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Get connected...

...to the best graduate opportunities



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Global markets,
innovative ideas and
cutting-edge products.

Welcome to our world.

Welcome to a world of innovation

Technology is constantly changing the way that the world lives and works, and at BT we're leading the way. From getting Britain connected with our superfast broadband technology, to making London 2012 the most connected Games ever, we're always hard at work behind the scenes to make sure we're paving the way for innovation.

But staying ahead in this industry isn't just about technology. It's about people too. People who are ready to challenge the norm, think of new and improved ways to do things, and work as part of a team to make them happen.

**Get connected to the world of BT
Graduates and discover more about
a career at BT.**

Who we are

To put it simply, we're one of the world's leading providers of innovative IT and communication services.

More than 89,000 people across the globe bring our business to life in over 170 countries. Our international network helps fuel our success from New York to Hong Kong, and prepares us for even more growth in the future. We're moving rapidly to enter new markets – sometimes before they even emerge. We've had a continuous presence in the US and Canada since 1988, and we're now rapidly growing our business in the Middle East, Africa, Latin America and Asia Pacific region.

Retail, Wholesale, Global Services, and Openreach are our customer facing divisions, serving everyone from the home consumer to multinational corporations. Operate and Innovate & Design are our internal technology functions, enabling us to help our customers to communicate anywhere, at any time, and through any technology they want.

To keep our millions of customers happy, we have to make sure our business stays innovative and creative. This means having a diverse team from different backgrounds that reflects the world around us.

So you'll find there's always something new to learn about us. And you'll see that there's huge scope to shape your career.

Read more about what we do, and where we do it, at btgraduates.com

Changing the way the world lives and works.

A glimpse into our world

- In the UK alone we connect a broadband line every 10 seconds, 24 hours a day, seven days a week.
- We've registered over 600 patents in the last five years, with a global portfolio of over 5,000.
- We have the largest wi-fi network in the UK, with more than four million hotspots.
- Every image from the Olympic and Paralympic Games was delivered over BT's network, as well as every sports report, every visit to the London 2012 website and millions of calls, emails and texts.
- We're the UK's biggest user of green energy, and have cut our CO2 emissions by 60% in the last 10 years.
- We help our business customers reduce their impact on the environment through using our IT and conferencing services to cut down on travelling.
- In 2012 we invested £560 million in global research and development to support our drive for innovation.

BT people get involved

- Our people are our greatest asset. To support our diverse workforce we have employee networks such as Kaleidoscope, our Lesbian, Gay, Bisexual and Transgender network, and Able2, our network for employees with disabilities.
- We're one of Sport Relief's longest-standing partners, and helped raise over a million pounds in 2012, sponsoring challenges such as David Walliams swimming the Thames.
- Our people have the opportunity to volunteer for good causes that are close to their hearts. Last year, our people gave a total of 28,000 days of their time, estimated to add around £9.4 million in value.
- Gradnet, run by graduates for graduates, is a great way to make friends and new connections across all parts of BT.
- From job sharing to working from home, we've helped thousands of our people to work more flexibly.

What are we looking for?

Leadership potential. Teamworking ability. Integrity. Creativity. Enthusiasm. Great communication skills. We look for all of these qualities. And more.

BT values creativity and innovation, along with a commitment to deliver excellent customer service. We want our people to be inspirational, to turn talk into action and to be able to deliver quality results.

For more about our entry requirements, go to btgraduates.com

Taking talent and developing future leaders.

Our programmes

If you've got the drive and raw talent, we'll give you the foundations to start your career in a leadership role with us.

Whichever programme you choose, you'll work on real projects with real responsibility from the start. You'll gain hands-on experience, learning from lots of other talented people who'll help you grow your skills and expertise.

You'll get connected to the different things that make us one of the best companies to work for in the world. Different markets, services, products and customers.

And different challenges every day.

Our programmes are:

Technology
Business Management
Marketing
Sales
HR
Legal
Internships

Find out what each of our programmes has to offer by visiting btgraduates.com

Technology

Starting salary: £30,500
10% performance-related bonus
and additional benefits.

Locations: Ipswich, Belfast, Cardiff
and Glasgow.

Entry criteria: Everyone who joins our Technology programme needs a strong technical background. You'll need to have a degree or postgraduate qualification in Computer Science, Electronics, Electronic Engineering, Maths, Physics or an IT-related subject. For further information regarding our entry criteria, please see 'The application process' page at the back.

Do you have a passion for technology? Could you keep the world connected and develop innovative solutions to shape the way we live and work? Then BT is the perfect place to develop a technical career.

There are lots of different roles and areas you could potentially gain experience in – Software Engineering, Network Engineering, Network and IT Operations Management, Security or Research for example. Whatever your role, we'll give you all the technical training you need to become a genuine expert in your field.

You could be a part of the roll-out of Super Fast Broadband. Or you might be working on our TV service, BT Vision. Or how about Future Voice, an innovative softswitch using VoIP?

Over two years, you'll get involved in some pretty exciting projects. You'll get exposure to advanced technologies. And you'll have the chance to work with some of the best technical people in the industry.

Business Management

Starting salary: £28,250
10% performance-related bonus and additional benefits.

Locations: London and UK wide.

Entry criteria: It doesn't matter what your degree is in – we're more interested in the type of person you are, and your passion for a career in business management.

For further information regarding our entry criteria, please see 'The application process' page at the back.

Shape the future of BT. Touch the lives of our customers. Make an impact on the wider world we live in. Show us that you can combine strong customer focus with excellent business skills and this programme could see you do all this (and a little bit more).

The Business Management programme offers the opportunity to gain experience in a whole variety of areas such as project management, customer management, business analysis, business improvement and client engagement.

You can apply for either a rotational role to grow a broader knowledge in a number of these areas, or specialise in one of them in a fixed role. Whatever you choose to do, you'll gain first-hand experience of how the business works and what we do to be the best for our customers.

Marketing

Starting salary: £27,750
10% performance-related bonus
and additional benefits.

Location: London.

Entry criteria: It doesn't matter what your degree is in – we're more interested in the type of person you are, and your passion for a career in marketing. For further information regarding our entry criteria, please see 'The application process' page at the back.

Right now is a really exciting time to be working in marketing at BT. We market to both business and consumer customers; moving beyond telecommunications and expanding into different areas. Which means lots of new markets for us to explore. Lots of new products and services to offer. And lots more ways for you to grow your expertise.

Responsible for the face and voice of our business, our marketing teams specialise in all areas of brand strategy, new product development, market forecasting and product management. You'll work closely with the sales team to ensure that we drive revenue through the work that you do.

So, on this programme, you could pick up experience in a variety of roles and areas. Insight and research... campaigns... communications... propositions... product management... the more exposure you get the better.

And, while you're helping to ensure that our new products and services are a big hit, we'll help you secure your future success by funding your study towards a Chartered Institute of Marketing (CIM) qualification.

Sales

Starting salary: £28,250
10% performance-related bonus and additional benefits.

Locations: London and UK wide.

Entry criteria: It doesn't matter what your degree is in – we're more interested in the type of person you are, and your passion for a career in sales. For further information regarding our entry criteria, please see 'The application process' page at the back.

Right from the start you'll be given responsibility for key customer relationships.

Joining one of BT's sales teams, you'll help us to win and retain corporate customers – meeting with clients on a regular basis to foster relationships and demonstrate the value of BT's offering. Not only will you learn all about our key products and services, you'll hone your commercial and financial acumen too.

All kinds of different people from diverse degree disciplines can thrive on our Sales programme.

We've had successful applicants from Arts and Humanities, Business and Engineering disciplines to name a few. They all share the same qualities – motivation, tenacity, commercial awareness and a competitive, target-orientated nature. A sales role with us requires all of these attributes – and will hone your ability to think strategically and develop your ability to lead diverse teams.

So, as you'll see, this programme is a fantastic starting point for any graduate thinking of joining BT.

HR

Starting salary: £27,750
10% performance-related bonus and additional benefits.

Location: London.

Entry criteria: It doesn't matter what your degree is in – we're more interested in the type of person you are, and your passion for a career in HR.
For further information regarding our entry criteria, please see 'The application process' page at the back.

So what makes BT such a great place to build your HR career? Take our teams for a start. With their forward thinking (and industry award-winning) approach, you'll get exposure to some groundbreaking HR practices, policies and procedures – and the opportunity to shape them in years to come.

Your role could involve developing and delivering a people agenda, working in specialist areas such as reward or employee relations, or taking on a generalist role. This would involve being what we call an 'HR Business Partner', someone who supports a particular team with all their HR needs.

Whatever you do, you'll be helping to ensure BT gets the most out of its people – now and in the future. And, to help you reach your full potential, we'll fund your study towards a Chartered Institute of Personnel and Development (CIPD) qualification.

Put it all together and you've got the perfect opportunity to become a genuine expert in HR.

Starting salary: £31,500
10% performance-related bonus and additional benefits.

Location: London.

Entry criteria: To be eligible you must have a 2:1 Law degree, or a 2:1 degree in any discipline and have completed the conversion course (GDL) gaining a commendation. We're sorry but we won't be able to accept your application if you've already started or completed your Legal Practice Course (LPC). For further information regarding our entry criteria, please see 'The application process' page at the back.

Are you ready for three years packed full of experience, responsibility, training, study and a good deal of hard work? Then here's an opportunity you don't see too often.

This programme offers you the chance to study part-time for your Legal Practice Course (LPC) qualification. And not only will all your study be paid for, but you'll also gain experience of real legal work in your training contract.

Years one and two will involve doing a litigation seat and a commercial seat at the same time as studying part-time for your LPC.

For the third and final year (you'll have completed your LPC by this point), you'll be able to choose two seats out of employment law, corporate & major deals and transactions.

It's a fast-changing sector that we work in. One of the biggest challenges we face is making sure our technology keeps pace with the law – and vice versa. So, growing your expertise with one of the world's largest in-house legal teams, you'll make a major contribution to shaping the future of our global business.

Internships for Undergraduates

As a leader in our industry, we're firmly focused on the future. Which means we're always looking for fresh talent to join us and help us stay a step ahead in a changing world. That's why we offer two internship schemes that are designed to let you gain career experience at BT before you even graduate.

We look for proactive people who can think innovatively and work as part of a team to make things happen. People who can't wait to get connected to the big wide world of BT. So, if you're a penultimate-year student looking for a summer placement, or a second-year student looking for a year in industry, you can apply for one of our internship programmes:

Summer Internships

12 weeks, between June and September.

Industrial Internships

48 weeks, starting September.

Our internships

Technology – You could get involved in engineering projects, developing new software, leading on exciting research, maintaining the security of BT and our customers around our network – learning from some of the best technical people in the industry.

Business Management – Gain hands-on experience working on complex projects, understanding our customers and improving the way our business operates.

Whichever area you join, this is a great way to take the knowledge you've gained in your studies, apply it to real-life situations and get connected to the world of business. You'll pick up skills and experience that you can take back to university – and into your future career.

On top of that, it pays a competitive salary of £320 a week – so you can earn while you learn. You'll also get a generous holiday allowance and, if you do well, you'll be fast-tracked onto our Graduate Development Programme assessment centre.

To apply, you must be on track to achieve at least a 2:1 degree, and have 320 UCAS points, or equivalent (280 for Technology).

For more information and to see what opportunities are available, please register your interest at btgraduates.com/ukinternships

Training and development

The whole point of our graduate programme is to turn you into a brilliant leader at BT. So we'll make sure you get all the training, development and practical experience you need to become whatever you want to be.

And that starts from day one.

Our Core Induction will give you a general introduction to life at BT, our business and brand, and our plans for the future.

Later in your first year you'll spend a whole week away on a residential course all about leadership. Through various team activities and challenges you'll learn about how you cope under pressure and what your leadership style is. Our graduates tell us this is one of the best courses they've ever been on.

You can also grow your knowledge with a range of courses, such as the Commercial and Financial Awareness course and our Talent master classes with senior leaders. Throughout the whole process, you'll benefit from a personal development plan and the support of a mentor.

The sheer size and scope of BT means there'll be plenty of opportunities to take your career in new directions. You may even have the chance to work overseas or on an international project. And, if you're one of our top performing graduates, you'll have the opportunity to apply for our Fast Track Leadership Programme.

Read more about the opportunities you could enjoy. Visit btgraduates.com

Rewards

You'll be well rewarded for all your hard work. Starting salaries vary depending upon the programme that you join, but are all extremely competitive – and you may be entitled to a relocation allowance if you have to move to take up your role. In addition, every graduate enjoys an attractive benefits package that includes:

- 10% performance-related bonus once a year

- 27.5 days' annual leave (plus bank holidays)
- free broadband and BT Vision
- a generous contributory pension
- BT Sharesave scheme
- discounts from other companies on everything from insurance to computing equipment
- an interest-free loan
- study leave for professional exams.

Work for a business that looks after its people.

The application process

To get onto our graduate programme you must have:

- at least a 2:1 degree (or be on track to graduate with a 2:1) – we'll accept a 2:2 if you have a postgraduate degree
- at least 320 UCAS points (280 for the technology programme) from your top three A Levels (excluding AS Levels and General Studies) or equivalent
- fluent English.

Questionnaire

Before you begin your application, we'll ask a series of questions to make sure we're right for each other.

Application form

Fill in our online application form. We'll be looking for evidence that you're suitable for life at BT.

Please make sure your CV is ready as we'll want to see this as part of the application process.

Online tests

If we like your application, we'll invite you to do some online tests.

Telephone interview

If you do well on the tests, we'll talk to you to check you have the right skills and knowledge for the area you're looking to go into.

Assessment centre

If the telephone interview goes well, we'll invite you to an assessment centre.

Decision

We'll contact you a few days after your assessment.

You can read more about the application process on our website, btgraduates.com

Get connected
to your future
success.