



2 NOVEMBER

SCIENCE, ENGINEERING AND TECHNOLOGY FAIR

Examination Schools, OX1 4BG

Exhibitors: 11:00–14:30

■ ■ ■
www.careers.ox.ac.uk/fairs



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SCIENCE, ENGINEERING AND TECHNOLOGY FAIR

This event, organised by the Careers Service, offers you the opportunity to find out about a variety of different career options across the Science, Engineering and Technology sectors.

You will meet more than 80 major recruiters who are keen to attract students and graduates to their teams, compare different organisations, and find out about graduate and work experience opportunities.

Pre-fair talks

- 10:00-10:45 | Disability @ the Science, Engineering and Technology Fair
- 10:00-11:00 | Researchers @ the Science, Engineering and Technology Fair
- 10:00-11:00 | Alumni @ the Science, Engineering and Technology Fair
- 10:30-11:00 | Finding Scientific and Technical Internships

Fair talks

- 11:15-12:00 | Careers in Conservation, Ecology and Sustainability
- 12:15-13:00 | Science Policy and Communications
- 13:15-14:00 | Working in Pharma and Biotech

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97	Unilever
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99	Vodafone

Top tips

Use this booklet to plan your Fair tactics:

- Check who is attending and read their booklet entry before you speak to them.
- Plan some questions to ask e.g. what are the pros and cons of their work? Or, what tips can they give you to increase your chances of being selected for work experience or employment?
- Be keen and attentive – first impressions count!
- Talk to as many people as you can.
- Remember to record who you spoke to and key points of your conversations.

EMPLOYER	Offer internships	Internships to postdoc researchers or PhD students	Recruiting Postdoc researchers with work experience	Recruiting recent PhD graduates	Entry route: Graduate Training Scheme	Entry route: Direct Entry
AAC Technologies	✗	✓	✓	✓	✗	✓
Ab Initio Software	✗	✗	✓	✓	✗	✓
Amazon	✓	✓	✓	✓	✓	✓
Amazon Operations and Logistics	✓	✓	✗	✓	✗	✓
AMICULUM	✗	✗	✓	✓	✗	✓
Animal Dynamics	✓	✓	✓	✓	✗	✓
Aon UK LTD	✓	✗	✗	✓	✓	✗
Appian	✗	✗	✗	✗	✗	✗
Archangel Aerospace Group	✓	✓	✓	✓	✓	✓
Artefact	✓	✓	✓	✓	✓	✓
Arup	✓	✗	✗	✓	✓	✗
AstraZeneca	✓	✗	✗	✓	✗	✓
Aurora Energy Research	✓	✗	✓	✓	✓	✓
Autodesk	✓	✗	✗	✗	✗	✗
BP	✓	✓	✓	✓	✓	✓
Cambridge Consultants	✓	✓	✓	✓	✗	✓
Capital One	✓	✓	✗	✓	✓	✗
Carpmaels & Ransford	✓	✓	✓	✓	✓	✗
causalens	✓	✓	✓	✓	✗	✓
Cisco	✓	✗	✗	✓	✗	✓
Costello Medical	✓	✓	✓	✓	✗	✓
D Young & Co	✓	✓	✓	✓	✓	✗
Danaher	✓	✗	✗	✓	✗	✗
Defence Science & Technology Laboratory (Dstl)	✓	✗	✓	✓	✗	✓
Dehns	✓	✗	✓	✓	✗	✓
Deloitte	✓	✗	✗	✗	✗	✗
DisneyResearch Studios	✓	✓	✓	✓	✗	✓
Eclipse Trading	✓	✗	✓	✓	✓	✗
EIP	✗	✗	✓	✓	✗	✓
EPFL – École polytechnique fédérale de Lausanne	✓	✗	✗	✗	✗	✗
Equinor ASA	✓	✓	✗	✓	✓	✓

EMPLOYER	Offer internships	Internships to postdoc researchers or PhD students	Recruiting Postdoc researchers with work experience	Recruiting recent PhD graduates	Entry route: Graduate Training Scheme	Entry route: Direct Entry
Featurespace	✓	✗	✓	✓	✓	✓
G-Research	✓	✓	✓	✓	✗	✗
Gearset	✓	✗	✗	✗	✗	✗
Ghyston	✓	✗	✓	✓	✗	✓
Gradcracker	✓	✓	✓	✓	✗	✗
Graphcore	✓	✓	✓	✓	✗	✓
GSA Capital Services Ltd	✓	✓	✓	✓	✗	✓
Halma plc	✗	✗	✓	✓	✓	✗
HSBC Technology	✗	✗	✓	✓	✗	✗
HUAWEI	✓	✓	✗	✓	✓	✓
IDTechEx	✗	✗	✓	✓	✗	✓
Infosys Limited	✓	✓	✗	✗	✗	✗
Innovia Technology	✓	✓	✓	✓	✗	✓
INSEAD PhD in Management	✗	✗	✗	✗	✗	✗
Invenia Labs	✓	✓	✓	✓	✗	✓
J A Kemp LLP	✗	✗	✓	✓	✓	✗
Jazz Networks	✓	✓	✓	✓	✗	✓
KPMG	✓	✗	✓	✓	✓	✓
L'Oréal Research & Innovation	✓	✗	✓	✓	✓	✓
Mars	✓	✗	✗	✓	✓	✗
Mastercard	✓	✗	✗	✗	✗	✓
MathWorks	✓	✓	✓	✓	✓	✓
Mathys & Squire LLP	✓	✓	✓	✓	✗	✓
Medpace	✗	✗	✓	✓	✗	✓
Ministry of Defence - Defence Equipment & Support	✗	✗	✗	✓	✓	✓
Morgan Sports Law	✓	✓	✗	✗	✗	✗
National School of Healthcare Science	✗	✗	✓	✓	✗	✓
Newton Europe	✗	✗	✓	✓	✓	✓
Novo Nordisk	✓	✓	✓	✓	✗	✓

EMPLOYER	Offer internships	Internships to postdoc researchers or PhD students	Recruiting Postdoc researchers with work experience	Recruiting recent PhD graduates	Entry route: Graduate Training Scheme	Entry route: Direct Entry
ONI	✓	✓	✗	✓	✗	✓
Oodle Car Finance	✓	✓	✓	✓	✗	✓
Oracle	✓	✓	✗	✓	✗	✗
Oxehealth Ltd	✓	✓	✓	✓	✗	✓
P&G	✓	✗	✓	✓	✗	✗
PwC	✓	✗	✗	✗	✗	✗
Rebellion	✓	✓	✓	✓	✗	✓
Refeyn Ltd	✓	✓	✓	✓	✗	✓
Roke Manor	✓	✗	✓	✓	✓	✓
Rolls-Royce	✓	✗	✓	✓	✗	✓
Samsung R&D Institute UK	✓	✓	✓	✓	✗	✓
Schlumberger	✓	✓	✗	✓	✗	✓
Science Group	✓	✓	✓	✓	✗	✓
Sensata Technologies	✓	✓	✓	✓	✓	✓
Sentec Ltd	✓	✓	✓	✓	✗	✓
SES	✓	✓	✓	✓	✗	✓
Simcere Pharmaceutical Group	✓	✓	✓	✓	✗	✓
Teach First	✓	✓	✓	✓	✓	✗
Temporary Work Designs	✓	✓	✗	✓	✗	✓
Tesco - Supply Chain Development	✓	✓	✓	✓	✗	✓
Tessella	✗	✗	✓	✓	✗	✓
The OR Society	✓	✓	✓	✓	✓	✓
The Trade Desk	✓	✓	✓	✓	✗	✓
Theodo	✗	✗	✗	✗	✗	✗
TNG Technology Consulting	✓	✓	✓	✓	✗	✓
TPP	✓	✗	✓	✓	✗	✓
TTP Plc	✓	✓	✓	✓	✗	✓
Unilever	✓	✗	✗	✓	✓	✓
Visa	✓	✗	✗	✗	✗	✓
Vodafone	✓	✓	✗	✗	✗	✗

EMPLOYER PROFILES

AAC Technologies



AAC Technologies Holdings Inc. (AAC Technologies) is a blue-chip company listed on the Hong Kong Stock Exchange. As a leading technology company in the world, the Company's main product portfolio includes acoustics, haptic, optics, mechanical and antenna solutions as well as MEMS-based microphones. AAC Technologies global operations are based on a network of multidisciplinary R&D centers working alongside with Sales & Marketing teams to support and drive high volume production aimed at satisfying customers' demand worldwide.

By integrating both application-driven development outcomes and fundamental research results with big data analysis, and built upon a foundation of simulation and optimization of mass production techniques, AAC Technologies continuously provides leading edge hardware and software solutions to the mobile devices, AV/VR, robotics, and auto-motive (self-driving) industries.

Founded in 1993 and listed on Hong Kong Stock Exchange (Stock Code 02018) in 2005, AAC Technologies delivered a revenue of 18.1 billion RMB in 2018. AAC Technologies has over 35,000 employees worldwide, including over 1,500 R&D engineers. AAC Technologies' global reach covers 31 offices in Asia-Pacific area, Europe and America, 9 production sites in China, Vietnam and the Philippines, and 15 R&D centers in China, USA, Finland, Denmark, South Korea, Japan and Singapore.

www.aactechnologies.com

► **LOCATIONS:** Asia

► **VACANCIES:** Technology Strategy Analyst 2, MEMS Design Engineer 2, 5G Base Station Antenna Research Engineer 2, Data Technologist/Data Engineer 2, Optical Engineer 3, Simulation Engineer 3, IC Design Engineer 2, Mechanical Design Engineer 5

► **RECRUITMENT CRITERIA:** Various openings are on offer to PhDs and Master graduates in Physics, Mechanical Engineering and Materials Science, Electronics and Electrical Engineering (Micro-electronics), Acoustics, Automation, Chemistry, Optics, Computer Science, Applied Mathematics and Human Resources Management.

► **SUBJECT AREAS FOR PHDS/POSTDOCS:**

Physics, Mechanical Engineering and Materials Science, Electronics and Electrical Engineering (Micro-electronics), Acoustics, Automation, Chemistry, Optics, Computer Science and Applied Mathematics.

► **APPLICATION PROCESS:** Online.

► **CONTACT FOR APPLICATIONS:** Jasmine Liu

► **EMAIL:** liusimin@aactechnologies.com

► **PHONE:** +86 13686849063

Ab Initio Software



Ab Initio provides a data processing software platform that our customers and consultants use to build applications that tackle their largest and most complex data processing challenges. Ab Initio sells through word-of-mouth, so you are unlikely to have heard of us, but our customers are some of the largest companies in the world and cover a wide range of industries including banking, retail, telecommunications, credit card processing, transportation, healthcare, insurance and high tech. Ab Initio was founded in 1995 and has been growing ever since. We are headquartered in Boston Massachusetts and have offices all over the world. We have positions open for Internal Consultants and Field Consultants. The Internal Consultant role involves teaching customers how to do things right from the beginning and includes programming and architecture advice, performance tuning, training, and debugging problems. This is far beyond the usual help desk role and can often include both low-level analysis of other software, including operating systems; and high-level analysis of business requirements. We are also recruiting recent graduates for our Field Consultant role where, after intensive training, you will be able to deliver proofs of concept that demonstrate the capabilities of Ab Initio's software, provide an understanding of how the software works and what is realistically possible to expect of the software.

www.abinitio.com

► **LOCATIONS:** Nationwide, Europe, North America, Asia, Oceania

► **RECRUITMENT CRITERIA:** We encourage applications from undergraduates in their final year, from postgraduates and from postdoctorate researchers. Most of our Internal Consultants have Masters degrees and/or PhDs in STEM subjects from top universities. For the Field Consultant role we are looking for problem-solver candidates who have an excellent academic background and preferably a Masters degree either in Computer Science, or a STEM subject where the course included some significant amount of programming in a language such as Java or Python.

► **APPLICATION PROCESS:** There is no fixed deadline for Internal Consultants, but CVs for our Field Consultants Graduate programme 2020 should be submitted by 30 Nov 2019.

► **TRAINING:** Training is both on-the-job and classroom based and includes time in our Boston HQ.

► **CONTACT FOR APPLICATIONS:** Lauren Robinson

► **EMAIL:** UKcareers@abinitio.com

► **PHONE:** +448708508700

When Amazon.com launched in 1995, it was with the mission “to be Earth’s most customer-centric company – where customers can find and discover anything they might want to buy online – and endeavour to offer its customers the lowest possible prices.” This goal still applies today, but Amazon’s customer base is now worldwide and has grown to include millions of consumers, sellers, content creators, developers and businesses. Each of those groups has different needs and we always work to meet those needs by innovating new solutions to make things easier, faster, better and more cost-effective.

www.amazon.jobs/en-gb

► **LOCATIONS:** England – London, Scotland, Europe

► **VACANCIES:** SDE

Applied Scientist

Technical Graduate

Solutions Architect Graduate

► **RECRUITMENT CRITERIA:** Applications from undergrads in their final year of study and postgraduates are welcomed.

Computer Engineering/ Computer Science/
Software Engineering/Mathematics/Statistics

► **APPLICATION PROCESS:** Please apply ASAP – we hire on a rolling basis.

Interviews will have a competency-based and a technical assessment session..

► **CONTACT FOR APPLICATIONS:**
Sabrina Lagana

► **EMAIL:** slagana@amazon.co.uk

Amazon Operations and Logistics

Working at Amazon provides the opportunity to accelerate your growth by working on challenging projects with talented teams. The scope and scale of what we strive to do for our customers will drive you to experiment, take risks, learn quickly, and look for ways to accomplish more with less. These challenges breed resourcefulness and invention, which enable us to create products and services that transform the way people live their lives.

www.amazon.jobs

► **LOCATIONS:** England – Nationwide, Europe

► **VACANCIES:** Area/Shift Manager – 200 plus

► **INTERNSHIPS:** The Amazon Internship Program gives you the opportunity to work with the best and brightest minds in one of the most customer-centric companies and enables you to get valuable insight into many different areas of the business.

During your internship you will have visibility into one of the world’s most complex supply chain networks, one of the fastest growing HR teams or the most innovative Engineering teams.

► **RECRUITMENT CRITERIA:** Bachelor’s or higher degree in Engineering, Operations or STEM related field

► **APPLICATION PROCESS:** Before you apply, review the job description carefully to ensure the role aligns with your academic focus and interests.

A growing number of our roles use assessments as one way to help us get to know you better. We also use them as a tool to determine how your experiences relate to the position, our culture, and Leadership Principles. After completing the assessment, we may invite you for a virtual, phone, or in-person interview. We may also ask you to write code, share a portfolio, or provide examples of your work in another way.

Keep in mind that while assessments are often the starting point to learn more about you, the process can vary across teams, and we seek people who can embrace a high degree of ambiguity.

► **TRAINING:** We make sure that all of our employees have Personal Development Plans. Alongside this, we put coaching and mentoring systems in place, via the manager and buddy carefully assigned to each individual. Everyone is actively encouraged to take on stretching projects and to make the most of a range of online courses. Every graduate who joins us enjoys taking on plenty of responsibility, alongside the opportunity to have an impact on our global business. There’s no shortage of new opportunities and we aim to promote internally – and empower our own people – wherever possible.

► **DIVERSITY:** Amazon has always been, and always will be, committed to diversity and inclusion. We seek builders from all backgrounds to join our teams, and we encourage our employees to bring their authentic, original, and best selves to work.

► **CONTACT FOR APPLICATIONS:** Lauren Cheesewright

► **EMAIL:** cheesewr@amazon.co.uk

AMICULUM® is a leading, independent, global healthcare communications and consulting business. We maintain a reputation both for delivering high-quality services and for providing an environment where talented individuals thrive. Our core expertise is developing accurate and engaging scientific content and delivering that through a variety of communication channels for maximum reach and impact. Our teams are passionate about supporting the development, commercialization and effective use of new medicines and technologies, and helping to inform and educate audiences around the world. We work with leading pharmaceutical and medical device companies, as well as biotechnology and diagnostics firms across a number of exciting and novel areas of medicine.

www.amiculum.biz

► **LOCATIONS:** England - London, Oxfordshire, South East, North West; Scotland; North America; Asia

► **CONTACT FOR APPLICATIONS:**
Tom Davies

► **EMAIL:** tom.davies@amiculum.biz

At Animal Dynamics we make vehicles that combine high efficiency with full autonomy and are able to do more with less impact on nature than other vehicles that perform the same tasks. Taking our inspiration from animals and the natural world, we can achieve significant improvements in the performance and efficiency of vehicles in water, air, and ground travel.

What motivates us is our desire to create original and worthwhile solutions to real problems. We are motivated to realise designs that will positively disrupt industries and technical approaches that have long been taken for granted.

Our current focus is on two vehicles: a small flying surveillance vehicle, called Skeeter, that is able to fly quietly in high winds; and Stork, a vehicle which has been designed as a highly energy and cost-efficient aerial system for carrying loads. These vehicles are full-stack autonomous vehicles, with complex mechanical, electronic and software features. There is a range of vehicles on our roadmap, and we have demand for these products in a variety of international markets.

Based near Oxford, we are a friendly Company which is growing rapidly. We recruit talented, committed people who want to work in a stimulating and supportive environment.

www.animal-dynamics.com

► **LOCATIONS:** England - Oxfordshire, London

► **VACANCIES:** We recruit for a variety of roles including Mechanical Design Engineers, Software Engineers, AI Engineers and Electronics Engineers. The best way to stay up to date with our vacancies is to look at the website for the current vacancies.

► **INTERNSHIPS:** We offer short summer internships. These will be advertised on our website. These are aimed at predominately Engineering Science, Physics and Computer Science students who have already completed at least their first year.

► **RECRUITMENT CRITERIA:** The criteria will vary depending on the job, these are advertised with the specific job.

However, we are always looking for:

- Innovative thinkers, who are genuine problem solvers
- Self-starters, with minimal oversight needed to complete assignments
- Good IT skills

► **APPLICATION PROCESS:** Applicants should apply online to the specific vacancy they are interested in. We usually conduct phone screening initially, followed by a face to face interview. Depending on the role we may ask candidates to complete a work related test.

► **EMAIL:** careers@animal-dynamics.com

At Aon, we draw on the expertise of 50,000 people to help the biggest names in business plan for every eventuality. We are one of the worlds leading insurance broker, provider of reinsurance and human capital consulting organisation. Our size, global network and emphasis on innovation mean where we lead, the industry follows.

www.aonearlycareers.co.uk

► **LOCATIONS:** Nationwide

► **VACANCIES:** Graduate, Intern and Placement Opportunities available in Actuarial, Investment, Insurance and Reinsurance, Cyber, Human Capital Solutions, and Health and Benefits.

► **INTERNSHIPS:** Our nine week long Summer Internship programmes are designed to give you an insight into our business, an understanding of our culture and an invaluable opportunity to help us forge lasting legacies with worthy causes through our Corporate Social Responsibility (CSR) programme. Technical training and business skills will be a core part of your Programme and although an Internship does not guarantee a place on our Graduate Programme, a significant proportion of our Interns have joined as Graduates.

► **RECRUITMENT CRITERIA:** We accept applications from graduates with a 2:1 in any discipline (dependant on programme). You must be numerically very strong and have the desire and ability to excel in a competitive environment where personal communication and analytical skills are key. Building relationships is at the heart of what we do and you'll need to show that you can work collaboratively to develop solutions for our clients.

► **APPLICATION PROCESS:** Our process includes an online application, online testing, video interviews and assessment centres. Applications are now open and due to close in early January 2020, however assessment centres will start in November 2019 so we encourage early applications.

► **TRAINING:** Our Development Programmes will fuel your passion for knowledge and improvement. All new joiners receive centralised training and networking opportunities, including a residential induction. These will help you develop your understanding of all our businesses and improve your general business acumen, equipping you with the professional skills you will need to be successful. We're committed to your ongoing development. That's why we fully support professional study and qualifications.

► **DIVERSITY AND INCLUSION:** You will be valued as an individual and recognised for your skills and the contribution you can make to our organisation. Valuing diversity is not about special treatment; it's about fair treatment for all. We challenge discrimination based on age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

► **EMAIL:** graduates@aon.co.uk

Realise your potential

At Aon, we draw on the expertise of over 50,000 people to help the biggest names in business plan for every eventuality. Our size, global network and emphasis on innovation mean where we lead, the industry follows.

We have consulting & broking opportunities for graduates, interns and apprentices available in Actuarial, Investment, Insurance & Reinsurance, Employee Benefits, Insurance Strategy, Reward & Remuneration, Talent & Employee Engagement and Cybersecurity.

Find out more on
aonearlycareers.co.uk



Olauria,
Aon Graduate

At Appian, what we do is exactly who we are: our unique low-code software is a product of our unique people. We are building a community of generosity, innovation, and free-thinking to bring the best ideas out of the best team. Appian employees, or "Appianites" (as we call them), are passionate about challenging the status quo and improving the world through great software. We work in small, agile and collaborative teams who embody generosity of spirit and have an insatiable desire to learn. Our approach gives individuals greater ownership and input into decisions and makes for a more efficient and happier workplace.

Founded in 1999, Appian celebrates its 20th anniversary by expanding our campus recruitment program to the UK and Australia! Approximately 1/3 of our US-based workforce has come from university, and we will continue to build our international offices the same way. Globally, we are just over 1000 total employees, with 70 of them in our London headquarters.

We're offering a fantastic opportunity for university graduates: Associate Consultant. As an Associate Consultant, you'll build and deploy web-based applications on the Appian platform to support our customers' business strategies. You're an expert on our software; from implementing the first business process management application to scaling up the program across the enterprise, you will bring our low-code platform to life.

www.appian.com/careers

► **LOCATIONS:** England - London

► **VACANCIES:**

- Associate Consultant 7
- Associate Solution Engineer 2

► **RECRUITMENT CRITERIA:**

- B.S. or M.S. in Engineering, Mathematics, Computer Science, Business, Mathematics, Physics, Chemistry, Economics, or equivalent background.
- Superior academic achievement.
- Exceptional verbal and written communication skills.
- Solid foundation of, or love for, technology.

► **APPLICATION PROCESS:** To apply, please make sure to create an application here: www.appian.com/careers/search/job/?gh_jid=1502975

► **TRAINING:**

- 3 week training in our Washington, DC metro-based headquarters comprised of a 2 day induction, 2 week product training, and 1 week consulting "bootcamp."
- Induction in UK office upon arrival.
- Various in-person trainings offered (Presentation Skills, DISC assessment, Appian MBA leadership training).
- Tuition reimbursement for any graduate degrees/advanced education/certifications

► **DIVERSITY AND INCLUSION:** We have the following affinity groups: AppianPRIDE, AppianWOMEN, AppianHERITAGE.

► **CONTACT FOR APPLICATIONS:** Courtney Connolly

► **EMAIL:** courtney.connolly@appian.com

► **PHONE:** +61431300721

Archangel Aerospace: Initially established in 2010, Archangel Aerospace is a successful aerospace consultancy supporting development of programs like the Zephyr High Altitude Long Endurance (HALE) aircraft. Having taken several World records, we began looking for the highest leverage opportunities for business, technology and impact in 2016. We have incubated new concepts as internal projects in fields like computer vision and satellite laser communication. We've spun the best of these out as Archangel Imaging (est. 2016) and Archangel Lightworks (est. 2017). Both operate as independent companies with their own staff, technology portfolios and products while continuing to benefit from the expertise and industry network of their sister Archangel companies. We're based at the exciting Harwell Space Campus, South of Oxford.

Archangel Imaging: Founded in 2016, Archangel Imaging is a specialist in edge-deployable machine vision technology. We develop full solution stacks integrating edge AI cameras and algorithms with partner robotics and IoT devices with mission management interfaces to help government and commercial partners to fight crimes, save lives and protect the environment. We won the AI for Good award at the Alconics in 2019 (presented at 10 Downing St). We have projects in theft prevention, anti-poaching and safety.

Archangel Lightworks: Archangel Lightworks is a space laser company. We were founded in 2017 with the mission of developing novel laser communication technologies to overcome the current data bottleneck caused by legacy radio frequency technologies. Most satellite imagery data is currently lost because we can't get it back; Archangel Lightworks are working to 100X the amount of data downloaded from orbit. A major area of development for us is space-air laser communication terminals. We are working to close the gap between space operations and air operations and allow hybrid networks to operate at greater efficiency and efficacy.

Please take a look at our company information slides at <https://www.slideshare.net/archangelimaging> and <https://www.slideshare.net/archangellightworks>

archangelaerospace.com

► **LOCATIONS:** Work from Home, England - Oxfordshire

► **APPLICATION PROCESS:** For specific role openings, please visit our application page at <https://archangelgroup.breezy.hr/>

► **DIVERSITY AND INCLUSION:** While being a small company, we have always aimed to foster a culture of diversity and inclusion. Until very recently, there has been more nationalities than team members in the office!

► **EMAIL:** careers@archangelaerospace.com

► **PHONE:** 01865 600415

Artefact

At Artefact we celebrate the marriage of marketing and engineering. We combine digital media & marketing, consulting, data science, data engineering and technology to deliver marketing solutions for our clients.

A new breed of brands such as Google, Amazon, Netflix and Airbnb have captured consumers' hearts and minds by disrupting the status quo across all sectors. These brands have defined higher standards of customer experience by continuously improving their products and services through digital media, data and AI and we're coming along for the ride!

We are one of the biggest independent digital agencies in the world, working out of 25 offices across 19 countries in a team of over 1,000 people. In the UK we have 120 people, we engineer great results for clients including Selfridges, Hertz, Nissan, The White Company, M&S and Moneygram. We are a collection of bright, open and unstoppable experts who are geek chic and proud of it!

We are visionary, strategic, technology addicts, in tune with what consumers want and thought of as trusted partners by our clients. We are also growing (!) and therefore hungry for new talent! We're looking for switched on, dynamic individuals with qualifications spanning Mathematics, Sciences, Economics, Business and Geography, plus the passion to begin a career in a data and/or consulting to come and join our crew!

artefact.com

► **LOCATIONS:** England - London

► **RECRUITMENT CRITERIA:** STEM Undergraduates and Postgraduates

► **TRAINING:** We offer ongoing training throughout the year with both stimulating weekly training sessions and monthly power ups covering a diversity of topics from Tag Management (Google and Tealium) to Google Cloud Platform engineering. Within our data team you will be trained by leaders in the field on the following: Google cloud platform, spark, Amazon web services, Deep learning, Machine learning. Every employee is required to engage in training and developing their skills, which is supported by managers through objectives and

regular check-ins. Artefact Academy is our interactive online training tool, combining our passions for training and data in one space!

► **DIVERSITY AND INCLUSION:** Diversity and Inclusion is at the core of our values. Within the UK office 87% of employees think at Artefact is a diverse environment. We also work on different initiatives around inclusion by running a number of awareness days, promoting a flexible working environment and hosting regular social events.

► **CONTACT FOR APPLICATIONS:** Erin Quinn

► **EMAIL:** erin.quinn@artefact.com

► **PHONE:** 07703744657

Arup

We are an independent firm of designers, planners, engineers, consultants and technical specialists offering a broad range of professional services. Through our work, we make a positive difference in the world. We shape a better world.

Arup brings together broad-minded individuals from a wide range of disciplines and encourages them to look beyond the constraints of their own specialisms.

This unconventional approach to design springs in part from Arup's ownership structure. The firm is owned in trust on behalf of its staff. The result is an independence of spirit that is reflected in the firm's work, and in its dedicated pursuit of technical excellence.

www.arup.com

► **LOCATIONS:** Nationwide

► **VACANCIES:** We recruit over 200 Graduates from a diverse range of backgrounds from Graduate Engineers to Graduate Data Scientists. To find out more, please visit our Early Careers website: <https://careers.arup.com/earlycareers/>

► **INTERNSHIPS:** Arup offer a variety of placement opportunities each year, ranging from 6 weeks in duration through to a full 12 month industrial year. To find out more, please visit our Early Careers website: <https://careers.arup.com/earlycareers/>

► **RECRUITMENT CRITERIA:** We accept applications from both undergraduates and postgraduates. Please check each individual job description to find more information on specific grades or subjects required.

► **APPLICATION PROCESS:** All applications must be made online via our Early Careers

website: <https://careers.arup.com/earlycareers/>. The online application is followed by a face to face interview or assessment centre. Application deadlines are specified on each job description.

► **TRAINING:** We hold a week-long Welcome event for new graduates that join us, giving an overview of Arup's unique values and vision. This includes talks, interactive exercises and networking opportunities to gain a deeper understanding of our organisation and people. Arup delivers an extensive programme of technical and non-technical courses designed to support all employees. We also help fund graduates to become professionally qualified, with several accredited training schemes. and offer reimbursement of graduate subscriptions to professional bodies.

► **EMAIL:** uk.recruitment@arup.com

AstraZeneca is a global, science-led biopharmaceutical business and our innovative medicines are used by millions of patients worldwide. Our two Research & Development (R&D) organisations – R&D BioPharmaceuticals, responsible for Cardiovascular, Renal and Metabolism and Respiratory diseases, and opportunistically driven for Neuroscience and Microbial Sciences and R&D Oncology, enable us to follow the science through drug discovery and development, and life-cycle management programmes.

Each year we invest \$5.9bn in our science, discovering and developing the next generation of life changing medicines. To put ourselves in the best position to push the boundaries of science, we seek to leverage our combination of capabilities, which encompass both small molecules, oligonucleotides and other emerging drug platforms, as well as biologics, including immunotherapies, and innovative delivery devices that can offer choice to patients.

careers.astrazeneca.com/students

► **LOCATIONS:** England –East of England, North West, Europe, North America

► **VACANCIES:** Undergraduate Industrial Placement Scheme, Graduate Programmes in R&D, Data Science & AI, HR, IT, Operations, Pharmaceutical Technology & Development, Postdoctoral R&D Programme

► **INTERNSHIPS:** Summer internship opportunities – please see our website for more details. You can set up a job alert to be notified as soon as these positions are live on the system.

► **WORK EXPERIENCE:** Please see our website for more details. You can set up a job alert to be notified as soon as these positions are live on the system.

► **RECRUITMENT CRITERIA:** Graduate Programmes require a Bachelors or Masters. Although we are science based, we also have graduate programmes that will recruit from all disciplines. Postdoc Programme requires a PhD.

► **APPLICATION PROCESS:** All of our applications are online on the AstraZeneca careers website. You will be required to answer

a set of questions based on your CV and AstraZeneca/the pharmaceutical industry in general. If successful, you will be invited to an Assessment Centre.

► **TRAINING:** Our R&D, Data Sciences & AI and PT&D Graduate Programmes offer Development Modules. These modules are led by an external training company and are designed to build on your softer skills as well as develop your business skills. All early talent individuals are also assigned a mentor.

► **DIVERSITY AND INCLUSION:** Within AstraZeneca we have a wide range of Employee Resource Groups to support our colleagues. We have a Network of Women, AZPlus (LGBTQ+), AZInspire (Early Talent Community) and collaborate with BBSTEM (Black British in STEM). Our communities are ever expanding.

► **EMAIL:** Graduate-Programmes@astrazeneca.com

Aurora Energy Research is a dynamic and fast-growing energy analytics company. We provide optimisation solutions and data-driven analytics on European and global energy markets that helps our clients navigate the global energy transformation.

Founded in 2013 by a group of University of Oxford economists, Aurora is now a thriving, rapidly-growing company of over 90 staff with offices in Oxford, Berlin and Sydney. Demand for our services – spanning subscription research and consultancy – is immense, in the UK, Europe and beyond. We currently serve over 200 of Europe's most influential energy sector participants, and we expect to grow beyond 150 staff over the next 18 months.

www.auroraer.com/careers-at-aurora/

► **LOCATIONS:** England – Oxfordshire

► **INTERNSHIPS:** Internships come up as and when the teams have a need, this tends to be over the summer. If we have any available internships then they will be visible on our careers page.

► **APPLICATION PROCESS:** For all applications please visit our careers page and apply for the role directly via the link at the bottom of each PDF job description

► **TRAINING:** There are individual training plans set out for each area of the business, this will be discussed and planned out dependent on the position.

► **CONTACT FOR APPLICATIONS:** Charlotte Whiteley

► **EMAIL:** charlotte.whiteley@auroraer.com

► **PHONE:** +44 (0)1865 952700

Autodesk is a leader in 3D design, engineering and entertainment software. Since its introduction of AutoCAD software in 1982, Autodesk continues to develop the broadest portfolio of 3D software for global markets.

Customers across the manufacturing, architecture, building, construction, and media and entertainment industries—including the last 19 Academy Award winners for Best Visual Effects—use Autodesk software to design, visualize, and simulate their ideas before they're ever built or created. From blockbuster visual effects and buildings that create their own energy, to electric cars and the batteries that power them, the work of our 3D software customers is everywhere you look. Through our apps for iPhone, iPad, iPod, and Android, we're also making design technology accessible to professional designers and amateur designers, homeowners, students, and casual creators — anyone who wants to create and share their ideas with the world.

www.autodesk.co.uk

► **LOCATIONS:** England -West Midlands

► **VACANCIES:** Software Engineers, Technical Consultants

► **INTERNSHIPS:** We are recruiting from recent graduates as well as from first year students. Summer internships and one year placements are available in Autodesk. For more details please visit www.autodesk.co.uk/graduates.

► **WORK EXPERIENCE:** During your placement with us we will ensure that you are challenged and given every opportunity to grow your knowledge and experience with the support of an experienced Autodesk developer. Following your initial training, you will be given every opportunity to use your knowledge and enthusiasm on projects covering every aspect of the software development cycle. You will work on top-of-the-range hardware, writing code in C++ and using ancillary tools, such as C#, Visual Basic, HTML and XML.

► **RECRUITMENT CRITERIA:** Minimum 120 UCAS points (2017 UCAS tariff scale) and predicated 1st or 2:1 degree.

► **APPLICATION PROCESS:** Please apply online at www.autodesk.com/careers.

► **DIVERSITY AND INCLUSION:** At Autodesk, we strive to create an environment where everyone, everywhere, is excited to come to work. Management policies and diversity training help ensure that employees can fully contribute their talents in the workplace. We build and foster a sense of belonging through a shared commitment to our mission and customers, while colleagues with shared experiences connect in employee resource groups.

Through collaborations with many different organizations and universities, we are remaking our recruiting to draw from new sources of top talent. Our activities to reach out to young technology professionals include: Society of Women Engineers, Society of Hispanic Professional Engineers, National Society of Black Engineers, Girls in Tech, Women in Science and Engineering, National Center for Women and Information Technology, University recruitment and many more.

► **CONTACT FOR APPLICATIONS:** Alexander Price

► **EMAIL:** alexander.price@autodesk.com

BP delivers energy products and services around the world. From finding, developing and producing oil and gas resources, to refining, manufacturing and selling related products directly to customers and on the world's markets. BP's energy products keep the world moving and support a range of vital services. Our challenge for the future is to balance environmental and climate change concerns with the fact that oil and gas will still play a big role. So we continually look to develop innovative ways of lowering emissions, while meeting the world's growing energy needs. It takes a diverse group of talented people to help us create the real change the world needs. From engineers, automotive experts, geoscientists and chemists to accountants, analysts, technologists and traders. Our graduate programmes and internships offer opportunities to make a real contribution. With all the support graduates and students need to achieve their full potential. Our programmes give graduates and interns a platform to become business leaders, leading scientists or ground-breaking engineers. We offer the scope to contribute at any stage of the energy lifecycle from day one, and build a challenging and varied career. Graduates on their two or three-year programmes gain a full range of skills and experience. Our paid 11-week and year-long internships offer hands-on business experience to undergraduates or post-graduates who are about to start the final year of their degree or PhD. BP's diverse and inclusive environment focuses on teamwork, respect and ambition as much as academic achievements. And safety is a priority, as we develop the energy of tomorrow. Want to find out what life as a BP graduate or intern is really like? Visit our website and hear from the people who live it. Or, to find the right role for you, view our degree matcher tool at bp.com/degreematcher.

www.bp.com

► **LOCATIONS:** England - London, South East, Yorkshire and the Humber, North East, Scotland, Europe, Africa

► **VACANCIES:** bp.com/degreematcher

► **INTERNSHIPS:** BP offer 11 week summer internship programmes across Engineering, Science, Business & Trading: bp.com/degreematcher

► **RECRUITMENT CRITERIA:** Students must have achieved or be on track to achieve a 2:1 in their degree.

► **SUBJECT AREA FOR PHDS/POSTDOCS:** Maths, Statistics, Computer Science - we

offer a Statistical Trading Programme for PhD students.

► **APPLICATION PROCESS:** Application Form, Online Tests, Telephone Interview, Technical Interview, Assessment Centre.

Applications open on 18th September and we recruit on a rolling basis.

► **DIVERSITY AND INCLUSION:**

- Rare Recruitment
- MyPlus Consulting
- SEO

► **EMAIL:** enquiry@bpgraduates.co.uk

Cambridge Consultants is a leading professional services company in the Cambridge hi-tech cluster. We operate globally, with particular focus in Europe, America and Asia.

We specialise in helping our clients achieve the seemingly impossible, through the development of breakthrough technology-based products and services. With a 59-year track record of world firsts, we tackle the world's most difficult problems - from the world's most advanced grocery fulfillment system, through mission-critical global satellite communications systems, to ultra-miniature medical implants.

The skills and experience of our 850+ designers, engineers, scientists and mathematicians combine to create a melting pot of innovation, which creates a remarkably stimulating and diverse working environment.

www.cambridgeconsultants.com/careers

► **LOCATIONS:** England - East of England

► **VACANCIES:** We're looking for enthusiastic graduate engineers, scientists, mathematicians, designers, developers and analysts who are looking for a place where their abilities will be recognised.

A career with us offers technical challenge, variety, freedom to chart your own career path and great benefits.

► **INTERSHIPS:** We also offer paid internships. Our Interns gain valuable hands-on experience working as valued members of our multidisciplinary teams on real projects.

► **RECRUITMENT CRITERIA:** We will review and consider all applications. We encourage all candidates to apply as we are always looking for individual, new talent.

► **APPLICATION PROCESS:** Application deadlines (if any) will be stated on the job advert.

Please apply via our website and complete the short application.

► **TRAINING:** Learning and development is extremely important to us and our employees. As well as on-site guidance and mentoring, we offer various compulsory and optional training courses, which are provided internally and externally.

► **DIVERSITY AND INCLUSION:** Treating everyone equally and fostering diverse teams benefits all of us, because when we feel we belong we can bring our best and achieve incredible things. Our CEO, Eric Wilkinson, champions this philosophy and drives our efforts to ensure all employees feel accepted and valued.

► **CONTACT FOR APPLICATIONS:** Alice Hilton

► **EMAIL:** ukrecruitment@cambridgeconsultants.com

► **PHONE:** 01223 420024

We're a finance company with a tech mindset and one of the UK's leading credit card providers. We're on a mission to make finance simpler, more creative and more human. We're #11 in Glassdoor's 'Best Places to Work In The UK' list and we got this recognition by practising what we preach. We offer a flexible, supportive work environment and as a graduate you can expect challenging and interesting work with purpose, the opportunity to make a real impact to our customers alongside like-minded, smart and driven people, just like you.

www.capitalonecareers.co.uk

► **LOCATIONS:** England - London, East Midlands

► **VACANCIES:** Strategy Analyst - 15, Software Academy - 30, Other Analyst roles - 5, Brand & Design - 2, Operations & Risk - 5

► **INTERSHIPS:** Our 10-week summer internship programme offers you the opportunity to get a taste of life working either in our Strategy Analyst or Software Academy teams. This means real-life work and real responsibility to deliver on a project during your internship. You'll be fully supported with training and development throughout the internship, a dedicated manager and mentor to help you develop and if you do well you'll be offered one of our full time graduate roles when you graduate.

► **RECRUITMENT CRITERIA:** We welcome applications from all disciplines; you'll need to demonstrate strong analytical and mathematical skills and coding if you're applying for a Software role.

► **APPLICATION PROCESS:** Our intern and graduate application process is the same and if you are offered a graduate role after an internship, you won't need to reapply. Application closing dates vary by role so will be specified in the role profiles. You'll be asked to complete an online assessment (plus a coding test if you apply to a Software

role) and will then be invited to do a video interview. For our Strategy Analyst role we will be doing some first round interviews on campus otherwise you'll be invited to do a case study interview then assessment centre. For all other roles you'll be invited to an assessment centre and will do group and individual interviews both technical and strengths based depending on the role.

► **TRAINING:** Whichever scheme you join, our training programme will help propel you straight into action. We'll help you hit the ground running through a tailored programme of development to help you excel in your career.

► **DIVERSITY AND INCLUSION:** We're a member of Inclusive Companies and we've signed up to the Women in Finance Charter to help address gender imbalance in our industry. We were also one of the main sponsors of the Nottinghamshire Pride event for the past 2 years and have several internal networks focused on LGBT, mental health and female groups to support associates across our organisation.

► **CONTACT FOR APPLICATIONS:** Olwen Watson

► **EMAIL:** olwen.merchant@capitalone.com

► **PHONE:** 07766070901

Carpmaels & Ransford is a leading and progressive firm of patent and trade mark attorneys providing services in all areas of intellectual property. Being a leader in our field is not an accident. It's the product of expertise and experience, underpinned by a lot of hard work. Maintaining that position requires constant learning and improvement, the desire to set continually higher standards and the ambition to exceed client expectations, not merely meet them.

www.carpmaels.com

► **LOCATIONS:** England – London

► **VACANCIES:** We recruit up to 12 trainee patent attorneys each year.

► **INTERNSHIPS:** We have internships during the early part of Summer. We also hold two open days during Spring and Autumn each year. For further information please visit our website.

► **RECRUITMENT CRITERIA:** Undergraduates, postgraduates, alumni or researchers must have a minimum 2.1 STEM degree in a relevant discipline such as chemistry, pharmaceutical chemistry, biochemistry, molecular biology, physics, electronics, engineering or computer science. In addition to excellent technical knowledge and an enthusiasm for science and technology, candidates will also require excellent communication and interpersonal skills.

► **APPLICATION PROCESS:** Please apply via an online form on our website by selecting the job in the practice group most relevant to you based on your degree (further guidance on the application process will be provided on our website).

► **TRAINING:** Excellent in-house and external training for qualification as a UK and European patent attorney provided. We have a dynamic and friendly group of trainees who work under the supervision of a variety of partners in order to provide a broad range of experience. The firm's strong commitment to training is reflected on our trainees' exemplary record in passing the UK and European qualifying examinations.

► **DIVERSITY AND INCLUSION:** The commitments we make in our Corporate Social Responsibility (CSR) programme are an integral part of our business and reflect and inform our firm values. Our CSR is based on three pillars which recognise that the firm's values are relevant and important to people as individuals, to the community and to the environment in which we all live and work. More information about our pillars can be found on our website.

► **CONTACT FOR APPLICATIONS:**
Rute de Oliveira

► **EMAIL:** rute.deoliveira@carpmaels.com

► **PHONE:** 020 7242 8692

causaLens is a deep-tech company on a mission to optimize the global economy. We're building the next generation of predictive technology for complex and dynamic systems with headquarters in London and presence in key global markets. causaLens is named as one of the most disruptive and promising UK companies in Artificial Intelligence. We've been selected as a Best Investment in DeepTech 2019 by UK Business Angels Association.

The team consists of top scientists and engineers whose previous employers include prominent hedge funds and research organizations. More than 70% of our team holds PhDs from top universities in the US and the UK. causaLens is supported by well-regarded institutional VC investors.

Our target customers are businesses in various industries, that focus on dynamic processes and would benefit from additional input, that would help them to make better decisions with a future impact. causaLens predictive technology currently helps various businesses in decision making in the following industries – banking and finance, transport and logistics, commodities, and others.

www.causalens.com

► **LOCATIONS:** England – London

► **VACANCIES:** We are a quickly growing company, continuously on the lookout for very talented individuals across the disciplines to join us. We're hiring on a rolling basis and always have multiple opportunities. Please check our website for the full list: Business/Growth Analyst, Python Engineer, Data Scientist (Commercial, Research, Reinforcement Learning Expert, Causality Expert etc.)

► **INTERNSHIPS:** Join us for a 3–6 month paid internship with an opportunity to be offered a permanent position at causaLens. We have a 100% intern conversion rate!

► **WORK EXPERIENCE:** We offer work experience as a part of our internship programme, usually to recent graduates, postdoc researchers and PhD final year students. The work experience at causaLens will be focused on providing your input to the actual project with the practical outcome. The opportunity will include working with our experts at Data Science and Engineering teams.

► **RECRUITMENT CRITERIA:** Postgraduate (PhD, MD, MBA, MSc) applications from excellent scientists in any of the following areas (but not limited to) Mathematical, Physical, Computer,

Applied Sciences and Engineering are accepted for Data Scientist roles at causaLens. MBAs with a strong background in Fin-Tech and Economics are welcome for Commercial roles. Ideally, for research and technical roles, you will have experience with object-oriented programming in Python (other coding experience will be considered), experience with data structures and common ML frameworks is highly appreciated as well.

► **APPLICATION PROCESS:** Please visit our website at www.causalens.com to apply. Alternatively, you can send your CVs and cover letters to join@causalens.com

► **TRAINING:** From the very first day, we nurture and develop talent. New team members work closely with their mentors in the team under the guidance of CTO. In order to maximise your potential, we will be providing you with constant training and support. Attendance to conferences and publishing papers is strongly supported, and special funding for this is provided for our team to expand their skills and knowledge in relevant areas.

► **CONTACT:** Meltem Zudovas

► **EMAIL:** join@causalens.com

► **PHONE:** 07778971466

#WeAreCisco, where each person is unique, but we bring our talents to work as a team and make a difference. Here's how we do it.

We embrace digital, and help our customers implement change in their digital businesses. Some may think we're "old" (30 years strong!) and only about hardware, but we're also a software company. And a security company. A blockchain company. An AI/Machine Learning company. We even invented an intuitive network that adapts, predicts, learns and protects. No other company can do what we do – you can't put us in a box!

But "Digital Transformation" is an empty buzz phrase without a culture that allows for innovation, creativity, and yes, even failure (if you learn from it.)

Day to day, we focus on the give and take. We give our best, we give our egos a break and we give of ourselves (because giving back is built into our DNA.) We take accountability, we take bold steps, and we take difference to heart. Because without diversity of thought and a commitment to equality for all, there is no moving forward.

So, you have colorful hair? Don't care. Tattoos? Show off your ink. Like polka dots? That's cool. Pop culture geek? Many of us are. Passion for technology and world changing? Be you, with us!

www.cisco.com

► **LOCATIONS:** England – London, Northern, Ireland, Europe, North America, South America, Asia, Africa, Oceania

► **VACANCIES:** Software Engineer (20), Associate Consulting Engineer (5), Associate Solutions Engineer (7), Desktop Engineer (5), Test Engineer (5).

► **INTERNSHIPS:** Software Engineer (10), Technical Sales (7), Desktop Engineer (3), IT Analyst (3). Internship duration is between 3-12 months, depends on the role.

► **WORK EXPERIENCE:** We offer work shadowing and insight days.

► **RECRUITMENT CRITERIA:** Mathematics degree and all STEM related disciplines, 2:1 or above.

► **APPLICATION PROCESS:** Online application, followed by a phone or digital interview, second interview and /or assessment centre, group exercises and presentations.

► **TRAINING:** We offer ongoing training, structured graduate programs and different technical certification to our employees.

► **DIVERSITY AND INCLUSION:** We have a very active Diversity & Inclusion team, who are heavily involved in various activities, for example- sponsoring women hackathons, sponsorship Pride London, supporting project LifeChanger for people with disability and many more...

► **CONTACT FOR APPLICATIONS:** Maya Javeed

► **EMAIL:** rajaveed@cisco.com

Be You, With Us

#WeAreCisco



Software Engineer | Associate Consulting Engineer
Associate Solutions Engineer | Desktop Engineer | Test Engineer

cisco.com/careers

Follow @WeAreCisco



Costello Medical is a global healthcare consultancy specialising in medical communication and health economic and outcomes research. We work with a wide range of clients, including the industry's most successful pharmaceutical and medical technology companies, patient and public health bodies and charitable organisations. Our lasting client partnerships create a direct and measurable impact on the successful launch of novel therapies and devices across a wide range of disease areas. Our vision is to be a community of the very best people, constantly challenging ourselves to make meaningful and outstanding contributions to improving healthcare.

www.costellomedical.com

► **LOCATIONS:** England – London, East of England, North West

► **VACANCIES:**

Analyst/Medical Writer – 10
Biostatistician – 1
Health Economist – 1

► **INTERNSHIPS:** We run an internship programme with four intakes throughout the year; in January, April, July and September. Internships are full-time and typically three months in duration, with the possibility to extend.

We also have opportunities for those with a background in mathematical or computer science disciplines to join us as Biostatistician Interns.

► **RECRUITMENT CRITERIA:** The requirement for all roles at Costello Medical is a degree level or higher qualification (minimum 2.1). A degree in a life science discipline is preferable for our Analyst, Medical Writer, and Scientific Intern positions.

We also have opportunities for those with a background in an economic, mathematical or computer science discipline to join us as Biostatisticians or Health Economists.

► **APPLICATION PROCESS:** Applications should be submitted via the online form on our website. Successful applicants will be sent an assessment exercise to complete at home. If successful in the assessment stage, they will be invited to an interview. This involves a short presentation and a competency-based interview. After the interview, candidates complete a proof-reading exercise. We offer start dates in January, April, July and September. Candidates should apply at least six weeks before their chosen start date.

► **TRAINING:** Costello Medical is committed to the personal development of all employees, and offers full funding and paid study leave for external training courses.

All new starters also receive extensive internal training, within a 2-week induction period.

► **CONTACT FOR APPLICATIONS:**

Klaudia Jarosz

► **EMAIL:** klaudia.jarosz@costellomedical.com

D Young & Co is a leading European intellectual property firm. Our reputation for excellence is recognised worldwide and we continue to be ranked as a top tier UK IP firm across all major UK directories. Our 200+ staff (including partners, fee earners, paralegals and business support teams) work for our offices in London, Munich and Southampton. From SMEs to global businesses, our international client base is diverse and spans all industry sectors and technologies.

We hold dear our culture of work-life fit, through which we promote personal success and the very best service for our clients. Whether your lifestyle leads you to want a city environment, a coastal location or a country life, you can fully harness your potential by joining a firm that offers a top tier full IP law service.

www.dyoung.com

► **LOCATIONS:** England – London, South East, Europe

► **VACANCIES:** No. of graduate jobs: 6.

► **INTERNSHIPS:** Each year we look for a number of suitable candidates to whom we can offer the opportunity to join us for three days over the Easter break. Following this, we hope to be able to offer a small number of the best candidates a further opportunity to gain greater insight over the summer. At the end of the summer, the firm will assess whether we are able to offer training contracts to Interns who have demonstrated the qualities needed to be a successful attorney.

► **RECRUITMENT CRITERIA:** Disciplines recruited from include chemistry, biochemistry, biotechnology, electronics, engineering, physics, computer technology and telecoms.

You will need:

- An exceptional academic track record.
- To demonstrate strong communication skills with the desire and ability to share ideas and expertise, working in both a team as well as autonomously.

- To be intelligent and highly motivated, with the drive and ambition to progress your career.

- A desire to be empowered to make a difference and achieve shared goals to deliver real excellence to our clients.

► **APPLICATION PROCESS:** To apply, please send a copy of your CV via email to recruitment@dyoung.com

► **TRAINING:** We nurture and develop talent. From day one you will receive support to introduce you to the firm and your role so that you can maximise your potential. One to one mentoring is rare but is something that you will benefit from, as well as working with an exceptional team of welcoming and talented colleagues.

► **EMAIL:** recruitment@dyoung.com

We are a global science and technology innovator committed to helping customers solve complex challenges and improving quality of life around the world.

www.danaher.com

► **LOCATIONS:** Europe

► **INTERNSHIPS:** Yes, we offer internships

► **RECRUITMENT CRITERIA:** If you're looking to develop your technical and leadership skills, at Danaher, you can accelerate your career in just 30 months. In our STEM iDEAS Rotational Leadership Development Program, you'll jump into two year-long projects followed by a 6-month project that's either international or outside your functional/technical area. Along the way, you'll gain access and exposure to some of the brightest minds on the Danaher leadership team, have the opportunity to work on meaningful assignments and present your work to technical and operating company leaders. And when you've completed this unique, fast-track program, you'll be positioned for a more expansive role at one of our 20+ Operating companies.

Our program offers a competitive compensation and benefits package, specialized personal and professional training, mentorship, as well as skill building in the Danaher Business Systems, (DBS). We use DBS to guide what we do, measure how well we execute, and create options for doing even better. Simply put, DBS is who we are and how we do what we do.

Danaher's STEM iDEAS program has the following opportunities;

Interns: • Undergrad: R&D, Engineers, Computer Science, Chemistry; • Masters: Science related majors with an emphasis in Chemistry/ Biochemistry/ Biology, Engineers (Biomedical Engineers, Mechanical Engineers, Electrical Engineers, Chemical Engineers), Data Science, and Robotics/ Automation; • PhD: Science related majors with emphasis in Chemistry/ Biochemistry/ Biology, Engineers (Biomedical Engineers, Mechanical Engineers, Electrical Engineers, Chemical Engineers), Data Science and Robotics / Automation.

Full Time: • Undergrad: R&D, Engineers, Computer Science; • Masters – Science related majors with an emphasis in Chemistry/ Biochemistry/ Biology, Engineers (Biomedical Engineers, Mechanical Engineers, Electrical Engineers, Chemical Engineers) Robotics and Automation; • PhD – Science related majors with emphasis in Chemistry/ Biochemistry/ Biology), Engineers (Biomedical Engineers, Mechanical Engineers, Electrical Engineers, Chemical Engineers, Data Science and Robotics & Automation; Locations: Denmark, U.K. and Germany

Qualifications: • High performing Undergrad, Masters and PhD level students with an interest in STEM field; • Candidates who not only possess the right educational background, but also a passion for solving innovative business problems as well as our determination to succeed; • Geographic flexibility within region/country;

Work Authorization: EU work authorization without sponsorship is required. (For roles in Germany, UK and Demark).

Danaher is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, national origin, religion, gender, age, marital status, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by law.

► **APPLICATION PROCESS:** Send resumes for the STEM iDEAS Rotational Program to Keithen Stallings at Keithen.stallings@danaher.com

► **TRAINING:** Success at Danaher doesn't happen by accident. We have a proven system for achieving it. We call it the Danaher Business System (DBS), and it drives every aspect of our culture and performance. We use DBS to guide what we do, measure how well we execute, and create options for doing even better—including improving DBS itself.

► **CONTACT FOR APPLICATIONS:**
Keithen Stallings, keithen.stallings@danaher.com

A winning team + Unrivaed ambition. Danaher&You



Kyle
Hach

You know who you are, and you're ready to become even more. With Danaher, you'll have the perfect platform to build your skillset and realize your professional vision. Find out what a winning combination looks like. Make it Danaher & You.



If you're looking to develop your technical and leadership skills, you can accelerate your career in just 30 months at Danaher. In our STEM iDEAS program, you'll jump into two year-long projects followed by a 6-month project that's either international or outside your functional area. And when you've completed this unique, fast-track program, you'll be ready for a STEM leadership role at one of our 20+ operating companies.

Hiring MS/PhD students in these areas:

- Biology & Molecular Biology
- Chemistry & Biochemistry
- Engineering (EE, CE, ME, BME)
- Computer Engineering with focus in Machine Learning/A.I.
- Design Engineering with focus in Human Interaction
- Computer Science/ IT / Software Development/ Coding

Connect with us
Keithen Stallings, Recruiter
202-828-0850
keithen.stallings@danaher.com

Dstl maximises the impact of Science and Technology for UK Defence, Security and Prosperity across government. We're extremely proud of our work, which saves lives in the UK, overseas and on the frontline. We're an Executive Agency of the MoD, accountable to Government. Your work here will make a valuable contribution to addressing the ever-changing challenges faced by UK Armed Forces, MoD and the UK Government.

www.gov.uk/government/organisations/defence-science-and-technology-laboratory

► **LOCATIONS:** England – South West, South East

► **VACANCIES:**

15144: Graduate Project Manager

13273: Graduate Engineer, Science and Technology Opportunities – Counter Terrorism and Security Division

15174: Cyber & Information Systems Graduate

15092: Military Platform Technologies Graduate – Platform Systems

14554: Defence and Security Analysis Graduate

► **INTERNSHIPS:** Dstl offers a wide range of Summer Placement opportunities ranging from Scientific and Engineering Backgrounds to Administration and Commercial Procurement. Our student placement roles will be advertised in November across the Civil Service Jobs website.

► **RECRUITMENT CRITERIA:** We are happy to accept applications from Undergraduates and Postgraduates. There are no grade restrictions across our roles and details for relevant disciplines are included within the role profiles along with instructions for applications.

► **APPLICATION PROCESS:** Online application form and assessment centres. For some of our roles we also have ability tests which you'll be invited to complete at the application stage.

► **TRAINING:** We offer our employees a wide range of internal and accredited training and

qualification opportunities to support their professional development. As well as funding training and learning opportunities we also support employees with their memberships for professional bodies and chartered accreditations.

► **DIVERSITY AND INCLUSION:** Dstl recognises the importance of diversity and inclusion as people from diverse backgrounds bring fresh ideas. We are committed to building an inclusive working environment in which each employee fulfils their potential and maximises their contribution. We have a number of support networks to ensure all employees feel supported at work. These include the following;

- Sexual Orientation and Gender Network
- Faith and Culture Network
- Parents and Carer Support Network
- Alternative Working Network
- Gender Equality Network
- New Starters Network
- Enabled Network

Dstl is also part of the Disability in Confidence scheme and regularly works with Stonewall and other charities to promote Diversity and Inclusion across our organisation.

► **CONTACT FOR APPLICATIONS:** Dstl Recruitment Team

► **EMAIL:** dstlrecruitment@dstl.gov.uk

Dehns is one of the largest private practice patent and trade mark firms in Europe, with a rich history spanning almost 100 years. Our practical, commercially focussed approach to intellectual property helps us to turn inspired thinking into patents, trade marks and registered designs that are valuable commercial assets for our clients. To meet our client needs, we look for people who are creative, practical, flexible problem-solvers. We believe our diverse workforce enriches our working environment and contributes to our ability to serve a wide variety of clients with different needs. We offer an inclusive working environment; independent and intellectually challenging client work; business development; flexible working; and a competitive salary and excellent benefits package.

www.dehns.com

► **LOCATIONS:** England – Oxfordshire, London, South East, South West, North West, Europe

► **VACANCIES:** Trainee Patent Attorney (various degree disciplines, on average we recruit 8-10 trainees per year); Trainee Trade Mark Attorney (any degree discipline, on average we recruit 1 trainee per year).

► **INTERNSHIPS:** We offer a paid two week summer placement scheme, held in July. Please check our website for formal application dates.

► **RECRUITMENT CRITERIA:** Applications are sought from undergraduates, postgraduates, alumni, and researchers with a STEM degree discipline (for patent attorneys); and any discipline for (trade mark attorneys). You must have achieved, or expect to achieve, at least a 2.1 classification in your undergraduate degree.

► **APPLICATION PROCESS:** Please refer to our website for application deadlines, and to apply using our online application portal.

► **TRAINING:** Training takes place on-the-job, while being supported by a range of partners and senior colleagues within your team. This allows you to benefit from their breadth of

knowledge and experience as you progress to professional qualification. Typically, training to be a patent attorney takes around four years; and as a trade mark attorney around three years. No prior knowledge of or qualifications in law are required, as you will be trained in this regard.

► **DIVERSITY AND INCLUSION:** Dehns is an equal opportunities employer. We are committed to providing equal opportunities throughout employment with us, including in the recruitment, training and promotion of employees, and to eliminating discrimination in the workplace, whether on grounds of gender, marital status, sexual orientation, colour, racial or ethnic origins, nationality, religion or belief, disability or age. All job applicants and employees are treated equally and we make every effort to make reasonable adjustments where appropriate for disabled applicants and employees.

► **CONTACT FOR APPLICATIONS:** Helen Joseph

► **EMAIL:** careers@dehns.com

Deloitte is a business that doesn't just recognise your need to remain curious, but fully embrace it. Here, you'll follow a career path that enables you to be true to yourself. To think bigger, think creatively and deliver real impact. Deloitte is reshaping both the business and technology landscape. From Human Capital and Tax Consulting to Technology and Cyber. We're delivering end-to-end improvement programmes, turning disruption into opportunity, and redesigning the art of Audit through automation – you could be part of it.

www.deloitte.co.uk

► **LOCATIONS:** Nationwide

► **VACANCIES:** Please visit www.deloitte.co.uk for further information about Graduate Programmes and opportunities.

► **INTERSHIPS:** Please visit www.deloitte.co.uk for further information about our Summer Vacation Scheme.

► **WORK EXPERIENCE:** Please visit www.deloitte.co.uk to find out more about Spring into Deloitte.

► **RECRUITMENT CRITERIA:** We welcome applications from students of all degree disciplines with a 2:1 degree or above.

► **APPLICATION PROCESS:** Please apply online at www.deloitte.co.uk

► **TRAINING:** Please visit our website for further information.

► **DIVERSITY AND INCLUSION:** Deloitte's ten Diversity Networks connect people who share affinity indicators such as gender, race, religion, sexual orientation, disability and parenting / caring responsibilities. These networks engage more than 6,000 members from around the UK and provide support and a shared sense of belonging to our people, foster important links with clients and play an important role in connecting with the broader community. They come together regularly to share their plans and collaborate.

► **EMAIL:** studentrecruitment@deloitte.co.uk

DisneyResearch|Studios (DRS) in Zurich, Switzerland, focuses on exploring the scientific frontiers in service to the technical and creative filmmaking process.

Our inventions are used in almost every Disney film production. DRS is part of a wider innovation ecosystem operating in close partnership with our technology units at the Walt Disney Animation Studios, Pixar Animation Studios, Lucasfilm/ILM, Marvel Studios and Walt Disney Pictures.

DRS maintains a close academic partnership with ETH Zürich, but also collaborates with the best of academia from all over the world. With such a strong academic grounding, DisneyResearch|Studios is a lab like no other—with the unique mission of bringing the magic to life.

studios.disneyresearch.com

► **LOCATIONS:** Europe

► **VACANCIES:** Researcher Scientist: Principal investigator, with latitude to define a research agenda.

Post-Doc: Limited to a term of one to two years, with a research portfolio that includes projects led by a Senior Research Scientist.

► **INTERSHIPS:** Our teams are looking for talent in computer graphics, machine learning, and computer vision to solve new and emerging problems in VFX and animation.

► **RECRUITMENT CRITERIA:** MSc or PhD in computer science with specialization in Machine Learning, Rendering (Reinforcement Learning, Path Tracing), Visual Computing, AI

► **APPLICATION PROCESS:** Apply on studios.disneyresearch.com/careers/

► **DIVERSITY AND INCLUSION:** At Disney, we tell heartwarming and inspiring stories that bring people together. We create enduring characters and magical experiences that help people make lifelong memories. Our people drive the innovation and connection that are the hallmarks of our brands. We build teams that reflect the life experiences of our audiences.

► **EMAIL:** careers@disneyresearch.com

We are a low latency, electronic proprietary trading firm specializing in derivatives trading, including market making with our headquarters in Hong Kong. Since our founding in 2007, we have built up a strong and stable track record in a number of markets across Asia Pacific. Our trading is neutral to market direction and includes equity derivatives market making and various arbitrage strategies. With offices in Hong Kong, Sydney and Shanghai, we employ over 100 staff and trade using our own capital.

Our flat structure promotes an informal and collaborative environment, where people are given responsibility and rewarded for their contributions.

www.eclipsetrading.com

► **LOCATIONS:** Asia

► **VACANCIES:** Graduate Trainee Trader (Hong Kong) – 4 to 8 intake per year, will support visa application.

Internship Trader (Hong Kong) – 2 to 4 intake, only consider those with HK working right due to program duration and visa.

► **INTERNSHIPS:** We offer internship opportunities in our Hong Kong office, the program will be 1-month between June and August 2020. Due to visa constraint, we only consider candidates with full working rights in Hong Kong. Candidates with good performance will be advanced to our Graduate Trainee Trader (2021 intake).

► **RECRUITMENT CRITERIA:** Both undergraduates and postgraduates will be considered.

No specific subjects required as long as they are sensitive to numbers and show a passion in becoming a trader (prefer to have related trading exposure). Candidates studying Finance, Mathematics, Economics, Business or Engineering will have added advantage.

► **APPLICATION PROCESS:** Online application with resume, cover letter and latest transcript. After resume screening, shortlisted candidates will be invited for initial assessment followed by first round interview. If they pass it, they will be invited to our final round assessment in our Hong Kong office (we will arrange the logistics) which includes group activities, job shadowing, multiple rounds of interviews.

► **TRAINING:** The successful candidate will go through an intensive training program, which typically lasts for 3 months. You will study options theory and different arbitrage strategies and the knowledge learnt will be tested in simulated trading environment. From day one, you will be given responsibilities as a member of our successful trading team. The learning curve is steep and your proactive approach will be essential.

► **DIVERSITY AND INCLUSION:** Not applicable at the moment

► **CONTACT FOR APPLICATIONS:** Larry Louie

► **EMAIL:** llouie@eclipseoptions.com

► **PHONE:** 21087327

EIP is a dynamic, forward-thinking firm and one of the fastest growing IP practices in the UK; it has expanded internationally via the opening of offices in the USA and Europe. In addition, it was the first firm in the UK to incorporate patent attorneys and IP litigation solicitors in a combined partnership. The business has an impressive list of direct clients which includes household name tech companies, leading electronic and software companies as well as global manufacturing, life science, food tech and engineering companies.

Our practice groups reflect the various expertise of the attorneys at EIP. These include EIP Dynamics, EIP Elements, EIP Life as well as the class-leading electronics practice, EIP Digital.

www.eip.com/uk/

► **LOCATIONS:** England – London, South West, Yorkshire and the Humber, Wales

► **VACANCIES:** Trainee Patent Attorney x 5

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates who achieve a 2.1 and above within STEM subjects. Usually this is physics and engineering disciplines but occasionally includes life sciences and chemistry.

► **APPLICATION PROCESS:** We ask all prospective candidates to send their CV and covering letter to EIP's careers@eip.com. All correspondence can be addressed to Chris Ball, Head of Talent Acquisition at EIP. Successful applicants will be invited to a skype call with a member of the recruitment team. 1st and 2nd stage interviews are most commonly held at your preferred office location. Both stages are headed by two EIP partners, specifically selected to ensure they share a similar academic background.

► **TRAINING:** Our technical assistants undertake a comprehensive training programme including in-house tuition and external education including the Certificate in Intellectual Property Law course at the University of London and the CEIPI European Patent Attorney exam preparation course in Strasbourg. Our technical assistants

at all levels are given all the supervision and support they need to perform and progress in their careers within EIP.

While education and exams form a key part of our training, EIP places great emphasis on the ability of our people to apply their legal training to providing clients with clear and commercially-focused advice. For this reason, our technical assistants are given exposure to direct clients very early on in their career, so that legal training is very much grounded in the context of commercial reality.

► **DIVERSITY AND INCLUSION:** It is only by embedding inclusivity as an intrinsic part of our business culture that we can thrive as a top-tier intellectual property law firm. We do not discriminate on any grounds other than ability to carry out the task, and we encourage our employees to bring their whole selves to the work environment. We are proud to support the IP Inclusive initiative and we are a signatory to the IP Inclusive Charter. We actively engage in diversity efforts by supporting Women in IP, IP Out, and IP & Me.

► **CONTACT FOR APPLICATIONS:** Chris Ball

► **EMAIL:** careers@eip.com

► **PHONE:** 02074409510

EPFL is one of the two prestigious Swiss Federal Institutes of Technology. By all metrics used for international comparisons, Switzerland has consistently remained a global leader for its focus and investment in research and education. EPFL represents the quintessence of Switzerland's innovation forces, reflected daily with the results and distinctions obtained by its researchers, the vitality of homegrown entrepreneurs and in the international networks established with other centers of excellence. This innovative spirit, coupled with its excellent infrastructures, has attracted leading scientists from around the world to EPFL, and resulted in a spectacular growth of its scientific output and publications.

www.epfl.ch

► **LOCATIONS:** Europe

► **INTERNSHIPS:** www.epfl.ch/education/international/en/coming-to-epfl/research-internships/

► **APPLICATION PROCESS:** Internships: www.epfl.ch/education/international/en/coming-to-epfl/research-internships/eligibility-and-application/

PhD positions: www.epfl.ch/education/admission/phd-admission-criteria-and-application/

► **CONTACT FOR APPLICATIONS:**
Melina Monod

► **EMAIL:** spe@epfl.ch

We're Equinor, an international energy company with a proud history. Formerly Statoil, we are 20,000 committed colleagues developing oil, gas, wind and solar energy in more than 30 countries worldwide. We're the largest operator in Norway, among the world's largest offshore operators, and a growing force in renewables. Driven by our Nordic urge to explore beyond the horizon, and our dedication to safety, equality and sustainability, we're building a global business on our values and the energy needs of the future.

www.equinor.com

► **LOCATIONS:** Nationwide

► **VACANCIES:** Information about our programs are to be found here: www.equinor.com/en/careers/corporate-graduate-programme-promo.html

► **INTERNSHIPS:** Information about our programs are to be found here: <https://www.equinor.com/en/careers/summer-internship-programme.html>

Featurespace is the world leader in Adaptive Behavioural Analytics technology for fraud and risk management. Using machine learning and anomaly detection, our ARIC platform helps financial institutions and organizations around the globe stop fraud in real time. But we're more than just a tech company, our biggest asset is our people who are exceptionally talented and dedicated to fighting fraud and protecting our customers from risk. Led by CEO Martina King, one of the 25 Most Influential Women in Payments 2018, and an award-winning management team (Sunday Times, 2018), we've had consecutive years of outstanding growth and commercial success. And it's only getting better; we received more than 14 awards and accolades in 2018, including the Queen's Award for Enterprise.

www.featurespace.com

► **LOCATIONS:** England - London, East of England

► **VACANCIES:** Graduate Data Scientist - multiple

Graduate Implementation Engineer - multiple

Graduate Software Engineer - multiple

Graduate Application Support Engineer - multiple

► **INTERNSHIPS:** Featurespace is breaking new ground in an exciting and profitable space, and we're looking for outstanding new talent to join us in our Cambridge, UK head office for 8-10 weeks over summer. During your placement, you will participate in a collaborative project, working in a small team of carefully selected interns on a real-world, challenging problem. Interns will specialise in either Software Engineering or Data Science and will need to work closely with the wider company to their project goals. You will receive mentoring and guidance from industry leaders along the way, helping to develop your knowledge and skills throughout the programme.

► **RECRUITMENT CRITERIA:** This differs between roles, but for graduates what we're looking for in general is a good degree in a scientific or numerate discipline, e.g. Computer Science, Physics, Mathematics, Engineering, or other STEM-related subjects.

► **APPLICATION PROCESS:** This differs from role to role as well. Generally, it will be an initial phone interview, then an online task for the candidate to complete, then a face to face interview at one of our offices, and then a final phone call with either recruitment or the head of department.

► **CONTACT FOR APPLICATIONS:** Lucy Neave

► **EMAIL:** talent@featurespace.co.uk

► **PHONE:** 07787848176



G-Research is a leading quantitative research and technology company. By using the latest scientific techniques, we produce world-beating predictive research and build advanced technology to analyse the world's data.

www.gresearch.co.uk

► **LOCATIONS:** England - London

► **VACANCIES:** Software Engineering Internship, Quantitative Researcher Internship, Data Analytics Internship

► **INTERNSHIPS:** Software Engineering Internship, Quantitative Researcher Internship, Data Analytics Internship

► **RECRUITMENT CRITERIA:** Dependent on the role.

Software Engineering Internship- Computer Science students in their penultimate year.

Data Analytics Internship- Students studying numeric subjects in their penultimate year.

Quantitative Researcher Internship- Masters/ PhD in numeric subjects.

► **APPLICATION PROCESS:** Please apply online via our website

► **TRAINING:** Various training and development courses are offered. In each internship you will also be matched with a mentor who will guide you through your time with us.

► **EMAIL:** graduates@gresearch.co.uk

At Gearset, we build a cutting-edge release management solution for the millions of developers building applications on Salesforce, the world's biggest enterprise PaaS. You'll join a passionate and experienced cross-functional development team with a laser focus on quality - from infrastructure, to code, to user experience. The features you build will make thousands of businesses around the world more effective.

Gearset is a hosted web app running on C# + JS + Postgres + Kubernetes + AWS. It's an engineering-focused company, there aren't many meetings, we work closely with users to build the right thing, taking ownership of features from conception right through to release, we care about quality code and a quality product.

Gearset are looking for creative, smart, and decisive people to join their team as Software Engineers, DevOps Engineers, UX Designers and other areas of the business. By joining us, you'll help us bring DevOps to the Salesforce platform, and revolutionise how companies like McKesson, TripAdvisor and IBM ship the applications that power their businesses.

Join a bunch of nice, smart people at Cambridge's fastest growing tech startup.

www.gearset.com

► **LOCATIONS:** England - East of England

► **VACANCIES:** Software Engineers

DevOps Engineers

UX Designers

► **INTERNSHIPS:** Summer internships in Software Engineering

► **WORK EXPERIENCE:** Limit availability to offer work experience

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates from disciplines such as Computer Science, Computer Science and Philosophy, Mathematics, Mathematics and Computer Science, Mathematics and Philosophy, Mathematics and Statistics etc.

► **APPLICATION PROCESS:** For graduate roles and internships we do telephone interviews followed by technical assessment. The technical assessment is centred on a real-world coding exercise. We'll set up a development environment and work on a coding problem in a collaborative way.

► **TRAINING:** On the job training is offered.

► **CONTACT FOR APPLICATIONS:**

Sara Turkentine

► **EMAIL:** sara@gearset.com

► **PHONE:** 07747239037



Ghyston is an independent software house based in Bristol. We develop outstanding software for forward thinking businesses, using a variety of technologies. We cover every aspect of software builds, from consultancy to large development pieces, to support and maintenance of code.

We are technology agnostic and all developers work across the full tech stack. To support continuous learning we have regular internal knowledge sharing sessions, as well as external training, and mentorship.

We foster a collaborative and fun work culture at Ghyston, and have a full and varied programme of social events outside of work, making for a close and supportive team.

www.ghyston.com

► **LOCATIONS:** England - South West

► **VACANCIES:**

Software Developer graduate roles: 3-4 positions per year.

Software Developer intern roles: 4-6 per year.

► **INTERNSHIPS:** Our 8-week summer internships are a fantastic opportunity to experience software development as a career. Interns start off with our in-house training programme which covers key technologies and project processes. They then work in project teams on real life customer projects, or developing new features for our in-house software. Past interns comment on how much they've learned, how their confidence has grown, and how much fun they've had. Many of our interns go on to work for us permanently once they've graduated.

► **RECRUITMENT CRITERIA:** You don't have to be fully sold on a career in software development to apply to us but we'll expect you to be considering it as a career. We look for aptitude over practical experience and our interview tests reflect this.

Requirements:

- Have an excellent academic record.
- Be a second year or above, preferably in a STEM subject.

• Have an interest in technology

• Enjoy problem solving

• Be a good communicator and team player

• Have a little bit of humility and a willingness to learn

► **APPLICATION PROCESS:** We start recruiting in the autumn, so you can apply to us from the start of term.

If you would like to join our team, please complete our online application form. There are three stages after this:

• Online tests

• Phone interview

• Face to face interview

If want to find out more before making a decision to apply, then please do get in touch on recruit@ghyston.com

Ghyston is an equal opportunities employer and committed to a fair and unbiased recruitment procedure.

► **CONTACT FOR APPLICATIONS:** Cara Dean

► **EMAIL:** recruit@ghyston.com

Gradcracker is the careers website for Science, Technology, Engineering and Maths (STEM) university students. With over 200 employers advertising at any one time, there are more STEM work placements and graduate opportunities on gradcracker.com than on any other careers website in the UK.

www.gradcracker.com

► **LOCATIONS:** Work from Home, England – Oxfordshire, London, South East, South West, East of England, East Midlands, West Midlands, Yorkshire and the Humber, North East, North West, Scotland, Wales, Northern Ireland, Channel Islands, Nationwide, Europe, North America, South America, Asia, Africa, Oceania

► **VACANCIES:** Over 200 employers with 1,000s of Placement and Graduate opportunities.

► **INTERSHIPS:** Our employers advertise many different types of work placement/internships, from Summer Placements open to first years, 6-month Placements and Year-In-Industry Placements.

► **WORK EXPERIENCE:** Some of our employers also offer insight weeks, These can be found within our Work Placement/Internship search.

► **RECRUITMENT CRITERIA:** If a job requires a specific grade or subject, it will be noted in the job description.

► **CONTACT FOR APPLICATIONS:** Jessica Luck

► **EMAIL:** info@gradcracker.com

► **PHONE:** 01347 823822



Graphcore has created a completely new processor, the Intelligence Processing Unit (IPU), specifically designed for artificial intelligence. The IPU's unique architecture means developers can run current machine learning models orders of magnitude faster. More importantly, it lets AI researchers undertake entirely new types of work, not possible using current technologies, to drive the next great breakthroughs in general machine intelligence. We believe our IPU technology will become the worldwide standard for artificial intelligence compute. The performance of Graphcore's IPU is going to be transformative across all industries and sectors whether you are a medical researcher, roboticist or building autonomous cars. Our team is at the forefront of the artificial intelligence revolution, enabling innovators from all industries and sectors to expand human potential with technology. What we do, really makes a difference.

www.graphcore.ai

► **LOCATIONS:** England – South West

► **VACANCIES:** Graduate Programmes within our Silicon, Software and Customer Engineering teams

► **INTERSHIPS:** Summer internships available for electrical engineers and computer scientists

► **RECRUITMENT CRITERIA:** Graphcore look for a minimum of 2:1 in Electrical Engineering, Computing, Computer Science or related disciplines, Machine Learning, Computer Science, Artificial Intelligence.

► **APPLICATION PROCESS:** Apply online via our website with CV and covering letter. You'll then have a video interview with technical challenge and an assessment centre

► **TRAINING:** Graduate programme offers rotational placement

► **CONTACT FOR APPLICATIONS:** Sophie Haskey

► **EMAIL:** students@graphcore.ai

GSA is a collaboration of approximately 180 people. For over a decade we have worked together creating and applying innovative technologies to solve problems in the investment management industry. Over 60% of our staff work in research or on developing technology necessary to enable and monetise our research. We are an eclectic mix of mathematicians, scientists, programmers, economists and a great deal more. We live by the scientific method in building quantitative models that analyse and predict real world behaviour. We implement algorithms based on these models to systematically invest in markets. At GSA we reward people based on merit and excellence, not necessarily on experience. We avoid the bureaucracy of larger organisations, and keep our management structures flat. People who work here enjoy a culture of trust, innovation and scientific rigour. It's a friendly, open place where people are motivated because they enjoy what they're doing.

www.gsacapital.com

► **LOCATIONS:** England – London, North America

► **VACANCIES:** Opportunities available for Quantitative Strategists, Software Engineers, Algorithm Developers and Systems Engineers. Students of all academic levels from the following and any closely related disciplines including Computer Science, Engineering, Mathematics, Statistics, Physics, Economics and Empirical Finance are welcome to apply.

► **INTERSHIPS:** Summer internships and off cycle internships for undergraduate and postgraduate students interested in software development and quantitative research are available all year round.

► **APPLICATION PROCESS:** Apply via www.gsacapital.com/careers

► **EMAIL:** careers.campus@gsacapital.com

Halma plc is an international group of businesses making products that push the boundaries of science and technology. For over the past 40 years, Halma's innovative products are growing a safer, cleaner, healthier future for everyone, every day.

Headquartered in the UK. Halma is a FTSE 100 company with a current market of capitalisation of ~£5bn. It is one of the top performing businesses in the FTSE index with thirteen successive years of record revenues and profits. It has increased its dividend by at least 5% every year for the last 38 years – an achievement unrivalled by any company quoted on the LSE.

We offer a 2 year Graduate Program with a guaranteed permanent role. Halma is looking for talented individuals with Bachelors degree or higher in a technical, engineering or science field, who have the potential to be future leaders of our business. We will develop the right candidates into experienced executives.

www.halma.com

► **LOCATIONS:** Nationwide, Europe, North America, South America, Asia, Africa, Oceania

► **RECRUITMENT CRITERIA:** Yes we accept applications from undergraduates and post graduates, with no specific grades. Areas of interest would be Aeronautics, Chemical Engineering, Chemistry, Electrical and Electronic Engineering, Materials, Mathematics and Physics.

► **APPLICATION PROCESS:**

Application
CV
Online assessment
Telephone interview
Final Assessment Centre

► **TRAINING:** 4 rotations over 2 years. 4 training modules.

► **DIVERSITY AND INCLUSION:** Partnership with the ENEI.

► **CONTACT FOR APPLICATIONS:** Anne Crisp

► **EMAIL:** futureleaders@halma.com

► **PHONE:** 01494 721 111

We build the technology that runs one of the world's leading international banks, however our purpose extends beyond what we already do for millions of customers. We aim to transform the world's banking experience – to make it simpler, better and faster for people to manage their money and companies to do business safely and securely. We are constantly committing to fuel our growth through technology. We aim to achieve that by assembling the best technology team in the world, one that brings together in-house experts, partners from leading technology firms and an exciting community of innovators and collaborators. We solve the world's biggest financial and data challenges.

www.hsbc.com/careers/students-and-graduates/graduate-opportunities/technology-graduate-programme

► **LOCATIONS:** Nationwide

► **VACANCIES:** Technology Graduate Programme

► **RECRUITMENT CRITERIA:** We're looking for candidates with a keen interest in Technology, preferably with a degree in Computer Science, or other undergraduate/postgraduate degree that includes Technology-related modules, such as Engineering or Mathematics.

► **APPLICATION PROCESS:** Applications for our 2020 Technology Graduate Programme are now open and will close on 31st January 2020. As we are hiring on a rolling basis we encourage you to apply as soon as possible.

► **TRAINING:** The Technology Graduate Programme will enable you to develop both deep technical capabilities and core leadership skills in an international finance organisation. If successful, you will have the opportunity to develop your capabilities through roles that drive innovation across multi-disciplinary teams, including Enterprise Architecture and Design, Process and Automation, Information Security and more.

We empower all of our people to shape their careers and to take full advantage of all training opportunities on offer, including our recently launched Technology Academy. We also offer all of our employees access to resources such as HSBC University, which offers a huge range

of online and classroom-based learning. As well as structured learning modules, you can access videos, programmes, articles and books.

► **DIVERSITY AND INCLUSION:** Successful graduates will be partnered with a buddy with whom they can get advice and share ideas; they will also be supported by a mentor who will help with career guidance. We expect our technology graduates to aim high, think big and challenge themselves always – joining other graduates who have gone on to become leaders of our global technology team.

At HSBC, we have a large number of different Employee Resource Groups (ERGs) across the Group with more than 75,000 employees in 21 countries who are members of them. The UK has 15 ERGs with over 12,000 members and are led by employees' representative of our global lines of business and functions. Our ERGs play a key role in engaging employees and are an important feedback channel for more innovative and inclusive business solutions for our employees and customers.

Additionally, our employees lead seven global networks to promote diversity within the bank as well as a number of common interest groups under HSBC Communities. Together they help to create a culture where everyone is included, business challenges are addressed, and advice and support can be shared.

► **EMAIL:** technology.graduate.team@hsbc.co.uk

Founded in 1987, Huawei is a leading global provider of information and communications technology (ICT) infrastructure and smart devices. We are committed to bringing digital to every person, home and organization for a fully connected, intelligent world. We have nearly 188,000 employees, and we operate in more than 170 countries and regions, serving more than three billion people around the world.

Huawei's end-to-end portfolio of products, solutions and services are both competitive and secure. Through open collaboration with ecosystem partners, we create lasting value for our customers, working to empower people, enrich home life, and inspire innovation in organizations of all shapes and sizes. At Huawei, innovation focuses on customer needs. We invest heavily in basic research, concentrating on technological breakthroughs that drive the world forward.

www.huawei.com

► **LOCATIONS:** Europe, Asia

► **EMAIL:** ukrdjobs@huawei.com

► **APPLICATION PROCESS:** Website application via career.huawei.com or CV via email: ukrdjobs@huawei.com. Please mark "campus recruitment" in the email title. The application process consists of:

- HR interview
- Technical Interview
- Final interview
- Offer

Providers of research, business intelligence, events in emerging-technologies IDTechEx provides business to business events, market research and consulting in emerging technology areas to clients in many countries. Our clients use our insights to help make strategic business decisions and grow their organisations. We seek to provide impartial and global analysis in emerging sectors, helping science-based innovation to commercialise more quickly and for companies to profit from doing so.

www.idtechex.com

► **LOCATIONS:** England – East of England

► **VACANCIES:** IDTechEx has exciting opportunities for applicants with a strong interest and background in both science and business to join us as a Technology Analyst. We currently have openings in specific subject areas, as well as for general candidates with relevant education, experience and interest in the commercialisation of emerging technologies. We specialise in 3D printing, Advanced Materials, Electric Vehicles, Energy Storage, Life Sciences, Off Grid, Photonics, Printed Electronics, RFID & IOT, Robotics, Sensors & Haptics, Wearable Technology.

► **RECRUITMENT CRITERIA:** Applicants must have a strong record of academic achievement which ideally would include at least A grade in A-level Mathematics and a STEM undergraduate/Masters degree 2:1 or above.

► **CONTACT FOR APPLICATIONS:**
Georgina Burton

► **EMAIL:** g.burton@idtechex.com

► **PHONE:** 01223810286

Infosys is a global leader in technology services and consulting. We enable clients in 46 countries to create and execute strategies for their digital transformation. From engineering to application development, knowledge management and business process management, we help our clients find the right problems to solve, and to solve these effectively. Our team of 229,000+ innovators, across the globe, is differentiated by the imagination, knowledge and experience, across industries and technologies that we bring to every project we undertake.

The Infosys Instep internship program is the No 1 internship in the world, ranked by Vault 2019. Every year, Infosys calls on 250 outstanding students from the world's Top 200 universities for this globally recognized program. During the internship, you get an opportunity to be part of a challenging project and have the option of joining Infosys after you graduate.

Students with a technical background get an opportunity to work on real-time STEM Internship projects in areas such as: AI, Big Data, Analytics, Machine Learning, Cyber Security, Machine Modernization, IT, IoT, Mobile Application Development, Cloud Computing, Data Privacy and more. Business students are offered to work on areas such as Business Case Development, Business Planning, Competitive Intelligence, Consulting, Go-to-market Strategy, Industry Analysis, and Market-entry Development, in domains such as Financial Services, Manufacturing, Retail & Consumer Goods, Energy, Communication & Services, Resources & Utilities, Healthcare, Life Sciences, Growth markets and Public Services.

www.infosys.com

► **LOCATIONS:** Asia

► **INTERNSHIPS:** An all-expenses paid international internship at Infosys Headquarters in the Silicon Valley of India, Bengaluru.

• Duration: 8 to 12 weeks; Location: Bangalore, India

• Internship includes flight tickets to and from, visa fees, accommodation for the entire duration of the internship, airport transfers in India, chauffeur-driven cars at your disposal, health insurance, health club membership, food and laundry coupons, and many other conveniences

• It also includes an allowance covering your living expenses in India (USD 1,500 to USD 2,400 for a 2-month internship)
For more details please visit: www.infosys.com/instep/

► **CONTACT FOR APPLICATIONS:** Meghraj Mookerji

► **EMAIL:** Meghraj_Mookerji@infosys.com

► **PHONE:** +918861304398

Innovia is a consultancy specialising in breakthrough innovation. We work with leading companies like Procter & Gamble, Boeing, Johnson & Johnson, LEGO, and Jaguar Land Rover. They come to us with some of their biggest challenges. We help them to invent the future. Since we started in 1999, we've worked on over a thousand innovation projects across a broad range of sectors, from consumer products to energy, from transport to healthcare. We build lasting relationships: 80% of our work is repeat business. Why is it that such successful companies come to Innovia for help? Our clients tell us that we bring new thinking from our broad experience across many industries. They recognise that, unlike many R&D professionals, we do early-stage innovation every day and seamlessly blend expertise that normally falls across corporate boundaries.

www.innoviatech.com

► **LOCATIONS:** England – East of England

► **VACANCIES:** Innovation Consultants – You can find out more about working at Innovia in our graduate brochure available on the careers page on our website www.innoviatech.com/wp-content/uploads/2017/10/Innovia_graduate_brochure.pdf

► **INTERSHIPS:** Innovia Technology offers 10–12 week summer internships. Applications open from October 2019 – apply directly on our website. We may consider short-term placements at other times of the year.

► **RECRUITMENT CRITERIA:** Top grade degree or PhD in (for example) Engineering, Physics, Chemistry, Biochemistry, Materials Science, Life Science, Behavioural Science. Your wide-ranging interests should bring something unique and relevant to our work. Check our website for full details.

► **APPLICATION PROCESS:** Apply via our website (<https://www.innoviatech.com/careers/>) Be prepared to upload your CV, cover letter, and a breakdown of your modules and grades.

► **TRAINING:** Comprehensive tailored induction, internal and external training curriculum including creative and analytical thinking; mixing technical, business and people perspectives; idea generation; presentation; communication; project management and building client relationships.

► **CONTACT FOR APPLICATIONS:** Emma Cornwall

► **EMAIL:** recruitsupport@innoviatech.com

► **PHONE:** 01223 248 888

INSEAD PhD in Management is designed to prepare students for an exciting career in management academia in leading business schools worldwide. The 5 years full-time PhD offers students the opportunity to be at the forefront of academic research. PhD students study in three locations – Singapore, France and the USA through the INSEAD-Wharton Exchange Programme. Fully integrated across INSEAD's two campuses, Singapore and France, students interact with faculty and peers on both, conduct world-class research in INSEAD's state-of-the-art behavioural lab in Paris, and secure top academic placements upon graduation.

The programme is highly interdisciplinary across the eight areas offered: Accounting, Decision Sciences, Entrepreneurship, Finance, Marketing, Organisational Behaviour, Strategy, and Technology and Operations Management. Its intimate size ensures critical faculty mentorship and research support. Unlike many other programmes, the INSEAD PhD seeks to admit research partners for its faculty, not research assistants. All admits receive full financial support for 5 years – tuition fee waiver, annual stipend and research and conference budget support, and health insurance coverage. For more info, visit <http://inse.ad/phd-financing>

As many leading universities seek to internationalise both curriculum and faculty, having the INSEAD PhD gives students a tremendous edge with its global format over most management schools, with our graduates securing top placements in leading academic institutions worldwide.

www.inse.ad/phd

► **LOCATIONS:** Europe, Asia

► **VACANCIES:** 16–18 PhD Positions in Accounting, Decision Sciences, Entrepreneurship, Finance, Marketing, Organisational Behaviour, Technology and Operations Management.

► **RECRUITMENT CRITERIA:** Applicants in their senior year in Undergrad or in post grad are welcome to apply. Research experience is not a necessity. inse.ad/phd-admissions

► **APPLICATION PROCESS:** If you have a bachelor's degree (or in senior year), valid GMAT or GRE test, etc you can start your application.

Submit by 06 Jan 2020. Full details on inse.ad/phd-admissions

► **DIVERSITY AND INCLUSION:** For more info inse.ad/phd-recruitment-policy

► **CONTACT FOR APPLICATIONS:** Ann Marie Julaton-Scurr

► **EMAIL:** ann.julaton@insead.edu

► **PHONE:** 6567995139

Invenia Labs

Invenia has created machine learning technology that optimises one of the most complex systems ever created. They aim to reduce the levels of CO2 emissions emitted from power grids by deploying their machine learning to help manage the generation, flow and delivery of power.

Currently working with power grids in the US and Canada, their technology can be transferred to any industry where there is waste and inefficiency in resource allocation: for example, food / agriculture, supply chains, transportation and other areas of the energy sector. In addition to being researchers, we are all interested in problems that have a huge impact on the world, specifically complex systems that involve economic and environmental efficiency along with human health and AI safety.

www.invenialabs.com

► **LOCATIONS:** England – North East, North America

► **VACANCIES:** None of the vacancies have a cap on new hires. We are hiring for the following roles: DevOps Engineer, Software Engineer, Data Scientist, Machine Learning Researcher, Power Systems Researcher, Research Engineer, People Operations Associate, and People Operations Manager.

► **INTERNSHIPS:** The following internships are available between 6 and 18 months in length: Machine Learning Research Internship, Data Science Research Internship, Development Internship.

► **RECRUITMENT CRITERIA:** MSc/MEng or PhD degree in computer science, mathematics, statistics, physics, electrical engineering, machine learning or a related technical field, or equivalent practical experience.

► **APPLICATION PROCESS:** Please apply at www.joinivenia.com mentioning the Science, Engineering and Technology Fair. All applications are assessed on a rolling basis.

► **TRAINING:** We offer training, including conference attendance to all the team members. Learning and development plans are discussed and tailored to each person.

► **CONTACT FOR APPLICATIONS:**
Joao Moraes

► **EMAIL:** team@invenia.ca

J A Kemp LLP

J A Kemp is one of the largest UK and European Patent and Trade Mark Attorney firms, with offices in London, Oxford, Cambridge and Munich.

J A Kemp's patent attorneys handle patent applications in the UK, Europe and worldwide. The firm has particular expertise in patent oppositions and appeals, especially before the European Patent Office. The firm also conducts intellectual property litigation.

J A Kemp works for a huge variety of clients, from startups, spinouts and SMEs through to some of the largest corporate clients and most prestigious academic institutions in the world.

www.jakemp.com

► **LOCATIONS:** England – Oxfordshire, London, Europe

► **VACANCIES:** We offer a programme of training to take you right through to qualification as a patent attorney (European and UK Chartered). We support you with one-to-one mentoring, external courses, internal tutorials and on-the-job training. Our reputation for training and our record of first-time examination successes are second to none. We will continue to support your professional development throughout your career with the firm.

We are looking for bright graduates suited to an intellectually challenging and rewarding careers that brings together a unique blend of science, law and business skills.

► **APPLICATION PROCESS:** Your application should be sent to careers@jakemp.com and should include a CV and covering letter addressed to the head of the relevant group.

► **CONTACT FOR APPLICATIONS:**
Samara Cargill

► **EMAIL:** careers@jakemp.com

Jazz Networks

Jazz Networks provides unparalleled cybersecurity that protects what matters most – your people, data, and reputation. The Jazz Platform offers the deepest visibility and immediate end-to-end protection of your organization's kill chain.

Jazz Networks proved the platform's superiority after 2 years in development, when they won the U.S. Cyber Command competition by a landslide against matured, well-known cybersecurity vendors and consultancy firms.

Together with video surveillance sister company Vaion, Jazz Networks creates a full ecosystem designed to protect your people, assets, and business.

www.jazznetworks.com

- **LOCATIONS:** England – South East, Europe
- **VACANCIES:** Software Engineers, Data Scientists, Machine Learning/Computervision Engineers, Full Stack Software Developers, Cloud Engineers, Test Engineers, Support Engineers.
- **INTERSHIPS:** Summer and Industrial placements – software engineering.
- **RECRUITMENT CRITERIA:** Yes – Science/Engineering discipline with a penchant for technology.
- **APPLICATION PROCESS:** Send your Cv and any relevant info – video chat – tech tests – face to face meeting – offer – No Deadline.
- **TRAINING:** Full immersion into mentorship against a bleeding-edge technology learning curve.
- **CONTACT FOR APPLICATIONS:** Marcus Neale
- **EMAIL:** marcus@jazznetworks.com
- **PHONE:** 07841630278

KPMG

KPMG in the UK is part of a global network of firms. Our 16,000 people, based in any one of our 22 UK offices, use their expertise and talents to build businesses and support growth.

Our work spans four areas: we audit many of the UK's largest companies. And our people in Consulting, Deal Advisory and Tax, Pensions & Legal work shoulder-to-shoulder with clients to help them solve some of their most complex business problems. While the scope of our work is broad, our ambition is always the same: we make a positive difference to our clients, our people and our communities. Because that's how we bring our values to life.

www.kpmgcareers.co.uk

- **LOCATIONS:** England – London, South East, East of England, East Midlands, West Midlands, North West, Scotland
- **VACANCIES:** All of our graduate roles will be visible on the website listed above.
- **INTERSHIPS:** Vacation programmes are available to students who are in their penultimate year of study. Our Vacation programmes are designed to help you experience life at KPMG and find out more about the work we do for our colleagues, communities and companies we work for. It's a great opportunity to develop new skills and enjoy new experiences.
- **WORK EXPERIENCE:** We offer a variety of different Insight Programmes, each with specific relevance for whether you're in your first, second or third year at university. We're looking for individuals from any degree discipline who are smart, ambitious and as focused on their career as we are.
- **RECRUITMENT CRITERIA:** Applications for all of our insight, vacation and graduate programmes are taken via our graduate website. Academic requirements vary depending on which programme you are applying to but all details are on the website.
- **APPLICATION PROCESS:** For vacation and graduate roles, candidates will fill in an online application form, complete the online tests and attend a Launch Pad event (Assessment Centre).
- **TRAINING:** Various depending on the programme. Further information available on the website.
- **DIVERSITY AND INCLUSION:** At KPMG, we recognise that we need Inclusion, Diversity and Social Equality to be successful. We want to attract, retain and develop diverse talent at all levels. This means recruiting from the widest possible pool of talent, removing barriers that can prevent our people from reaching their full potential, and fostering a fully inclusive environment which maximises collaboration and empowers everyone at KPMG to bring their whole selves to work. Visit the inclusive page on our website to find out more – <https://www.kpmgcareers.co.uk/people-culture/being-inclusive/>
- **EMAIL:** graduate@kpmg.co.uk

For L'Oréal, beauty is above all a scientific adventure. This principle is reflected in the key role played by our Research & Innovation division, which deploys its teams all around the world to dream up and create the products of tomorrow.

But wait, have you heard about our history?

In 1909, Eugène Schueller, a young chemist, formulated the first hair dyes using a blend of harmless chemical compounds. With his entrepreneurial spirit, he sold it to Parisian hairdressers and founded the Société Française des Teintures Inoffensives pour Cheveux.

You never heard of that company? Don't worry, we don't blame you, because you know it under its current name: L'Oréal.

More than a century later, Eugene Schueller's belief that research and innovation form the cornerstone of growth and success has spread to reach more than 3800 R&I employees, and enabled the discovery of over 130 molecules and the development of thousands of formulas and products.

www.careers.loreal.com/global/fr/m%C3%A9tiersrechercheetinnovation

► **EMAIL:** remi.pietry@rd.loreal.com

Mars makes a lot more than just chocolate. Indeed, six distinct and different businesses — Petcare, Chocolate, Wrigley, Food, Drinks and Symbioscience — have helped us reach billions of consumers and achieve more than \$35 billion in global sales. From selling PEDIGREE® dog food in New Zealand to planting SEEDS OF CHANGE® in South Africa, we touch nearly every corner of the globe — and the passion of our Associates help us do it the right way. The Five Principles are the heart of everything we do. Each one of our principles — Quality, Responsibility, Mutuality, Efficiency and Freedom — inspires us to do our best.

At Mars we offer our Graduates and Students an unrivalled opportunity to make a difference in their roles from day one. We want everything we do to matter — from the smallest thing to the biggest and we want our work to make a positive difference to our customers, our suppliers, our associates and the world around us. We'll give you the responsibility you need to do that — to make new suggestions, share new ideas and grab new opportunities. Along the way you'll have all of the necessary support you need to embark on an exciting and fulfilling career with Mars. Today a Graduate. Tomorrow a Leader.

www.mars.co.uk/home

► **LOCATIONS:** England – South East, South West, East Midlands, Yorkshire and the Humber

► **VACANCIES:** Mars Leadership Experience, Mars Engineering Leadership Experience, Mars Finance Leadership Experience, Mars Procurement Leadership Experience, Mars Research & Development Leadership Experience.

All programmes have three 12 month long rotations.

► **INTERNSHIPS:** We offer internships in France, Germany, Poland and the Netherlands. Please check the relevant country websites for more information.

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates. For all of our programmes, you'll need a minimum of a 2:1 classification in your university degree.

Mars Engineering Leadership Experience – degree in Mechanical, Electrical or Chemical Engineering required.

Mars Research & Development Leadership Experience – degree in Science related discipline required.

Mars Leadership Experience, Mars Finance Leadership Experience, Mars Procurement Leadership Experience – degree from any discipline accepted.

► **APPLICATION PROCESS:** See our website for details.

► **EMAIL:** enquiry@mars.ambertrack.co.uk

Mastercard

We are the global technology company behind the world's fastest payments processing network. We are a vehicle for commerce, a connection to financial systems for the previously excluded, a technology innovation lab, and the home of Priceless®. We ensure every employee has the opportunity to be a part of something bigger and to change lives. We believe as our company grows, so should you. We believe in connecting everyone to endless, priceless possibilities.

www.Mastercard.com/universityprograms

► **LOCATIONS:** Nationwide

► **VACANCIES:** We are hiring for a host of different opportunities across a number of different business units from Product and Innovation, Technology, HR and Digital.

We look to hire a number of penultimate year students into summer internships & Industrial Placements in addition to final year students into our full time global graduate programme.

Mastercard Launch is an 18-month global development program providing recent graduates with development opportunities and exposure. You will not only enhance your professional growth and skills, you'll launch your Mastercard career.

► **RECRUITMENT CRITERIA:**

Internships – Must be a penultimate year student and predicted to achieve a 2.1 or equivalent.

Graduate Programme – Must be a final year student and predicted to achieve a 2.1 or equivalent.

A keen interest in the business area described is essential with the ability to articulate a passion for the technology industry.

► **APPLICATION PROCESS:** We have a 3 stage process following the submission of your interest via our careers website. This will include but not be limited to, a game based assessment, video interview and insight and selection session.

We have a rolling deadline for applications but hope to hold insight and selection sessions in late December.

► **TRAINING:** Our internship programme comprises of:

– Impactful assignments that drive business results

– Networking sessions and leadership speakers series

– Volunteer and team-building experiences

Our Graduate programme comprises of:

– An immersive skills development event focused on learning about Mastercard's business and customers, and experiencing our purpose-driven culture in action

– Networking and mentoring opportunities

– Career conversations to identify opportunities for learning and exposure

– Ongoing support and feedback to help you develop and build on your strengths

– A holistic learning and development curriculum designed to enable competency-building across five key learning themes in addition to on-the-job learning opportunities

► **DIVERSITY AND INCLUSION:** <https://www.mastercard.us/en-us/about-mastercard/who-we-are/diversity-inclusion.html>

► **EMAIL:** sarahjane.potter@mastercard.com

MathWorks

MathWorks, makers of MATLAB and Simulink, are hiring engineers and professionals all over the world!

MathWorks is the leading developer of mathematical computing software for engineers and scientists. Our goal is to change the world by accelerating the pace of discovery, innovation, development, and learning in engineering and science.

Why is MathWorks a great place to work?

We cultivate an enjoyable, vibrant, participatory, and rational work environment that nurtures individual growth, empowerment, and responsibility; appreciates diversity; encourages initiative and creativity; values teamwork; shares success; and rewards excellence.

Whatever your job, your unique strengths will be fully engaged and you will be surrounded by incredible people. And we're hiring!

www.mathworks.com

► **LOCATIONS:** England – East of England, Scotland, Europe, North America

► **VACANCIES:** Multiple openings for:

Graduate program– Masters and PhD level
Software Development

Quality Engineering

Consultants/ Application Engineering

Technical Marketing

► **INTERNSHIPS:** Summer intern program. 2nd and 3rd year Masters (STEM) considered.

► **RECRUITMENT CRITERIA:**

All STEM subjects considered. Masters and PhD level considered as are Post-docs.

► **APPLICATION PROCESS:** Online: <https://www.mathworks.com/company/jobs/opportunities.html>

No application deadlines.

► **TRAINING:** Start your technical career in the Engineering Development Group (EDG) at MathWorks. We hire recent grads with degrees in engineering and computer science to help customers solve technical problems using MATLAB® and Simulink®.

You don't have to be a MATLAB expert. You will learn on the job — with mentoring, rigorous technical training, and leadership development. You get to apply this knowledge to all sorts of cool projects within the company.

► **DIVERSITY AND INCLUSION:** The MathWorks, Inc. is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, and other protected characteristics.

► **CONTACT FOR APPLICATIONS:** Tor Meldal

► **EMAIL:** tmeldal@mathworks.com

Mathys & Squire LLP

Mathys & Squire is a firm of patent and trade mark attorneys advising on all aspects of intellectual property. We seek to combine technical expertise, specialist legal skills and commercial awareness to help maximise our clients' reward from innovation and minimise their risks in bringing that innovation to market. Mathys & Squire was established over 100 years ago but we have a dynamic approach and a progressive culture.

www.mathys-squire.com

► **LOCATIONS:** England – London, East of England, East Midlands

► **VACANCIES:** Graduate Trainee – IT&E Cambridge.

Graduate Trainee – IT&E London.

► **INTERNSHIPS:** We have no formal programme but offer internships on an adhoc basis.

► **WORK EXPERIENCE:** We accept applications for work experience and we also run regular open days. These give you an opportunity to meet our partners, attorneys and current trainees and get a real feel for the job and career. During our open days you will have the chance to draft a patent, take part in an interactive business development workshop and various Q&A sessions.

► **RECRUITMENT CRITERIA:** We seek to recruit the very brightest and best graduates with a background in engineering or science. Many of our recruits are recent PhD graduates, but it is not a requirement. Applicants should demonstrate a curiosity about how things work, an analytical mind and first rate communication skills.

► **APPLICATION PROCESS:** To apply for a role at Mathys & Squire please email grads@mathys-squire.com. You should include a covering letter, your CV and undergraduate transcripts in your application.

► **TRAINING:** We offer an extensive training programme designed to support you through your professional qualifications, and our high pass rate is testament to the effectiveness of our training. You will be enrolled on the Queen Mary certificate of Intellectual Property Law course approximately a year after starting. The course is 4 months long and gives an insight into all aspects of IP law. You will have access to a series of in-house tutorials and external training courses to help you prepare for the UK Finals Exams and the European Qualifying Examinations (EQEs).

► **DIVERSITY AND INCLUSION:** We are proud to be an employer of choice, and our workplace is diverse, inclusive and welcoming. Our staff come from a wide range of nationalities, educational backgrounds and cultural heritages. A third of our partners are female while part time and flexible working is common across the firm. We offer enhanced maternity, paternity and shared parental leave pay.

► **CONTACT FOR APPLICATIONS:** Emily Bee

► **EMAIL:** grads@mathys-squire.com

► **PHONE:** 020 7830 00 00

Medpace

At Medpace, our Mission is to accelerate the global development of safe and effective medical therapeutics. Our unique global partnering philosophy emphasizes an uncompromising commitment to clinical research and to the highest level of ethical standards and performance in our jobs. We are selective about the projects we engage in because we are devoted to quality and providing our partners with best-in-class service. Medpace's dedicated teams serve as an extension of your team – we engage quickly and provide strategic thinking – ensuring quicker start-up times, superior quality, and the most efficient delivery of every phase of your clinical trial. Our therapeutic and regulatory experts are committed to streamlining your path to approval so every partnership is designed to create research solutions focused on your critical needs.

www.medpace.com

► **LOCATIONS:** Work from Home, England – London, Scotland, Europe, North America, South America, Asia, Africa

► **VACANCIES:**
Project Coordinator (PhD): Multiple vacancies
Clinical Research Associate: Multiple vacancies
Contracts Specialist: Multiple vacancies
Regulatory Submissions Coordinator: Multiple vacancies
Site Relationship Coordinator: Multiple vacancies
Data Coordinator: Multiple vacancies
Data Standard Analyst (Biostatistics): Multiple vacancies

► **RECRUITMENT CRITERIA:** Applications from Undergraduate and Postgraduate students are welcome. Medpace belongs to the Life Sciences industry and students pursuing education within Life Sciences may find suitable opportunities at Medpace.

Subjects: Life Sciences, Statistics, Biostatistics, Data management.

► **APPLICATION PROCESS:** Applications need to be submitted through Medpace Careers page.

► **DIVERSITY AND INCLUSION:** Medpace is an equal opportunities employer.

► **EMAIL:** Info.UK@Medpace.com

Defence Equipment and Support (DE&S) is a bespoke trading entity, an arm's length body of the Ministry of Defence (MOD). Employing around 12,500 people and with a budget of £178 billion over the next 10 years, DE&S plays a vital role in maintaining military operational capability by acquiring and supporting a wide range of world class equipment and services. From clothes to carriers, food to fighter jets, DE&S ensure our UK military customers – the Royal Navy, the British Army and the Royal Air Force – have the equipment and support they need to carry out their duties effectively.

www.des.mod.uk

► **LOCATIONS:** England – South West

► **VACANCIES:** We are looking to recruit approximately 100 enthusiastic STEM graduates for our renowned DE&S Engineering Graduate Scheme.

► **RECRUITMENT CRITERIA:** You will have already graduated with, or expect to be awarded a minimum 2:2 degree. We are looking for one of the following engineering subjects: electrical/electronic engineering, nuclear, naval architecture/ship science, marine engineering, systems engineering, mechanical engineering, general engineering/engineering science, automotive engineering, aeronautical/aerospace engineering, computer systems engineering, telecommunications engineering, information technology/information systems, computer science, control systems engineering, mechatronics and physics. Other relevant STEM subjects may also be considered.

► **APPLICATION PROCESS:** Applications will go live in Autumn/Winter 2019. The process involves a CV sift, assessment centre and interview.

► **TRAINING:** Expect considerable investment in your professional development. We offer a broad range of engineering placements and work experience on innovative, leading-edge defence programmes – as well as the opportunity to gain Chartered or Incorporated professional status.

► **DIVERSITY AND INCLUSION:** Disability confident.

► **EMAIL:**
DESTECH-EGESDT-DESG@mod.gov.uk



Morgan Sports Law (or “MSL”) was founded in 2013 by Mike Morgan. The firm comprises the largest dedicated sports disputes resolution team in Europe. We have successfully acted in many of the world's highest profile sports disputes. Through litigation, arbitration and alternative dispute resolution methods, we are dedicated to resolving sports-related disputes and protecting athletes' rights, with the majority of our disputes being heard before the Court of Arbitration for Sport in Switzerland and other sports disciplinary tribunals around the world.

The majority of our work relates to anti-doping matters, which frequently involve complex scientific issues. We have our own in-house science analysts, and an extensive network of external scientific experts, who are leaders in their fields. Additionally, many of our lawyers have scientific backgrounds. All of this allows us to identify and advise on key scientific issues quickly and efficiently. As well as recruiting trainee solicitors with scientific backgrounds, MSL has the need for more in-house scientists and statisticians to bridge the gap between its lawyers and those external scientists/statisticians in relation to such anti-doping matters.

www.morgansl.com/en

► **LOCATIONS:** England – London, South East

► **VACANCIES:** As a science analyst at MSL you will bridge the gap between our lawyers and external experts in anti-doping cases. Working closely with scientists and statisticians in a diverse range of fields, you will need to be an expert in translating complex scientific concepts into layman's terms and communicating how the scientific evidence may impact on an athlete's case.

► **INTERNSHIPS:** MSL offers vacation schemes on an ad-hoc basis for prospective science analysts and trainee solicitors.

► **RECRUITMENT CRITERIA:**

- Excellent academic background (with a 2:1 degree in a science or mathematics based discipline and a minimum of 128 UCAS points or equivalent).
- Additional languages would be an advantage but are not essential
- Desire to work in the sports sector (prior sports law experience is not essential).

► **APPLICATION PROCESS:**

Please apply via our website careers page:
<https://www.morgansl.com/en/careers>

► **TRAINING:**

- Introductory seminars on anti-doping science, and its interaction with the law.
- Working directly with leading anti-doping science experts.
- In-house presentations organised by members of the firm.
- Attendance at conferences and external seminars.
- Encouraged to pursue special projects on scientific topics of interest.

► **CONTACT FOR APPLICATIONS:** Joanne Atkins

► **EMAIL:** joanne.atkins@morgansl.com

► **PHONE:** 0207 061 6264

National School of Healthcare Science

Newton Europe

The National School of Healthcare Science supports the implementation and delivery of healthcare science education and training programmes.

The aim of the educational programmes is to train staff that will be able to work at the highest level in healthcare, understanding and advising on the most recent advances in technology and innovations in patient care, and to have the flexibility and adaptability to work across patient pathways enabling efficient and high quality care.

The Scientist Training Programme (STP) is a three year training programme that includes work-based and academic learning. Whilst on the programme you will also complete a part-time master's degree at the university offering your chosen specialism. There are two routes of entry into the STP, the one that will be applicable to you as students is the direct entry - trainees will complete the full-time (except for any exemptions) three year programme and be employed at a local level by an NHS Trust in England on a fixed term training contract salaried at Circa. £26,000 per annum.

The Higher Specialist Scientist Training (HSST) is a five year programme available to registered and experienced clinical scientists who may be interested in training to become a consultant clinical scientist. The work-based training programme is equivalent to the standards of training undertaken by medical postgraduate trainees and gives trainees the possibility of gaining Medical Royal College qualifications.

www.nshcs.hee.nhs.uk

► **LOCATIONS:** England - Oxfordshire, London, South East, South West, East of England, East Midlands, West Midlands, Yorkshire and the Humber, North East, North West

► **VACANCIES:** 300-350 Scientist Training Programme Trainees.

80 Higher Specialist Scientist Training Programme Trainees.

► **RECRUITMENT CRITERIA:** To apply to the STP programme you must have a 1st or 2:1 in either an undergraduate honours degree or an integrated master's degree, in a pure or applied science subject. The degree subject must be relevant to the specialism for which you are applying. Science degrees related to medicine may also be considered suitable for some of the specialisms.

However you may also apply if you have a 2:2 honours degree in any subject and you also have a higher degree in a subject that is relevant to the specialism you wish to apply for. If you haven't yet received your degree results when making your application, you will need to provide us with your predicted results. Your predicted results must still be a 1st or 2:1 otherwise your application will not be considered.

► **APPLICATION PROCESS:** Scientist Training Programme application deadline February 2020, date to be confirmed.

Higher Specialist Scientist Training programme application deadline April 2020, date to be confirmed.

► **EMAIL:** nshcs@hee.nhs.uk

We are Newton. We're a team of the brightest and most curious minds with a fundamental belief that every organisation can be better.

We crack some of the toughest business and public sector challenges of the day. Not with reports or copy and paste thinking. But by pinpointing and implementing the changes that will make the biggest difference - and then guaranteeing our fees against delivering measurable results.

We never start out assuming we know the answer, but we're always certain we'll find it and see it through to the finish. By uncovering the data that means the most important decisions are made with facts, not opinions. By bringing together people who live and breathe delivering results. And by embedding in client organisations this same passion, self-belief and know-how to thrive on any challenge in the future.

www.newtoneurope.com/careers

► **LOCATIONS:** Nationwide

► **VACANCIES:** Operations Consultant
Digital Solutions Consultant

► **RECRUITMENT CRITERIA:** We accept applications from all years, subjects and degree classes.

► **APPLICATION PROCESS:** Application form, online tests, video interview, selection day, final interview

► **CONTACT FOR APPLICATIONS:** Hisham Jamal

► **EMAIL:** graduates@newtoneurope.com

► **PHONE:** 02035 980760

At Novo Nordisk, we are driving change to defeat diabetes and other serious chronic diseases.

Novo Nordisk is a Danish global healthcare company with more than 95 years of innovation and leadership in diabetes care. This heritage has given us experience and capabilities that also enable us to help people defeat other serious chronic diseases: haemophilia, growth disorders and obesity.

Headquartered in Denmark, Novo Nordisk employs approximately 43,200 people in 80 countries and markets its products in more than 170 countries.

Novo Nordisk Research Centre Oxford (NNRCO) is an innovative target discovery and translational research institute with a focus on identifying new therapeutic opportunities for patients with type 2 diabetes and cardiometabolic diseases. NNRCO is located in the Innovation Building on the Old Road Campus, Oxford. NNRCO employs advanced bioinformatics, state-of-the-art discovery screening technologies and human centric systems to dissect pathophysiology and identify novel drug targets.

www.novonordisk.com

► **LOCATIONS:** England – Oxfordshire, South East, Europe, North America, South America, Asia, Africa, Oceania

► **VACANCIES:** A large variety of positions across R&D and Production on a global scale, with the head office in Copenhagen, Denmark. Also at the Novo Nordisk Research Centre Oxford (NNRCO).

Internships, Global Graduate Programmes, Industrial PhD & Post Doc sponsorship, as well as a large variety of normal full-time positions across R&D and Production.

► **INTERNSHIPS:** Around 200 internships each year. Many based in Copenhagen, Denmark.

► **RECRUITMENT CRITERIA:** Specific recruitment criteria varies from position to position. Please check job ads at: <https://www.novonordisk.dk/karriere/ledige-jobs.htm>

► **APPLICATION PROCESS:** All positions require a tailored CV and Cover Letter. There will normally be at least 2 interviews. Personality assessment and cognitive test. Specific Graduate Programme assessment center.

► **TRAINING:** You will work continually with your manager to identify your strengths and development needs. We have a variety of activities including: job rotations, on-the-job training, mentoring, coaching, and external or internal training courses.

► **DIVERSITY AND INCLUSION:** We have a strong stance on the value proposition of diversity in all its forms (gender, nationality, education, experience, age, personality etc.) and encourage all management teams to address and discuss unconscious bias in key decision-making processes.

► **EMAIL:** novo@novonordisk.com

► **PHONE:** 0045 4444 8888

ONI is a pioneer of next-generation super-resolution microscopy. We have developed the world's first benchtop sized super-resolution microscope which allows users to image cells at the highest resolution, understand molecular interactions and study the fundamentals of biology. Our goal is to bring fluorescence microscopy to a new community of researchers, for whom such experiments may have been previously inaccessible. We want to make science more effective and affordable.

The microscope offers easy access to a range of techniques including dSTORM, as well as smFRET, single-particle tracking, SIM and confocal.

At ONI, we're about the people. We celebrate our achievements every day and we're dedicated to achieving our mission to resolve some of the world's biggest challenges together.

We've been recognised by FastTrack100 who named ONI on their 2018 list of 10 Disruptors to watch. We have also won the 2019 IOP award for Best Business Start-Up.

www.oni.bio

► **LOCATIONS:** England – Oxfordshire

► **INTERNSHIPS:** The ONI Nanoshop summer internship programme is a unique way for students to make a real impact. We are looking for bright undergraduate or postgraduate students who want to contribute to our vision by taking on real responsibilities and projects whilst receiving guidance and mentorship from some of the world's best scientists. These are the areas where you can make a change:

Wet Lab R&D: Help us develop new experimental approaches, fluorescence assays and applications for our products. You will be involved in hands-on laboratory projects.

Hardware: Join the team responsible for developing the cutting edge hardware at ONI, an interest in optics/photonics/lasers and/or physics is a plus.

Data Analysis: Help implement and create cutting edge data analysis tools and algorithms used for scientific discovery.

Operations/Office Coordination: Assist with a wide range of key tasks within logistics, shipping, office administration and conference preparation.

Continuous Improvement: Help optimise optical setups and improve functionality of our microscope through efficiency gains.

► **EMAIL:** talent@oni.bio

At Oodle we are working hard to disrupt the car finance market by putting our customers' needs front and centre of the second biggest retail market in the UK. We are very passionate about what we do, and we are now one of the fastest growing car finance providers in just three years.

Traditionally car buyers have had to negotiate a confusing, tired and fragmented marketplace that is light years behind other retail sectors. Until now. We're bringing a new approach to the used car market; bringing it up to speed by building a modern, digital, retail process centered around our customers.

Since launching three years ago we've seen huge growth and success, employing over 230 people and witnessed 500% growth in 2018 alone which is a trajectory we're set to continue as we bring exciting new products to the market! As we scale, we need exceptional people who will relish the challenge and enjoy the ride to join us. People with buckets full of energy, curiosity and a can-do attitude to thrive in a dynamic, fun and ambitious environment. When you join Oodle, you directly input on how we develop and how we change the game.

www.oodlecarfinance.com

► **LOCATIONS:** England - Oxfordshire, London

► **VACANCIES:**

Credit Risk Analyst - 1

Data Analyst - 1

Data Engineer - 1

Data Scientist - 1

Digital Analyst - 1

Senior Data Engineer - 1

Product Manager - 1

Java Developer - 2

Information Security Analyst - 1

► **RECRUITMENT CRITERIA:** Applications are accepted from both undergraduates and postgraduates. Above all else we're looking for a can-do attitude and the drive to help Oodle disrupt the used car market!

► **APPLICATION PROCESS:** We're looking for the very best people with plenty of personality.

When you apply to Oodle, if we feel you're a good fit we'll be in touch straight away. This could be for a quick chat or video call with one of our recruiters, or we'll ask you to send us a short video application so we can get a feel for who you are.

Successful applicants will then be invited to meet us which may include a short assessment task. At final stage interviews we'll also ask you to complete a psychometric test. There are no right or wrong answers here - it's so we can learn about your motivations and working style, so that we can help you develop in your role.

► **TRAINING:** We offer a comprehensive induction as well as development throughout your career with us!

► **CONTACT FOR APPLICATIONS:** Ellie Brown

► **EMAIL:** ellie.brown@oodlefinance.com

► **PHONE:** 01865 475 032

The digital age has unleashed limitless potential. Skyrocketing connections are forever transforming how we work, play and live. To thrive in this emerging world, businesses need to go beyond bolting on new digital tools.

At Oracle, we are changing the World by leading a digital transformation! We help our 400,000+ customers in more than 145 countries to go beyond developing digital potential to using it to achieve, grow and compete; to think, act and be Business Digital.

- We do it by delivering innovative services that let them do more, know more and spend less.
- We integrate every layer of the technology stack to speed time to value, maximize performance and minimise cost.
- And, we commit to meeting the needs of our customers and ensuring their success through their journey.

At Oracle, our success starts with people who make it happen - our employees. Therefore, Oracle is committed to providing you with the rewarding career development you're seeking, but also with unmatched benefits that help you get the most out of your career and your life.

WHAT MAKES #ORACLETALENT? A network of Talented and motivated colleagues striving to excellence; A stimulating environment where you create your own career path; Professional development, training, and tools that enable you to grow; Flexibility to balance your life and your career, and enjoy both to the fullest.

www.oracle.com/index.html

► **LOCATIONS:** Work from home, England - London

► **VACANCIES:** Cloud Server Developer Graduate - 4 vacancies, Cloud Server Developer Intern - 2 vacancies, Ethical Hacking Intern (Oracle Global Product Security) - 1 vacancy

► **INTERNSHIPS:** Oracle is committed to hiring Top Talent in our Internship Program and to developing and mentoring individuals to meet their potential and reach their career goals.

Internship opportunities will be flexible short term placements, usually during summer time (or other suitable time frames for students), that will be in line with their academic schedule and university commitments.

We provide an excellent platform for continuous learning, access to cutting edge technologies, mentors and a real feel of how it is like to work in a global organization.

► **WORK EXPERIENCE:** Our opportunities entail work shadowing, diversity and well-being initiatives, insight days and various workshops.

► **RECRUITMENT CRITERIA:** We accept both undergraduates and postgraduates from Computer Science/Engineering specialization. IT Security subject highly preferable for the Ethical Hacking team and JAVA programming language /database courses as well.

► **APPLICATION PROCESS:** Application details for both Graduate and Internship roles: 1 Dec 2019, to apply for our July '2020-2021' cycle.

► **TRAINING:** Training and development plan will be provided by the concerned Line of Business and is in conjunction with the role's requirements and focus area.

► **CONTACT FOR APPLICATIONS:** Mihaela Adamita, mihaela.adamita@oracle.com, Graduate Recruiter - Oracle Global Recruitment, EMEA Region.

Oxehealth is a well-funded tech start-up based in the Oxford Science Park. Our pioneering software turns cameras into health monitors, giving clinicians, carers & custodians more time for hands on care where & when they are needed most.

We use computer vision, signal processing, big data and machine learning to generate the alerts and reports clinicians, carers and custodians need, seamlessly slotted into their existing workflow. We serve customers in police, mental health, acute hospital, care home & homecare settings.

As of October 2018, we hold the world's first medical device certification for the noninvasive measurement of pulse rate & breathing rate. It is comparably accurate to conventional contact medical devices but it is completely contact-free.

www.oxehealth.com

► **LOCATIONS:** England – Oxfordshire

► **INTERNSHIPS:** Oxehealth welcomes interns all year round. We offer flexible 2-3 month paid internships, in all areas of our business, for undergraduates, graduates and post-docs who share our passion for creating cutting edge technology. Our interns work alongside permanent team members on projects directly relevant to the development of the Oxehealth solution.

To apply, please send a CV and covering letter to jobs@oxehealth.com. When applying, it's especially useful to detail what skills you hope to develop during your internship, as well as any skills or relevant experience you already have.

► **RECRUITMENT CRITERIA:** Undergraduates and Postgraduates with a background in engineering, statistics, computer science or a related STEM subject, with a passion for areas such as computer vision, signal processing, data analysis or software development. We require our interns to have some experience in a programming language, preferably C++, Python, R or Matlab and approach problem solving with an analytical thought process.

► **SUBJECT AREA FOR PHDS/POSTDOCS:** Computer vision, machine learning and signal processing.

► **APPLICATION PROCESS:** Oxehealth is always on the lookout for talented postgraduate researchers to join our unique research team. We don't currently hire graduates without previous research experience, however we love internships for DPhil students to develop into permanent positions.

► **CONTACT FOR APPLICATIONS:** Julian Dixon

► **EMAIL:** julian.dixon@oxehealth.com

P&G is one of the world's largest and most successful consumer goods companies. It is home to a strong portfolio of iconic, trusted brands such as Ariel®, Bold®, Fairy®, Gillette®, Head & Shoulders®, Oral-B® and Pampers®. Our 7000-strong R&D organisation spends over £1 Billion annually in applying a broad range of scientific disciplines to improve the lives of consumers across the world.

We're consistently recognised as a leading graduate employers (eg Glassdoor; Guardian UK 300). We're famous for people development and a positive, inclusive environment. A real job from day one supported by experienced managers and mentors.

www.pgcareers.com

► **LOCATIONS:** England – South East, North East, Europe

► **VACANCIES:** Permanent vacancies are advertised on our website when available. However, our preferred entry route is via internships for undergraduates and the PhD seminar for postgraduates and Post Docs.

► **INTERNSHIPS:** Summer internships (11 weeks, July-Sept) – be part of a current R&D project team. In addition, there are training courses and site visits to broaden your skills base and your experience of P&G.

PhD Seminar (typically April). 5 day seminar including case studies and exercises designed to illustrate R&D life in P&G. Also the opportunity to visit a technical centre and talk with current employees.

► **RECRUITMENT CRITERIA:** We accept candidates on a Master degree course (internships) and DPhils (PhD seminar) in the following: Biology, Biochemistry, Bio-Technology, Chemistry, Chemical Engineering, Physics.

We prefer to offer internships to those in their penultimate year of study. Ideal candidates for the PhD seminar are 2nd/3rd year DPhil

students or Post Docs.

► **APPLICATION PROCESS:** Undergrads should apply for summer internship. DPhil & Post Docs apply for PhD Seminar – <https://www.pgcareers.com>. Online assessment followed by interviews at a P&G location.

► **TRAINING:** All required training is provided during the internship or seminar as needed. Whilst some training is generic across R&D, the majority will be tailored to your specific role.

► **DIVERSITY AND INCLUSION:** At P&G #WeSeeEqual

We are an equal opportunity employer and value diversity in our company. Our people are all equally talented in unique ways: we come from diverse traditions, personal experiences and points of view, and we want to include yours!

Top 50 company for Diversity – Diversity Inc www.pg.co.uk/diversity-and-inclusion

► **CONTACT FOR APPLICATIONS:** Gareth Davies

► **EMAIL:** davies.ge@pg.com

You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of a career with us.

Opportunities for you to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything. And we're proud, based on the opportunity we offer, that students have voted us the number one Graduate Employer in The Times Top 100 Graduate Employers survey for the last 15 years.

www.pwc.co.uk/careers/student-jobs.html

► **LOCATIONS:** Nationwide

► **VACANCIES:** Please see our website for all opportunities. We have graduate roles and internships of varying lengths available.

► **INTERNSHIPS:** Our internships range from 3 day placements to Summer Internships, across all of our Lines of Service. Please see our website for the most up to date information.

► **RECRUITMENT CRITERIA:** Please see our website, criteria can differ across each programme.

► **APPLICATION PROCESS:** Please see our website. The deadlines and process are different for each programme

► **TRAINING:** Please see our website. The training is different for each programme.

► **EMAIL:**
HCCSStudentRecruitment@uk.pwc.com

Rebellion, founded in 1992 by brothers Chris and Jason Kingsley, is a growing independent games and media production company with studios in Oxford, Liverpool, Warwick and Wakefield. With a history of producing award-winning, chart-topping games, we are looking to build on our success with talented and creative people who have a passion for making great games and want to be at the forefront of developing gaming technology.

Known historically for work on beloved series such as Aliens vs Predator and Battlefront, our desire to work on our own IP has delivered major independent hits including Sniper Elite 4, Strange Brigade, Zombie Army Trilogy and acclaimed PlayStation VR launch title, Battlezone VR.

careers.rebellion.com

► **LOCATIONS:** England - Oxfordshire

► **VACANCIES:** Junior Programmer

► **INTERNSHIPS:** We offer programming internships over summer breaks which typically last up to twelve months.

► **WORK EXPERIENCE:** We offer programming internships over summer breaks which typically last up to three months.

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates. A strong academic background is also preferred with a 1st class or 2:1 degree in Computer Science, Maths, Physics or other science-related subject.

The main ability we are looking for is some practical C++ knowledge! If we are considering inviting you to interview then we will usually ask you to do an initial C++ programming test beforehand. This gives Rebellion a chance to see what you already know and how you approach problems.

The test can be done at home at a time suitable to you. It should take about an hour but we assess tests based on your own indicated level of skill – so if you are confident in your C++ you

should attempt the test under test conditions but if you have just started learning C++ we are happy for you to take longer and use reference material.

Other things we consider:

- Excellent initiative, self-motivation, organisational and problem solving skills.
- The ability to accept and follow direction.
- A genuine interest in playing games.

► **APPLICATION PROCESS:** For all our roles the recruitment process is really simple:

- 1) Apply online and complete our application form and upload a copy of your CV.
- 2) You will be asked to complete our pre-interview C++ test.
- 3) Onsite interview.

► **TRAINING:** We provide on the job training and mentoring.

► **CONTACT FOR APPLICATIONS:**
Josh Mildenhall

► **EMAIL:** vacancies@rebellion.co.uk

► **PHONE:** 01865792201

The pioneer of mass photometry, Refeyn produces a disruptive new generation of analytical instruments that measure the mass of individual molecules directly in solution.

Mass photometry transforms our ability to characterise the composition, structure and dynamics of biomolecules, revealing the true behaviour of molecules in their native environment. Refeyn aims to accelerate research and enable discoveries by sharing mass photometry with the global scientific community.

In June 2018 Refeyn spun out of two world-class research groups in Oxford and has since grown to a team of over 20 – a great team, significant funding and global ambition position us for rapid growth.

www.refeyn.com

► **LOCATIONS:** England – Oxfordshire

► **VACANCIES:**

Operations Engineer – 1

EU Field Application Specialist – 1

► **INTERNSHIPS:** We typically offer internships of a minimum of 6 weeks in various departments. Late-stage students (both PhDs and Postdocs) as well as undergraduates are welcome to apply for internship positions.

► **RECRUITMENT CRITERIA:** Undergraduates, postgraduates and late-state students are all welcome to apply for any of our positions. Recruitment criteria differ from role to role and can be viewed in detail on our website.

► **SUBJECT AREAS FOR PHDS/POSTDOCS:**

Biochemistry / Molecular Biology, Photonics, Optical Engineering.

► **APPLICATION PROCESS:** All our current opportunities are available on refeyn.workable.com.

Please send in your CV as well as a covering letter indicating the position you are interested in. Should you meet our criteria, we will invite you for an in-person or online interview.

Depending on the position, you may be asked to interview with multiple members of our team. In case of a successful interview, we will get in touch with the details regarding your offer.

► **TRAINING:** Job specific training is offered on-site, with additional resources available depending on the type of role.

► **DIVERSITY AND INCLUSION:** Refeyn is an equal opportunity employer, and we employ, train, value and recognise contributions regardless of race, religion, color, national origin, sex, disability, age, and other protected status as required by applicable law.

► **CONTACT FOR APPLICATIONS:**

Rhea Tibrewala

► **EMAIL:** refeyn@jobs.workablemail.com

Roke is recognised as a worldwide centre of R&D excellence.

Roke Manor Research is a world-class electronics engineering consultancy. We enable our clients to maximise their investments in science and technology. Trusted by government and industrial partners worldwide, we deliver technology-based R&D services, provide independent advice, and solve technically challenging problems.

Roke make it our business to understand their clients' key issues to provide end-to-end tailored solutions. With extensive experience in communications systems, electronic sensors, and information assurance and in both the civil and military domains, we understand the technical complexities of modern and future systems. Our team of over 350 engineering consultants develop new concepts, capabilities and systems to protect what matters most to our clients.

Established in 1956, Roke remains a British centre of excellence for world-class innovation and engineering, and was recently awarded a Queen's Award for Enterprise and Innovation. Since October 2010 Roke has been a wholly owned subsidiary of the Chemring Group plc.

www.roke.co.uk

► **LOCATIONS:** England – South West

► **VACANCIES:**

Graduate Engineers

Graduate Consultants

Industrial Placements

Summer Placements

► **INTERNSHIPS:** Summer Placements (8 weeks).

► **WORK EXPERIENCE:** Summer Work Experience.

► **RECRUITMENT CRITERIA:** Undergraduates and post graduates with a degree and/or relevant experience in a STEM related field.

► **APPLICATION PROCESS:** On-line application form, followed by a phone interview and assessment centre.

► **TRAINING:**

– Technical boot-camp

– Soft skills training

– Accreditations

– Conferences and exhibitions

– Online learning portal

► **DIVERSITY AND INCLUSION:** We want to be recognised and known for supporting and valuing our people by being actively inclusive in all that we do and what we stand for.

We have affiliations with WISE, Royal Academy of Engineering and Stonewall. We also have employee resource groups.

► **CONTACT FOR APPLICATIONS:** Ben Pinsent

► **EMAIL:** ben.pinsent@roke.co.uk

► **PHONE:** 01794833841

Whether we're building the world's most efficient large aero-engine or championing electrification, Rolls-Royce is all about innovation. A career with us means creating cleaner, faster, more competitive power. It means looking to the future, and shaping the world we live in.

We've been pioneering the power that matters for the last 100 years, developing ground-breaking, cutting-edge technologies in our Civil Aerospace, Defence and Power Systems businesses. We employ around 54,500 people across more than 50 countries.

We know that the next big innovation could come from the smallest fragment of inspiration. It could come from you.

www.rolls-royce.com

► **LOCATIONS:** England - South West, East Midlands

► **VACANCIES:** We have a range of programmes in our engineering and manufacturing engineering teams. When you join us, you'll be encouraged to be curious, creative, collaborative and bold, as you embrace new ways of thinking through a series of structured placements. The projects you work on will give you scope to shape our success – and the world around you – as well as preparing you for a future as one of our experts or leaders.

You can look forward to on-the-job training, insights from highly experienced colleagues and opportunities for further development, including professional accreditations and other qualifications. Mentors, careers coaches, line managers and HR professionals will all be on hand to offer you guidance and support.

Join our Engineering team – our core programme, or any of these specialisms: Electrical Systems, Electronics, Materials, Nuclear Controls, Software, Systems, Submarines Engineering and Manufacturing Engineering.

► **INTERNSHIPS:** Join us on our engineering programmes and you'll gain lots of practical experience on real projects with real outcomes. You'll develop your skills, gain new ones and learn from our technical and business experts. Do well, and it could lead to a place on one of our graduate development programmes. And that could bring you a bursary of £1,500 on top of your graduate starting salary and bonus.

- 12-month Internships: Engineering and Manufacturing Engineering.
- 10-week Summer Internships: Engineering and Manufacturing Engineering.

► **RECRUITMENT CRITERIA:** Visit our website or our stall at the fair to give yourself an edge when applying to our programmes.

► **EMAIL:**
EarlyCareer.Applications@Rolls-Royce.com

You have the world at your feet and can decide to do whatever you want from this point! There will be no shortage of opportunities and companies for you to engage with and explore; however we firmly believe that if you are a leader, interested in being at the forefront of innovation and driving change for an extraordinarily broad product portfolio then Samsung R&D Institute UK is the place to launch your career!

We are the Research and Development subsidiary of Samsung here in the UK and our site is split into teams that focus on: Mobile & DTV platform software, Graphics, web, security, broadcasting, Open Source Software, Tizen, Telecom Standards (5G, LTE-Adv.), IoT/Smart Energy, Data Science, Computer Vision, Artificial Intelligence, and much more!

If you are studying towards a degree in Computer Science, Engineering or any related technical degree then we want to speak to you about the opportunities that we have available for you during your time here and beyond.

Speaking about the immediate future we offer 3 to 6 month internships which can be completed in accordance with your specific course. These are deliberately flexible to suit you and the time that you have available to pick up work experience, so please enquire about the opportunities we have available.

Further to this, once you complete your studies, we offer 2 year graduate programs in your chosen field of interest, where you are afforded real responsibility to launch your career and immediately make an impact.

If you want your work in your career to truly impact the world and the products we make to help make our world a better place then please speak to us and we will open the door for you to Inspire the world and create the future!

www.samsung.com/uk/aboutsamsung/careers/careers-center/

► **LOCATIONS:** England - South East

► **EMAIL:** n.dunn@samsung.com

► **VACANCIES:** 8 Internship positions across:

► **PHONE:** 01784 428365

- Mobile & DTV platform software,
- Graphics, web, security, broadcasting,
- Open Source Software, Tizen
- Telecom Standards (5G, LTE-Adv.)
- IoT/Smart Energy
- Data Science
- Computer Vision
- Artificial Intelligence

As the global leader in oilfield services, Schlumberger provides vital technologies and services to the energy industry. Rooted in science and expertise, we're found at the forefront of innovation in our sector – and whilst what we do isn't easy, we'll empower you to play a part in changing how we do it. You'll receive world-class training and be part of the most multi-cultural group of experts in any industry, anywhere.

www.careers.slb.com

► **LOCATIONS:** England – Oxfordshire, South East, South West, Scotland, Europe

► **VACANCIES:**

DIGITAL TECHNOLOGY: CLOUD SOFTWARE ENGINEER

The difference between writing code and creating our future! Your projects will add real business value and develop technology that can impact the entire industry. As digital disrupter and pragmatic coder, you'll not only challenge how we work, but also help deliver the solutions that will change our business.

MANUFACTURING AND ENGINEERING: MECHANICAL AND ELECTRICAL ENGINEERING AND EMBEDDED SYSTEMS

From initial research and discovery, to final delivery of the manufactured solutions to our operations in the field, you'll have the exposure to become an expert in your own field, recognised and respected; not just within Schlumberger, but among your peers worldwide.

FIELD OPERATIONS

Field Engineer is not a 9 to 5 job. You're hands-on with our technology from day one, working at the well site in a variety of locations. You're also likely to manage a team within the first year, so this is an intense and fast-paced role.

► **INTERNSHIPS:** Schlumberger offer various internship programs in the UK and abroad:

- 3–12 month Internships in Digital Technology.

- 6–12 month Engineering & Manufacturing Internships.

- 6–8 week Field Summer Internships.

► **WORK EXPERIENCE:** Schlumberger organise several events, ranging from shadowing opportunities organised in our different Technology and Research centres, to our Women and Technology Day, designed for future female leaders in engineering sciences. To find out more, follow Schlumberger on LinkedIn.

► **RECRUITMENT CRITERIA:** Candidates should be working towards or have obtained diplomas (2:1/1st predicted) in:

- All Engineering fields
- Computer Science or related field
- Mathematics
- Physics

► **APPLICATION PROCESS:** Apply online at careers.slb.com or email UKNORCareers@slb.com with your CV and:

- the type of opportunity you're looking for.
- the field or discipline.
- your availability (example. June 2020 for a period of 6 months)
- If you have applied online, include your Application Confirmation Number.

► **EMAIL:** UKNORCareers@slb.com

Science Group is a leading science and regulatory consulting company, part of the hi-tech cluster and a global operator. We have well-known, high-profile clients and we help them exploit the promises of science & technology to solve seemingly intractable problems. This means we work on truly breakthrough products which could change our world, identify new markets/technologies for our clients or map out a go-to-market strategy. In the last year we've undertaken projects that ranged from the development of a next generation advanced radiotherapy system for cancer treatment, the analysis of the impact of food processing on the nutritional profile of food products and the development of an intelligent precision-dispensing system that aims to reduce the environmental impact of chemical use in farming.

Our people are mainly scientists and engineers, people like you. We work in open, stimulating environments and we all seek to make a difference in whatever we do. One of the great things about Science Group, is that we are big enough to offer structure and career development options but small enough that if you make a difference, you'll be noticed.

www.sciencegroup.com

► **LOCATIONS:** England – East of England

► **VACANCIES:**

Electronics Graduate – 2

Software Graduate – 2

Mechanical Systems & Design Graduate – 2

Applied Science Graduate – 3

Software Summer Student – 2

Electronics Summer Student – 2

Mechanical Systems & Design Summer Student – 2

Applied Science Summer Student – 3

Analyst Graduate – 2

Cooking Instructions Summer Student – 2

► **INTERNSHIPS:** 10 week summer placement.

► **RECRUITMENT CRITERIA:**

2.2 or above.

STEM

► **APPLICATION PROCESS:** Apply via the application form which can be found at the bottom of the vacancy advert: <https://www.sciencegroup.com/careers/vacancies/>

► **TRAINING:** We work with you from the start of your time with us to ensure we understand how you want to develop your career in the future. We have a great variety of projects taking place at all times and identify, offer and provide bespoke training to support you in developing your existing skills and fill in any gaps.

► **EMAIL:** careers@sciencegroup.com

Sensata Technologies microelectronics centre was founded as Swindon Silicon Systems, in 1978. We have a long established pedigree in the design and supply of integrated circuits for automotive and industrial applications. Today as part of Sensata Technologies, the global automotive and industrial system component supplier, we design and supply micro-electronic systems for sensor applications that typically include MEMS sensors, analogue and digital integrated circuits and innovative packaging systems. Our teams are involved from the definition of the product through to designing a solution for high volume manufacture and supporting the customer in application support.

Located on a single site in Wiltshire we have departments supporting all aspects of our business including design and test engineering, product engineering, quality assurance, failure analysis, finance, purchasing, production, human resources and sales and marketing. Our engineering graduates will interact with all sides of the business as they develop their careers.

We are proud to promote a diverse workforce as we constantly strive to develop and deliver innovation. We provide fulfilling and rewarding career paths, in a variety of engineering and support roles including career opportunities within the broader Sensata business. In reward for hard work and commitment, we provide a working environment where everyone can succeed.

www.swindonsilicon.com

► **LOCATIONS:** England - South West

► **VACANCIES:**

Graduate Systems and Applications Engineer

Graduate Analog Design Engineer

Graduate Digital Design Engineer

Graduate Test Engineer

► **INTERNSHIPS:** 8-12 weeks summer placement.

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates.

► **CONTACT FOR APPLICATIONS:** Liuba Mortimer-Jones

► **EMAIL:** liubovmortimer-jones@sensata.com

► **PHONE:** 01793 649 400

Sentec offers a unique opportunity for our people, providing a challenging, stimulating, and unconstrained environment in which to invent, develop, and engineer new technology and IP, solving problems alongside our parent companies and for 3rd party customers and clients. Working in the smart grid, consumer, water, and utility sectors, Sentec specialises in solving particularly difficult challenges customers and clients have; from macro-scale challenges surrounding how a business takes advantage of the opportunities, and protects itself from the threats, of 'the IOT', through to consumer devices which make our lives smarter! To achieve this, we have the very best people; people who are at the top of their game in their discipline, broad in both their technical understanding and capability.

www.sentec.co.uk

► **LOCATIONS:** England - East of England

► **INTERNSHIPS:** We recruit throughout the year across all disciplines and can offer flexible lengths of internships at different times in the year. Our Interns work on many parts within our active projects from the initial electrical and mechanical design to prototyping and testing.

One previous student, who has since joined our team as a Graduate Technology Developer, had this to say on why he picked Sentec "I really enjoyed my internship! I found myself genuinely enjoying my time at work and being able to apply myself to a wide range of tasks ensures it never gets stale."

► **WORK EXPERIENCE:** We can offer short term work experience placements but these are extremely limited.

► **RECRUITMENT CRITERIA:** We have no specific grade or subject restrictions as we believe in finding the right individuals to join our exceptional team. Every application and CV we receive is reviewed by the hiring manager.

► **APPLICATION PROCESS:** We accept applications and CVs all year round. To apply for an internship or any other advertised role, please submit a covering letter and your CV using the links provided on the vacancies section of our website.

► **TRAINING:** We offer a wide variety of training opportunities, technical and non-technical, and support all members of our team to grow and develop during their career.

► **CONTACT FOR APPLICATIONS:** Joanne O'Sullivan

► **EMAIL:** recruitment@sentec.co.uk

► **PHONE:** 01223303800

SES is the world-leading satellite operator and the first to deliver a differentiated and scalable GEO-MEO offering worldwide, with over 50 satellites in Geostationary Earth Orbit (GEO) and 20 in Medium Earth Orbit (MEO). SES focuses on value-added, end-to-end solutions in two key business units: SES Video and SES Networks. At SES, we connect and enable broadcast, telecom, corporate and government customers, and enrich the lives of billions of people worldwide.

www.ses.com

► **LOCATIONS:** England – London, Europe, North America, Asia, Africa

► **VACANCIES:** We currently offer many opportunities within System Engineering, Spacecraft Engineering, Space Operations, Technology and other departments of SES. We are looking for Engineers, Architects, Specialists and Scientists with various level of experience, who would be willing to join the diverse teams in multiple locations around the globe.

► **INTERNSHIPS:** In SES we strongly believe in the positive benefits of trainee programmes. We know from experience that students and trainees offer fresh ideas and a new way of looking at things. We can help you to take your first steps in the workplace, and benefit from hands-on experience.

► **WORK EXPERIENCE:** In SES we offer multiple opportunities for students and young graduates including Internships, Summer Jobs, VIE, Associate Programme and many more.

► **RECRUITMENT CRITERIA:** Visit SES career page: www.ses.com/careers to learn about our current opportunities. Once you apply for the role that interests you, the member of our recruitment team will be in contact with you.

► **APPLICATION PROCESS:** Visit SES career page: www.ses.com/careers to learn about our current opportunities. Once you apply, the member of our recruitment team will be in contact with you.

► **TRAINING:** In SES we continuously offer a variety of programmes and trainings for our employees. Those are organized and delivered by the skilled members of our Leadership Development team.

► **DIVERSITY AND INCLUSION:** SES is an Equal Opportunity Employer and welcomes diversity!

► **CONTACT FOR APPLICATIONS:** Izabela Bastek

► **EMAIL:** izabela.bastek@ses.com

► **PHONE:** 00352 691898001

Sincere Pharmaceutical Group is a Chinese pharmaceutical company with over 5000 employees. It is amongst the pioneering companies to develop and launch innovative drugs in China. Sincere is actively looking for innovative drug candidates in all stages in the therapeutic areas of oncology, CNS, autoimmune and infectious disease, as well as technology platforms in cell therapy and artificial intelligence. Sincere now has a significant global presence, including the US and Europe.

We have established three R&D centres in recent years: Shanghai innovation Centre, Nanjing R&D institute and Boston Innovation Centre. Meanwhile, we also have Sincere Diagnosis that provides precision medical solutions in China.

www.en.sincere.com

► **LOCATIONS:** Work from Home, North America, Asia

► **VACANCIES:**
R&D

Senior Manager/Assistant Director of Bio-IP x 1
Responsibilities:

- Formulate intellectual property strategy according to the company's R&D strategy;
- Coordinating and handling patent disputes that are invalid, reexamination, infringement, or patent litigation;
- Analyze the patents and control the project opportunities;
- Deal with patent affairs of developed countries such as Europe and America.

R&D

Project Management Manager/Assistant Director x 1

Responsibilities:

- Responsible for the management of the ongoing project, effective supervision, follow-up and coordination of the drug development process;

- Establish, implement and maintain the company's project management process;
- Responsible for the communication and collaboration of the horizontal department, timely communication and solution of problems in the project, and ensure the progress and quality of the ongoing project;
- Complete other daily work of project management department.

► **RECRUITMENT CRITERIA:** Biology and Chemistry or Bio-chemistry field with a minimum of an upper-second degree. Other Science degrees could also be considered.

► **APPLICATION PROCESS:** Please upload your CV to raine.zhao@sinceregroup.com. There would be a minimum of two interviews, followed by a ppt report (depending on the performance during the interview).

► **TRAINING:** Our BD department offers a variety of training and lectures from different fields. Training would be mostly conducted in Chinese if based in China HQ.

► **EMAIL:** raine.zhao@sinceregroup.com

► **PHONE:** 07563002995

Teach First



Young people from disadvantaged backgrounds in this country are being let down by one of the most unfair education systems in the developed world, and the knock-on effect of this injustice lasts a lifetime. It's a cycle we're determined to break, but we need your help.

On our two-year Leadership Development Programme, we'll support you to become a qualified teacher. And, by training on the job, you'll quickly develop your skills and have an immediate impact on the lives of the young people who need you the most.

www.teachfirst.org.uk

► **LOCATIONS:** England – London, South East, South West, East of England, East Midlands, West Midlands, Yorkshire and the Humber, North East, North West, Wales

► **VACANCIES:** Graduate Leadership Development Programme – over 100 places.

► **INTERNSHIPS:** On our three undergraduate programmes – Taster, Insight and Brand Manager – you'll develop your personal and professional skills, learn more about educational inequality, and start making a difference to the most disadvantaged young people in the country.

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates.

To apply you will need a 2.1 degree or above (2.2 degrees will also be considered), a degree or A-levels that satisfy the curriculum areas we teach in and Grade C (or equivalent) in GCSE maths and English.

► **APPLICATION PROCESS:** Our selection processes are clearly structured. You submit an application online and if successful are then invited to an assessment. We allocate roles to both our graduate programme and undergraduate internships on a first come first served basis so applications will close on filling positions.

► **TRAINING:** On our graduate programme, participants will complete five weeks of training with Teach First at our Summer Institute during the summer before starting work in a school that September. Trainees gain a Post Graduate Diploma in Education and Leadership (PGDE) and become a fully qualified teacher.

► **CONTACT FOR APPLICATIONS:** Gemma Hall

► **EMAIL:** gHall@teachfirst.org.uk

► **PHONE:** 0203 862 8403

Temporary Work Designs

TWD is a dynamic engineering firm with offices in London, Greece and Rotterdam. We specialize in the design of customized structures and tools for offshore energy and civil installation projects. Working from concept to detail, we provide creative designs and fabrication services for the offshore and civil markets. Flexibility, practicality and creativity are the driving forces behind each of our designs. Our thorough knowledge of structural and mechanical engineering, hydro-dynamics, finite element methods and design for offshore conditions, enables us to develop the optimal solutions that meet the wide variety of client demands.

We are a great team with a typically organic structure. We often go to fun social events, have lunch together and organise a company trip every year!

www.twd-uk.com

► **LOCATIONS:** England – London

► **VACANCIES:** We do not have an exact number of vacancies as we are pretty open to applications: Engineer, Design Engineer, Designer, Technical Advisor

► **INTERNSHIPS:** Internship applications will be taken in April 2020, where more information will be given on our website. We do hold internship opportunities from students with degrees from structural, mechanical, civil and marine related courses. For designers we are looking for architectural, technical design and similar courses.

► **RECRUITMENT CRITERIA:** We do accept applications from both undergraduate and postgraduates. Minimum requirement is a 2:1 from an engineering/architectural related course. Furthermore, work experience and a strong passion and drive to learn are also key factors we look out for.

► **SUBJECT AREAS FOR PHDS/POSTDOCS:** Structural, mechanical, civil and marine related courses. For designers we are looking for architectural, technical design and similar courses.

► **APPLICATION PROCESS:** We currently have some vacancies on our website under careers.

The application process usually involves sending a CV and cover letter to hr@twd-uk.com. We will then review your application and request a phone call interview. Following the phone call interview, if successful, we will invite you to our office in Wapping London to get to know you a little more and inform you more about what we do exactly. Depending on the role, you may be required to complete a test.

Internships will follow a similar procedure.

► **TRAINING:** At TWD we have a strong focus on developing our people. We pay a lot of attention to our juniors and provide them with enough support and encouragement to build their confidence in what they are working on. We often pair our juniors with our senior/lead engineers for shadowing and extra assistance on projects.

We have created our own ways of calculating and resolving issues which is clearly outlined in our booklet.

We are also currently working on a TWD academy where graduates can come and learn more about the world of engineering, TWD style.

► **CONTACT FOR APPLICATIONS:** Sophie Kannas

► **EMAIL:** hr@twd-uk.com

► **PHONE:** +44 (0)2 038 083 703

Tesco – Supply Chain Development

Join our team of change managers, analysts and data scientists leading strategic projects to improve how our business operates. Every day, 11 million customers visit Tesco stores. Here in the Supply Chain Development team we work to anticipate the needs of all of them to make sure that they can get what they want from us. Did you know that a 10 degree rise in temperature means we sell 300% more barbecue meat and 50% more lettuce? We use this relationship to make sure we order products in the right amounts to give our shoppers what they want while minimising the amount that goes to waste. Our work has massive scope, covering 3500 stores in the UK. After strengthening the foundations of the UK business, we are now accelerating plans to deliver the most compelling offer for customers with sharper prices, improved quality, stronger ranges and better service.

Based on our data-driven insight, collaboration with Tesco colleagues and in partnership with our suppliers, our projects make significant changes to the UK's biggest retailer. Our changes can really be seen: as well as measuring benefits in the office, we see them in our stores and throughout the Supply Chain. A career with us allows you to creatively solve problems, develop systems using mathematical modelling and algorithm design, and introduce better ways of working within our team and across our offices and suppliers. We're looking to hire keen problem-solvers who can demonstrate strong business acumen and the drive to make changes to the way we operate alongside excellent analytical and numerical ability, problem solving and great verbal and written communication skills.

www.tesco-careers.com/jobdetails/412314

► **LOCATIONS:** Work from Home, England – London, South East

► **VACANCIES:**

Data Scientist – 1 – 3.

Supply Chain Analyst – 2 – 5.

► **INTERNSHIPS:** Please visit our website to find out more about internship opportunities www.tesco-programmes.com/internships/supply-chain/

► **RECRUITMENT CRITERIA:** Numerical discipline preferred but all degree disciplines are considered. We do not sponsor visas.

► **APPLICATION PROCESS:** Please apply online via our website. The application process includes an online test, telephone interview and an assessment centre. We recruit continuously and start dates are flexible.

► **CONTACT FOR APPLICATIONS:** Elliot Smith

► **EMAIL:** elliott.smith@tesco.com

Tessella

Tessella is one of the world's leading data science and AI consultancies. We are scientists and engineers who enjoy solving the real-world technical challenges faced by companies at the forefront of science and technology. Using a combination of deep domain knowledge and technical expertise, including data science, analytics and software engineering, we work with our clients to unlock the value held within their data, enabling better-informed business decisions.

We are looking for talented science, mathematics and engineering graduates and postgraduates to join us and help create solutions that make a difference in the world. You will learn new domains and technologies and apply innovative thinking and transferable skills to solve new challenges.

www.tessella.com

► **LOCATIONS:** England – Oxfordshire, East of England, East Midlands, North West

► **VACANCIES:** We continuously recruit Data Scientists / Software Developers, typically 20+ vacancies throughout the year.

► **RECRUITMENT CRITERIA:** BSc (min 2.1), MSc or PhD in science, mathematics or engineering plus software development skills in any object-oriented language and the ability to interpret complex data using a variety of mathematical techniques.

► **APPLICATION PROCESS:** Apply online or by email.

► **TRAINING:** We offer excellent future prospects. While we do offer traditional career paths, most staff end up shaping their own based on their aspirations, the skills they have developed and the projects they have worked on. We take personal development seriously and we provide an annual training allowance of 150 hours, which can be used to learn new technical and soft skills, often leading to recognised professional qualifications.

► **DIVERSITY AND INCLUSION:** WISE (Women In Science & Engineering) member since 2017.

► **CONTACT FOR APPLICATIONS:** Neil Barrett

► **EMAIL:** jobs@tessella.com

The Operational Research Society

Operational research (OR) is the science of better decision-making. You'll love a career in OR if:

- you like problem-solving
- you like analysing data
- you want to help businesses/government make better decisions and achieve better outcomes
- you want a job that applies maths to real-world situations.

OR practitioners work in finance, central and local government, healthcare, defence, retail, sport, transport, manufacturing, marketing, the service sector – pretty much everywhere good decisions need to be made. People in OR work in a variety of places and work on a wide variety of projects. You might be involved in analytics, consultancy, project management, general management, research and a variety of ever-evolving roles.

Operational researchers also work as academics, researching cutting-edge methods and techniques for improving decisions and solving problems.

Visit us if you would like to learn more about opportunities in operational research.

www.theorsociety.com

► **LOCATIONS:** Nationwide

► **EMAIL:** education@theorsociety.com

The Trade Desk

The Trade Desk is a technology business that powers the most sophisticated buyers in advertising. Founded by the pioneers of real-time bidding, The Trade Desk has become the fastest growing demand-side platform in the industry by offering agencies, aggregators, and their advertisers best-in-class technology to manage display, social, mobile, and video advertising campaigns.

The Trade Desk empowers buyers at the campaign level with the most expressive bid capabilities in market, full-funnel attribution, and detailed reporting that illustrates the consumer journey from initial impression to conversion. By maintaining a pure buy-side focus, The Trade Desk delivers on branding and performance for clients worldwide.

At peak our platform processes between 8-10 million queries per second so in terms of scale and data processing, it doesn't get much more awesome and complex than that. Our engineering team is technology agnostic, super smart and humble.

Since our company IPO'd almost two years ago we have already over 5X'd our size making us one of the fastest growing, innovative and up and coming technology companies to work for on the planet.

As a business, we are extremely active within the technology circuit as proud sponsors of events such as Women of Silicon Roundabout as well as hosting our own.

www.thetradedesk.com

► **LOCATIONS:** England – London

► **VACANCIES:** Software Engineers – 2 – 5

► **INTERNSHIPS:** We offer data science & software engineering internships year-round.

► **RECRUITMENT CRITERIA:** BSc or MSc in computer science, engineering, data science, mathematics or statistics & proficiency in at least one modern object-oriented programming language for our software engineering roles.

BSc, MSc, or PhD in data science or statistics for our data science internship.

► **SUBJECT AREAS FOR PHDS/POSTDOCS:** Data Science, Machine Learning, Statistics.

► **APPLICATION PROCESS:** Apply online or by email. We recruit throughout the year.

► **TRAINING:** We offer boot camps for new starters to help them get up to speed quickly also providing a senior mentor to be assigned to them.

► **DIVERSITY AND INCLUSION:** We sponsor & attend Women of Silicon Roundabout

► **CONTACT FOR APPLICATIONS:** Libby Boyd

► **EMAIL:** libby.boyd@thetradedesk.com

Theodo enables start-ups, scaling SMEs, and corporates to innovate and succeed in digital transformation. You'll be working with C-level executives, business leaders and entrepreneurs to solve their business problems through building digital products & software.

Theodo brings together the tech, the talent and the know-how to build lean digital products in record time. We build custom web and mobile apps with our clients to increase their market share and productivity. Our team of experts bring our clients into the development process from start to finish, delivering tangible solutions as early as possible.

What really distinguishes Theodo is that this is a place where you can have a lot of impact from day one, working alongside a young and entrepreneurial group of smart and driven people. Everyone is striving towards the same goal of becoming business & technical leaders. Together, we focus on our values of team spirit, willingness to improve, and pragmatism. Our culture is one of collaboration and helping yourself, Theodo, and Theodoers to reach their ambitious goals. Working closely with our clients and our very own future leaders, every new Theodoer can quickly build a strong network.

Our vision is to enable businesses to succeed in digital transformation, whilst fighting waste in software development and helping our clients become tech-savvy modern entrepreneurs. Our mission is to train the next generation of CTOs through training on:

- Technical expertise: intensive initial training, pair-programming, coaching by an architect, tech meetups.
- Agile project competencies: Lean & Agile methodologies and improvement of your business understanding.
- Leadership skills: becoming a coach, and bringing about positive & lasting change.
- Technical marketing abilities: networking, talks at conferences, engaging in the pre-sales process.

www.theodo.co.uk

- **LOCATIONS:** England - London
- **VACANCIES:** Agile Full-stack Engineer
- **RECRUITMENT CRITERIA:** 2.1 or higher in a quantitative degree
- **APPLICATION PROCESS:** Initial telephone interview, Online coding test, In-person interviews.
- Motivations and culture
- Technical
- CTO & CEO
- **DIVERSITY AND INCLUSION:** Organised by some of our inspiring developers, EMOLDEN_HER supports & empowers women the technology industry to become leaders.
<https://emboldenher.org/>
- **EMAIL:** joinus@theodo.co.uk

As a partnership-based IT consultancy, we work in a customer-oriented manner on a variety of projects in the areas of Agile Software Development, Artificial Intelligence and DevOps & Cloud. In addition, we work on Big Data and IoT topics. We mostly use Java and JavaScript, but also other programming languages such as Python or C#. Our customers include large corporations as well as medium-sized companies and start-ups from a wide range of industries, including e.g. telecommunications, security technology, insurance, fintech, and automotive.

TNG in numbers:

- Revenue 2018: 45 Mio. €
- Current # of employees: 400+
- Growth rate: 20%+
- Graduates ratio: ~ 99%
- Ph.D. ratio: ~ 60%

www.tngtech.com

► **LOCATIONS:** Europe

► **VACANCIES:** Software Consultants (unlimited number of vacancies).

We are constantly looking for experienced specialists as well as recent graduates with a proven academic record who wish to join TNG as IT-Consultants.

► **INTERNSHIPS:** For students of scientific and technical programs with a proven academic record, we regularly offer internships. Start and duration of internships with us are flexible and stipulated individually. Payment is competitive.

► **WORK EXPERIENCE:** Once a month we offer insight days for visitors, where students can join us for talks and workshops on different science and IT themes. Registration is possible under recruiting@tngtech.com.

► **RECRUITMENT CRITERIA:** Passion for IT; preferably work experience in software development; university degree from a scientific, technical program; willingness to work in a dynamic, customer-oriented project environment.

► **APPLICATION PROCESS:** Please send us an email with your application documents including a CV, transcripts and all relevant references. The applications are welcome any time, there are no deadlines.

► **TRAINING:** We offer continuous training, to be always at the cutting edge of technology. Four times a month, we organize our so-called 'Techdays', where all co-workers meet at our headquarters and take part in a wide range of talks, workshops, and reading groups. In addition, we host a major conference (www.bigtechday.com) once a year and encourage our co-workers to attend external training and conferences.

► **CONTACT FOR APPLICATIONS:** Marie Haude

► **EMAIL:** recruiting@tngtech.com

► **PHONE:** +498921589966

TPP is a market leading UK based IT company, dedicated to delivering innovative software solutions to the healthcare industry. After 21 years of success, we now operate on an international scale with projects ongoing across the Middle East and China.

TPP has been consistently recognised as an outstanding graduate employer. In 2014 and 2015 we placed first in The Sunday Times 100 Best Small Companies To Work For and we were named Top Company For Graduates To Work For in 2016/17 by The JobCrowd. Most recently, we were in the top 100 Graduate Employers in 2018 by The Times.

We offer one of the most competitive graduate salaries on the market and we won the 'Best Graduate Salary' award from The JobCrowd last year. We provide an excellent starting salary with outstanding annual pay reviews. The graduate salary will increase rapidly during their time at the company.

As part of the benefits, they will receive the following:

- £200 birthday meal allowance
- Pub Fridays
- Fantastic holiday entitlement
- Regular social events
- Opportunities to travel internationally
- Life insurance
- BUPA Health, Dental and Travel cover

tpp-careers.com

► **LOCATIONS:** England - Yorkshire and the Humber

► **VACANCIES:** Account Manager, Account Manager (Mandarin), Business Analyst, Business Analyst (Second Language), Marketing & Communications (Mandarin), Marketing & Communications, Software Developer, Software Developer Internship, Technical Operations

► **INTERNSHIPS:** We also offer an internship for the 'Software Developer' role if students are not in their final year. The requirements are as follows:

- Predicted 2:1 or above at degree level
- Minimum of A*AA at A Level

If they have international grades, the equivalents are as follows:

Degree Level:
- GPA of 3.5 or above

A Level:
- 39 or above in the International Baccalaureate
- GPA of 4.0 or above
- 560 or above in Gaokao Arts
- 600 or above in Gaokao Science

► **RECRUITMENT CRITERIA:** To view the grade requirements for each role, please visit <https://tpp-careers.com/>

► **APPLICATION PROCESS:** To apply, please visit <https://tpp-careers.com/> and book on to a Logic and Reasoning test nearest to your location.

► **EMAIL:** careers@tpp-uk.com

► **PHONE:** 0113 205 0082

TTP is an independent technology company where scientists and engineers collaborate to invent, design and develop new products and technologies. Working across a wide spectrum of industries including health, telecoms, industrials and consumer, TTP creates breakthrough solutions that bring strong commercial value to clients and the benefits of technology to all.

www.ttp.com

► **LOCATIONS:** England - East of England

► **INTERNSHIPS:** Both summer and year-long placements for students, and we are also happy to host PhD students for internships throughout the year. We are open to applications from any science or engineering students, with our interns being challenged with a range of internal and external client-focused projects.

► **RECRUITMENT CRITERIA:** We welcome applications from both undergraduates, PhD students and Post-Doc Researchers.

Successful applicants will have at least a 2:1 in their undergraduate students (or be predicted to achieve this) and will have a curiosity and enthusiasm for solving complex, scientific problems, along with an excellent grasp of the fundamentals of their subject.

► **SUBJECT AREAS FOR PHDS/POSTDOCS:**

Engineering (broadly: mechanical, electrical, software); Physics; Biology/Life Sciences. All related disciplines are considered.

► **APPLICATION PROCESS:** Please apply online via our website: www.ttp.com.

There will be a paper application, followed by interviews at our science park which is based just outside of Cambridge (UK). For interns, there will be a one stage interview process, whilst for permanent roles there will be a two-stage interview process.

Please be aware that there is a possibility you may also be asked to complete an online assessment or video interview.

► **TRAINING:** All of our interns and graduates receive mentors, as well as having extensive support from Project Leaders and informally by every colleague they work with (people are always happy to answer questions and lend a hand). For all graduates, there is an extensive element of on-the-job learning, with this supported by organised training sessions in areas such as business enterprise, development and leadership.

► **EMAIL:** recruitment@tpp.com

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Unilever offer a variety of roles across 8 different functions in Unilever (Finance, Marketing, Supply Chain, Customer Development – Sales, Human Resources, Research & Development, Technology Management and Communications & Sustainability) for graduates and placement students in 2019–2020. We are looking for talented individuals who understand Unilever's mission and have a passion for growing the business, coupled with the ability to inspire, lead and encourage others to achieve outstanding results.

www.unilever.com/careers

► **LOCATIONS:** Nationwide

► **VACANCIES:** The Unilever Future Leaders Programme (UFLP) is a 3 year function-specific graduate scheme for students in their final year of University.

Summer & Spring Placements.

► **INTERNSHIPS:** Spring Placement – A 2–3 day placement for 1st year undergraduate students, beginning in April.

Summer Placement – A 12-week placement beginning in June. This placement is function-specific and is for students ending their 2nd year of undergraduate study.

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates. A 2:1 undergraduate degree in any discipline is required, with the exception of our Supply Chain and R&D streams. For Supply Chain, a strong background in any engineering qualification is required, but we also accept maths, business, technology, or design related disciplines.

For our R&D stream, we require a strong technical qualification in chemical biological,

physical or food-related science. We also accept chemical/material and engineering-related disciplines.

► **APPLICATION PROCESS:** All applications are completed online at the unilever.com/careers. After success in online stages, a candidate will be invited to an assessment centre.

Opening date: 30th September 2019

Closing date: 10th November 2019

► **TRAINING:** The UFLP is made up of several role/location rotations across the business, varying from 6 months to a year.

► **DIVERSITY AND INCLUSION:** Times Top 50 Employers for Women list

Business in the Community Responsible Business Award for Gender Equality

Gold accreditation and Employer of the Year for Mumsnet Family Friendly

Stonewall Diversity Champion

Rare Recruitment

► **EMAIL:** enquiry@unilevergraduates.com

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www.visa.co.uk

► **LOCATIONS:** England – London, South East, Nationwide, North America, South America, Asia, Africa, Oceania

► **RECRUITMENT CRITERIA:** We accept applications from all degree disciplines.

► **EMAIL:** ucnea@visa.com

► **INTERNSHIPS:** 12 week summer internship in London and Reading, UK.

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www.careers.vodafone.co.uk/graduate-programme

► **LOCATIONS:** England – London, South West, North West

► **VACANCIES:** Digital, Business, Technology, Commercial, Finance, HR, External Affairs.

► **INTERNSHIPS:** We are looking for people who are driven, pro-active, customer obsessed and innovation hungry. You will have the chance to work in a fast paced and inclusive environment, have real responsibility & ownership from day one in a globally leading technology company and the opportunity to fast track to our 2020 Discover Graduate Programme if eligible.

The areas you could work in mirror the bulk of our Discover Graduate Programme opportunities: Technology, HR, Finance, Commercial and Business.

► **RECRUITMENT CRITERIA:** All degree levels and subjects are considered.

► **APPLICATION PROCESS:** CV Application, Online Testing, Video Interview, Assessment Centre – Hiring on a rolling basis.

► **TRAINING:** The programme follows a structured L&D programme, with some streams offering professional qualifications such as the CIPD & CIMA.

► **DIVERSITY AND INCLUSION:** Awards include: Stonewall Top 100 Employer, 25 Best Big Companies to Work For, The Times Top 50 Employers For Women, FT Ethnic Minority Role Models 2018, Stonewall Highly Commended Network Group.

► **EMAIL:** graduate.recruitment@vodafone.com

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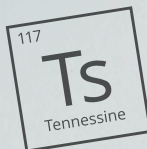
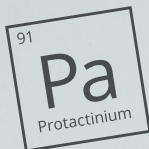
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