providing public transport to the 8+ million residents of London, TFL's purview ranges from managing cyclists, to running one of the busiest underground transit systems in the world. Graduates can choose from over 30 different schemes and programmes.



We're delighted to be a proud partner of Teach First – an exceptional charity fighting educational inequality. Find out more about their work and how you can get involved – visit [www.brightnetwork.co.uk](http://www.brightnetwork.co.uk).

**CONSULTING****ACCENTURE**

## CONSISTENTLY LISTED ON FORTUNE'S 'WORLD'S MOST ADMIRABLE COMPANIES' LIST

A giant of the consulting and strategy sector, Accenture is the largest independent technology service provider worldwide. They offer exciting routes for graduates looking to help businesses stay competitive in a rapidly evolving sector.

**ALIX PARTNERS**

## A LEADING AUTHORITY IN BUSINESS ADVISORY

Driven by results and always creating value, Alix Partners thrive on making a difference to businesses worldwide. Their 'think-on-your-feet' environment is perfect for the proactive and ambitious graduate.

**ALPHA FMC**

## A GLOBAL CONSULTING COMPANY FOR WEALTH AND ASSET MANAGEMENT

Even though some of the world's top wealth and asset management firms rely on Alpha FMC for expert consultancy services, the firm retains a friendly, collegiate atmosphere, where you can really stand out.

**ARUP**

## CONSULTING ENGINEERS, WITH AN UNCONVENTIONAL APPROACH TO DESIGN

The minds behind the structural design of the Sydney Opera House, Arup's planners and engineers continue to deliver innovative and sustainable designs that reinvent the built environment

**ATKINS**

## EXCITING OPPORTUNITIES IN DESIGN, ENGINEERING AND PROJECT MANAGEMENT CONSULTING

Atkins have been involved in some of the UK's most transformational projects; your work could range from helping clients switch to sustainable energy, through to assessing and mitigating flood risk.

**BAIN & COMPANY**

## HELPING BUSINESSES CONVERT THEIR DECISIONS INTO ACTIONS

One of the world's premier firms, Bain & Company have been providing pragmatic, tailored management consulting services for 40 years. Passionate about helping their clients reach the best results, they also boast a distinctly social atmosphere.

**BOSTON CONSULTING GROUP (BCG)**

## UNLOCKING INSIGHT AND THE COURAGE TO ACT

The intellectual powerhouse of the Consulting world and also ranked 2nd on Fortune's '100 Best Companies to Work For 2015' list, BCG have maintained their reputation for excellence and offer exciting opportunities for bright minds.

**CAPGEMINI**

## HARNESSING THE POWER OF TECHNOLOGY FOR THEIR CLIENTS

A firm built on trust and boldness, Capgemini is a management consulting company committed to putting its employees and clients first. No two days are the same and international opportunities are available.

**CHP CONSULTING**

## PROVIDING SOFTWARE FOR ASSET AND AUTOMOTIVE FINANCE WORLDWIDE

Known for exceptional delivery and support, CHP Consulting understands business and match their methods to suit, ensuring unrivalled service every time. If you're a people person, tech-whizz or business brain, CHP Consulting wants to hear from you.

**EC HARRIS**

## INTERNATIONAL LEADERS IN BUILT ASSET CONSULTANCY

Part of the ARCADIS group, EC Harris specialise in natural and built asset design and consultancy. For graduates looking to specialise in a particular area while still retaining global scope, this is an exciting firm.

**ELIXIRR**

## GAME CHANGERS IN THEIR OWN SECTOR AS WELL AS FOR THEIR CLIENTS

An evolving and fast growing firm. Elixirr are proud to challenge convention to create a real impact. With good career prospects and a world-class work environment, this makes for an attractive package to graduates.

**JAVELIN GROUP**

## EUROPE'S LEADING RETAIL STRATEGY CONSULTANTS

Javelin Group looks to provide expert strategy consulting and digital transformation services to the biggest retailers worldwide. Graduates receive excellent all round and thorough training.

**L.E.K CONSULTING**

## MEETING CLIENTS' CHALLENGES HEAD ON

Using in-depth expertise to produce high impact results, L.E.K Consulting are a global firm that help their clients move forward with confidence and precision.

**MCKINSEY & CO**

## COLOSSUS OF MODERN CONSULTING, ILLUSTRIOUS ALUMNI ABOUNDING

The world's largest management consultancy. They recruit the best minds from diverse disciplines, which is why they have been voted as the best consulting firm in the world 14 years in a row.

**MERCER**

## BELIEVING THAT TALENT MAKES ALL THE DIFFERENCE

Mercer is an international consultancy firm specialising in Talent, Health, Retirement and Investments. Become part of a diverse and inclusive culture and prepare for a first-class education into the world of consulting.

**OC&C STRATEGY**

## THE BOLD; THE BRAVE; THE CREATIVE

OC&C Strategy pride themselves on tackling the most complex issues facing ambitious management. Their culture is based on individual thinking, and united effort, providing the momentum to meet any challenge.

**OLIVER WYMAN**

## THE GOLD STANDARD IN THE CONSULTING SECTOR

Valuing people with energy, passion and a commitment to excellence means that Oliver Wyman hire only the most exceptional. Be a part of an environment based on respect, teamwork and opportunity.

**PA CONSULTING**

## ENHANCING, RECORD BREAKING, LIFE CHANGING

From developing revolutionary heating systems to helping the MOD negotiate £250m in maritime support savings, work at PA Consulting is varied, exciting and often ground breaking.

**STEER DAVIES GLEAVE**

## NO.1 INDEPENDENT TRANSPORT STRATEGY CONSULTANTS

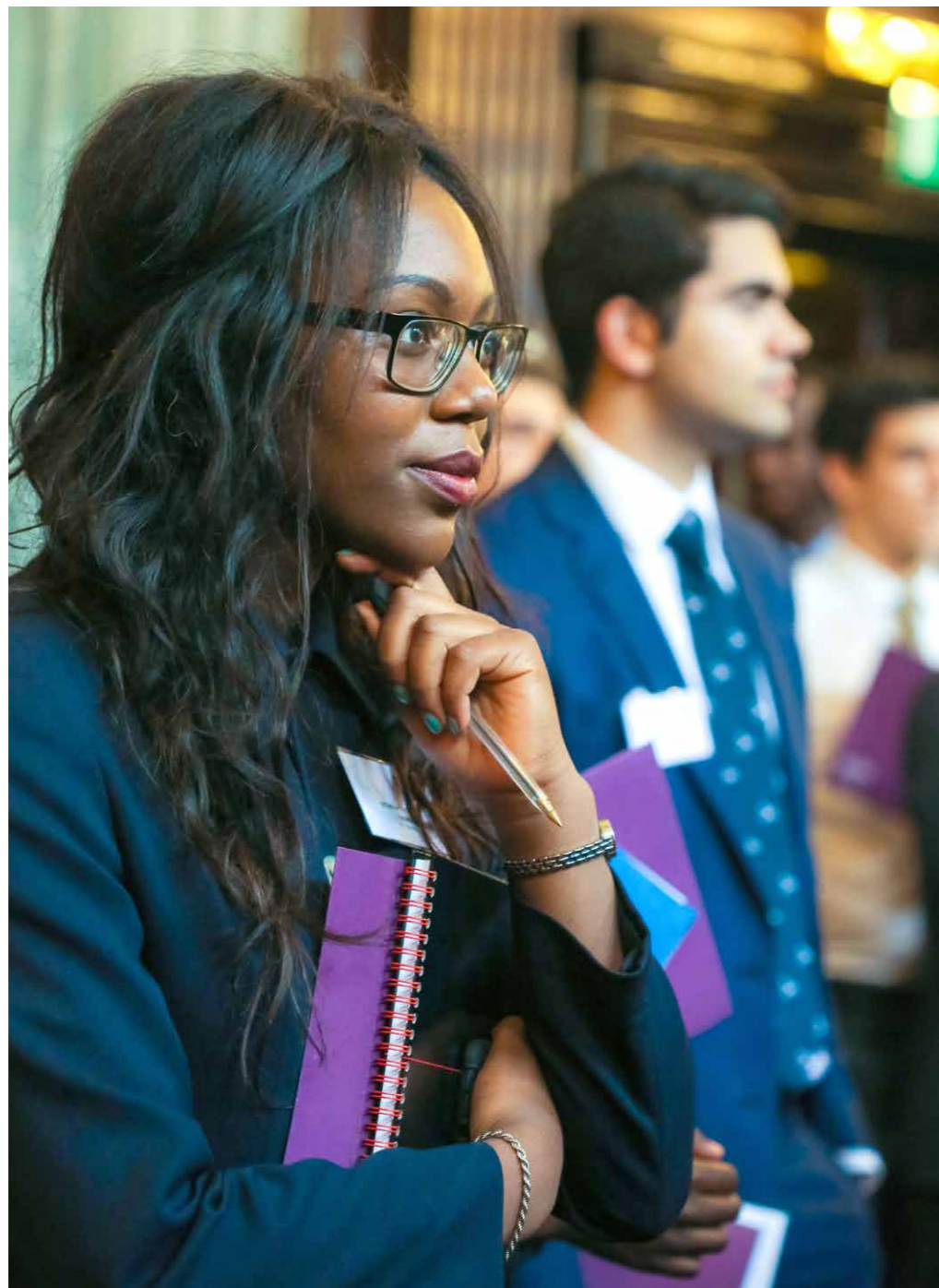
Through planning, designing, advising and analysing, Steer Davies Gleave deliver commercial insights and practical solutions to all their clients. The firm behind London's first underground cycle vault and the award-winning Bus Rapid Transit System, Transmilenio, in Bogotá.

**STRATEGY&**

## PWC'S GLOBAL TEAM OF STRATEGY EXPERTS

Strategy& help businesses seize the advantage and capture their greatest opportunities. Their strategy-through-execution approach has secured the firm's name as one of the best in the business.





## ■ CONSUMER & RETAIL

### AMAZON

#### THE EVERYTHING STORE

From a garage in Seattle to redefining e-commerce internationally, Amazon has grown to become the stand-out business of the internet age. From retail to technology, the opportunities are abundant and highly sought after.

### APPLE

#### UNIVERSAL AND UNRIVALLED TECH GIANT

Almost everyone owns something from Apple. Revolutionising technology, one 'must have' gadget at a time, Apple offer exciting and constantly innovative work on the global stage. Whether in the retail or corporate side of the business you will have a chance to create wonder.

### ARCADIA GROUP

#### THE UK'S LARGEST FASHION RETAILER

Graduates can choose from four main areas of the business: Buying, Merchandising, Finance or Digital. With tailored on-the-job training to be expected, Arcadia Group is the perfect place to start a career in retail.

### ASOS

#### 1ST STOP FOR SHOPPERS, 1ST STOP FOR GRADUATES

Evolution has epitomised the ASOS story and still continues to be a core value. The brand shows what technology and retail can accomplish when they work together. If you're looking for an exciting role as fast paced as the fashion business, this is the place to be.

### COCA COLA

#### THE LARGEST BEVERAGE COMPANY IN THE WORLD

Supplying over 200 countries with more than 500 brands, and selling a record of 1.9 billion servings in one day, Coca Cola provides the ultimate opportunity for those interested in global retail opportunities.

### DANONE

#### THE NAME BEHIND SOME OF THE WORLD'S BEST LOVED PRODUCTS

Danone offers opportunities across the board, from marketing and finance, to research posts in early life nutrition. See what you could bring to the brand.

**DIAGEO**

## PREMIUM DRINKS AND PREMIUM CAREERS

Diageo supply top quality alcoholic beverages on a global scale. Their three year graduate programme takes those who thrive on fast-pace and challenges and want to make their brands the best they can be.

**EBAY**

## THE 21ST CENTURY E-COMMERCE PLATFORM

Working as partner to retailers of all sizes, ebay enables commerce on a scale that many sellers could only dream of. Internships and Entry Level roles are on offer for those who want to test the boundaries of what they can achieve.

**JOHN LEWIS**

## A PARTNERSHIP CREATED FOR SUCCESS

The John Lewis Partnership is all about its people. Employees are partners but it means so much more than just sharing the profits. Be a part of a business that has redefined the retail model and contribute to its unique careers experience.

**L'OREAL**

## THE ULTIMATE DESTINATION FOR A CAREER IN BEAUTY

Experts in the beauty sector and devoted to expanding its reach, L'Oreal is an ambitious, fast-growing firm. Opportunities are available across the business including Marketing, Digital, Legal and Finance.

**MARKS & SPENCER (M&S)**

## A RETAIL ICON LOOKING TO THE FUTURE

Currently expanding into new markets, M&S is full of potential for those looking to start a career in retail. Whether you want to become a food technologist or work in logistics, there is something for every graduate here.

**MONDELEZ**

## TOP DESTINATION FOR A SWEET CAREER

Curators of a range of iconic brands, including Cadbury and Milka. Those with a sweet tooth can find excellent development opportunities at the world's top chocolate company, where big brands and big ideas mix.

**MUNTONS**

## A MAIN PLAYER IN THE GLOBAL MALT MARKET

Malt and malted ingredient producer for over 90 years. Muntons has grown into a major contributor to their market and continues to build on that success.

**NESTLE**

## SO MUCH MORE THAN JUST KITKATS AND COFFEE

It's the world's leading nutrition, health, and wellness company, and exports £346m of products to over 70 countries from UK. Their recently launched YOUth initiative goes to show that Nestle are committed to young and brilliant talent.

**OCADO**

## VOTED 'BEST ONLINE SUPERMARKET' BY WHICH?

A grocery delivery service supported and powered by innovative research and technology. They built their fulfilment business from scratch into an award-winning, customer-centric hub. Now they want to help you build your career into something just as impressive.

**P&G**

## BRINGING YOU THE MOST TRUSTED PRODUCTS AROUND THE WORLD

The conglomerate behind supplying products to nearly five billion people every day. From Febreze to Max Factor you could be a part of creating, manufacturing, promoting or selling any one of their 50 Billion-Dollar brands.

**PENTLAND BRANDS**

## BRINGING YOU THE BEST SPORT, OUTDOOR AND FASHION BRANDS

Three generations later after its foundation, this family run business has gone from strength to strength. Pentland Brands aim to build on this success with graduates who have the ambition to achieve and excel.

**PEPSICO**

## HOME OF MANY HOUSEHOLD FAVOURITES

Be a part of the firm behind Walkers, Tropicana and of course, Pepsi, with a global reach across 200 countries. They also have an award-winning female advancement scheme and are consistently listed in The Times Top 50 Employers for Women.

**POST OFFICE**

## POSTING YOUR MAIL AND SO MUCH MORE

Already the UK's largest financial services chain and retail network, The Post Office aim is to become the most trusted provider of essential services nationally. Help them build on this already impressive legacy.

**ROYAL MAIL GROUP**

## IT'S ALL ABOUT DELIVERY

As the UK's designated Universal Postage Service Provider, Royal Mail supply 29 million addresses with their letters and parcels. Opportunities open across the business including the Operations Programme to the Technology Programme.

**SCHNEIDER ELECTRIC**

## REDEFINING THE WAY WE LIVE

By believing that access to energy is a basic human right, Schneider Electric are committed to innovative solutions and technologies that seamlessly support quality energy with a minimal carbon footprint. A global leader in the sustainable energy sector.

**UNILEVER UK**

## BUILDING AND MAINTAINING TRUST FROM BUSINESS TO CUSTOMER

Unilever are committed to their brands and their consumers. From internships and apprenticeships to undergraduate programmes, Unilever provide unrivalled experience to those looking to work in the retail and consumer sector.

**WHYTE & MACKAY**

## THE SPECIALISTS IN SCOTCH WHISKEY

While smaller in comparison to their immediate competitors, they exert a mighty presence in the market; Whyte & Mackay is a Glasgow based alcoholic beverage company who know their stuff about making and selling blended scotch.

**LAW****ADDLESHAW GODDARD**

## COMPELLING WORK OF EXCEPTIONAL BREADTH DELIVERED EVERYDAY

Proud to be a people business, Addleshaw Goddard dedicates itself to its clients; putting constancy, consistency and quality into every step they take. With an enjoyable and supportive culture, graduates can expect to work for exceptional clients.

**ALLEN & OVERY**

## AN ELITE INSTITUTION, NAMED 'BEST GLOBAL LAW FIRM' AT IJ GLOBAL AWARDS

As a leading Magic Circle law firm, graduates can expect first class training and the possibility of global experience on cutting edge deals when applying to this market leading institution.

**ASHURST**

## M&amp;A GIANT AND ONE OF THE UK'S LARGEST FIRMS

Graduates can expect a progressive and professional experience in both legal and non-legal opportunities, at a firm that prides themselves on providing rewarding and stimulating careers.

**BAKER & MCKENZIE**

## REDEFINING THE GLOBAL LAW FIRM TO MATCH THE 21ST CENTURY LAW LANDSCAPE

Baker & McKenzie ride the crest of the pioneering law wave. They're passionate about meeting the challenges of the global economy head on and delivering a world-class service with clients to match.

**BERWIN LEIGHTON PAISNER**

## INNOVATION, FLEXIBILITY AND EXCELLENCE PUT THIS FIRM CONSISTENTLY AT THE TOP

It's all about the extra mile at Berwin Leighton Paisner. In every aspect, from client commitment to their graduate training, you can expect just a little bit more. Trainees can expect wide-ranging opportunities as the firm widens its global net and enters new markets.

**CLIFFORD CHANCE**

## NAMED NO.1 LAW FIRM IN CHAMBERS AND PARTNERS GLOBAL TOP 30 2015

An evolving and innovative Magic Circle law firm, Clifford Chance offers an unparalleled experience to graduates wanting to forge careers in commercial law. Their awards speak for themselves.



Minesh Tanna, Oxford Law graduate and now Associate at Simmons & Simmons gives his top tips for success at our Future Lawyers Top 100 event – an exclusive free-to-attend event for our members.



Inspirational insights from leading law firm partners at our Bright Network event for aspiring future lawyers. From left to right; Louise Lamb, Partner, Hogan Lovells; Kirstie McGuigan, Graduate Recruitment & Development Partner, Taylor Wessing, Gareth Eagles, Partner, White & Case and Jessica Littlewood, Partner, Clifford Chance.

#### **CLYDE & CO.**

LET YOUR CAREER TAKE OFF AT THIS FAST GROWING FIRM

With a particular focus on sectors such as aviation, energy, and marine, Clyde & Co. presents exciting opportunities to graduates who are looking for something a little more specialised.

#### **CMS CAMERON MCKENNA**

FOCUSED ON PUTTING THE CLIENT FIRST

A Top 10 Global Law Firm, CMS Cameron Mckenna is a dynamic and supportive business who value top talent and leadership.

#### **DENTONS**

SERIOUS ABOUT TECHNOLOGY, SERIOUS ABOUT ITS LAW

A law firm that's all about realising potential. Graduates can expect opportunities both here in the UK and in the Middle East.

#### **DLA PIPER**

DESIGNED TO PROVIDE ONLY THE BEST LEGAL ADVICE

Lauded for their client service, built with only excellence and global capability in mind. You are guaranteed a first class training experience and career at DLA Piper.

#### **EVERSHEDS**

CREATIVE THINKING WITHOUT BOUNDARIES

One of the larger corporate firms who regularly advise on high profile cases. With strong links to their international offices, graduates can look forward to the potential to work across Europe, Middle East, Asia and Africa.

#### **FIELDFISHER WATERHOUSE**

AMBITIOUS LEADERS IN THEIR FIELD

A Europe-based firm with an entrepreneurial essence. With over 400 lawyers working in the Technology, Media, Healthcare and Energy industries, Fieldfisher Waterhouse is an exciting and modern firm.

#### **FRESHFIELDS BRUCKHAUS DERINGER**

STAND OUT FROM THE CROWD AT THIS FIRM FOR AMBITIOUS AND TALENTED GRADUATES

There's something to be said for a 250-year client relationship with the Bank of England. With a strong commitment to their values combined with a drive to be exceptional, Freshfields Bruckhaus Deringer opens all the doors you need to start your career at Magic Circle firm.

**HERBERT SMITH FREEHILLS**

## CUTTING THROUGH THE COMPLEXITY, FROM LONDON TO SYDNEY

A firm of diversity and inclusion, with a conscience about its social, economic and environmental impact, Herbert Smith Freehills provides a modern approach to its global practice where new talent can flourish.

**HOGAN LOVELLS**

## STRAIGHT TALKING AND STRONG RELATIONSHIPS

Known for their pragmatism and proactive approach, Hogan Lovells believes in solving the problems before they appear. A broad thinking firm with an exemplary approach to diversity in the workplace.

**JONES DAY**

## UNIQUE AND UNRIVALLED IN CLIENT SERVICES

The collective drive to provide the best client care defines this firm, as well as their innovative non-rotational trainee system, where you are given the reigns to directing your own development.

**KING & WOOD MALLESONS**

## THE LEGAL NETWORK CONNECTING ASIA WITH THE WORLD

Always looking to recruit the best talent, King & Wood Mallesons provides international graduate opportunities for those who want challenging and exciting careers with clear rewards along the way.

**KINGSLEY NAPLEY**

## PROTECTING PRIVATE LIVES OF PUBLIC INDIVIDUALS

A leading law firm in all sectors, Kingsley Napley has protected high profile clients for several decades. As a member of the 'Sunday Times Best Companies to Work For', graduates can be reassured that hard work does pay off.

**KIRKLAND ELLIS**

## ALWAYS LOOKING FOR THE BEST SOLUTION

This US firm thrives on a reputation for exceptional service to their clients around the world. They look to hire diverse professionals who will contribute to the Kirkland Ellis brand.

**LINKLATERS**

## A PIONEERING MAGIC CIRCLE FIRM COMMITTED TO HELPING YOU ACHIEVE YOUR AMBITION

Work alongside some of the most talented people in law, in a dynamic and diverse environment. Linklaters will give you the opportunity to thrive and excel in the world of commercial law.

**MACFARLANES**

## A DISTINCTIVE LAW FIRM PUTTING INDEPENDENT THINKING FIRST

Being smaller than its immediate competitors, Macfarlanes prides itself on its personal commitment and attention to its clients and trainees. You are so much more than just a trainee at Macfarlanes.

**MAYER BROWN**

## SEAMLESS INTEGRATION ACROSS THE GLOBE

With offices to be found around the world in key business centres such as America, Asia and Europe, Mayer Brown affords graduates a rich variety of opportunities in a fast growing firm.

**MISHCON DE REYA**

## WEALTH MANAGEMENT AND ASSET PROTECTION SPECIALIST

Famous for their involvement with high profile individuals and businesses, Mishcon de Reya have carved out a reputation of looking after their clients with expert and professional legal guidance.

**NABARRO**

## CLARITY AT THE HEART OF WHAT THEY DO

Nabarro deliver quality solutions to complex problems with ease and efficiency. Graduates who are looking for a challenging environment and a desire to learn from the best should take a closer look.

**NORTON ROSE FULBRIGHT**

## REAL MOMENTUM AND EXHILARATING MOBILITY

Doors are opening and opportunities abound across the Norton Rose Fulbright global platform. Alongside strong strategy and inspiring sophistication in all things, expect international exposure as part of your training and beyond.

**OLSWANG**

## EXPERT ADVICE IN MEDIA, COMMUNICATIONS AND TECHNOLOGY

One of the best options for anyone looking to start their career in a more specialised market area, Olswang LLP offers a culture that helps graduates achieve their potential.

**PINSENT MASONS**

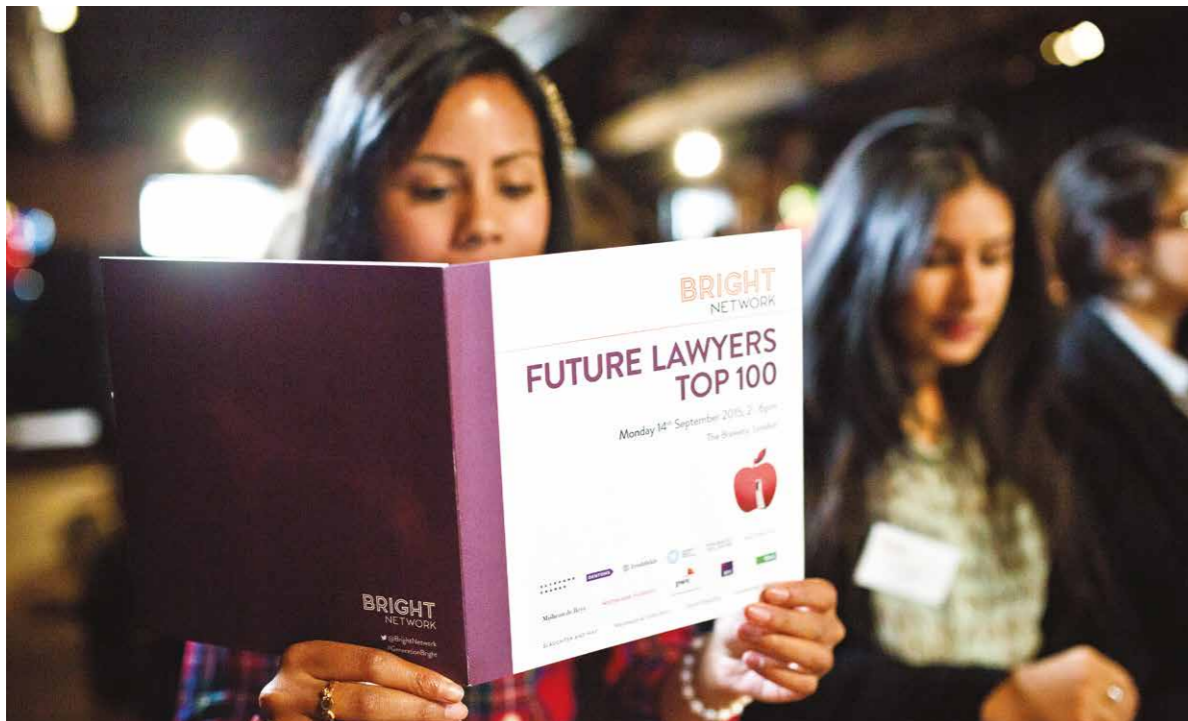
## DEDICATED TO TIPPING THE SCALES IN YOUR FAVOUR

As 'Construction Law Firm of the Year 2015' at the ALB SE Asia Awards, among other awards, Pinsent Masons make a fantastic option for any graduates interested in building a bright future.

**PWC LEGAL**

## THE LEGAL EXPERTS FOR PWC'S GLOBAL NETWORK

While they boast over 2000 lawyers in over 80 countries, the world's most extensive legal network, PwC Legal, is never impersonal. Opportunity is at the heart of careers at PwC Legal, graduate lawyers will also experience daily exposure to wider business skills.



We hold networking events and skills sessions with leading Commercial Law firms for our Bright Network members interested in pursuing a career in law. Sign up to start receiving invitations.

### REED SMITH

#### THE ENTREPRENEURIAL FIRM THAT'S MAKING A DIFFERENCE

Reed Smith is an extensive global platform where graduates are challenged and stimulated. A client focused ethos and famously friendly office culture make it an attractive graduate choice.

### RPC

#### FAST PACED AND EXCITING TO WORK FOR

Last year's 'UK Law Firm of the Year', RPC are no strangers to being the best. They put their client service at the heart of everything they do and co-founded TerraLex, one of the largest global law networks.

### SHEARMAN & STERLING

#### EXCITING PAST WITH AN EVOLVING FUTURE TO COME

Shearman & Sterling have been involved with a range of ground-breaking deals. From complex industrial mergers to international politics, this firm has been at the front of some of the most challenging and exciting legal issues across the world.

### SIMMONS & SIMMONS

#### A LEADING INTERNATIONAL LAW FIRM IN TUNE WITH THE BUSINESS WORLD

With a strong collective drive coupled with their sights set to the horizon, Simmons & Simmons can provide ambitious graduates the opportunity to excel in the world of business law.

### SLAUGHTER & MAY

#### MAGIC CIRCLE FIRM WITH A MULTI-SPECIALIST APPROACH

Not only does Slaughter & May offers trainees exceptional training, but they are also afforded the rare chance to specialise in multiple areas of law, for variety and flexibility at one of the UK's premier commercial law firms.

### SULLIVAN & CROMWELL

#### LEADERS IN THEIR CORE PRACTICES AND GEOGRAPHIC MARKETS

With extensive and high quality knowledge across all of their capabilities, Sullivan & Cromwell makes the perfect choice for graduates who want a generalist training, backed up by a proud legacy of success.

### TAYLOR WESSING

#### FOCUSING ON THE INDUSTRIES OF TOMORROW

Taylor Wessing is an instinctively forward thinking firm with an international flair. Its culture and standard of work attracts graduates looking for high quality amongst like-minded people.

**TRIVERS SMITH**

DELIVERING UNWAVERING EXCELLENCE IN AN EVER-CHANGING LEGAL LANDSCAPE

Smaller in size but mighty in quality. With an emphasis on a challenging yet enjoyable experience, it is no wonder they have an outstanding employee retention rate.

**TROWERS & HAMLINS**

LIKE-MINDED THINKING CULTIVATED TO ACHIEVE EXCELLENCE

Independently recognised as the leading firm in the social housing sector in the UK. Trowers & Hamblins, with over 700 lawyers working around the globe, is a rapidly growing law firm full of possibilities.

**WATSON FARLEY & WILLIAMS**

PLAIN SAILING FOR THIS RAPID GROWTH FIRM

A relatively young firm with roots in shipping, they are currently expanding across the globe with vigour. Watson Farley & Williams is respected for its expertise across many sectors; namely, maritime, energy and infrastructure, and natural resources.

**WEIL, GOTSHAL & MANGES**

US BASED FIRM HOLDING IT'S OWN IN THE BIG LEAGUES

Established in 1996, the London branch has grown into Weil, Gotshal & Manges' second largest office worldwide. With a recruiting strategy focused on obtaining exceptional talent at all levels, it makes for a fantastic starting block from which to build a career.

**WHITE & CASE**

A GLOBAL FIRM, ADVISING GOVERNMENTS, START-UPS AND MORE

Known as its 'centre of gravity' by employees, the London office is a fundamental part of the White & Case network. Creative graduates with an interest in international commercial issues will really excel here.

**WINCKWORTH SHERWOOD**

LEADING IN THE SECTORS THEY SERVE

From charities to churches, Winckworth Sherwood's expertise and advice knows no limits. Named the leading law firm for female and ethnic diversity fully demonstrates the firm's commitment to a fair workplace for all.

**WRAGGE LAWRENCE GRAHAM & CO.**

EXCITING CHANGES MEANS A WEALTH OF OPPORTUNITY

Soon to be joining forces with the Canadian law firm, Gowlings, to become Gowlings WLG, this firm presents some of the most exciting prospects for graduates looking to launch their careers.

**■ PHARMACEUTICALS****ASTRAZENECA**

SCIENCE-LED SOLUTIONS TO GLOBAL HEALTH

AstraZeneca are working to make the most of the opportunities that new science and technologies bring to the search for new medicines. Their UK presence is at the forefront of their research, so see where you could make a difference.

**GLAXOSMITHKLINE**

HELPING PEOPLE LIVE BETTER, FOR LONGER

A multinational, science-lead healthcare company, providing everything from pharmaceuticals to vaccines, focusing on global health, its the perfect company for those who want to make a difference to the lives of millions.

**JOHNSON & JOHNSON**

THE HUMAN HEALTH COMPANY THAT HAS STOOD THE TEST OF TIME

One of the biggest names in health and pharmaceuticals. The Johnson & Johnson family of companies have over 120 years of experience, with a focus on business morality that is the key to their continued success.

**NOVARTIS**

INNOVATION IN ALL AREAS OF THE HEALTH SECTOR

Basing their efforts on patients need and scientific understanding, Novartis aims to maintain high ethical standards to match their award-winning medical innovation.

**PFIZER**

THE WORLD'S LARGEST RESEARCH-BASED PHARMACEUTICAL COMPANY

Working to improve the lives of people all over the world through service and science, Pfizer offer opportunities to make a difference in a diverse range of departments, all focused on helping to create world-changing products.

**ROCHE**

FUTURE-FOCUSED AND PERSONAL

Roche aims to provide the healthcare solutions of the future, fitting treatment to the individual. They rely on their successful diagnostic business to provide accurate and game-changing insight to support their pharmaceutical development.

## ■ PROFESSIONAL SERVICES

### BAKER TILLY

#### YOUR LOCAL FIRM WITH NATIONAL STRENGTH

Cohesion and excellence are the key to Baker Tilly's success. An independent firm of chartered accountants and business advisors, they are committed to providing quality business solutions.

### BDO

#### ADVISING THE AMBITIOUS

A firm committed to helping you show your true colours. Whether you're interested in Audit, Tax, Advisory or Financial Services, BDO wants its employees to excel and so make lasting impacting change for their clients.

### CAPITA

#### PROFESSIONAL SERVICES TAKING CENTRAL STAGE

As the largest business process management and integrated professional support service solutions firm in the UK, Capita is an enticing prospect for graduates, and a key partner to many top global businesses.

### DELOITTE

#### MAKING A POSITIVE IMPACT

This ambitious Big Four firm has always pushed boundaries in their work. The desire to innovate, support and succeed for their clients underlies every day at Deloitte. Join them for a range of excellent graduate opportunities.

### EY

#### BUILDING A BETTER WORKING WORLD

Increasing trust in business and fomenting collaboration are key factors at this Big Four firm. EY are devoted to the idea that if business works better, the world does too, and they exist to make that happen. Be a part of firm that is helping shape the landscape of tomorrow.

### GRANT THORNTON

#### LETTING YOU SET YOUR OWN PATH

With the widest range of clients imaginable and the choice to work with whomever you want to, Grant Thornton offers broad and exciting opportunities. Their vested interest in your development and breadth of learning makes this an attractive option for graduates.

### KPMG

#### A BIG FOUR AUDITOR WITH WORLDWIDE IMPACT

The UK's leading provider of professional services. KPMG believe in turning knowledge into value. Long-term thinking, mobility and responsibility are guaranteed aspects to careers at KPMG, where striving truly makes a difference.

### MAZARS

#### A GLOBALLY PRESENT ACCOUNTANCY FIRM

Not only one of the largest accounting firms in Europe, Mazars is recognised internationally as an accounting expert. Totally integrated and completely transparent, it is their values and people that set it apart.

### PWC

#### AN EVER-GROWING BIG FOUR AUDITOR

An iconic professional services firm renowned for its rigour and reach. This rapidly expanding firm offers opportunities at all levels and in a range of departments, for a career built on ambition and results.

### SMITH & WILLIAMSON

#### ACCOUNTANCY, WEALTH MANAGEMENT AND CREATION

Helping clients achieve their financial ambitions has earned Smith & Williamson their reputation, but it's their people that makes the firm thrive. Graduates can expect to work on real accounts as well as working towards professional qualifications.

### TOWERS WATSON

#### GLOBAL ELITE PROFESSIONAL SERVICES FIRM

A grounded perspective, based on years of experience, enables Towers Watson associates to achieve superior results. The perfect fit for intellectually curious graduates looking for careers in Benefits, Risk and Financial Services, and Talent & Reward.



## ■ RECRUITMENT

### THE UP GROUP

#### A CENTRE FOR GLOBAL LEADING DIGITAL TALENT

Started in 2007, The Up Group aims to deliver digitally-minded talent above and beyond expectation. Help put people in the right place for them to make the most impact.

### PAGEGROUP

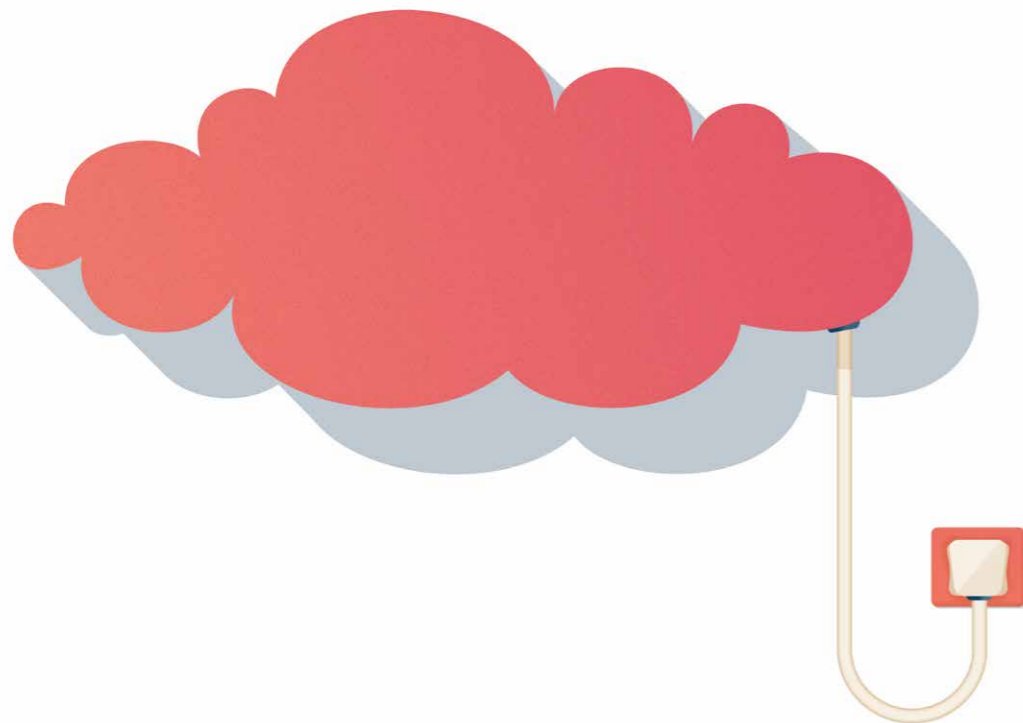
#### SPECIALIST RECRUITERS ACROSS 25 BUSINESS AREAS

A highly respected firm, PageGroup provides recruitment services for qualified, professional and executive roles. Recognised for 10 years as one of The Sunday Time's '100 Best Companies to Work For' including 2015.

### LA FOSSE ASSOCIATES

#### THE TECHNOLOGY AND DIGITAL RECRUITMENT CONSULTANTS

Operating at all levels, from executive to contract, La Fosse Associates are the best-equipped consultants when it comes to the technological sector. Featured in The Sunday Time's '100 Best Small Company to Work for 2015'.



## ■ TECHNOLOGY, ENERGY & ENGINEERING

### AIRBUS

#### BUILDING THE FUTURE OF AVIATION

Working in civil aviation and defence, Airbus recruits from diverse disciplines, for those who want a part in producing over half the world's airliners and more.

### ALPHA TECHNOLOGY SERVICES

#### THE TECHNOLOGY BEHIND ASSET MANAGEMENT

Providing the essential link between customers and the tools that deliver superior results in asset management, Alpha Technology Services are looking for focused, driven graduates to maintain their reputation for innovation.

### AMEC FOSTER WHEELER

#### KEEPING THE WORLD IN WORKING ORDER

A global engineering, consultancy and project management company. Amec Foster Wheeler offers a diverse range of opportunities in business, science, environment and engineering for bright minds.

### ARM

#### PROCESSOR PRODUCERS PROBABLY POWERING THE CONTENTS OF YOUR POCKET

ARM design and licence production of technology, particularly processors, found in everyday items, including most modern mobile phones. Careers for those who want to help people connect.

### ATASS

#### CONSULTING AT THE SWEET SPOT WHERE SPORTS AND STATISTICS COLLIDE

ATASS uses statistics and in-depth knowledge to forecast results and gain insight into the world of professional sports, while staying committed to community development and a supportive work culture.

### ATOS

#### BRINGING PEOPLE, BUSINESS AND TECHNOLOGY TOGETHER TO POWER PROGRESS

Atos are a global leader in digital services. They help businesses build systems to meet the future, and can transform you from a graduate to a business technologist with their graduate programme.



Don Dresser, Technical Program Manager at Google UK, talks to Bright Network members at Bright Network Technology Top 150 – an annual event for top science, technology, engineering and maths students in their penultimate or final year of study.

#### BAE SYSTEMS

A BRITISH COMPANY FOCUSING ON MULTINATIONAL DEFENCE, SECURITY AND AEROSPACE

BAE Systems offers graduate opportunities for engineers, architects, project managers, planners, surveyors and consultants on a variety of engineering projects from the design of the Oxford Circus diagonal crossing to passport security systems.

#### BALFOUR BEATTY

LEADING INTERNATIONAL INFRASTRUCTURE GROUP

Principally working in the UK and US, Balfour Beatty do everything from financing, to building and maintaining vital infrastructure projects including the Olympic Stadium and Heathrow Airport T2.

#### BP

FOCUSED ON FUELS, LUBRICANTS AND PETROCHEMICALS

One of the world's six 'supermajor' oil and gas companies, working for BP in both upstream and downstream development will put you on some of the most technically and commercially challenging projects within the energy sector.

#### BT GROUP

BRITISH TELECOMS TITAN, KEEPING THE WORLD TALKING

With customers ranging from corporations to families, BT has been helping people stay in touch since 1980, with global opportunities in services big and small.

#### CARILLION

THE CONSTRUCTION COMPANY BEHIND ICONIC BUILDINGS

With the Royal Opera House and Tate Modern on its project list, Carillion has extensive construction capabilities, a substantial portfolio of Public-Private Partnership projects and a sector-leading ability to deliver sustainable solutions.

#### CENTRICA

CONSTANTLY EVOLVING ENERGY EXPERTS

Supplying electricity and gas to businesses and consumers in the UK, Centrica are looking for self-driven, high-calibre graduates who can grasp complex commercial issues and deliver solutions in the energy sector.

#### CISCO

TRANSFORMING HOW PEOPLE CONNECT, COMMUNICATE AND COLLABORATE

Cisco is the worldwide leader in networking technology and is looking for transformative ideas to propel innovation and fuel disruptive collaboration.

**DYSON**

## BRITISH ENGINEERS OF SUPERIOR SUCTION AND INNOVATION

Driven by innovation and personality, Dyson thrives off bright minds looking to challenge convention and build the future of vacuum cleaners, fans, motors and more.

**EDF ENERGY**

## THE UK'S LARGEST PRODUCER OF LOW-CARBON ENERGY

Whether you are an engineer, have a mind for digital technology, or just want to help the business run smoothly, you can be part of building a more sustainable future, with this award-winning energy producer.

**E.ON**

## WHERE GENERATING TRUST COUNTS AS MUCH AS ENERGY

With the goal of being a trusted energy partner for consumers, E.ON are looking for innovators in technology, finance, marketing, and more, to help keep the lights on for their clients, as well as the planet.

**EXXONMOBIL**

## ENERGY EXPERTS KEEPING THE WORLD MOVING

ExxonMobil is the world's largest oil and gas company, seeking those who want to use science to find better, cleaner ways to deliver the energy the world needs.

**FACEBOOK**

## THE SOCIAL NETWORK THAT REDEFINED FRIENDSHIP

We all know Facebook, but that isn't their only goal. Aiming for a more connected, open world, they invite you to join them to "move fast and break things".

**GENERAL ELECTRIC (GE)**

## IN LABS AND FACTORIES, INNOVATING INTO A NEW INDUSTRIAL ERA

Even after over 100 years of invention and imagination, GE is still focused on the future, bringing bright minds to bear on the next generation of great ideas.

**GOOGLE**

## ORGANISING THE WORLD'S INFORMATION

Unceasingly unconventional, Google are transforming technology online as well as offering open, interactive workspaces to encourage original thought and interaction.

**HUDDLE**

## CLOUD-BASED COLLABORATION BRINGING INFORMATION TOGETHER

Alongside the modest goal of transforming how the world works together, Huddle also pride themselves on their peer based culture, staff perks and charitable efforts with software.

**IBM**

## SEEKING IT SOLUTIONS TO THE WORLD'S BIGGEST PROBLEMS

One of the world's largest IT and consulting services companies, IBM recruit from a range of backgrounds, prizing skills, creativity and passion.

**METASWITCH**

## TECHNOLOGY TO MANAGE DATA, VOICE AND VIDEO WORLDWIDE

Specialising in networking technology and employed by some of the world's foremost companies; a computing background isn't essential, just a passion for communication.

**MICROSOFT**

## PRODUCTS AND SERVICES THAT BUILT MODERN COMPUTING

Microsoft is committed to developing new computing solutions to enable people to interact with technology at work and at home better than before. They offer a range of internships and graduate opportunities for those looking to empower their future.

**MITIE**

## SERVING CLIENTS WITH STRATEGIC OUTSOURCING AND ENERGY

Working across multiple industries and with businesses of all kinds, Mitie provides facilities, property and energy management services via their unparalleled network of professionals to make sure clients can focus on what matters to them.

**NATIONAL GRID**

## JOINING THE DOTS FOR BRITAIN'S ENERGY

National Grid ensures efficient transmission of electricity and gas all around the UK. With graduate opportunities in all areas, this is a chance to do vital work that affects millions and keeps the country moving.

**NATURAL MOTION**

## ANIMATING THE NEXT GENERATION OF MOBILE TECHNOLOGY

Specialising in mobile games and animation technology, Natural Motion make the products that power the entertainment industry, on a screen near you.

**O2****CONNECTING PEOPLE**

O2 are about far more than just technology; whether a graduate's strength lies in marketing, finance or HR, O2 offer opportunities in all sectors. A vibrant and dynamic culture encourages graduates to make the most of their talents.

**ORACLE****MAKING THE FUTURE OF IT SIMPLER**

Oracle believes in innovation without complication, taking the complexity out of data and cloud solutions. One of the world's biggest software suppliers, for those who favour sophisticated simplicity.

**QINETIQ****SECURITY SOLUTIONS THROUGH TECHNOLOGY**

One of the world's leading security companies, QinetiQ builds solutions to global problems, with their technology turning up in phones, cars, trains, even clothes tags.

**QUBE****DELIVERING THE TECHNOLOGICAL ADVANTAGE**

A worldwide trusted provider of real estate management software, Qube Global are passionate about efficiency and solutions. A fantastic option for those looking to take their first steps towards a career in IT.

**QUBIT****MAKING THE WEB MORE PERSONAL**

Developing technology to tailor web experiences to individuals, Qubit are maintaining their start-up culture as they spread their solutions worldwide.

**ROLLS ROYCE****POWERING MOTION THROUGH LAND, AIR AND SEA**

One of the world's leading producers of aero-engines for civil aircraft and jets, as well as keeping everything from submarines to nuclear plants performing properly, Rolls Royce seek the people behind the power.

**SHELL****POWERING THE NATION**

Domestically and commercially, Shell is the UK's largest energy provider, with 80 years of experience. A ground-breaking force in this vital sector.

**SIEMENS****THE TECHNOLOGY BEHIND THE SCENES**

Creating the key technology found in staples such as traffic lights, wind turbines and medical scanners, Siemens has been keeping the world running for over 170 years, which also means developing the top talent and innovators.

**SKY****TAKING TECHNOLOGY FURTHER THAN JUST TELEVISION**

Sky's ever growing brand includes television, internet and communications. They're looking for bright minds to develop their award-winning service and provide innovative entertainment for everyone.

**SKYSCANNER****TRAVELLING SMARTER**

A leading global travel search site, enjoying phenomenal growth through driving innovation and transformation in online travel search. This company call for more bright graduates to continue making its mark in the industry.

**SOFTWARE****USING SOFTWARE TO BUILD BRANDS AND BUSINESSES**

Software offer development and consultancy services to meet the needs of companies big and small. This is a perfect place to build your software career in a fast growth company, with great benefits and the option to move between offices.

**THALES****SAFER SOLUTIONS IN SECURITY, TRANSPORTATION AND AEROSPACE**

International specialists in safety innovation, Thales offers you the chance to do work that matters on the cutting edge of engineering, science and technology.

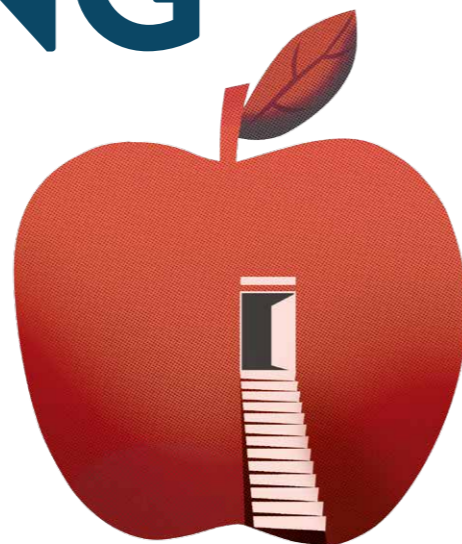
**VODAFONE****PROVIDING 'TOTAL COMMUNICATION' SOLUTIONS TO KEEP EVERYONE CONNECTED**

Communication relies on more than just technology. At Vodafone, you can play your part in connecting customers, whether in software, finance, marketing or any of the many vibrant Vodafone departments.

# EDUCATION & TRAINING

## institutions

The best places for vocational, professional or entrepreneurial training that will help accelerate your career.



### BPP PROFESSIONAL EDUCATION

GET THE EDUCATION YOU NEED TO SUCCEED

Dedicated to being the leading specialist provider of business education, BPP Professional Education is recognised as providing quality training across industries. Particular areas of focus include Accountancy, Tax, Insolvency and, Banking and Finance.

### CAMBRIDGE JUDGE BUSINESS SCHOOL

ADVANCING KNOWLEDGE AND MAKING A DIFFERENCE

Proud to be an institution of high-impact proactive thinking, an experience at Cambridge Judge Business School is unlike any other. They celebrate their 25th anniversary this year and are going from strength to strength.

### CIMA

THE WORLD'S LARGEST PROFESSIONAL BODY OF PROFESSIONAL ACCOUNTANTS

With more than 227,000 members and student across 179 countries, CIMA works across industry, commerce and not for profit organisations to maintain best practice in accountancy.

### EXCEL WITH BUSINESS

TAILORED ONLINE MICROSOFT OFFICE LEARNING

Providers of essential courses to keep everyone up to speed from Microsoft Excel to App Design. Stay ahead of the game and keep your knowledge up to date with this outstanding educator.

### ICAEW

GIVING PEOPLE THE CONFIDENCE TO EXCEL

From professional qualification and development, to sharing insights and technical expertise, ICAEW constantly seek new ways to deliver their services to the highest standards. Become part of a company changing the way business is done.

### LONDON BUSINESS SCHOOL (LBS)

A PLACE FOR GRADUATES TO FIND THEIR VOICE

One of the world's elite business schools, LBS goes from academic strength to strength, promoting provocative business thinking. They offer a vibrant and connected environment for graduates interested in areas as varied as IT, business development and marketing.

### LYNDA.COM

HELPING PEOPLE ACHIEVE THEIR GOALS

Through online teaching of business, software, technology and creative skills, Lynda.com is the place to go to engage and learn. This LinkedIn Company is looking for people to help them transform lives.

### MANCHESTER BUSINESS SCHOOL (MBS)

THE ORIGINAL THINKERS

A full-service business school and the largest campus-based one of its kind in the UK. MBS put originality at the heart of everything they do from their courses and training to the opportunities available.

### NEW ENTREPRENEURS FOUNDATION (NEF)

HELPING OUTSTANDING ENTREPRENEURS TO DRIVE FUTURE PROSPERITY

From change-making programmes and business experience to intensive training and coaching, The NEF wants to support and build a network of market changing, entrepreneurial leaders of the future.

### QUARTIC TRAINING

THE ART OF INVESTING

Unique tuition and topical practicality are a key factor in the Q4 experience. Specialists in training for the Chartered Financial Analyst (CFA) Program and the Investment Management Certificate.

### SAID BUSINESS SCHOOL

TACKLING GLOBAL PROBLEMS AT A WORLD CLASS UNIVERSITY

By combining the best of old and new, the Said Business School and Oxford University deliver a vibrant and young business-learning environment. Become a part of a global network of cutting edge education.

### UNIVERSITY OF LAW

THE LONGEST ESTABLISHED LAW SCHOOL IN THE UK

Having trained more lawyers in the UK than any other institution, the University of Law has a strong reputation and powerful connections that continue to draw the most ambitious future lawyers.



## YOUR APPLICATION CALENDAR

Our members told us they wanted a way to see and manage all those important upcoming application deadlines.

We listened.

The result is a rather nifty (and free) new tool\* to make it very easy for you to apply for lots of great internships and graduate jobs, whilst working hard at university.

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

NEW  
Launching  
Nov 2015

## 20 HIGH-GROWTH BUSINESSES

WITH OFFICES IN THE UK TO HAVE ON YOUR RADAR >>

**Dynamic and fast-growing, these companies are always on the lookout for smart people to join them.**

■ Edited by RACHEL SPEDDING

In no particular order...

### **DELIVEROO**

#### BRINGING THE RESTAURANTS TO YOU

Part takeaway app, part revolutionary logistics platform, Deliveroo is closing the gap between traditional restaurants and consumers by delivering food from local restaurants to your door. With international expansion in mind, they're growing their marketing and logistics teams.

### **FUNDING CIRCLE**

#### MAKING INVESTORS OF US ALL

Over the last five years, Funding Circle has helped private savers invest over £800,000,000 in small to medium sized businesses. Funding Circle is putting its faith in people, and it's paying off. A great choice for those who want work in finance with a difference.

### **HASSLE**

#### HELP OFFER QUALITY TIME AS A SERVICE

With a tap of a smartphone, you can order a cab or a book, but some hesitate when it means letting someone into your home. Hassle connects consumers with vetted professionals for a variety of services. Supported by excellent reviews, and plenty of capital to build an exciting product.

### **LYST**

#### THE PERSONAL SHOPPER YOU NEVER HAD

Applying serious stats to clothes shopping, Lyst have created an ever-learning fashion feed, sourced from luxury sites, designed for your tastes. Backing up their service with real data muscle, this is an opportunity for aspiring tech engineers to change how we browse forever.

### **QUBIT**

#### MAKING THE WEB MORE PERSONAL

Ex-Googlers, Qubit's founders have brought a bit of Silicon Valley to Soho and are working to make websites that adapt to user experience to suit each visitor. Racking up big clients and big results, you could help this start-up expand into Europe and the US.

### **TRANSFERWISE**

#### MITIGATING THE PAIN OF MOVING MONEY

Transferwise has been racing ahead by changing the system of transferring money abroad. Using the real exchange rate and slashing their own fees has earned them huge success in their finance revolution. This company is growing fast.

### **SKIMLINKS**

#### LINKING CONTENT AND COMMERCE

Skimlinks allows creators like bloggers and forums to turn product references in text into marketing links, which earn them money. Processing over 300 million clicks a month; this is perfect for those who want to start with innovative content commercialisation.

### **MARKETINVOICE**

#### TURNING LATE PAYMENTS INTO PRECIOUS LIQUIDITY

Finding a way to make a problem into a solution, MarketInvoice allow small businesses to sell their outstanding invoices, turning awkwardly awaited debt repayment into instant capital. It's another star in the peer-to-peer lending market, for FinTech aficionados. One to watch.

### **YPLAN**

#### YOUR FRIEND WITH A PLAN, ON YOUR PHONE

Once a more traditional marketing platform, selling space to clients, YPlan has recently pivoted into a social event sphere. Here, users can upload their own events, review in real-time and share plans. With healthy growth driven by a growing development team, social-tech is working and they're always looking for good people to join them.

### **NUTMEG**

#### MANAGING WEALTH AT MULTIPLE INCOME LEVELS

Taking a simplified approach to investment, Nutmeg have opened up finance to small-scale investors, managing portfolios of as little as £1,000. The secret lies in demystifying the process, keeping their fees at 1%, using tech to bring once-exclusive activities to a broader audience.

### **PAYASUGYM**

#### FREEING FITNESS FROM CONTRACTS

Allowing gym lovers to purchase pay-as-you go gym passes at a discount, with no contracts, this small start-up has won awards for its quick investment. If you want to join a first in fitness with a customer focus, this could be for you.

### **GOUSTO**

#### TAKING THE WORK OUT OF A HOME-COOKED MEAL

Gousto deliver exact, measured ingredients and recipes to homes, to make cooking as easy as possible. In a competitive field, they're developing their tech platform to get an edge in the kitchen. If you're interested in the food industry, this is an excellent first stop.

### **PROPERCORN**

#### POPCORN DONE PROPERLY

Turning over a respectable £7 million in the crowded snack market last year, Propercorn are making good on their potential. Gourmet popcorn is paying its way, with expansion into overseas markets growing their team.

### **HOUSETRIP**

#### HELP FINDING A HOME, AWAY

For those who want to holiday in a home instead of a hotel, Housetrip can help. With international offices to serve their travelling clientele, they are expanding in their crowded market with investment in technology. You can (literally) go places with this company.

**GOCARDLESS****BRINGING DIRECT DEBIT TO THE SME MARKET**

Winner of 'Best FinTech start-up in Europe', Go Cardless manages Direct Debits for small businesses to eliminate late payments. In a field going from strength to strength, this is a must for those into financial disruption.

**SONGKICK****MAKING GIGS UNMISSABLE**

Closing the gap between musicians and fans, Songkick lets users track their favourite artists and buy tickets directly. Now sourcing traffic from all over the world, this is a global vision with intimacy as the goal.

**DUEDIL****PROMOTING CLARITY BETWEEN BUSINESSES**

Offering a modern model for doing due diligence, Duedil (get it?) aggregates information on businesses, making it open to all. With the aim of increased openness guarding against risk, and generating investment, they've been winning awards and investment all over.

**CITYMAPPER****THE WAY TO GET AROUND**

Helping denizens of New York, Berlin, Paris and London find their way; this often essential app is expanding into plenty more cities, spurred on by positive responses from those in need of direction.

**UBER****EVERYONE'S PRIVATE DRIVER**

Sometimes controversial but seemingly unconquerable, Uber are spreading all over the world, with roles in most cities. With big plans, bright minds are needed over all departments to keep everything, and everyone, moving.

And finally...

**BRIGHT NETWORK****WHERE THE BEST GET AHEAD**

Bright Network helps students find their way. We offer internships and a range of full-time roles and are always on the lookout for great people. Get in touch with our Founder, James if you'd like to find out more – [james@brightnetwork.co.uk](mailto:james@brightnetwork.co.uk).



# The BRIGHT Interview

An inside look at the Finance industry from Fidelity Investment Director Tom Stevenson.

■ Interview by ELSPETH COATES



Tom Stevenson, Director, Fidelity Investment



Here, Tom offers his insights on the state of the Finance industry and how it will affect graduates.

## How is the industry changing and how will this affect people entering the industry?

There are a lot of regulatory, political and social changes that are re-shaping the way in which people save for retirement and manage their finances. These changes allow people more freedom to manage their money, and as such people are becoming more actively engaged in how they do this. Our role as an industry is to provide partnership and guidance to people in a way that is different to before.

Previously, we provided a service, however this has now become an engaged partnership. The biggest change for the industry is the shift from final salary pensions to defined contribution pensions. We are having to go down an American model, with more engagement in personal finances throughout people's lives.

In the past, individuals managed their finances through going to work and receiving a pension. As this has changed, the relationship between the Financial Services Industry and its customers has become much closer. This means that categorically, people involved in the business need to be completely customer focused, thinking about the products we produce and the services we provide from the customer perspective at all times.

When entering the industry, one must remember that we are catering to all different types of customers at different stages in their lives.

You've written about how millennials expect different things from employers compared to Gen X/ baby boomers. What effect will this have on the industry?

Young people are now much more interested in doing something worthwhile – this is an important distinction between asset management and other areas of financial services. At the heart of what we do as an industry, our purpose is to provide solutions to improve people's lives.

We are successful if we create better outcomes. Having this interest and values driven focus on your work can only have a positive impact on the industry. When I moved from journalism into financial services, it was absolutely crucial that I was going into an industry that I believed in.

**“Young people are now much more interested in doing something worthwhile.”**

In addition to this, millennials have a sense of developing themselves – training and learning are both really important. As an industry, if we are to hold on to and attract the best, then we must create an environment where people can develop themselves, and not just “do a job.”

One of the great things about the Fidelity graduate scheme is that it is a 2.5 year programme where different assignments are completed. This gives graduates a real feel of the breadth of what we do.

Finally, as an industry we need to think about the fact that millennials have a different attitude to flexibility and work/life balance. We need to be flexible to this and embrace the changing trends.

**What advice can you give to students approaching the industry from a non-financial/economics background? Do they need to catch up to the rest or should they embrace being different?**

I have an English degree. Quite a lot of our Portfolio Managers have arts degrees. There is a level of knowledge which you need to get up to speed to. The skills which you learn as a Humanities or Arts graduate are completely transferable to Investment Management.

Investment Management is essentially about the world around us – understanding the world, making sense of the world around us and interpreting the world.

These skills can be gleaned in many different ways across various disciplines. What will make you successful in our world, is being able to think creatively, laterally and in an unusual way.

**“What we are looking for is someone with a creative, problem solving mind-set.”**

**What is the ideal candidate? How, if at all, has it changed over the last 15 years?**

What has changed is the pace of the industry, and therefore the need to think creatively and to be adaptable to change. In the last few years, there has been enormous change sweeping through the industry. The expectations of our customers are changing very quickly. We need to respond creatively in a very competitive market place. The only way we can do that is to be very adaptable, to try new things, not to be afraid of failure.

The ideal candidate will be comfortable in an environment that exists as a network rather than a hierarchical environment. You must be able to demonstrate an ease with an unstructured, unpredictable environment. What we are looking for is someone with a creative, problem solving mind-set.

**What is the best way to keep up with commercial developments in the field?**

It is very important to read widely and be alert to change. Prior to the financial crisis, it was easy to ignore what was going on in our world.

However, the financial services industry is now front and centre. Be aware of the news agenda and the headlines, and read widely around that.

**“Be aware of the news agenda and the headlines, and read widely around that.”**

**Is the industry doing enough to encourage strong female candidates? Does it need to do more?**

The numbers probably suggest that the industry is not doing as much as it could. As a business, we take it very seriously. Only last week I was at a meeting where one of our senior managers took away an action to follow this up and drive through opportunities for women.

We have a women’s network that promotes the careers of women within Fidelity. It is still a male dominated industry (figures would suggest), which is a shame as there is lots of evidence to suggest that a diverse management set is a more effective one, so I do think the industry has got some way to go.

**How can students prepare themselves for the rigours of the industry? What skills are especially important?**

Like any industry, be prepared to work hard, be flexible, be open minded, creative and adaptable – these things will set you in good stead.

I do think it is a great industry to work in – what we do is genuinely worthwhile, and it is unbelievably intellectually stimulating. If you’re interested in the world around you and the themes and trends that are driving the way that we live, then you are interested in investment. Ever changing, stimulating and worthwhile – it is a great industry to explore.

Keeping you current with our weekly

# Commercial AWARENESS Updates



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# The BRIGHTEST Advice

## 10 soft skills that employers want:

When completing applications and attending interviews, you want to show an employer that you are qualified and skilled for the job. But landing that perfect graduate job, isn't just about demonstrating your academic and technical skills, indeed many employers are happy to provide training for more technical areas of the job. The ability to demonstrate your 'soft' skills however during an application process is crucial. So just what are the top 'soft' skills employers look for in successful hires? We've pulled together the top ten.

■ by HENRY BELL

### 1 VERBAL COMMUNICATION

Verbal communication is vital for liaising with colleagues and clients, so you need to be able to show a future employer that you can listen, understand instructions, and put your point across in an effective way. Employers need to know that you are able to change your style of communication to suit the task in hand. This is an invaluable skill, and can lead to key business successes, whether you're handling conflict or persuading customers of the benefits of your product or service. If you can develop constructive and meaningful relationships with colleagues, this leads to a healthy and productive working environment.

### 2 TEAMWORK

A good team player will have clear goals and is willing to work with others to achieve them. It is important to be open, honest, and offer constructive suggestions whilst listening to others. You should be able to show teamwork in various different ways, be it examples of previous work experience or your extra-curricular activities. It isn't always about being a leader either, or a follower, it's about understanding the situation and being able to work with others to take appropriate action. Taking initiative shows a willingness to get stuck in and become involved in business activity.

### 3 COMMERCIAL AWARENESS

Having commercial awareness is a crucial soft skill, as it shows you are conscious of external factors that affect an organisation. This means that you have the passion and interest to find out more about the field in which an organisation operates. You might do this by reading around the subject, and by having an ability to talk about how current affairs impact the industry you are going into.



Amec Foster Wheeler's Tamara Holmgren gives her top tips to Bright Network members

### 4 INITIATIVE

Are you the person that is willing to take the first step? Taking initiative shows a willingness to get stuck in and become involved in business activity. You will be the person who is willing to come up with ideas but also someone who can put them into action. Having initiative means you will be keen to see successful change within management, and you won't be afraid to be the person that kicks this off.

### 5 ORGANISATION

It might sound obvious to say it, but organisation is a skill for which employers are hungry. You must be able to plan activities and prepare your work load. This is a pre-requisite when working with others and scheduling work to particular time frames. You need to be someone who can be relied upon to deliver projects and information in a logical and controlled way. Demonstrate your ability to show well-structured work which always arrives on time.

### 6 TIME MANAGEMENT

Closely linked to this, good time management is about the prioritisation of the most important tasks. You should be the kind of person who is happy to juggle various different tasks and work on several projects at once, whilst delivering what you have promised.

### 7 FLEXIBILITY

In these rapidly changing times, you need to show that you're adaptable and flexible and willing to change with the times. If you can step outside your comfort zone and try something you haven't done before, this is a great asset to any employer. Employers want to see people who have a can-do attitude, and have a positive and upbeat attitude to trying new things.

### 8 WRITTEN COMMUNICATION

As well as being a good verbal communicator, you should be able to express yourself clearly in writing. Employers want to know that you can tailor your communication to whoever you are speaking to. This means using appropriate language, sharing ideas and facts clearly, and presenting your work in a professional manner. Poor written communication can be very frustrating for clients and colleagues, and can potentially damage business processes and relationships.

### 9 SELF AWARENESS

As a self-aware graduate, you should have the courage to ask questions, and have a confident knowledge of your strengths and weaknesses. You need to believe that you can do the job, and project this confidence onto those you work with. You will be happy to freely contribute your ideas and take constructive criticism on these.

### 10 CREATIVITY

At times, this can be a buzz word to use in applications and interviews. Creativity is the next step up from problem solving, in that you are applying your imagination to creatively solve problems. You should be able to think of new ideas and develop current ideas to spark change in the workplace. This shows your ability to bring additional value, and these creative ideas are appreciated and valuable to any employer.

# 8 top tips for becoming a better networker:

Networking often gets a bad name. You might picture it as standing around making awkward small talk with strangers, but that's not the reality. If you do it right, you'll attend events that teach you more about your industry and meet people who share your interests – with the added bonus that you'll have friends on hand when you need help. Read on for some top tips to make you a comfortable, confident and successful networker.

■ by RACHEL SPEDDING

## 1 FIND NETWORKING GROUPS THAT SUIT YOU

Joining a group gives you an instant pool of people to network with. The obvious groups are the trade organisations such as the Institute of Engineering and Technology. At the early stages of your career, though, that's not necessarily your cup of tea. You'll find that there are many smaller, more flexible groups that you can dip into depending on your interests. The Meetup website (meetup.com) is a great place to start looking.

## 2 GAUGE YOUR COMFORT LEVEL

For the introverts among us, networking can be intimidating. Remember, you don't have to throw yourself in at the deep end. If you don't feel like a natural networker, try looking for a structured event such as a talk or a workshop. Go along intending to learn something and let the networking aspect take a back seat. As you get more confident you can make more of an effort to interact.

## 3 MAKE A GOOD FIRST IMPRESSION

Whether you're at a formal dinner or a meet up in a pub, there are a few very simple things you can do to make that first impression count.

- Practise your handshake. Grip firmly, make direct eye contact and try to make sure your palms are dry. (There are antiperspirants designed for hands!)
- Introduce yourself with confidence. The "fake it 'til you make it" technique really does work.
- Get the conversation going. After the introductions, a simple next step is to tell the person why you decided to talk to them.
- Have plenty of business cards to hand. You don't want to dig in your wallet the whole time, so try keeping your cards in your pockets, or in a card case in your handbag.
- Think before you speak. A couple of seconds' pause will barely register with your listener, even if it feels awkward to you.

## 4 THINK ABOUT WHAT YOU CAN OFFER

You'll make more friends if you approach networking by thinking about what you can give, not what you can get. Everyone likes a person who helps them out. Keep an eye out for things you can do, such as introducing someone to a colleague or tipping them off about a job opportunity. It'll build stronger connections than small talk can.

## 5 VOLUNTEER OR SPEAK AT EVENTS

Volunteering as a host or helper at an event gives you a reason to speak to everyone. For even better visibility, keep an eye out for events where you can give a talk or run a workshop. Get advice from the event organisers about what would work best, and make sure you're well-prepared on the day.

## 6 LOG YOUR CONTACTS AND FOLLOW UP

After a successful networking event, you'll come away with a handful of names, email addresses or business cards. Set yourself a time to go through and log people's details or add them on Facebook or LinkedIn. Then choose who to follow up with and how you'll do it.

## 7 PAY ATTENTION TO YOUR KEY CONTACTS

As an effective networker you'll quickly build up more contacts than you can easily handle. It's important to be selective. Try making a list of 10-20 people you think are really worth staying in touch with. Once you've narrowed it down, you can give them more attention. Check in with them every few months, even if it's just a friendly email asking how they are.

## 8 DEVELOP A THICK SKIN

You're not going to click with everyone you meet. Don't obsess over an unanswered email. Try contacting the person again; possibly you caught them at a bad time. Then move on to the next person on your list.



# What is commercial awareness and why it matters:

Commercial awareness has become a buzzword over the last few years. Regardless of industry or sector, employers are keen to see that you understand and engage with the world outside of the university bubble.

■ by ROSIE COOK

## So, what is commercial awareness?

Commercial awareness is an understanding of how industries and businesses work. It's about knowing what's going on in the world and analysing the way it might impact on your chosen sector and company.

If you're thinking about Law for example, you'll need to know how the legal sector operates, who the major players are, what recent economic, political or regulatory changes might have impacted the industry and what emerging challenges or opportunities for the industry might be. If it's marketing, advertising or media in which you're interested, you'll need to know the latest advertising deals, success of recent campaigns and movements within the industry.

## Stay switched on & up-to-date

It's easy in the midst of term-life to not look beyond the university paper and for 'news' to refer to the latest activities on campus. Staying up-to-date doesn't have to be long and laborious, nor does it mean reading the *FT* cover to cover on a daily basis.

An excellent first port of call is *Radio 4's Today* programme – their flagship news and current affairs programme. As well as telling you what's happening in the world, this

programme often sets the news agenda. It's on from 6am until 9am, but with iPlayer, there's no excuse for those of you who aren't early risers. Other programmes on *Radio 4* to look out for are Evan Davies' business conversations programme, *The Bottom Line* – great for gaining insights into strategy and business and *The Media Show* – all about the fast-changing media world.

Another excellent tip is to sign up for Google Alerts for top companies and leaders so that you receive breaking news directly to your inbox.

## Get to know the lingo, the companies and the experts

Every industry has a set of major players, commentators and industry experts. Do your research and get familiar with these so that you recognise key names and influencers. One of the best ways in which you can get to grips with a particular sector is to join sector-focused university societies and/or commercial awareness clubs. Take advantage of what university can offer you – reading about news and current affairs is only one part of it – you need to get used to talking about it too and that's where societies can come in.

“Track stories over a period of time, so you can see the evolution of business deals and industry changes.”

## Have a point of view

Knowing the facts about an industry is important but having a sound point of view on them will help you to stand out further. Citing detailed regulatory changes is all well and good but what do you think it means for the industry? Is it good or bad and if you were CEO, what would you do?

Start applying a spot of analytical thinking – and you'll soon find yourself becoming more informed.

## Do it yourself – get some experience

One of the best ways to learn more about an industry is to work in it. Whether it's an insight day or a week-long placement, experience helps you to better understand how a company and sector works. In addition, you'll strengthen your CV and start to identify whether you're suited to and enjoy working in that industry.

Look for the links between news stories and its impact on particular sectors and companies.



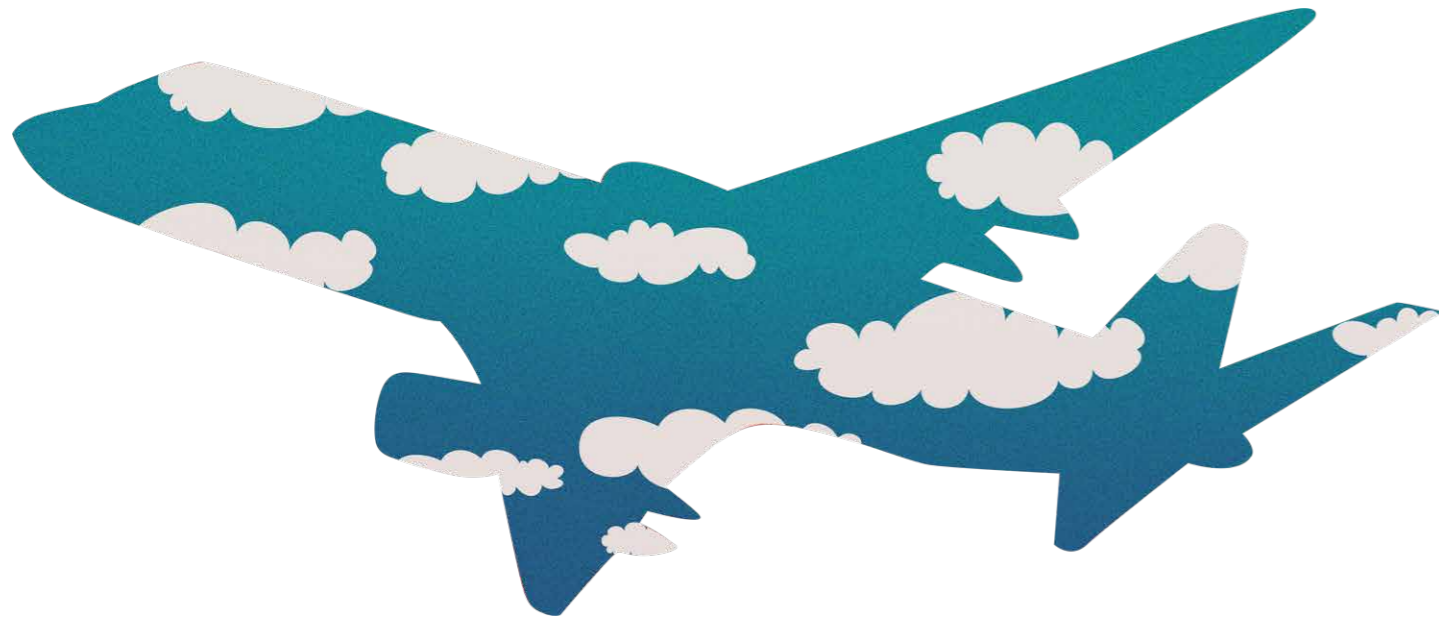
Our mission is to help you get where you want to go.

From innovative events (pictured!) to personalised advice and support, we're here to help you make great career choices. Pop in, call us or email ... no matter how big the question.

# The path to SUCCESS

Follow in the footsteps of five successful Bright Network members who secured sought-after positions at leading firms Clifford Chance, JP Morgan, PwC, EY and UBS. They share their stories here.

■ by EMMA HALLETT



## Benjamin

**Trainee Solicitor, Clifford Chance**

STUDIED: LAW, CARDIFF UNIVERSITY

### Why did you choose Clifford Chance?

Having met Clifford Chance on about four different occasions throughout my first two years at university, I knew they were the right law firm for me. The inclusive, friendly and team-orientated culture really stood them apart from other firms. I wanted to join a firm where I could receive great training and do top quality work but in a supportive environment and Clifford Chance seemed to fit this.

### Tell us about the application process

For Clifford Chance, the application process involves an online application comprising of the normal questions and then a critical reasoning test. If you pass this test, Graduate Recruitment guarantee to read your application. If they like your application they will invite you to an assessment day. This firstly includes a Watson Glasier test prior to the assessment day, and then on the day itself, one case study interview, and one competency based interview.

**“I found the competency based interview the most enjoyable part of the process.”**

### What did you find was the most difficult part of the application process?

For me the most difficult parts were the Watson Glasier test and then the case study interview. I was really nervous about the test. I spent a lot of time preparing and understanding what the test required of me. I even had in front of me the structure of the test so I knew what was coming next.

On the assessment day the case study interview was rather tough because I didn't know what to expect and you only have ten minutes to prepare your answer which you then have to present to two partners. Obviously this means the adrenaline is running but it also means that you have to work very quickly and come up with a logical structure of how to present your answer. This was hard at first, but once you're in the interview and start discussing the case study, things become easier.

### What was the most enjoyable part of the application process?

I found the competency based interview the most enjoyable part of the process. This was because I felt relatively confident in talking about why I am suited to Clifford Chance and what I had gained from previous experiences. I also had a lot to talk about in regards to the new managing partner, this led us to discuss his appointment for most of the interview and talk about the firm's strategy for the future.

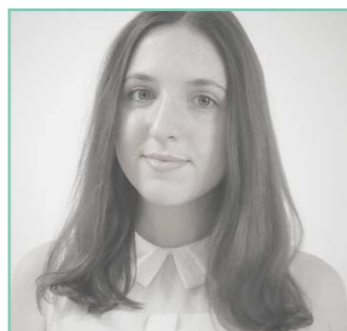
### How did you prepare for the application process?

For the online application form I made sure I thoroughly researched the firm and knew how I personally related to everything I had researched. I attended many different networking events where I would ask Clifford Chance representatives different questions to help me write my application. Additionally I also started to read the business press every day, as well as the legal press surrounding Clifford Chance. This enabled me to include anything relevant in my application and show how well prepared I was. The last thing I did was to get a few people to proof read my application and give me their opinions on its content; this really helped and did result in a few changes.

For the assessment day I wrote a small preparation booklet, of about seven or eight pages comprising of what I thought I needed to learn for the interview. This included questions I thought I may be asked, recent Clifford Chance deals, important business stories, how my experiences related to Clifford Chance and key deals I had been following. This booklet really helped me and I was constantly updating it up until I took the train to London for the interview.

### Top three tips you give to someone who wanted to follow in your footsteps?

- 1 Build a rapport with the firm you think you may be applying to. As mentioned I met Clifford Chance on many different occasions and always followed up with emails to the people I had met. This led to me building up contacts and being able to use them to further my research.
- 2 For Clifford Chance specifically, when writing the online application form I would do it with their list of competencies in front of you. A list of these can be found online and it really helps to focus your writing on what Clifford Chance is looking for and how your experiences fit with that. It is also a useful tool for seeing if Clifford Chance really is the right fit for you.
- 3 For the assessment day, it is advisable that you always stick to what you're saying. The case study interview is all about your opinion and if you fail to show you can stick to it, you could come across as an indecisive individual, who does not believe in their own ability. Clearly if what you're arguing is illogical and blatantly wrong then don't stick to it, but if you're being challenged on something you've said in the interview (as I was multiple times), then it is preferable to stick to it and give a robust defence as to why. This shows that you're an individual who can think competently under pressure and still articulate your answers well.



## Sophie

### Spring Weeks at JP Morgan and Citi

STUDIED: LAW, LSE

#### Tell us a little bit about your experience

I attended Bright Network: Investment Banking Top 100. I enjoyed the event a lot and found it really useful especially coming from a law background. Most people I meet who are interested in this career have studied maths or economics, so it was very helpful to meet bankers who were from a background like mine. It also helped to speak to people from different areas of the companies and find out what skills were required for the various jobs.

I really felt it made me more qualified to submit applications, as well as demystifying the whole process, which can be quite intimidating. Recruiters gave advice on what to put on your application and what skills you needed to demonstrate to be successful. I also realised how much faster I was able to pick up all this information hearing it in person rather than just reading it on their website, where it is also available.

I got a sense of how much the event helped too when loads of my friends who hadn't gone felt like they were behind and sought me out to help them in their applications.

**“I found the competency based interview the most enjoyable part of the process.”**

### Can you tell us about your application process to the Spring Weeks?

I applied for quite a lot; as well at JP Morgan and Citi I also got offers from other banks but was unable to attend them because of clashes.

As soon as I applied, I was remembering the advice and talks at the event. Since I was making so many applications I started early and made sure to set personal deadlines for submitting them. It helped to remember the firms I had most enjoyed talking to when I was narrowing down my choices, so I applied to those ones first as a priority.

I also looked for as many other events as possible to attend, like open days or networking events. I really wanted to get as much advice and as many contacts as possible. The important thing was then to mention these (relevant) events in my applications; it's good to look keen.

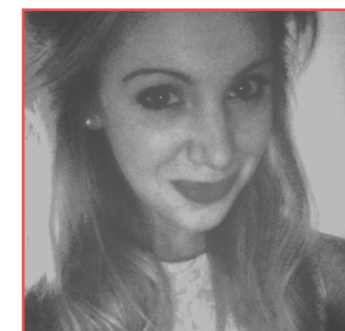
### Can you tell us about your Spring Week experience?

It involved a lot of shadowing; at JP Morgan I was allowed to choose which department I was interested in so I chose sales. They're a very market focused firm and I got a chance to do a bit of extra shadowing in that busy sector. I learnt about the role and the products traded, as well as seeing the specific qualities required for different positions.

I got to make a lot of contacts and was given a great overview of the all the programmes and roles available for summer internships and graduate positions too, which will be really useful once applications come round.

### Top three tips you give to someone who wanted to follow in your footsteps?

- 1 Start early – applications are processed on a rolling basis so they fill up very fast.
- 2 Don't overcomplicate your application – just show the skills they are looking for and make sure you explain what you learned with every event or experience.
- 3 When it comes to phone interviews, be excited and confident, even if you aren't completely sure what they're talking about. That said, make sure you give honest opinions too, rather than just trying to say what you think they want to hear.



## Lucy

### Management Consultant Associate at PwC

STUDIED: BIOMEDICAL SCIENCE, WARWICK UNIVERSITY

#### Tell us about your job

As a new starter on the Foundation for the Future graduate scheme offered by PwC, I will be joining a two-year training programme as part of an intake of around 300. The first six weeks will be based at a specialist training school, with a further two weeks gaining client exposure. During this period, I will develop skills across a breadth of disciplines such as finance, risk and business strategy, whilst all the time hopefully making new contacts, friends and enjoying myself!

Following the introductory period, I will embark upon three-month rotations with clients for the rest of the two year period. This aims to develop a different skills set with each project and gain experience across a range of industries and sectors, which will hopefully aid me in deciding my long-term specialism within management consulting.

#### Why did you choose PwC?

PwC has always had a reputation as a professional services organisation with a very strong work ethic, but one that nurtures and aids development as well.

Having gained information about the organisation from a number of representatives, I found PwC provided exposure to a range of colleagues, clients and projects and this high level of diversity was really appealing to me. PwC ranking as the number one graduate employer for such a long period of time was very reassuring and a

great acknowledgement of the time, expertise, and energy which is invested into graduate careers.

### Why Management Consultancy?

Management Consulting struck me as an area of business which is very dynamic and always evolving to provide a tailored service for the client and their individual and needs and requirements. I imagined that there would be a great deal of satisfaction and sense of reward when a project is completed to the optimum level and the client is satisfied with a strong strategy to improve performance.

### Please tell us about the application process – what did you have to do?

The initial stage was a straightforward application, listing my personal and educational details and my motivations for working for PwC in the management consulting line of service. This was shortly followed by online numerical reasoning, verbal reasoning and personality tests, which involved a series of numerical or logic problems to be answered in a very constrained period of time.

I was then given a telephone interview, lasting around 30 minutes, where I was asked questions based around the PwC core competencies. I reflected on my experiences of school, university and social situations, and related these to attributes that PwC look for in their applicants.

When I was successful at this stage I was invited to an assessment centre, which consisted of three tasks: written task; group task; and further tests (very similar to the initial online tests). There were around 10 other applicants there, all applying for different roles, in different lines of service, in different offices to me, so I did not feel like I was in competition with them; we were all in the same situation and so supported each other through the session. The written task involved the production of a business plan based upon information which was given to us about an organisation and their current business situation.

The group task involved discussion between a group of 5 of us about individual business proposals, which we had each been allocated, and we had to come to the conclusion as to which proposal should be recommended. The final tests were very similar to the first set of tests which I had completed at the first stage of my application, however there were only numerical and verbal reasoning questions.

After I completed this stage, I had then gained my place on the Summer Shadow a Female Leader Scheme, which was a week-long programme of intense shadowing of Senior Management Consultant. I had a great time, and learnt so much over the short period of one week with interaction with clients and members of the PwC team, from Associate to Partner level. Throughout this week I

was closely monitored and was given a formal interview for the graduate role at the end. This was with a Partner from the office in which I had been based. This interview was less formal than the telephone interview and more like a conversation, and much of the interview was based around my experiences of the week and reflecting upon what I had learnt. However the interviewer still tested some of the core competencies and was keen to find out more about my interests and future aspirations within management consulting and PwC.

Following my success at this final stage interview, I was then offered the place on the graduate scheme.

### What did you find was the most difficult part of the application process?

I found the telephone interview the most challenging part of my application, as I knew that this would be my first experience of making a personal impression upon the PwC recruiters. I was unsure what to expect, as this was my first telephone interview, and was apprehensive about not making an impact and not being a memorable candidate for the role. The PwC website was very helpful in my preparations, so I was able to tailor my responses to the competencies they look for in applicants, however there was always the concern of sounding too rehearsed and regimented with my answers.

**“I reflected on my experiences of school, university and social situations, and related these to attributes that PwC look for in their applicants.”**

### What was the most enjoyable part of the application process?

I really enjoyed the group task of the assessment centre and feel that I learnt a lot from this exercise. It was important to find a way of conveying my thoughts to other individuals in the group concisely and with authority, whilst also considering the points which they were proposing. I really enjoyed listening to their arguments and then reflecting on these with the rest of the team to reach a logical outcome.

### How did you prepare for the application process?

For each stage of the application process, I looked at the advice that was given on the PwC pages, and how they suggested that I could best prepare. I ensured that I did plenty of numerical and verbal reasoning test practice before both the online tests and the assessment centre testing, as I knew that under the time pressure, I would perform far better if I was more accustomed with the question format.

As well as this, I used many of the resources provided on the Bright Network website to prepare me for the various stages, especially how to make the best impression during my Shadow a Female Leader week, where I knew I would be meeting with many PwC employees. I found this an invaluable bank of advice and helpful tips, which really guided me through the process well.

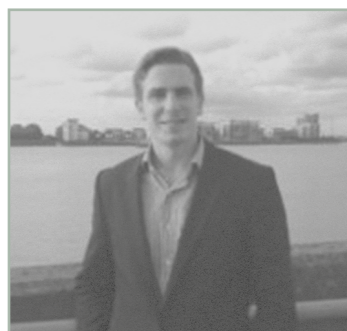
**“I used many of the resources provided on the Bright Network website to prepare me for the various stages.”**

### Top three tips you give to someone who wanted to follow in your footsteps?

- 1 Develop a really strong network of people through university careers fairs, sector careers fairs, Bright Network, LinkedIn, general acquaintances, family friends - anyone! You never know how they could impact upon your prospects in the future.
- 2 Attend as many workshops as you can. Most university careers centres run skills sessions to improve any aspect of your application that you think may be lacking. It's really useful to have a professional look over your application and CV before you send it off, as they will give a fresh insight into what you should include or remove. Further through the process, they will probably run sessions tailored towards assessment centres and offer you mock interviews. The preparation will make you feel so much more at ease and comfortable when you reach the real event, so nerves won't stop you from performing your best.
- 3 Make the most of any opportunity that you are given by an employer and enjoy it as much as you can, it could lead to so many opportunities. You might catch the eye of a recruiter after a stimulating conversation at a careers fair or at an insight day, and if you capitalise on this, they may invite you to interview or you could be fast-tracked.







## Simon

### Analyst at EY

STUDIED: GEOGRAPHY,  
DURHAM UNIVERSITY

#### Why did you apply?

I chose this position with EY as it was a great chance to work for one of the largest and most established professional services firms in the world. It also gives me the opportunity to work with a wide variety of clients, whilst studying for my ACA qualification.

#### Please tell us about the application process – what did you have to do?

There were five stages to the application process and the whole process took me around three months to complete. It began with an application form followed by online tests. Once I had passed these stages I was invited to a first round strengths-based interview at the London Office. The manager who interviewed me focused on career motivation and my recognised strengths.

I received a phone call the following day and was invited to an assessment centre about three weeks later which involved a group exercise, analytical exercise, a retake of the tests and a lunch with a graduate. This was a really useful and interesting experience.

“The Partner I met was highly engaging and also interested in my background and pleased with my interest in the firm.”

The final Partner interview was my favourite part of the application process. It was more of a conversation about my career motivation, interest in the company and gave me a chance to ask any questions that I had. I received my offer the following day.

#### What did you find was the most difficult part of the application process?

The assessment centre was time pressured and challenging, however it was a useful exercise and gave me my first real opportunity to find out more about life at the firm.

#### What was the most enjoyable part of the application process?

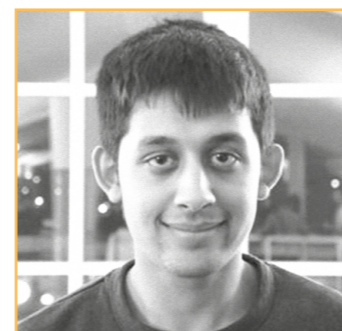
The Partner interview. The Partner I met was highly engaging and also interested in my background and pleased with my interest in the firm. It gave me a chance to ask questions and find out more about where a career at EY could take me.

#### How did you prepare for the application process?

I spoke to a number of friends and colleagues who work or had interned at EY. I also prepared by keeping up to date with current affairs and business news, and issues affecting EY.

#### Top three tips you give to someone who wanted to follow in your footsteps?

- 1 Use your contacts; friends, colleagues, other people that you know who have worked at the firm.
- 2 Keep up to date with business news and current affairs.
- 3 Fully research the role and company before you apply.



## Alay

### Graduate Analyst at UBS

STUDIED: ECONOMICS,  
WARWICK UNIVERSITY

#### Tell us about your job

I successfully converted a summer internship at UBS into a full time graduate offer – in their Corporate Client Solutions department, the firm's Investment Banking Division (IBD). The graduate scheme started in July 2015 – with eight weeks of training.

#### Why did you choose this company and role?

I chose UBS as it is a prestigious bulge bracket Investment Bank. They have an extremely friendly and European corporate culture but there is no need for 'face time', when work is finished you leave.

There is a flat corporate structure – you can easily approach a managing director, senior member of staff and have opportunities to work with them as well as converse with them. There is no sense of hierarchy. All of this is combined with an ambitious environment that looks to push but not so much so that one breaks.

I was attracted to IBD, reasons include: the challenging nature of work, knowing that what you are doing is one of the hardest things to do, client facing and dealing with a variety of clients, receiving long term industry exposure, the varied nature of work, being at the forefront of tackling complex business problems, being part of industry changing transactions, great career progression and exit opportunities.

#### Please tell us about the application process – what did you have to do?

Initially I attended the Insight Day. I was fast-tracked to the Telephone Interview which was entirely competency based. The next stage was the Assessment Centre which tested Numerical skills, involved a presentation, one commercial interview, one competency interview and a Group Exercise. After this I received an offer for nine week summer internship. Based upon team and line manager's view on my performance and a presentation during the internship – I was offered a full time role.

#### What did you find was the most difficult part of the application process?

The Assessment Centre – interviews can be completely variable based upon the mood and seniority of the interviewer, you will never know what one expects/looks for.

#### What was the most enjoyable part of the application process?

Getting to ask questions of the interviewing personnel at the end of the interview...and of course getting the offer!

#### How did you prepare for the application process?

To prepare – I made sure I knew my CV and could elaborate on all experiences. I prepared competencies in the STAR format and tried to match them to UBS competencies and I followed news stories in depth – as you are asked about them from every angle.

#### Top three tips you give to someone who wanted to follow in your footsteps?

- 1 Be clear, confident concise – your answers to interview questions should be so clear that the interviewer knows exactly what you have said, almost as if they are bullet points.
- 2 Read the news everyday for a long time, it's much easier than doing it all at the last minute.
- 3 When on the internship, treat as if it is an eight week job interview. Show interest in the sector, work, team – and be super enthusiastic. Enthusiasm can make up for a lot. Even if you don't like the work, you want to be in the position where you can say no to them rather than not even having the choice to say yes or no – hence getting the offer is super important.

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