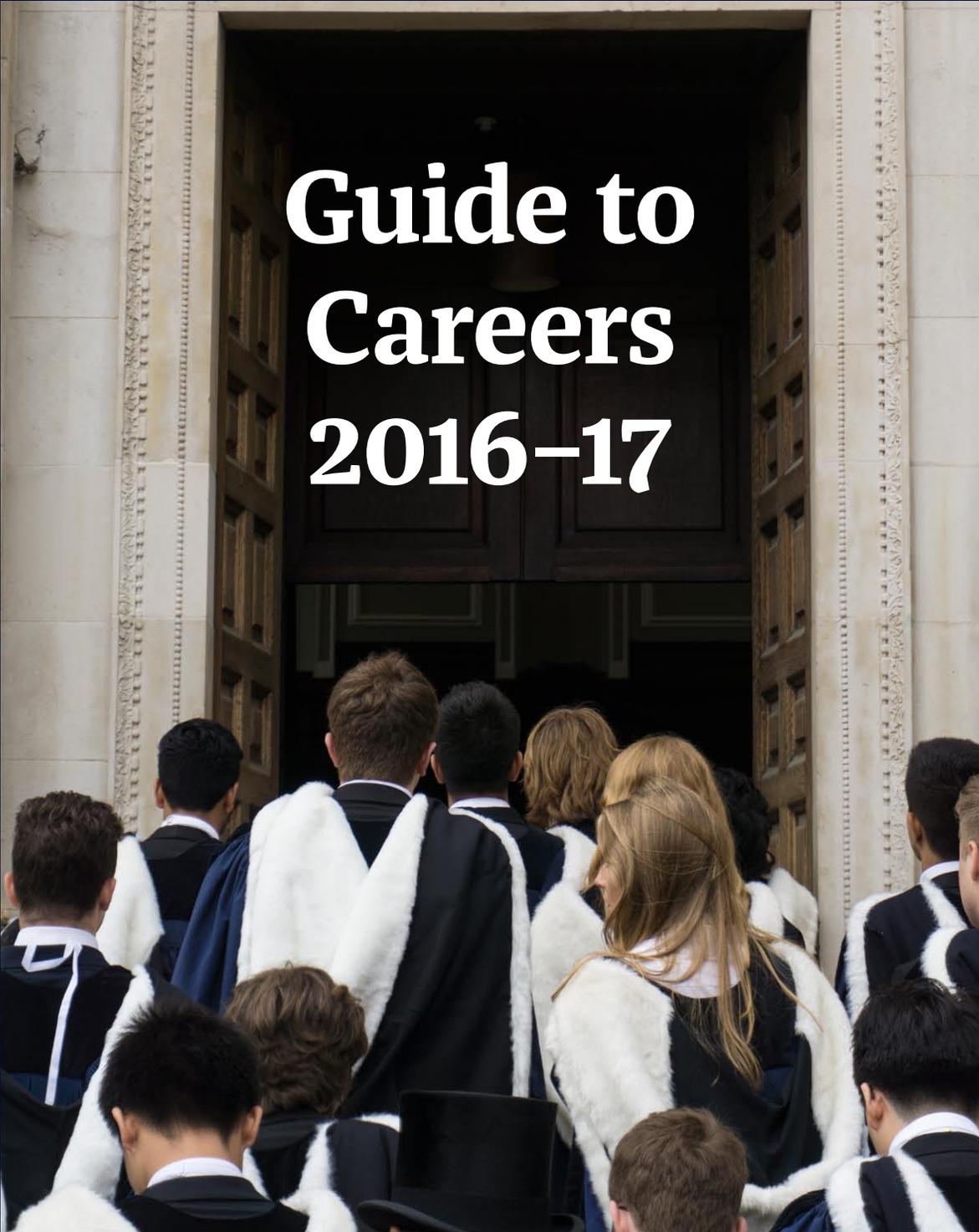




VARSITY



**Guide to
Careers
2016-17**



Six reasons our trainees chose Norton Rose Fulbright

.....

The impressive work.

*“Our industry focus means that there is plenty of high quality work.
You can get involved in some huge deals here.”*

For me, it was the practice’s ambitions.

*“We’re growing and ambitious, and we continue to establish ourselves
at the top of the league tables.”*

I knew I would go places here.

“We don’t just offer secondments – we actively encourage all trainees to undertake one.”

I could see this was a place I could grow.

*“I wanted challenging work and a steep learning curve.
I get that here, in an environment where those around me look to help me improve.”*

The international focus.

*“It’s more than a list of offices - there is a real emphasis on working with colleagues and clients in
different jurisdictions. Pick somewhere in the world, and we’ve probably got an office there.”*

The culture felt right.

*“It’s collegiate, and open to individuality. There’s an understanding here that people need to
feel free to explore opportunities outside of their immediate role.”*

.....

*We know that choosing the right legal practice is a big decision.
So we thought we would tell you what persuaded our trainees to come here.
If you join us, we’ll keep on supporting you to choose wisely throughout your career.*

nortonrosefulbrightgraduates.com



**NORTON ROSE FULBRIGHT**

Progress with purpose

Welcome

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LOUIS ASHWORTH

Featuring

**MILLIE BRIERLEY
KITTY GRADY**

It goes without saying that Britain, and to a smaller extent Cambridge, is in a time of incredible flux. Since today's graduates were born, the world has changed in a huge number of ways. One of the major ways in which the world is changing is in their careers – where once people would have taken a job and stayed at it for most of their working lives, studies have shown that people are now pursuing several different jobs, and increasingly rarely remaining with a single company.

With less expectation that employees will stay with organisations forever, employers place more emphasis on fast learning, instant impact and transferrable skills. These are areas in which Cambridge equips you fantastically – though the pace of work here is sometimes daunting, it forces you to become organised, a self-starter, and able to approach new challenges swiftly and intelligently. Employers recognise this, which is why Cambridge graduates are in such high demand for the most rewarding and challenging roles.

This guide offers an array of profiles from top firms and graduate schemes across the country. These are companies with proven track records of taking Cambridge graduates and launching them into

fantastic and rewarding careers. As well as the impressive achievements of the companies, also striking is the breadth of options. As well as incredible opportunities in the worlds of technology, law and finance, graduating students are presented with opportunities in the spheres of teaching, further education and charitable work – sectors which develop skills in teamwork and leadership which will be valued throughout your working life.

Making the move from higher education into the working world can be daunting, so this guide also provides tips on how to make yourself stand out, and impress potential employers. Interlacing the company profiles are snippets from our team about working life, including dressing for interviews, preparing your CV and maximising the personal value you can gain from internships.

Your degree is proof of your incredible potential, and this guide offers a key to harnessing that potential and maximising the impact and reward of the time you spend working. Have a look through – it might make you consider something you had never thought was an option before.

VARSIITY

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“ Management consultancy is a very varied job, so there’s no typical day ”



“ There is rarely such a thing as wasted experience, once you accept that this whole career lark suddenly seems less pressured. ”



“ We look for people who work hard and take pride in their work, and that should be backed up by a strong academic record ”

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CV tips!

Millie Brierley offers some tips for perfecting your resume

Writing a CV can seem like a daunting task, but here are some simple tips for success:

DO make your CV relevant to each specific job. Tailor your personal statement; bring out appropriate skills; cut unrelated details.

DON'T let it run over a page. No one should need more than this to present the essential information.

DO make your CV look nice. Attention to detail is important to employers. As this is your first impression, you want to make it a good one. Check for typos, and spend time on the formatting.

DON'T include pointless information. You may be proud of your GCSEs, but they won't mean

much to the person reading. Similarly, the six months you spent working at a supermarket in Year 13 should give way to more relevant experience, if space is an issue.

DO make your CV yours. The internet is full of advice, but the important thing is that employers get to see you - not a generic copycat of every other CV knocking about online. Don't be afraid to do things differently just because Mark from Hastings said that's not how he did it.

DON'T be afraid to big yourself up. Never lie, but don't be squeamish about telling employers how great you are. That's the point of a CV - make the most of it! If you made a significant contribution at a previous job, if you ranked highly in your tripos, if you produced something that did well, tell them. No one else will.



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FINANCE

Deutsche Bank

A graduate career to look forward to

As the leading global bank with roots in Germany, Deutsche Bank is proud to drive change and innovation in the industry. We need original, collaborative, passionate minds to spearhead market-leading solutions and lead our business into the future.

We have exciting opportunities in all the key global financial centres. And whether you join us in investment banking, trading, technology or in another of our many areas, you'll benefit from a structured, ongoing training programme that'll support your continuous development. It means you'll be able to start shaping your future from day one - enjoying global exposure and working alongside our

most senior people. We'll encourage you to think for yourself, ask questions and share your ideas. Before long, you'll be ready to take on even more responsibility and deliver work that's of real value to our global business.

We welcome high-achieving graduates from all disciplines. And if you're full of imagination, enjoy solving problems and respond positively to challenges, you could soon be making your mark not only on our business, but on our clients' businesses too.

Grow your potential and make your mark on an exciting, evolving global business. Discover a career to look forward to at db.com/careers

FINANCE

PwC

Opportunities are at the heart of a career with us. 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 thirteen years.

Where you could work

There are many areas of our business you can choose to join:

- Actuarial
- Assurance
- Consulting
- Deals PwC
- Legal Tax
- Technology

Career opportunities

While we choose the best people to join us, it might be surprising to learn they're from a wide range of backgrounds and have studied all sorts of degree subjects. And there are many areas of our business you could start

your career.

Work experience opportunities

We have work experience opportunities across all our business areas. Our programmes will help you learn where your skills, interests and career goals would best fit into our business. You could spend as little as one day with us on a career open day, or if you're looking to invest more time, you could apply to our summer internship programme or perhaps one of our work placements.

Join PwC. We'll help you reach your full potential. Take the opportunity of a lifetime.

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FINANCE

LV=

We're LV=, the UK's largest friendly society, with more than 5.7 million members and customers.

From insurance to investments to retirement products, we help people make the best choices possible when it comes to helping them look after the things they love most in life, whether it be their family, their retirement, their home, their car, or even their cats and dogs.

LV= is a modern and leading financial mutual. We were established in 1843 to help families protect and provide for their dependents and cherished possessions. LV= still has this aim at the heart of its business today.

We're owned by, and run for the benefit of, our members. So instead of focusing on making

short-term profits for external shareholders, we channel our energies and resources into doing what's right for everyone who deals with us. Any profits we make are reinvested into the business to generate future growth, but they could also be distributed to all or some of our members depending on how the business is performing.

Throughout our 173 year history we've existed to increase the value of our business for our members, by placing our members and customers at the heart of everything we do.

We pride ourselves on our friendly, helpful and award-winning customer service - and that's all down to our people, over 6,000 working in 16 offices across the UK, from Exeter to Leeds and Ipswich to Glasgow.



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Challenges and complexities? You love them. But when it comes to your career development, we like to keep things nice and straightforward. On top of our generous study package and a diverse spectrum of work, you'll have two dedicated mentors and our Actuarial Academy to support you to excel and achieve your career ambitions.

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LV=
Careers



Institute
and Faculty
of Actuaries

Go to work in the future



If you love maths and relish a challenge, joining the actuarial profession is an exciting prospect.

You'll use your numerical, statistical and analytical skills to work out the risk of future events taking place and calculate their impact for the business you're working for. You'll be employed in banking, insurance and consultancy and apply your expertise across a range of fascinating sectors.

There's an excellent salary from the start and great opportunities for progression. If you're a high flyer, we predict you'll make a brilliant success of it.

www.actuaries.org.uk/become-actuary



FINANCE

Institute and Faculty of Actuaries

Actuaries are problem solvers and strategic thinkers with a deep understanding of financial systems. Actuaries analyse data, evaluate financial risks and communicate this to non-specialists.

Actuaries come from many different academic backgrounds, not all have a maths degree, though they all share a love of maths.

The Institute and Faculty of Actuaries (IFoA) is the UK's only chartered professional body dedicated to educating, developing and regulating actuaries in the UK and overseas.

Actuaries usually have a degree in a numerate subject. On graduating student actuaries work at some of the world's top financial firms and train on the job. At the same time, the IFoA provide exams students need to pass to qualify as an actuary.

Actuaries use their skills to help measure the probability and risk of future events.

All business is subject to risks so an actuarial career offers many employment opportunities. Including banking, insurance, healthcare, pensions, investment but also non-financial areas.

An actuarial career can be one of the most diverse, exciting and rewarding in the world. Graduate salaries start at £33,000, once qualified you can expect to earn from £55,000 to over £150,000. IFoA members are part of a globally recognised profession and have internationally-recognised qualifications meaning you could work anywhere in the world.

Discover more about becoming an actuary and who employ actuaries at www.actuaries.org.uk/become-actuary

FINANCE

OxFORD Asset Management

OxFORD Asset Management is an investment management company with a quantitative focus, based in Oxford, England. We invest and trade world-wide, 24 hours a day using our proprietary algorithms and software. Applying computational models to financial markets, we exploit relationships among financial instruments such as stocks, futures, and currencies. These models use a diverse set of data and information, together with the latest technologies to navigate a wide range of markets. We strive to deliver superior risk-adjusted returns to our global investors.

Our team of 80 includes researchers who identify opportunities and build our quantitative models and strategies, software engineers who design the software that drives our investment

strategies, and IT infrastructure specialists who design and support our infrastructure.

We tackle real-world problems with an open mind, and believe that the best ideas can come from anywhere, with an emphasis on clear thinking that leads to elegant solutions. We encourage a culture of innovation and craftsmanship, and embrace a philosophy of continual improvement.

With release cycles measured in hours, you get immediate feedback on your work.



The experience stays with you

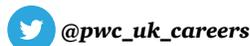
We welcome all degree subjects. Surprised? Don't be. We see your degree as just the start. It's your first step in taking your career in all sorts of directions. If you're passionate about business and eager to learn, we'll help you excel in your career.

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FINANCE

Saffery Champness

As a top 20 UK accountancy firm, and advisers to some of the UK's wealthiest individuals, Saffery Champness is a dynamic and exciting place to launch your career.

Through hard work and innovative thinking – to say nothing of the personal touch which has long been our trademark – we have achieved strong market positions across a range of sectors, but particularly private clients.

As one of our trainees, you can play a major part in our ongoing success story. From early on in your time with us, you will be entrusted with real client assignments and real responsibilities.

In return, we will support you with our first-class training and development programme, designed to lay the foundations for an exceptional career.

We offer training contracts across our offices with a view to becoming an ACA/CA qualified accountant or Chartered Tax Adviser, with study towards the ATT and CTA qualifications, and in some cases the ACA/CTA joint qualification.

Qualifying is not just about passing your exams; gaining a variety of experiences in a range of business environments is of equal importance. You will work in a friendly and progressive environment, within teams of varying sizes.

From day one you will be given your own area of responsibility. You may be dealing with private clients, individuals from the entertainment world, family estates or charities.

We recruit approximately 30 trainee chartered accountants each year and six tax trainees across our regional office network. In addition we offer summer intern placements if you remain unsure about what kind of firm you think would best suit you.

Applicants must have a 2:1 degree (expected or obtained) in any discipline and at least 300 UCAS points, or equivalent, gained at one sitting. Plus excellent GCSE results with a minimum grade B in English and Maths.

For more information and to apply, visit our website:

www.saffery.com/careers



Careers in accountancy and tax

As a top 20 UK accountancy firm, and advisers to some of the UK's wealthiest individuals, Saffery Champness is a dynamic and exciting place to launch your career.

We offer a competitive salary and flexible benefits package, along with varied work experience and early responsibility.

To find out more about working for us, visit www.saffery.com.

Saffery Champness
CHARTERED ACCOUNTANTS

The pressure to find your perfect career

You don't need to know what you want to do with your life, argues **Millie Brierley**

We all know someone who has known what they wanted to do since before they could read. The future doctor who performed surgery on their teddy bears; the aspiring teacher who ordered about a row of well-behaved Barbies.

For those lucky few who have never once wavered – even when they discovered that being a real-life spy was a real-life job – there is likely little anxiety in answering that age-old question: so... what next?

Most of us, however, are not so lucky. A relative, a family friend, a supervisor asks, 'What next?', and our minds start racing to find an answer that doesn't make us seem like we don't have our lives together. Tell them we don't know, and we're a classic lay-about millennial; say it's a secret, and we sound cagey; lie, and... Well, lying often seems like the best option. We just have to hope that the blush in our cheeks and the nervous blinking don't give us away.

Why does The Future – that grim, nebulous concept looming after university – hold so much angst for so many young people? Adults tell us this is an exciting time – poised on the brink of big, bright things – but it can often feel like the opposite: too many expectations, too many options, too much competition. This whole career lark can get to be a bit of a headache.

The problem for many students is not just other people's expectations – as tricky as they are to navigate – but their own. I look around at my friends in the same position as me, and see an immense amount of pressure – largely

self-inflicted – to make the so-called 'right' decision, to get on their ultimate career ladder straight after graduation. That's a lot of weight to be carrying – and certainly too much for a 21-year-old who has not long learned to use a washing machine.

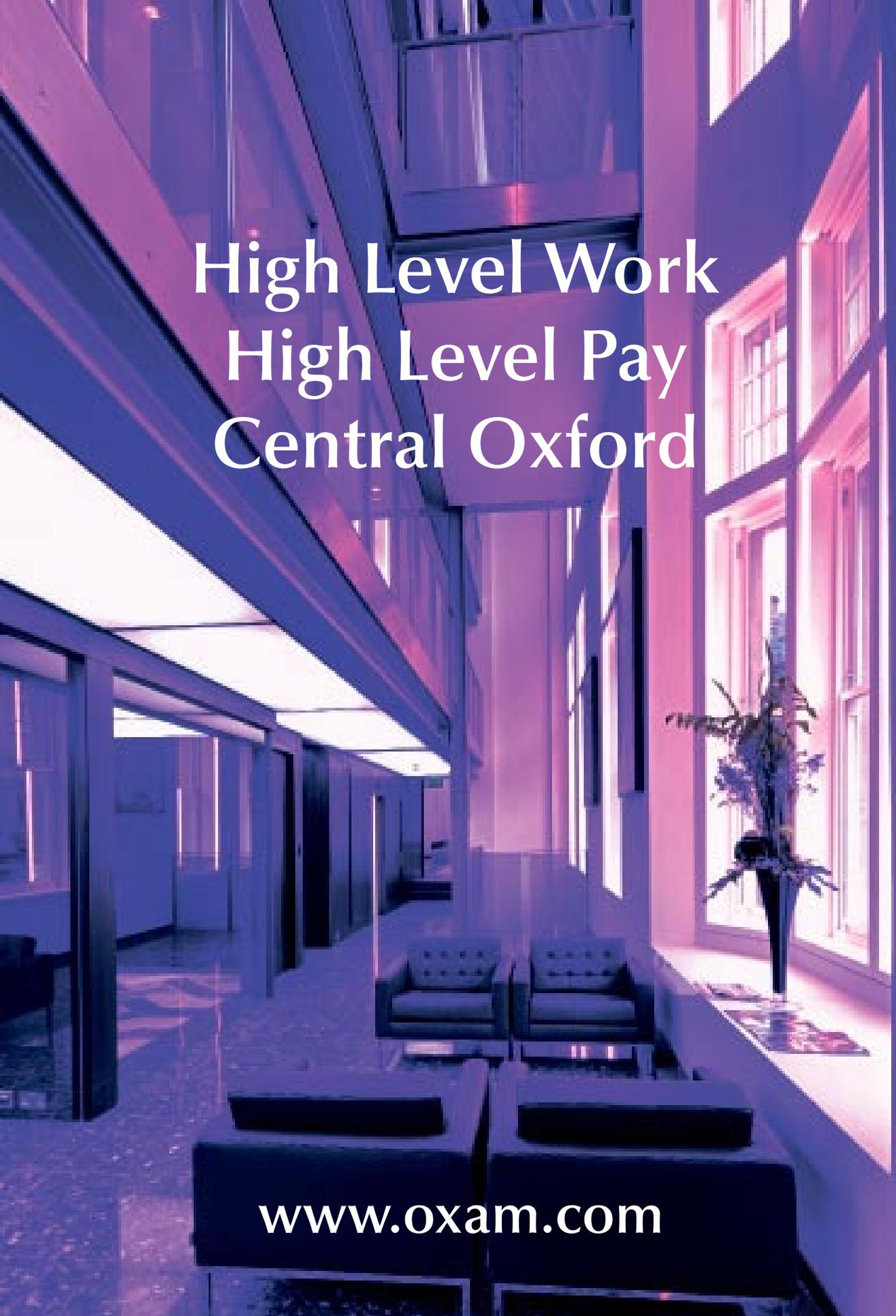
Like the parent who tells their teenager that this boyfriend, this girlfriend isn't necessarily The One, my advice to all young people starting out in their careers is this: your first job doesn't have to be The Job. Of course, it may be – go into it with an open mind, and you might be surprised to discover yourself on a path that you love, but couldn't have predicted – but equally it may well not be, and that's OK.

There is rarely such a thing as wasted experience, and once you accept that, this whole career lark suddenly seems much less pressured.

Those young people worrying about finding their one true job now may be modelling themselves on former generations, but statistics show that British employees are increasingly willing to change track, and that a zig-zagging career path is becoming the norm.

With this mind, therefore, now is the time to experiment. With less responsibility than we'll ever have again, we can afford to change jobs and try new things, knowing that the consequences are no worse than another line on the CV.

So when the next person asks, 'What next?', tell them you're not sure yet, but you're fine about that. Ditch the expectations, and soon you'll come to see the dreaded career hunt as exciting. With so many fish in the sea, the first one doesn't have to be The One.

A photograph of a modern office interior. The space is bright and airy, featuring large windows on the right side that let in natural light. In the foreground, there are two dark-colored armchairs with tufted backs, arranged around a low coffee table. To the right, a large potted plant sits on a white ledge near the windows. The ceiling has exposed wooden beams and recessed lighting. The overall atmosphere is professional and contemporary.

High Level Work High Level Pay Central Oxford

www.oxam.com

First impressions: what to wear to a job interview

Fashion Editor **Agustin Ferrari Braun** explores the fine art of dressing to impress



Clothes are a key part of an individual's persona, curated in order to communicate themselves to the world. Like mascara, they can highlight or hide aspects of your character.

Although the content of your interview is of course most important, as the first thing a job interviewer sees when you walk into their office, it's essential to get your outfit right.

Google 'how to dress for a job interview' and you will find thousands of articles, all sharing the same platitudinous advice about the importance of 'power dressing' and 'dressing to impress'. Such bland sartorial counsel includes wearing conservative colours such as black, navy and brown and looking as professional, sleek and smart as possible, while also displaying some personality where you can. This, although sound advice, I'm sure comes as no big surprise.

However, when applying for a job interview, it is not only important to look professional but also that your clothes show a familiarity with the social codes and culture of the desired job. Wearing brown shoes with a dark suit,

for example, isn't in itself scruffy or unstylish, but rarely seen in the world of high finance. Do your research thoroughly and adapt your outfit to the work you are applying for. An employer wants to see if you will fit into their working environment, which (somewhat sadly) means visually, as well as on the basis of your personality.

Indeed, writing a prescriptive article on what to wear to a job interview is tough because each job has different expectations. There are some golden rules however. A smart suit probably ticks the box in 70 percent of cases and if you're uncertain about what to wear it is probably better to be over-dressed than under-dressed. Showing personality is a nice idea in theory, but you should probably aim to be doing this through your mannerisms and what you say, rather than wearing a loud, patterned floral tie or bright red lipstick. Comfort is also essential, so avoid overly high heels that you can't really walk in and ill-fitting suits or skirts that mean you're wriggling around to pull them down every few minutes. The focus should be on your face and what you're saying, not what you're wearing.

Common sense is key: polish your shoes; iron your shirt; make sure your hair is neat; avoid too much make-up; take out excessive piercings and cover up tattoos. Of course these rules may not apply when going for more arty jobs: again, that's for you to gauge. But whether you're applying for a job in the arts or in the more clinical corporate world, it's important to look slick and put-together. An employer wants to see that you're reliable and that you take your work seriously, something that can manifest itself all too clearly via your physical appearance.

How to get the most out of an internship

More than just CV fodder, if you play them right, internships can be a key stepping stone on your path into the world of work.

With frequent reports of over-exploited interns forced to work long hours doing menial tasks, ‘internship’ has started to feel like a dirty word. It’s always important to respect your mental and physical health and to never push yourself beyond your limits. However, work experience placements should be seen as exactly that: a temporary experience of the world of work from which you can gain as much as your seemingly exploitative employer does. If you don’t finish a placement feeling knackered and in need of a stiff drink, it’s probably a sign that you’ve not made the most of it. Although you may feel like the label ‘intern’ relegates you to getting coffee and sitting quietly and namelessly until someone asks you to do something for them, there are many ways you can make the most of your placement and leave a lasting impression on your employer.

Do your research

· Although you probably thoroughly prepared for your interview, in the days leading up to your placement get up to date with the company and the industry’s most recent activity so you don’t have to learn it on the job and can get ahead with other tasks.

Take it seriously

· Get in on time every day (ideally a quarter of an hour early); allow for any travel disruptions; make sure you get consistent good nights’ sleep and seem perky in the office – definitely no hangovers! Dress smartly and avoid chipped nail polish or dirty shoes. You may be younger than the actual employees, but you don’t want to come across as

immature.

Introduce yourself

· Employers see hundreds of interns come and go, so put a name to a face by actively introducing yourself to the people in the office and let them know that you’re there to help if they need it.

Go the extra mile

· Rather than passively sitting and waiting for work to be given to you, without being annoying or overstepping the line, don’t be afraid of asking for extra work. Complete each task with the utmost attention to detail and when you’re presented with an issue, ask questions and show initiative by trying to think about other issues which may arise. If you’re left with nothing to do, ask someone if there’s something you can help with. Even if there isn’t, it’s a sign you are keen and reliable.

Listen

· Even if intern work isn’t always that stimulating and you’re left twiddling your thumbs wondering what to do, there are always ways to learn and engage. Rather than looking at your phone (keep it well out of sight), overhearing conversations in the office is a fantastic way of learning about the inner workings of a business that you can’t read about elsewhere.

Get feedback

· At the end of your internship you should have an exit interview where you get feedback on your performance. Take this advice on board and come armed with plenty of questions to ask your employer. This is also a key opportunity to ask about future opportunities.

EDUCATION

Think Ahead

Most people know someone who's had mental health problems. But not everyone knows someone who can make a difference. The Think Ahead programme is a new route into social work, for graduates and career-changers remarkable enough to make a real difference to people with mental health problems.

On the two-year programme you'll be paid to work in a expert team alongside clinical professionals, study for a master's degree from the University of York and develop your leadership skills. There are no programme fees,

You can apply to Think Ahead at
www.thinkahead.org

and all qualifications are fully funded. You will receive a tax-free training bursary in the first year and in the second year you are employed as a newly-qualified social worker.

We are looking for exceptional individuals who have the potential to become excellent mental health social workers, and go on to become leaders in their fields. You don't need any prior experience of social work, but you will need to demonstrate that you have the attributes necessary to excel on the Think Ahead programme and beyond.

EDUCATION

INSEAD

INSEAD is one of the most innovative and influential of the world's best business schools. INSEAD's PhD in Management is designed to prepare students for an exciting career in management academia in leading universities worldwide. The 5 years full-time doctoral degree offers a unique education that prepares students to be at the forefront of academic research, and disseminate cutting-edge knowledge to organisations and future managers. It is the only doctoral programme that provides a unique opportunity to study in three continents - Europe, Asia and North America. Fully integrated across INSEAD's two campuses, in Singapore and France, students study on both, interact with faculty, peers, organisations and research sites, have an option for a '3rd campus' in the US with The Wharton School through the INSEAD-Wharton Exchange Programme, and conduct world-class research in INSEAD's state-of-the-art behavioural lab in Paris. The INSEAD PhD 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,

and the faculty is one of the most culturally and academically diverse. Unlike many other programmes, INSEAD PhD seeks to admit research partners for its faculty, not research assistants. All admitted students receive full financial support for 5 years - full tuition fee waiver, generous stipend, substantial research support, and comprehensive health insurance coverage.

As many leading universities seek to internationalise both their curriculum and faculty, having an INSEAD PhD gives students a tremendous edge with its global format over most management schools. This results to our graduates receiving top placements in leading universities and management programmes worldwide.

If you are an intern, new graduate with little or no work or research experience, or experienced professional, regardless of background, and are passionate and driven to become a successful management professor in leading universities worldwide, we would like to encourage you to explore the INSEAD PhD. We accept applications from all subject areas.

Apply now for the September 2017 intake at www.insead.edu/phd/. Got a question? Email PhD.info@insead.edu.



Most people know someone who's had a mental health problem.

But not everyone knows someone who can make a difference.

Apply to Think Ahead's graduate programme:

- Paid two-year scheme
- On-the-job training in mental health social work
- Fully funded master's degree
- Leadership training



I'm driven by helping people with mental health problems to enjoy their lives and take steps towards getting well.

Kazim, University of Nottingham graduate, 2016 Think Ahead participant



EDUCATION

Teach First

We are an increasingly influential education charity, engaging the UK's brightest talent to fight a serious social problem – educational inequality.

The link between how well you do at school and in life and how much your family earns is stronger in the UK than almost anywhere in the developed world. But it doesn't have to be this way. Young people need leaders – exceptional people who can bring out the best in them, whatever the circumstances of their lives. The Teach First Leadership Development Programme (LDP) will help you become such a leader.

Our LDP is two-year commitment that combines teacher training and a fully-funded Postgraduate Diploma in Education (PGCD) worth twice the credits of a PGCE, with one-to-one coaching to develop your personal and leadership qualities.

More than 80 high-profile organisations in the private, public and charity sectors recognise our programme's ability to develop leaders for life. They know that people who can engage and inspire in the classroom can bring resilience, efficiency and imagination to any working environment, no matter where their career takes them.

Apply now for the 2017 cohort and join thousands of others committed to ending educational inequality.

Teach First develops leaders for life.

You can apply to Teach First at
teachfirst.org.uk/recruitment

EDUCATION

Leiden University

Leiden University will contribute to your academic and your personal development. Besides attending lectures, you will be doing your own research into topics that are relevant to society today. Engage with our lecturers, who are renowned for their ground-breaking research and worldwide networks. Benefit from the personal and interactive classroom experience.

Broaden your horizons through one of our 78 master's programmes and follow in the footsteps of our 16 Nobel Laureates, or other notable alumni such as the current Dutch prime minister, international DJ Armin van Buuren, former US president John Quincy Adams, Winston Churchill, and Albert Einstein!

Discover the world at Leiden University!

CONSULTING

Oliver Wyman

Oliver Wyman is a global leader in management consulting. With offices in 50+ cities across 25 countries, Oliver Wyman combines deep industry knowledge with specialised expertise in strategy, operations, risk management, and organisation transformation. Our 3,000 professionals help clients optimise their business, improve their operations and risk profile, and accelerate their organisational performance to seize the most attractive opportunities.

We look for initiative, intuition and creativity with a strong background in problem solving and analytics. We do not require a specific academic major or industry experience. One of the best things we can do for our clients and ourselves is to recruit a diverse group of people who bring a broad range of strengths and backgrounds to their roles.

TeachFirst

Nobody said changing lives was easy.

Join our Leadership Development Programme
and help end educational inequality.

teachfirst.org.uk/recruitment



Jack Green
Teacher



INTERNSHIPS AT OLIVER WYMAN

21 November

Internship case study workshop
3pm, Cambridge Union

5 January

Intern application deadline

"As an intern, I found from the start that I was treated the same as any junior consultant: I was welcomed into the team and encouraged to contribute to impact on both the company and clients"

– Rosa Verity, Summer 2016 intern

Available to all students in their penultimate year.

To find out more and kick-start your application, visit oliverwyman.com/careers
Oliver Wyman is a leading global management consulting firm.

Q&A**ROSIE FREEMAN**

**STUDIED
ECONOMICS AT ST.
JOHN'S COLLEGE,
GRADUATED IN 2014**

How did you start working for Oliver Wyman?

I interned with Oliver Wyman in the summer of 2013, and was offered a job following this. I really enjoyed my internship experience, so I accepted the offer and started work here in October 2014.

What was the recruitment process like?

The recruitment process was really straightforward. I took the numeracy test and was invited to an assessment day, where we had interviews, case studies and panel interviews. Before applying, I also attended a workshop run by Oliver Wyman in Cambridge, which helped me prepare for the case study element of the interview process. Everyone I met during the process was really friendly and that was one of the main reasons I decided to intern here.

What's the work normally like?

Management consultancy is a very varied job, so there's no typical day. We work across lots of different industries and clients, and get to interact with senior clients and important issues all the time. I really enjoy that every project has a new and complex issue which we have to understand and break apart to find a solution for the client.

What are the hours like?

It very much depends on the project – but there are some times when I have to work long hours. Oliver Wyman always makes an effort to ensure that this is manageable and sustainable, and we try to be as flexible as possible, to allow people to pursue other interests outside of work. We have weekly 'way we work' meetings to raise any issues and plan work around other activities.

Are there opportunities for travel?

There are lots of opportunities to travel with Oliver Wyman – in the UK, across Europe and further afield if you want to. I've done projects in Berlin, Frankfurt and The Hague, for example. During a typical travelling project, I would work from the client's office Monday-Thursday and then return to London for Friday in our Baker Street office.

How does Oliver Wyman encourage your career and personal development?

Career development here is faster than in other industries, and Oliver Wyman is a very meritocratic organisation. I get a performance evaluation after each project, which provides constructive feedback to really help me focus on areas for learning and development. We also have regular training sessions across Europe to help us develop our skills.

Where do you see yourself in a few years' time?

Consultancy opens up a lot of opportunities in other industries, as you develop very transferable skills such as analytics and problem solving. I don't know yet whether I'll stay in consulting forever, but this is definitely a great place to start my career. Working at Oliver Wyman gives me a lot of experience across industries in a short period of time, which is really valuable for future careers.

What is it like being a female employee at Oliver Wyman?

Oliver Wyman has a pretty good gender balance at the consultancy level. We also have a strong women's network called Women of Oliver Wyman (WOW). As an active member of WOW, I work to ensure that everyone's differences are recognized, appreciated, and supported. Across the globe, WOW is a colleague network of women and men working together to enable a culture where we view gender diversity (and its many intersections) as both an asset and a competitive advantage.

What support groups does Oliver Wyman have?

Oliver Wyman has three main employee resource groups – WOW, GLOW and EMPOWERED. These groups run regular events, discussion clubs and training sessions. We also have a great community in London, with sports teams, social committees and much more.

Is there anything else I should know?

Oliver Wyman is a really fun place to work, and the people I work with are definitely the best bit about the job. We have lots of events to get to know everyone in the office – for example, last month all the consultants from the London office had an offsite event which included a boat trip down the Thames, a discussion about leadership, and a visit to the Crystal Maze!

CONSULTING

Adam Smith International

Adam Smith International is a global leader in delivering projects supporting economic growth and government reform. Our focus is on delivering projects that can bring the greatest impact and support the strengthen-

ing of societies and the prospects of those who live within them around the world. Our reputation has been built on the long-term benefits and sustainable results our projects have achieved in many of the world's most challenging environments. We are headquartered in London, have regional officers in Nairobi, Delhi and Sydney, and 42 major project offices in many developing countries worldwide. Our projects are funded by a wide range of donor organisations and we also work directly for host governments.

CONSULTING

Arcadis

Arcadis is the leading global design & consultancy firm for natural and built assets. Applying our deep market sector insights and collective design, consultancy, engineering programme/project & management services

Arcadis works in partnership with clients to deliver exceptional and sustainable outcomes.

Our 27,000-strong team work all over the world. We build rail systems in Doha and provide clean water in Sao Paulo. We're improving social housing in Glasgow and transport links in Wales.

It's a complex business. But whilst our expertise and projects reach far and wide, they're also united under the same simple vision: To Improve quality of life!

Arcadis is a team, and each of us are constantly learning. All our people have access to best practice service delivery processes and the opportunity to learn from our projects around the world.

Graduates can apply and benefit from international transfer programmes, which focuses on connecting Arcadians all over the world. There is also the opportunity for Graduates to apply to our Global Shapers programme. The programme takes place each year and is focused on learning through working together

in an international group.

We invest heavily in our graduates. We'll sponsor you to study for professional qualifications, assist in paying your fees and allow you study leave. Through our blended learning programmes, we ensure you are continually learning, growing and developing into one of our leaders of tomorrow. Our benefits programme is not only competitive but also flexible and responsive to changing needs.

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What ambitions do you hold for the future? What challenges keep you up at night, and put a spring in your step in the morning?

Your answers are important, because we need people who can see the bigger picture. Who can bring their knowledge to life with spark and imagination and are passionate about playing a part in our story.

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We are a rapidly growing award-winning global professional services business specialising in the design, management and delivery of complex projects and programmes supporting economic growth and government reform.

We currently have **146 projects** in **49 countries** being delivered by over **1200 associates**.

We provide graduates and career-changers with an opportunity to experience the real world of managing international development projects through a growing number of **9-month work placements** on our Professional Development Scheme. You will be mentored and tasked with real challenges, including opportunities to contribute to proposal writing and managing parts of our award-winning programme portfolio. In our world, this experience will take you to projects based in countries such as **Kenya, Nigeria, Pakistan and Sierra Leone**. The vast majority of participants go on to **become permanent Managers**.

Apply by visiting: <http://bit.ly/asi-careers>



Adam Smith
International

CONSULTING

Roland Berger

With over 2,400 employees working in 50 offices worldwide, Roland Berger is a leading international consultancy with successful operations in all major international markets. We serve top clients on challenging assignments and we pride ourselves on developing creative strategies and supporting the implementation of practical solutions.

The London office's main practice areas are Aerospace & Defence, Private Equity, Engineered Products, Transportation and Healthcare. Additionally, we provide functional expertise in Strategy, Operations, Restructuring and War-Gaming.

We offer a challenging, friendly and supportive working environment with a strong international element in our work.

Consultants benefit from a comprehensive training scheme that includes more than 50 different seminars for all career levels and all colleagues worldwide. There is also a two-week induction course Kick-Off for new entrants that includes training in consulting skills, methods and Roland Berger specific tools as well as the unique opportunity to learn about typical projects, our internal systems and structures and the culture of our company. The

event also gives you the perfect surrounding to start building your individual international network within the firm. Outdoor, sports and evening activities leave plenty of room for fun alongside the training sessions.

All together, the formal training, networking and fun create an unforgettable and memorable start to a career at Roland Berger.

People who fit most easily into our culture are bright, proactive, hardworking, confident and personable. Strong emphasis is placed on analytical skills. Candidates must demonstrate good business knowledge, structure, excellent communication and presentation skills.

Outstanding management consultants are more than just brilliant analysts and strategists. Above all, they are strong and creative personalities from a variety of backgrounds.

Everyone at Roland Berger is committed to three core values: entrepreneurship, excellence and empathy. These values shape everything we think and do. As a result, we create lasting, measurable value.



where you want to be.

With more than 50 offices across the globe and a track-record of nearly 50 years, Roland Berger has successful operations in all major international markets. Our key values of entrepreneurship, excellence and empathy are firmly rooted in our culture. We deeply value unique and diverse personalities and strongly encourage entrepreneurial spirit and novel ideas.

At Roland Berger, we offer you the freedom to develop your career and reach your goals. You can take on responsibility from the start and actively shape your career, while we help you develop your potential. We are looking for people who pay attention to detail, but keep sight of the big picture. As a consultant with us, you can be where you want to be.



join.rolandberger.com



CONSULTING

Robert Bird Group

Robert Bird Group is a global structural and civil engineering consultancy with offices in Australia, the United Kingdom, the United Arab Emirates and South East Asia.

We are specialists in a world full of generalists. We focus our efforts, skills and experience on extraordinary technical challenges for our clients. We are dedicated to creating exceptional value through the intelligent application of engineering science and innovative approaches towards planning for construction.

With 12 offices around the world and over 450 employees with major international project experience, we are able to service worldwide projects and world-class clients from all points of the globe.

Since we were established in 1982 we have developed a diverse project portfolio that extends over numerous industry and government sectors globally. We have built a reputation for our expertise in the engineering of

complex structural projects including high rise and waterfront developments, major retail, prestigious public buildings, heritage listed developments, urban regeneration projects, health, education, sporting facilities, transportation infrastructure, power and renewable energy resources.

Here at Robert Bird Group we are in the business of design. We design iconic projects around the globe for world class clients. We design our practices to allow our employees to grow and exceed expectations. We design our workplace to support a culture of delivering exceptional value. And we offer you the opportunity and guidance to Design Your Future.

RBG recognises that graduate engineers are the future of our company and we are excited to be given the opportunity to work with you to help build a positive learning environment that will both challenge and reward you. We are dedicated to helping you reach your full potential.



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BRISTOWS

LAW

Bristows

Bristows is a medium-sized commercial law firm that handles the types of work you might normally associate with only the largest firms. Established over 175 years ago, we have a client list that includes leading businesses from a variety of innovative sectors including TMT and Life Sciences. Our clients range from fast-growing start-ups and medium sized enterprises to global corporations, financial institutions and high-profile charities.

Bristows might be known as one of the foremost intellectual property firms in the UK, but this only tells part of the story. Our lawyers are also recognised as leading authorities in a

wide variety of other commercial legal disciplines and as a firm we offer a true breadth of expertise.

We place great stock in attracting talented people whatever their degree discipline and many of our solicitors have earned degrees in science, engineering and other technical disciplines. It's an exciting and hard-working environment, but we also pride ourselves on being a welcoming firm that recognises our people have a life outside work. We do all we can to make sure you enjoy life at Bristows, giving you plenty of reasons to build a long-term career with us.

LAW

Norton Rose Fullbright

Norton Rose Fullbright is a global legal firm. We provide the world's pre-eminent corporations and financial institutions with a full business law service.

We have more than 3800 lawyers and legal staff based in over 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia.

Recognised for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure; mining and commodities; transport; technology and innovation as well as life sciences and healthcare.

We recruit up to 50 trainee solicitors each year across two intakes in March and September. Our training contract is based on a four seat pattern, allowing trainees to gain the widest possible exposure to different practice areas and offices around the world.

Trainees have the opportunity to spend at least one of their seats on an international or client secondment, in addition to seats in Corporate, Banking and Litigation, enabling them to make the best and most informed choice on qualification.

We are looking for the brightest students with an enquiring mind and a genuine interest in the world of international business. Your global mind-set means you will embrace the international opportunities on offer. You will also have the confidence to build long term, trusting relationships with clients and colleagues.

How to make the most out of your working life

Chris Cundy, writing for 80,000 Hours Cambridge, explains how you can use your career to make a difference

You have 80,000 Hours in your career. Many of us want to use that time to make the world a better place - and the evidence suggests that those of us who spend our time in a career that helps others are much happier than those who see their career as less meaningful. Yet, there's surprisingly little information out there about how you should choose your career. During your 80,000 Hours, you could save hundreds of lives at an effective NGO, develop new technology to improve millions of people's day, or advocate for legal reform that can bring about a fairer society.

Graduates from top universities such as Cambridge have a huge potential to make a difference with their career. Given this, it seems worth taking at least a few hours to think about how you're going to aim to spend a large fraction of your life.

80,000 Hours is a non-profit founded in Oxford, aimed at providing everyone with evidence-based information to make decisions about how to spend their career. Researchers have looked deeply into the evidence about which careers really make an impact, and change the world for the better.

This might not be what you typically think of - maybe doctors, teachers and charity workers jumped to mind. But working on high-impact research, journalism or party politics are all ways you could influence millions of people's lives for the better, along with having an interesting and rewarding career.

80,000 Hours has compiled a comprehensive careers guide to help you find a career you'll

be good at, you'll enjoy, and that will also make the world a better place. We've recently started doing free afternoon workshops, where professional careers coaches go through a series of talks and exercises to help you figure out what you should look for in a career.

They've been extremely popular so far this term, with hundreds of people going and over half of those changing their mind significantly about their career. One current Cambridge student said "I went in with no idea what I wanted to do - other than a desire to help people - and I'm leaving with clear ideas for first jobs and a plan of action for the next few months." You can grab a free ticket for the last workshop of the term at 80000hours.typeform.com/to/fbbeVp

80,000 Hours: Cambridge is a student society founded a few years ago, aimed at promoting careers that make a difference, and building a community of people that want to make the world a better place. We run events with speakers that have made a real difference in their career. In the past we've had events with heads of Oxfam, world-leading NGOs, and last week we ran an event with Jon Snow, the Channel 4 Journalist.

We also host careers workshops, formals and discussion groups. Together with Giving What We Can: Cambridge, we form the Effective Altruism Community in Cambridge, comprising people committed to doing good effectively.

If you're interested in learning more, we would love to have you on board - check out our events on Facebook, sign up to our mailing list at eacambridge.org, or send us an email at cambridge@80000hours.org

LAW

JA Kemp

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.

A Career as a Patent Attorney

This profession represents an intellectually challenging and rewarding career option that offers scope to develop and apply your scientific knowledge. It brings together a unique blend of science, law and business skills.

We normally recruit five or six Trainee Patent Attorneys each year. Our 2016 intake includes four Cambridge graduates. We are renowned for our first-class training programme based on personal mentoring and a combination of internal and external courses to take you right through to qualification as a Patent Attorney (European and UK Chartered). Our record of first time examination passes is second to none. We offer a sensible work-life balance combined with excellent salary prospects, flexible working and generous benefits.

We have over 40 European and UK Chartered Patent Attorneys in the firm, including 19 with first degrees from Cambridge and 8 Cambridge PhDs.

To apply for a position as a Trainee Patent Attorney, please email careers@jakemp.com. Your application should include a CV and covering letter addressed to the Head of the relevant Group (please see our website for details).



HAVE YOU THOUGHT ABOUT...

A CAREER AS A PATENT ATTORNEY?

An intellectually challenging and rewarding career option



Eleanor Healey

BA and MSci in Natural Sciences,
University of Cambridge (2011)
DPhil in Structural Biology,
University of Oxford (2015)



Chris O'Beirne

BA and MEng in Aeronautical Engineering,
University of Cambridge (2011)

What does it involve?

Training as a Patent Attorney is a career path that will enable you to combine your understanding of science with legal expertise.

You will leave the lab environment yet remain at the cutting edge of science and technology, applying your skill and skill in a commercial context. Your role will be to help to protect intellectual property assets and grow businesses.

Sound interesting?

J A Kemp is a leading firm of UK and European Patent and Trade Mark Attorneys with offices in London, Oxford, Cambridge and Munich.

We welcome applications from exceptional candidates at any time of the year.

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LAW

CMS Cameron McKenna

CMS is a global, full service law firm with 60 plus offices in over 30 countries worldwide.

We are the second most global law firm and the largest in Europe, headquartered in the City of London in the UK with training locations also in Aberdeen, Edinburgh, Glasgow and Bristol. Opportunities abound for top quality training, global secondments and to work with sector specialists so that your career can thrive in our Global Elite Law firm.

Clients come to us for advice across all types of commercial law, including banking and finance, competition, corporate and M&A, dispute resolution, employment & pensions, energy and environment, intellectual property, private equity, public procurement, real estate and tax.

'Your World First' is our promise to our clients. This means we are client-centric, have world vision and are performance driven. We have over 3,200 lawyers who work in international teams, focusing on industry sectors. That means we always advise in the context of our clients' business and market.

If you're looking for a career in law, then it's time to get a taste for the Modern Law Firm, joining one of the CMS Graduate Programmes designed for students across all year groups:

CMS First Steps - application deadline 31 December 2016

Our First Steps programme is designed for first year law students or second year non-law students. You'll spend a week in one of our UK offices enjoying skill sessions to teach you networking, commercial awareness, and negotiation skills. You'll tour our buildings and shadow trainees and discover what it is to be a modern lawyer.

CMS Academy Programme - application deadline 15 January 2017

The CMS Academy is our next generation vacation scheme. The combination of one-week of innovative leadership development training in our London office and a one-week internship at a UK office of your choice, it offers a unique launch pad for your career in law. You will gain real experience in a commercial environment and the skills you need to succeed as a trainee at a modern law firm.

To join the CMS Academy you will be a law student in your penultimate year, a non-law student in your final year or a graduate.

CMS Training Contract - application deadline 30 June 2017

Your training contract at CMS begins with a global induction at IMD in Switzerland, Europe's leading business school.

You'll then embark on a two-year training contract in London, Bristol, Aberdeen, Edinburgh or Glasgow.

During that time, you'll take on four seats across our practice areas and you'll find loads of responsibility within high-profile projects.

You'll also take on a guaranteed secondment, which might see you work with one of our top UK clients, or in our international offices, from Rio de Janeiro to Beijing.

If you're applying during your studies, then we recommend that you apply in either the penultimate year of your Law degree (England and Scotland), or the final year of a non-Law degree (England only). CMS also welcomes career changers and graduates.

To find out more, go to:
www.cms-cmck.com/graduates



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SOLICITORS

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LAW

Woodfines

Woodfines Solicitors is a regional law firm based across Bedfordshire, Buckinghamshire and Cambridgeshire. Our experienced and knowledgeable lawyers are committed to providing a wide range of legal services for both individuals and businesses.

We offer a range of legal training support options, including the solicitor training contract which commences each September and lasts for two years, leading to qualification as a solicitor.

We believe in giving our trainee solicitors the flexibility and autonomy to work directly with clients on live matters as soon as possible, and provide them with a nurturing and supportive environment to allow them to develop their legal abilities.

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cluding for our friendliness. The firm’s “work atmosphere” was rated as one of the best assets in working with Woodfines.

“The work I did during my training contract also reinforced my view that I wanted to work for a firm like Woodfines as a qualified solicitor. When Woodfines then offered me a position post-qualification, I was delighted because I felt that it was a firm where I could progress and reach my full potential as a solicitor. I am now four years post-qualified and a Senior Associate with the firm.” - former Woodfines’ trainee solicitor.

To find out more about applying for Woodfines’ training contract or the range of other careers available at Woodfines, please visit our website at www.woodfines.co.uk/legal-jobs



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law firm
guarantees an
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in 13 different
locations
worldwide**

LAW

White & Case

White & Case is a global law firm with nearly 2000 lawyers worldwide. Our network of 38 offices provide the full range of legal services of the highest quality in almost every major commercial centre and emerging market. We are proud to represent some of the world's longest established and most respected names alongside many start-up visionaries.

In London, our key areas of work include; banking, financial restructuring and insolvency; capital markets (including regulatory compliance, high yield and securitisation); dispute resolution (including antitrust, commercial litigation, intellectual property, international arbitration, trade, white collar and construction and engineering); energy, infrastructure, project and asset finance (EIPAF); corporate (including M&A, private equity, employment, compensation and benefits, investment funds, real estate and tax).

White & Case is looking to recruit ambitious trainees who have a desire to gain hands-on practical experience from day one. As part of our training contract, we offer every trainee a guaranteed six-month overseas seat.

Apply online at www.whitecasetrainee.com for our 2-day first year insight scheme, our open days for penultimate year students, finalists and graduates, or one of our vacation schemes running throughout winter, spring and summer.

Winter vacation scheme deadline – 2 November 2016

Spring and summer vacation schemes deadline – 31 January 2017

Open day deadlines - 10 November 2016 (24 November 2016 open day) and 14 December 2016 (12 January 2017 open day)

First year 2-day insight scheme deadline – 31 March 2017

Training contract deadline - 31 July 2017



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LAW

Ashurst

With 25 offices in 15 countries, Ashurst is a leading international law firm with world class capability and a prestigious global client base. Our in-depth understanding of our clients and commitment to providing exceptional standards of service has seen us become a trusted adviser to local and global corporates, financial institutions and governments on all areas of commercial law. Our people are our greatest asset and we bring together lawyers of the highest calibre with the technical knowledge, industry experience and regional know-how to provide the incisive advice clients need. At Ashurst you will work as part of a team operating in a high performance culture.

Training environment

A training contract at Ashurst will move your mind beyond technical knowledge of the law. Ultimately, we want to help you become a thought leader with a reputation for clear, perceptive and influential advice – a

professional in whom clients can place their trust.

Vacation schemes application dates

Winter scheme: 1 September 2016 - 6 November 2016

Ahead with Ashurst (first year) scheme: 1 September 2016 - 8 January 2017

Summer scheme: 1 September 2016 - 8 January 2017

Training contracts

Applications for training contracts commencing in September 2019 and March 2020 will open on 1 October 2016 - December 2016, and 1 May 2017 - 31 July 2017. We are recruiting 45 trainees per year.

STEM

Halarose

Halarose is an integral part of the electoral industry's welcoming community. As a company, we have experienced consistent growth for more than a decade and are continuing to expand. With a mixture of talented and bright individuals (highly experienced, highly specialist, local government, private sector, graduates and interns) at Halarose, it is the diversity of the team that creates the innovation we offer.

Halarose is a company with an upbeat, inspiring environment that allows you to make a difference to customers and deliver the machinery of democracy.

We have a vision to enhance our software such that it is the most usable and efficient on the market. We welcome Graduates to

work within the Engineering Team to help us create solutions which will help us to deliver on this vision. There will be the opportunity to work with developers, test engineers and carry out analytical work, before settling into the QA or Development Team. Employees will be mentored by more senior developers and testers and be given as much responsibility as they can take on as well as direct influence in decision-making.

With drive and ambition there is the opportunity for fast career progression – one of our employees became Technical Director at the age of 29.

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Waymont Consulting is a technical consultancy based in Guildford. We provide novel hardware and software solutions to meet our clients' most challenging problems. Our work spans a wide range of technology and programming, from designing hardware to implementing signal processing algorithms to developing intuitive GUI front-ends, and everything in between.

Send your CV and cover letter to recruit@waymont.com

STEM/CONSULTING

Waymont

Waymont Consulting is a technical consultancy based in Guildford offering novel hardware and software solutions to a range of technology minded clients.

We are proud to offer a wide range of opportunities to our graduates. Successful candidates will find themselves intellectually stimulated through theoretical ground work and algorithm design, as well as enjoying the satisfaction of implementing those solutions into cost effective devices that solve real-world problems. At Waymont our employees are recognised for their individual skills and expertise. Each employee is encouraged to collaborate with others and contribute to a variety of products. From day one, graduates work alongside directors and senior consultants on live projects, where their work has an immediate impact. Depending on their specialities, consultants can find themselves liaising with sub contractors to build their hardware designs, writing control software for complex systems, or writing proposals for next generation products.

We can offer opportunities to satisfy any technology minded individual, with permanent roles available in hardware design, firmware and software development. Prior program-

ming experience is helpful, but not essential.

If you expect to graduate with a 2.1/1st/PhD in a numerate discipline such as Physics, Engineering, Mathematics or Computer Science, we'd love to hear from you. Starting salaries range from £33-37k, with a 10% company pension contribution, life assurance, income protection and 25 days annual holiday just some of the additional benefits our graduates enjoy.

Our modern offices are packed with state of the art technology and facilities, allowing you the freedom to think creatively and innovatively. You'll find us on the Surrey Research Park, located on the outskirts of Guildford, offering free parking, a scenic location and within walking distance of Guildford station, with direct links to London.

To apply, send your CV and cover letter to recruit@waymont.com.

We welcome informal enquiries at the same address.

For more information, visit
www.waymont.com

STEM

Sparx

Here at Sparx we're using a scientific and research-based approach that takes the guesswork out of education. Through data and real-world classroom observation, we're investigating what makes the best learning experience in order to improve educational outcomes for students, today and tomorrow.

Our platform for Maths uses custom-built content and a powerful, data-driven web and

mobile framework to deliver a tailored set of exercises, games and incentives that are redefining the limits of what young people can achieve.

We're looking for people with a real passion for education and a belief in the power of technology to improve it; people who want a challenge and people who want to make a difference.



halarose

Halarose is an established supplier of electoral software to local authorities in Great Britain.

We are a small software house with great ambitions.

This means you can have the significant personal impact that comes with a small, close-knit team, but also enjoy the experience and reach of a well-established company.

We are looking for talented individuals who like to be involved, are passionate about their chosen field and can add enthusiasm to the office.

To see our current vacancies, Google us or go to www.halarose.co.uk/careers

@HalaroseLtd

www.halarose.co.uk



REBOOT THE CLASSROOM

Here at Sparx we're using a scientific and research-based approach that takes the guesswork out of education. Through data and real-world classroom observation, we're investigating what makes the best learning experience in order to improve educational outcomes for students, today and tomorrow.

Our platform for Maths uses custom-built content and a powerful, data-driven web and mobile framework to deliver a tailored set of exercises, games and incentives that are redefining the limits of what young people can achieve.

We're looking for people with a real passion for education and a belief in the power of technology to improve it; people who want a challenge and people who want to make a difference.

Studying computer science, mathematics, statistics, engineering or the sciences? We are looking for exceptional summer interns and full time graduates who want to take the guesswork out of education. We have roles in our Content Science, Data Science and Software Development teams. The deadline for intern applications is 8th January 2017.

Ignite your career at Sparx, visit:

www.sparx.co.uk/join/opportunities

Get in touch:

recruitment@sparx.co.uk



illuminating learning

Are you up for the challenge?



STEM

Ensoft

Ensoft develops software that connects the world. Many of the world's biggest networks, that together make up the Internet, depend every single day on the code we write. It's interesting and challenging work that matters. Ensoft is also the best small software company to work for in the UK, according to the *Sunday Times* awards.

We offer graduates the opportunity to work on leading edge networking technology that is typically only developed within large companies or US-based high-tech start-ups. This wide variety of work is based on our unique long-term relationship with Cisco Systems. Jobs are based just outside London, in Hertfordshire. Our growth to a team of over sixty software developers is based exclusively on recruiting Oxbridge graduates. The work environment is excellent. We offer flexible working hours and distractions like table football, pool and table tennis, together with a very active social life ranging from weekly breakfast, lunches and trips to the cinema and local bars to fell walking and weekends in places such as Reykjavik and Valencia.

This year we are looking to recruit about 4 to 6 graduate software engineers and 2 summer interns. Graduates can look forward to a starting salary of £35,000 rising rapidly in line with performance, plus discretionary bonus that can grow to be a substantial part of the remuneration package, and other benefits. Interns earn £25,000 pro rata. The barrier to entry is high, so you need a proven

Website: www.ensoft.co.uk/careers Twitter: (@ensoftuk) or Facebook: (ensoftuk)

academic capability. As a guide, please do not apply unless you have A grades at A-level or equivalent (or good excuses!). The lifestyle at Ensoft is vibrant, the technology is cutting-edge, and the training is first class. Our extensive induction course covers the industry, networking protocols, software development practices and design/programming skills. This is tailored to each individual's needs and expertise. Thereafter, there is an ongoing mentor scheme and a two-year 'certification' syllabus to ensure comprehensive training. Everyone is encouraged to take responsibility early on and get involved with all aspects of our work developing into senior design or project leader roles.

Interested? Then come and visit us to find out more:

- An accessible technical lecture by our CTO, with free food and drink (lunchtime of 11th Nov)
- A chance to join recent grads and senior managers for a chat with free drinks and snacks (evening of 16th Nov)
- Department events for mathematicians (26th Oct), and computer scientists (17th Nov)
- The Engineering, Science and Technology Event (10th Nov)

Want to apply? The application process is very simple; just email us a CV to recruitment@ensoft.co.uk by midnight on Monday 21st November 2016. Interviews are held on Tuesday 29th November 2016 in Cambridge.

GRAD PROFILE

TOBY KIRK MATHS & COMPUTER SCIENCE, WORKING FOR ENSOFT

How did you start working for Ensoft?

I realised that the start of my 4th year at university saw the end of my student days looming, and so I actually needed to take a look at all those careers emails I had been filtering away.

Ensoft were doing a presentation in Cambridge so I went along – for the free food if nothing else! The work sounded interesting, the starting salary was good and the application process was as simple as emailing my CV. I've now been working here since I graduated.

What was the recruitment process like?

As easy as claimed! I just sent off my CV and was invited for an interview the following week. This consisted of a couple of interviews and an aptitude test – a total of around two hours. I was offered a job within a few weeks.

Can you describe exactly what you do for the company?

I'm a 'second line' software development manager. I have responsibility for a number of teams working on different projects, writing the software that runs as part of the operating system on Cisco's high-end routers. Day to day the work is quite variable. As we work through projects, this can include learning about a new technology, discussing solutions with other teams across the world and within Ensoft, writing technical documents, discussing design decisions, checking the status of people's work, and planning for future projects.

What are the hours like?

I tend to work around 9.30-7 with a break for lunch (and maybe a game of table tennis). Hours are fairly flexible – the onus is on what you achieve each week rather than what time you clock out.

Do you find that a Cambridge education gave you any kind of advantage or disadvantage in your line of work?

The work we do on high-end routers largely boils down to providing elegant solutions to difficult problems. The strong analytical and problem solving skills developed by my degree at Cambridge has stood me in good stead for this.

Where do you see yourself in a few years' time with the company?

The work with Cisco is always evolving with new technologies needed to solve new network problems. The next few years look like they will be particularly exciting. Networks are growing larger and more complex, from increased demands on service

provider networks to massively scalable datacentres used by the likes of Facebook and Google. This is leading to new ways of thinking about the networks and how they can be effectively administered – SDN, virtualization, the 'internet of things'. I expect to be helping turn these ideas into the innovations and products that network operators will use.

What do you enjoy the most about your work with Ensoft?

The work is varied and demanding – it keeps me interested and I'm never trying to while away the hours. The company atmosphere and culture is also great – there's an informal office environment and plenty going on socially.

What kind of work can people expect to be doing in their first year at Ensoft?

We expect to get new graduates working on production code and contributing as part of a development team in under a month. This typically means being assigned a module of code to write and test. At the same time, the close team structure includes a mentor for new graduates, which means there is plenty of support.

What kind of guidance is given to you when it came to developing your career goals?

I have a weekly status meeting and a formal appraisal once a year to cover my performance and to discuss my goals. In general, I have been given opportunities to take on more responsibility and achieve career goals as soon as I have proven myself able to.

Can you describe Ensoft's ideal employee?

We look for people who work hard and take pride in their work, and that should be backed up by a strong academic record. Some experience is useful, though not essential, and it's great to find recent graduates who have developed applications or run computer systems. Lastly, the ideal employee fits in socially. It's really important that new graduates can interact well within teams at Ensoft, and as importantly that they can work well with our customers.

Want to change the world?

Connect it

Help write software that connects the world

Ensoft

Create • Solve • Collaborate

£35,000 graduate starting salary

Internships £25,000 pro-rata

Email a CV by Monday 21st Nov

**BEST SMALL SOFTWARE
COMPANY TO WORK FOR**

THE SUNDAY TIMES
100
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COMPANIES
TO WORK FOR
2016

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So far this year, our stories
have appeared in:

theguardian

The New York Times

THE SUNDAY TIMES



INDEPENDENT

The Daily Telegraph

Daily  Mail

STEM

IDTechEx

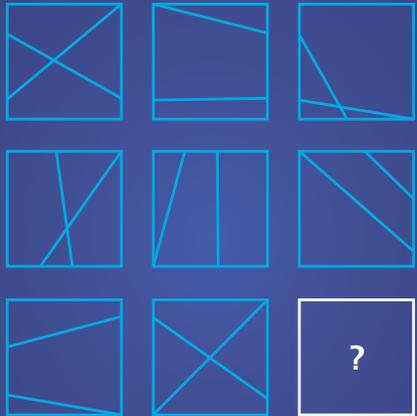
IDTechEx provides independent market research, business intelligence and business-to-business events on emerging technology to clients in over 80 countries.

Our clients use our insights about new technologies to help make strategic business decisions and grow their organisations. You will be working at the exciting interface of emerging technologies and business. You will develop expertise assessing both the technical and the commercial aspects of a range of emerging technologies, including wearable electronics, electric vehicles, energy harvesting, and robotics.

You will use your knowledge and insight to deliver unmatched business intelligence to help our international clients make business-critical decisions regarding their technology strategies. You will be given client-facing responsibilities from the very start and participate in a range of high-level business development and marketing activities. You will travel extensively to learn and interpret the latest developments in your domain, to meet customers and innovative companies, and to disseminate your knowledge globally. This includes being involved in the organisation of our own conferences in Berlin and California.

IDTechEx expect you to become the number one analyst/consultant in your domains of expertise globally. You will become a trusted name in the industry, the go-to reference point for companies seeking business intelligence and commercialization advice. You will be working alongside a multinational team of bright and ambitious analysts. IDTechEx is headquartered in Cambridge, UK with additional offices in USA, Germany and Japan. The company operates on a relatively flat structure, allowing staff from all divisions to input ideas to the highest level. IDTechEx sells on quality before price in all its activities and it seeks long term mutuality of benefit with all stakeholders.

For more information about joining our team visit www.idtechex.com/careers



Can you predict
what comes next?

Think you can predict the future of technology too?
We are on the hunt for analytical minds like yours.
Check out IDTechEx.com/careers to join our team.

IDTechEx Research | Consulting | Events

STEM

Astra Zeneca

AstraZeneca is a global, innovation-driven biopharmaceutical business that focuses on the discovery, development and commercialisation of prescription medicines, primarily for the treatment of cardiovascular, metabolic, respiratory, inflammation, autoimmune, oncology, infection and neuroscience diseases. AstraZeneca operates in over 100 countries and its innovative medicines are used by millions of patients worldwide.

For more information please visit: www.astrazeneca.com.

A business with an inspiring future

How will you shape it?

AstraZeneca pushes the boundaries of science to deliver life-changing medicines. As a global, innovation driven - biopharmaceutical business, we invest heavily in our scientific and clinical capabilities, and are proud to have a unique workplace culture that inspires discovery and collaboration. Our ambition is to improve the lives of 200 million people, and be a \$50 billion company, by 2025.

Our Graduate Programmes provide you with the opportunity to be involved in real projects in

a global organisation with real responsibilities from day one. We are building a culture that values and promotes scientific curiosity, that is agile and high-performing, and which attracts, develops and retains great people.

Throughout all of our Graduate Programmes you will have the opportunity to complete multiple rotations, providing a breadth of experience that will enable you to discover your passion. You will have frequent opportunities to review your progress as you train, experience ground breaking

projects and build a strong support network, gaining an extensive understanding of our industry.

With a range of programmes spanning the entire drug discovery process and beyond into global operations and IT technical leadership – whatever route you take you'll find that AstraZeneca is an organisation with a diverse range of perspectives, challenges and ideas.

To find out more, please visit:
www.astrazenecacareers.com/students.



What science can do

Cardiac regeneration

AstraZeneca is investigating the role of different signalling proteins in stem cell activation for self repair of heart muscle tissue.



Life-Changing Careers at Oxford BioMedica

Oxford BioMedica is a **pioneer of gene and cell therapy**, with a leading position in **lentiviral vector therapy research, development and manufacture**. We were founded in 1995 as a spin-out from the University of Oxford's Department of Biochemistry.

Our world-class lentiviral vector research and development, analytics and cGMP manufacture is helping deliver the future of medicine

Our mission is to build a **leading, profitable biopharmaceutical company** founded on the successful development and commercialisation of **breakthrough gene and cell-based medicines**.

Through our **in-house research and product development** programmes, and **collaborations with leading academics and industry partners**, our goal is to **improve the lives of patients all over the world with debilitating and life-threatening diseases** whilst creating shareholder value.

We were the first in the world to administer a lentiviral vector gene therapy product directly to patients

We are **headquartered in Oxford, UK** where we operate multiple **manufacturing facilities**. At our new head office, Windrush Court – we have just completed extensive refurbishment including the **creation of world class laboratories**.

We have cGMP approved manufacturing facilities, with process development, industrialisation and analytical capabilities



Join Us...

If you want a career in life-changing, cutting edge science; working for a company that puts people at the heart of everything we do, **get in touch: hr@oxfordbiomedica.co.uk**

www.oxfordbiomedica.co.uk

Our partners include Novartis, Sanofi, GlaxoSmithKline and Pfizer, as well as charitable organisations, such as the Foundation for Fighting Blindness, Cure Parkinson's Trust and the UK Motor Neurone Disease Association

STEM

OxfordBioMedica

Oxford BioMedica has 20 years of experience in gene and cell therapy. Today we have built a platform of exclusive cutting-edge technologies and capabilities with which we design, develop and produce gene and cell based medicines for ourselves and for our partners.

We already have royalty interests in potential products from Novartis, Sanofi, GSK and Immune Design.

Our current potentially curative one shot product priority programmes of OXB-102, OXB-202 and OXB-302 address neurodegenerative and ocular diseases and a range of cancers for which there are either no treatments or where therapy remains inadequate.

Oxford BioMedica has invested a significant amount of capital over the past 18 months to create world class facilities, both in bio-

processing and in laboratories. This relates to both the size and quality of our facilities and our specialised equipment.

Our facilities include:

- GMP-qualified clean room suites for vector bioprocessing using both adherent and suspension technologies
- Laboratories for GMP analytical testing lentiviral and for research and development activities.

Oxford BioMedica actively encourages graduate applications for those wishing to join our team of expert and motivated employees that use their knowledge and access to our world class facilities to produce solutions for our partners.

STEM

nucleargraduates

‘Two years, three secondments, endless possibilities’

nucleargraduates is a graduate programme like no other. Designed to develop graduates with an awareness of the technical, political and commercial challenges facing the nuclear industry. This professionally accredited programme has been established to deliver the industry’s future leaders.

Established by the Nuclear Decommissioning Authority in 2007 the programme has been created to address the industry’s skills gap. Since 2010 the programme has been fully-funded by industry with 11 organisations currently financially sponsoring graduates.

Whilst on programme you undertake three industrial placements, both within the UK

and abroad, with three different organisations whilst working towards chartership with your chosen professional institute. You will also receive a wide range of behavioural training to complement your technical experiences.

In addition you will have the opportunity to participate in the Footprints corporate social responsibility scheme which allows you to pass on your skills and knowledge to the next generation, working in schools and getting involved with local community projects. Finally you will set up, run and close a small business building your appreciation of the value of the pound and the challenges faced by SME’s within the nuclear industry.

nucleargraduates, a unique and diverse development opportunity.

STEM

TPP

TPP is a leading IT company, dedicated to delivering innovative healthcare software through our four products; SystemOne, SystemOnline, SystemInsight and SystemConnect. We are known for our outstanding achievements across the NHS, providing Electronic Health Records for over 40 million patients. Over 5,000 organisations across the country using SystemOne, including GP practices, hospitals, mental health trusts, and social care services.

Established for 18 years, TPP has grown consistently, and we continue to hire only the brightest graduates in order to deliver excellent products and the highest quality service to our customers. 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. Most recently, we were named 'Top Company For Graduates To Work For' 2016/17 by TheJob-Crowd.

We are based in Leeds, and currently have over 200 staff members. All of our teams are continuing to expand, as new products are being

developed, and our customer base is rapidly increasing.

We value natural ability, enthusiasm and the potential to learn over direct work experience. We want you to develop both personally and professionally, so we provide a supportive environment and give you plenty of opportunities to add to your skills and enhance your career.

As well as an exciting job and continuous career progression, we provide you with an excellent starting salary with outstanding annual pay reviews. TPP really values the work of our employees and in order to reflect this, we provide a wide range of benefits in our employee package. Pub Fridays, opportunities to travel internationally and a £200 birthday meal allowance are just a few employee benefits which differentiate TPP from other employers. The full benefits package is detailed on page X.

TPP is looking for outstanding graduates with a strong academic performance, from all degree backgrounds. We welcome prospective applicants to browse the roles on offer, and hear from our employees about what it's like to work for an innovative, exciting company, at the forefront of shaping healthcare.

STAFF PROFILE

I genuinely feel lucky to have found TPP. In my ten months here this unique company has shown me just how positive, how friendly, and how empowering a workplace can be.

I never had concrete ideas on what to do with my maths degree. I loved the satisfaction of seeing a problem well solved, but knew that further study and research wasn't a road I wanted to venture down. I thought software development could keep giving me the problem-solving buzz I wanted, but with little more than a few MATLAB coursework projects

to my name as far as coding experience went, I needed a company to train me from scratch.

TPP are really open-minded about the people they take on. To be a software developer, no previous coding experience is required, and your degree can be in absolutely anything, from maths to music. What we're really looking for are bright sparks, who can solve problems, come up with new ideas quickly, and work in a team.

The day after submitting my application, I

found myself receiving a call from one of the developers, mainly just to chat and break the ice - we ended up sharing tales of our recent trips to Japan! - and we agreed the date for an interview there and then. My interview actually felt pretty similar to a supervision, being given problems to consider, giving my thoughts, and receiving help from the interviewer to guide me toward a solution.

This is because, at TPP, you'll always be receiving help like this. One of the golden rules of how we work is that if you're not sure how to proceed, ask someone for help. Someone will stop what they're doing to make sure that whoever is struggling gets the help they need. When you first start - and you'll be given a real task straight away, I might add - you'll need help constantly, and that's fine. It's a workplace where people are encouraged to look after and help others. We have a flat hierarchy, pay is tied to experience rather than

individual achievement, so no one is worried about looking after number one - you simply have the team, co-operating to complete the work.

With all this teamwork, it helps to be friends with your colleagues. Fortunately, we have free pub Fridays, where most of us head to a local pub and unwind after a hard week, with all drinks paid for. There are plenty of social events set up by the staff, the odd office party here and there, and for the last two years, the entire company has gone on a sailing course in the Caribbean for a week.

It's a workplace in which we all trust each other to give full effort, in which a new starter can argue against the view of the most experienced staff member and be listened to, in which we look after each other. And now I've experienced it, I couldn't imagine it any other way.

STEM

Viagogo

viagogo is the world's largest marketplace for tickets to live events. Our goal is to bring the widest selection of concert, sport, theatre, and festival tickets to every fan's fingertips. With buyers and sellers using our website and mobile apps in over 60 countries and 30 languages, we're constantly taking on tough, exciting challenges - and we're doing it at scale! We are looking for passionate, skilled graduates and interns who want to make meaningful, measurable improvements that impact millions of users.

All graduate employees will be mentored by current employees, many of whom started out their own viagogo careers straight from university. We are looking to recruit graduates to join our tech, product, and operations & strategy teams to work on a wide variety of projects, such as AB testing, automated marketing optimisation, and ticket logistics to name a few. Working in a fast-paced environment means we can't predict what projects

we'll be working on next summer, however everything we work on is challenging and high impact. Our flat structure ensures everyone's opinion is heard, so be prepared to speak up from day one!

Our interns are treated the same as graduate recruits, working on high value projects within a specific team. We also give interns a broad knowledge of how viagogo works, with opportunities to collaborate with, and learn from other teams, as well as joining in with our hack nights and meetings with the CEO. An internship with viagogo is a great way to have a big impact on an international business whilst acquiring a skill set which will put you ahead of the competition.

If you are a highly motivated, analytical person who is ready to work hard, apply today! Positions are in our Central London Office. For more details and to apply visit workatviagogo.com



viagogo is the world's largest marketplace for tickets to live events

“At viagogo I was able to apply knowledge from my degree to real life and it was great to see my work having a meaningful impact on the company.”

Romil, Philosophy & Psychology, Oxford University, Product Management Intern, Summer 2016

“The atmosphere at viagogo was fantastic. I worked with smart, hard-working people who cared about what they were doing and the business itself.”

Vanessa, English, Cambridge University, Analyst Intern, Summer 2016

“I have learnt more in the time I have spent at viagogo than I learnt throughout my degree. From day one I have had a real input into the business, and everything I do is adding value to the company.”

Lauren, Mathematics, Oxford University, Graduate Product Analyst 2013, now Lead Data Scientist

Come and find out how we're changing the way people experience live events across the globe.

workatviagogo.com

THE MAYS - 2017 EDITOR WANTED

Applications are now open to edit the 2017 edition of The Mays.

Interested volunteers should email mays-director@varsity.co.uk by midday on Saturday 19th November, attaching a CV and editorial statement (no more than 1 page). Individual and group applications are both welcome; shortlisted candidates will be interviewed week commencing Monday 21st November.

Published annually by Varsity, this book brings together the best new student writing and artwork from Cambridge and Oxford. This will be its twenty-fifth edition.

The selected student volunteer editor/editors will be responsible for assembling a committee of other students to invite submissions of prose, poetry and drama, as well as illustration and photography. Guest editors will also be appointed and involved in the process. Previous guest editors have included Stephen Fry, Nick Cave, Jarvis Cocker, Patti Smith, Sir Quentin Blake, poet laureate Ted Hughes and Roger McGough CBE.

www.themaysanthology.co.uk

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Are you a little bit geeky?

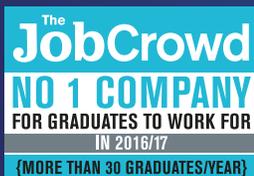


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Discover a career to look forward to at db.com/careers

