Graduate Careers UK

Wait for change
Rewrite your future

Capgemini

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or tap the links above that
interest you the most.

Capgemini

Who are
Capgemini?

Our story

For more than 50 years our teams, comprising some of the brightest minds and promising emerging talents, have been supporting organisations around the world.

We are innovative thinkers dedicated to tackling real-world challenges for our clients. Our Group consists of over 340,000 strategy, business and technology specialists from more than 50 countries, representing over 160 nationalities and speaking over 100 languages!
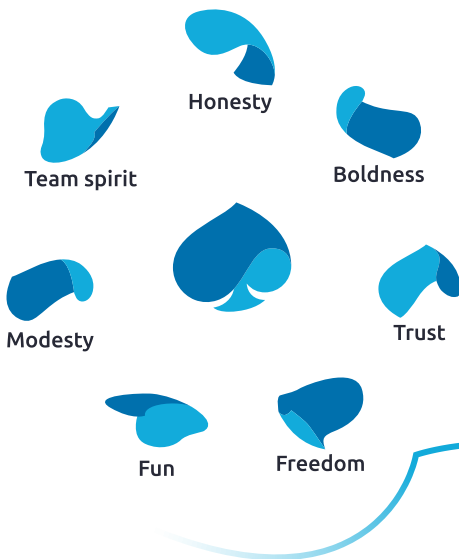
We are
driven by our
purpose...

Unleashing human energy through technology for an inclusive and sustainable future

We are guided by our values...

Honesty

Team spirit

Boldness

Modesty

Trust

Fun

Freedom

> ## In the workplace, there is a strong embodiment of the values.
>
> Even just walking through the office there will be a group collaborating on a piece of work embracing team spirit, or a committee hosting a fun engaging event."

Abdul-Karim
Graduate Applications Consultant

And we are
inspired by
our promise...

Get the
future
you want

We help our clients get the future they want

Our teams leverage areas of expertise to address business needs

Strategy & Transformation, Applications & Technology, Engineering and Operations.

As we do this, we bring together unparalleled expertise across our brands

Capgemini invent
the Accelerate Programme

Capgemini Invent is the Group's digital innovation, consulting, and transformation brand that helps decision makers design and build the future of their organisations.

frog Part of Capgemini Invent

frog, part of Capgemini Invent, partners with global brands and ventures to drive customer-centric transformations at scale through innovative and human-centric design work.

sogeti
Part of Capgemini

Sogeti makes business value through technology for organisations that need to implement innovation at speed and want a local partner with global scale.
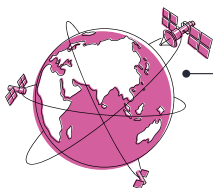
Capgemini engineering
the **Empower Programme**

Capgemini Engineering helps innovative organisations unleash their R&D potential and engineer the products and services of tomorrow.

Our impact is all around...

We work in the **healthcare** space, prescribing successful strategies for the public health and life sciences sectors

Where code meets camouflage, we help the **aerospace and defence** industry get mission-ready by providing cutting-edge solutions

We help to shape profitable **financial services** for leading banks and capital markets

We work with **retailers** to make sure the meal-deals are on the shelf and the Easter eggs arrive on time
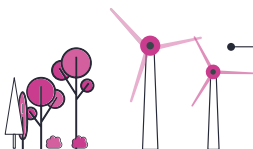
Our work with UK **airports** means we help over 80 million people jet off on their holidays every year

...in places you may not expect

We teamed up with **marine biologists** to figure out where sperm whales are headed and how they're dealing with climate change
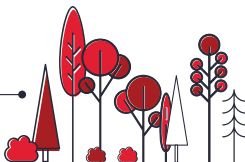
We transform energy, bringing **zero-carbon electricity** to over 6 million homes in the UK

We help you stream your favourite shows by working with **media and entertainment** companies to improve their platforms and services

We have pledged to plant 20 million trees by 2030 in support of our commitment to a **sustainable** planet

We partner with the **public sector** to drive impactful changes in tax, law enforcement, and beyond…

Creative thinkers, respectful challengers, and industry experts *thrive in an environment that values unique perspectives.*

> " Our employee networks are at the heart of our Inclusivity and Wellbeing approach, they help our people thrive and connect. With eight to choose from there is something for everyone! Every day I see the integral role they play in building our inclusive culture that goes beyond policies to real, lived experiences of equality."

Tokeer Ahmed
Chair of the Race and Equality
Employee Network

Our 8 Employee Networks

The **Armed Forces Network** empowers veterans to build careers via mentoring and community support.

CapAbility UK for disability and caring. Connects team members to raise awareness and offer essential support.

NeuroAbility UK is a network for neurodivergent colleagues, carers, allies, and learners.

Our **OUTfront** LGBTQ+ and ally network fosters a supportive workplace.

The **Race & Equality Network** promotes diversity via open discussions and equal opportunities.

Talking Heads offers a supportive space for discussing mental health and well-being.

Women@Capgemini advances global gender equality.

Multi-Generational Age Inclusion – Working together to progress inclusivity around intergenerational working.

Wellbeing and Inclusion

"Capgemini encourages us to bring a wide array of opinions, views and experiences to the table, which enhances creativity and promotes an inclusive workspace.

Capgemini also has several initiatives aimed at fostering inclusion such as Women @ Capgemini which is dedicated to supporting and empowering women within the organisation"

Davina
Graduate Associate Consultant

Our employee networks have strengthened my connections and supported my personal growth.

We have the Race and Equality network, which helps to promote mentoring and allyship across the organisation and we have days in which we celebrate and learn about different cultures. Being a member of BlackWomen@Capgemini has grown my own network and it's also been fun!"

Winnie
Graduate Applications Consultant

Everyone **is welcome and everyone brings new ideas. We're committed to making Capgemini a supportive and inclusive place for everyone.**

> The dedication and motivation displayed in the workplace is infectious and it is all down to the culture at work.
>
> People's views and opinions are both heard and respected which empowers people."

Amir
Graduate Associate
Consultant

Committed **to doing more...**

THE TIMES 2024
TOP 50 EMPLOYERS FOR GENDER EQUALITY
In partnership with
The Primary Responsible Business Network

disability confident
EMPLOYER

INCLUSIVE TOP 50 UK EMPLOYERS 2023/24
7th MOST INCLUSIVE EMPLOYER

"

I have been part of a profoundly inclusive environment, which is particularly significant to me as a Moroccan Muslim woman.

I have been part of a profoundly inclusive environment, which is particularly significant to me as a Moroccan Muslim woman. The company hosts various inclusivity events where we learn about other cultures, the LGBTQ+ community, neurodiversity, which fosters a sense of belonging for all and an opportunity to learn about each other."

Zineb
Graduate Associate
Consultant
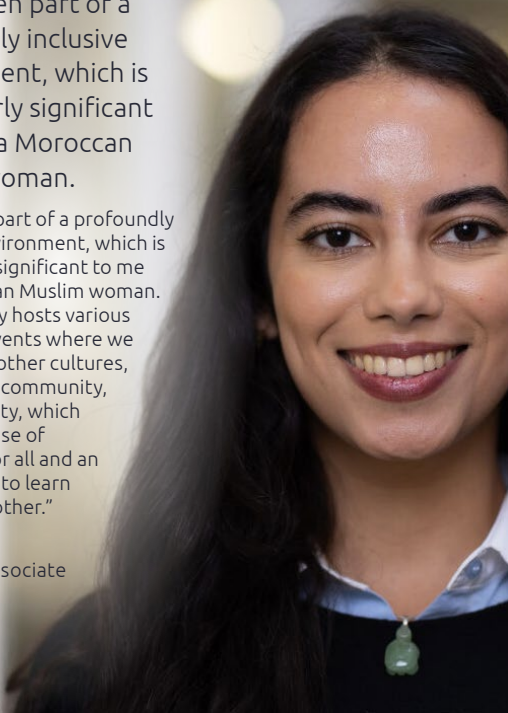
We help get the future we all want for *our planet* and society

> I joined Capgemini as a graduate 12 years ago. Today I'm the UK Digital Inclusion Project Manager.

> Utilising employee volunteer days, I coordinate 800 employees annually to upskill 3,000 people in digital skills. I love the freedom to be creative and work on initiatives I am passionate about."

Monju Meah BCAv
UK Digital Inclusion Project Manager

Get the future you want

Two graduate *programmes*

We support your career growth with tools for exploring various sectors, achieving industry certifications, and building your professional network and personal brand.

"Genuinely my best experience has been meeting an array of such amazing people and collaborating on projects together. You develop great friendships, which makes you actively enjoy coming into the office."

Alexander
Graduate Associate Consultant

Your *community* :
Your *career*

Enjoy Socials

Grow your network with our summer, winter and local office social events.

Spark Innovation

Attend conference days to bring hot topics to life and contribute to innovation.

Get a Mentor

Work with a leader to help you develop your evolving career.

> I am currently part of the Empower Graduate Programme.
>
> As a cohort we have face-to-face sessions that are very interactive, and we get the opportunities to stay in new cities and explore new places with new people."

Asha
Graduate Engineer

Empower programme

Capgemini

Meet Your Cohort
As you prepare to join us, you will be invited to a virtual session to find out more about your first week and meet your cohort.

Pre-Joining Activities
Ensuring that all your pre-joining activities are complete is essential to a smooth induction experience.

INDUCTION
Your first week will be an immersive introduction to our business, your programme and the skills you need to succeed. From week 2, you will begin your role-specific journey.

CONNECTION
After induction, you will join our UK wide community. We will showcase how we support your experience, as you begin to expand your network.

EXPERIENCE

DEVELOP
The programme is the centre of your journey, giving you the opportunities you need to learn, grow and succeed.

ENGAGE
We have a vibrant and growing community, you will join workshops, receive newsletters and attend socials.

ADVOCATE
Shout about your successes! As a member of our community, we want your advocacy, feedback, and reflections from your experiences.

IMPACT
Grab every chance to turn learning into getting the future you want. Own your development to shape your dream career.

CELEBRATE

Experience a programme finale ceremony to recognise everything you have achieved.

A day
in the life…

Umair Yaquoob is a Platform Engineer focusing on public sector clients. He began as a graduate DevOps engineer on **the Empower programme**, completing a 12-week bootcamp for client preparation. He joined in 2021 and finished his graduate program in 2023.

Umair Yaquoob
Platform Engineer

A typical day for a platform engineer begins with a team stand-up meeting to discuss ongoing projects and resolve any blockers.

The focus then shifts to designing, building, and maintaining scalable infrastructure with seamless deployment processes.

Afternoons involve code reviews, documentation updates, and strategy sessions. Continuous learning is emphasised, with time allocated for training on new technologies.

Collaboration with developers is essential for integrating new features, troubleshooting issues, and optimising performance. Routine security reviews and compliance checks ensure robust system integrity.

The day concludes with progress assessments and planning for upcoming tasks.
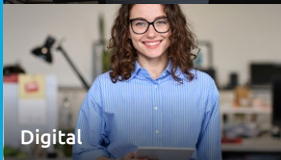
Graduate roles

Empower programme comprises multiple business areas
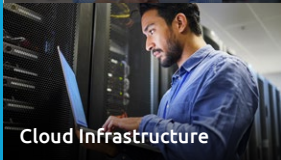
Technology
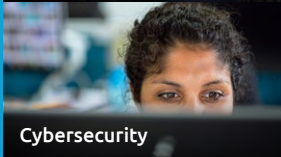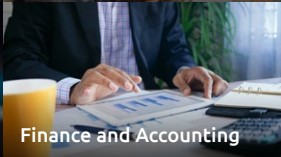
Business Analysis

Digital

Project Management

Cloud Infrastructure

Sales and Marketing

Cybersecurity

Finance and Accounting

Consulting

Human Resources

Accelerate programme

At **Capgemini invent**

START HERE

Day 1
Once you have finished your pre-joining activities, you will begin your journey as an Associate Consultant starting from your designated date.

INDUCTION

A 2-3 week period of getting familiar with Capgemini and consulting practices.

THE INSTITUTE

Undertaking a cross section of assignments in a safe, feedback-rich environment (virtually & if possible face to face), as well as going through the Institute's Learning and Development Programme.

CELEBRATE

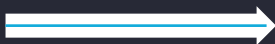Possible promotion to Consultant

(circa 21 months)

THE ACADEMY

Applying training from the institute in live engagements within your chosen Capability or Sector unit, and undertaking Academy-specific learning & development.

Intake host

provides pastoral care before you join Capgemini Invent to ensure you have a smooth onboarding journey.

Institute coaches

provides coaching and support to help you become client ready throughout your time in the Institute.

People manager

provides coaching and guidance on your career development in the Academy and beyond.

Academy leads

Provides structure and support for your integration, development, and progression in the Academy.

Capgemini has given me a broad range of opportunities to shape my career.

What stands out to me is the diverse number of training courses both online and in-person, which allow us to explore our professional interests and enable our development as successful consultants."

Amy
Graduate Associate Consultant

A day
in the life…

⋮

Eliza is an Associate Consultant at Capgemini Invent, having joined through **the Accelerate programme** in April 2024. She is part of the Intelligent Industries pathway and is currently a member of the Supply Chain team.

Eliza
Accelerate
Graduate

A typical day for Eliza starts with daily stand-ups alongside her project team, discussing key updates, risks, and any issues that need addressing.

Afterwards, she dives into her project work, which includes updating weekly client reports and tracking financials to ensure everything is on course.

She often switches gears to focus on internal initiatives. For example, she organises listening group sessions where the wider Intelligent Industry team gathers with senior leaders for casual yet impactful lunch discussions about feedback and future directions.

Eliza also carves out time for her own professional growth, currently taking on process mining training to further develop her skills. With her background in healthcare consultancy, she's particularly interested in using these new tools to enhance clinical process optimisation for healthcare pathways, ensuring her work has a tangible impact on improving healthcare outcomes

Graduate roles

The Accelerate programme comprises of 8 entry routes:

Enterprise Data and Analytics

Business Technology

Corporate Experience

frog

Intelligent Industry

Workforce and Organisation

Energy Transition and Utilities
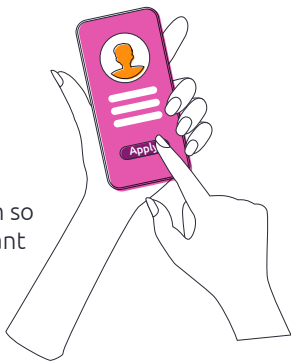

Public Sector

Recruitment process

Step 1
Apply online

Submit your application form so we can pipeline you to relevant roles and understand your preferences on: location, start date and role type.
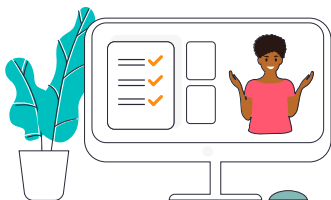The recruitment team will provide updates via email on the progress of your application, and if you are successful, you will be invited to a digital interview at the next stage.

Step 2
Digital Interview

You will answer a series of questions specific to the area you have applied to. If you are invited to the assessment centre stage, you will receive guidance through a briefing call.
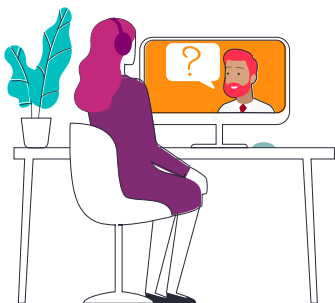
Step 3

Assessment Centre

You will take part in a group exercise and an interview. During the assessment centre, you will have opportunities to ask questions about the business area you wish to join, as well as any other information you may want to know.

Final step

Success!

If successful, you will join and start your journey! The recruitment team will contact you post assessment and give you feedback.
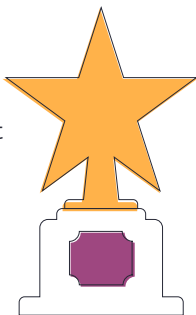
Application
advice

Ask yourself this...

Why? What motivates you for wanting to pursue a role at Capgemini?

How? Consider how well you connect with the company's values and culture.

What? Reflect on the role you would enjoy the most, while also considering your passions.

> Make sure to always be yourself. It may sound cliché, but Capgemini truly values authenticity.
>
> The company appreciates genuine individuals who bring their true selves to the table. Capgemini will support you in finding your niche that aligns with the unique skillset you possess."

Tore-Andre
Graduate Applications Consultant

Enthusiasm: Show that you're genuinely excited about the opportunity.

Professionalism: Maintain professionalism throughout the process.

Be Yourself: We want you to highlight your strengths, personality and individualism.

Be Authentic: AI is a useful tool, but to ensure you have the most accurate and relevant information, we encourage you to do your own research.

Benefits

Some of the many great benefits available at Capgemini:

Cycle to work
Take advantage of the Government's Cycle to Work Scheme, Tax and NI discounts on bikes.

Gymflex
Offers discounted gym membership with the gym of your choice.

Holiday trading
The opportunity to increase or decrease your holiday allowance.

Tastecard
Offers members savings on dining, movies, attractions, and more.

Health assessment
Can provide you with a clear and detailed picture of your health.

Nudge

Helps you understand and manage your finances.

Employee discounts

Discounted offers and vouchers across a range of retailers and services.

Thrive

NHS-recognised tool to help prevent and manage stress and anxiety.

There is a huge emphasis on flexibility and satisfaction, and it shows it is possible to have a great work/life balance."

Nicole
Graduate Associate Consultant

About Capgemini

Capgemini is a global business and technology transformation partner, helping organisations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fuelled by its market leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2024 global revenues of €22.1 billion.

Get The Future You Want | **www.capgemini.com**