

A young woman with dark, curly hair is smiling and looking towards the camera. She is wearing a white, sleeveless, ribbed top with a lace-like pattern at the neckline and hem, and blue jeans. She is standing in front of a background of green foliage and dry grass.

# Curiosity. Individuality. Possibility.

IBM University  
Opportunities

Graduate Schemes  
University Placements  
Summer Internships

[ibm.com/jobs/uk](http://ibm.com/jobs/uk)

**IBM**

I  
A M  
I B M

# Contents

At IBM, work is more than a job - it's a calling:  
To build. To design. To code. To consult. To think  
along with clients and sell. To make markets.  
To invent. To collaborate. Not just to do something  
better, but to attempt things you've never thought  
possible. To lead in this new era of technology and  
solve some of the world's most challenging problems.



## What we offer

IBM is one of the world's largest IT and consulting services companies, and we recruit from all degree backgrounds, prizing skills, creativity and passion. This is your opportunity to join a company where you can make the world work better. World-class learning opportunities, mentoring and a flexible work environment - you will find a wealth of opportunities within IBM to create the career you've always imagined. You'll benefit from the support of both a professional development and task manager making sure you get the most from the programmes. What's more, you'll gain a ready-made social life –from sporting teams to a club organising discounted trips to theatres and theme parks.

What we offer	03
Perks, Training and Development	04
Inclusive IBM	06
Sustainability at IBM	07
Extreme Blue Summer Internship	08
University Placement Schemes	10
Graduate Schemes	12
Application Process	15

## Perks, Training and development



You will benefit from IBM rewards – offering discounted cinema tickets, high street store discounts and more!



Depending on your role, you may get a company phone to keep in touch with your clients and colleagues if you go off site.



There's a huge community of young people at IBM meaning you can carry on the fun outside of work!



You will be assigned an Early Professional Manager to oversee your personal and professional development.



You'll also be given a company laptop so that you can work on the go.



## Training and development

Our award-winning, bespoke training will make sure you have the personal, business and technical skills to take your career wherever you want to go - from a formal mentoring program and career development to peer support and professional development. You'll work on real projects, with real clients, all whilst being supported to gain as much as possible from the experience.

At IBM we have many training opportunities to support you in your role - you can even start before you join us! IBM SkillsBuild for Students is a free digital learning platform that anyone can access to explore new technologies, build workplace skills and earn professional badges to add to your CV. Why not sign up now, complete some learning and get ready to start your career.

[skillsbuild.org/students](https://skillsbuild.org/students)

## SkillsBuild

# Inclusive IBM



## Diversity at IBM

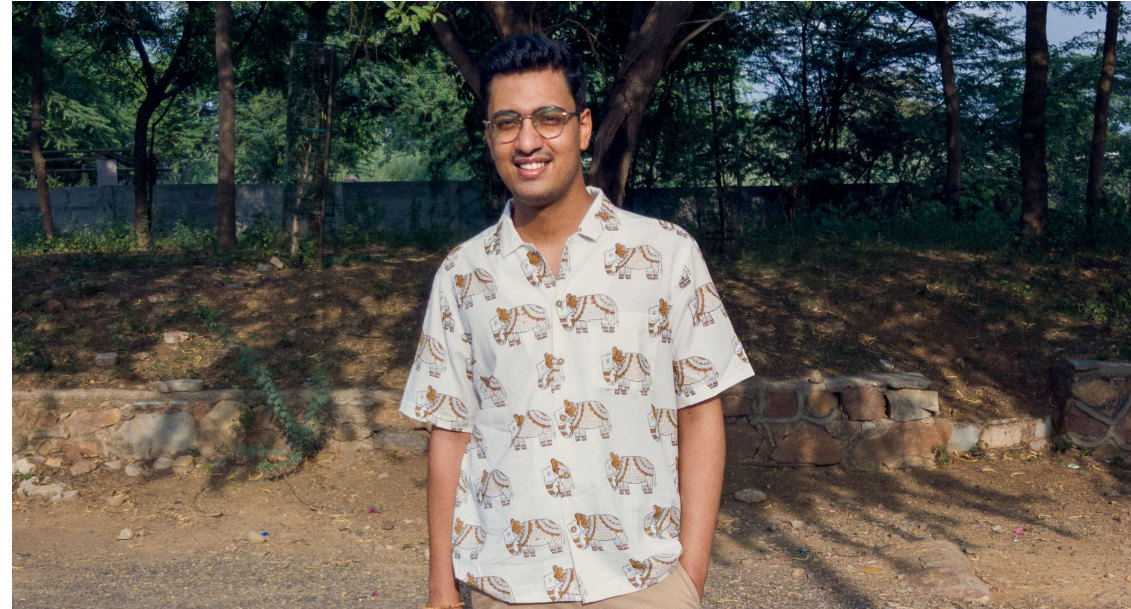
We believe the main barrier to participate in tech for people from diverse backgrounds is the lack of diverse representation they see from tech companies. We understand the importance of seeing someone that looks like you in your workspace and how that plays a big role in deciding your future company.



## What are IBM doing to overcome those barriers?

IBM is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, pregnancy, disability, age, or any other characteristic. We are proud to showcase our diverse IBMers, and that's why we are recognised for our diversity, winning awards both for individual IBMers and IBM as a whole.

At IBM we have so many groups, campaigns and communities that you can join that is centred around Diversity and Inclusion. We have Business Resource Groups which is a collection of different communities that you can join at IBM, they are based on enhancing career development, promoting an inclusive work environment, and generating business value through internal and external activities. Some of our BRGs include LGBTQ+, BAME, People with diverse abilities and many more.



## Sustainability at IBM

IBM is committed to environmental leadership in all of its business activities, from its operations to the design of its products and use of its technology. IBM's corporate policy on environmental affairs, first issued in 1971, is supported by the company's global environmental management system, which is the key element of the company's efforts to achieve results consistent with environmental leadership and ensures the company is vigilant in protecting the environment across all of its operations worldwide.

IBM has pledged to be carbon neutral by 2030. This target is years ahead of the globally recognised Paris Climate Agreement, and perfectly illustrates the company's commitment to environmental leadership. IBM's global Environmental Management System (EMS) will drive forward this effort, building on decades of previous work. IBM is also accelerating the sustainability of its clients around the world through the use of sustainable design thinking. Integrating these practices at the outset of any design process challenges teams to build solutions that do right by our planet.



## Extreme Blue Summer Internship

Our Extreme Blue Summer internship gives you the chance to tackle a real business problem over 12 intense weeks of creative thinking. Working in either a technical or design role, you'll join a small team of fellow university students to develop an original idea and turn it into a real product. Then you'll showcase it to our executives, business partners and clients. You must be in your penultimate year of study, and on track for a 2:1 to apply to our Summer Internship programme.

## Benefits of Extreme Blue



Free accommodation with the other Extreme Blue students near to IBM Hursley.



Freedom to work on a project with no constraints – we want you to be creative.



Unique experience and the potential to have a patent submission on your CV.



Get real life, client-facing experience – by presenting your ideas and concepts to IBM's clients, business partners and often the press.



An expenses paid trip to showcase your ideas at the Extreme Blue Expo in one of 7 countries around Europe.



Extreme Blue is based at IBM Hursley in Winchester, home to the largest software laboratories in Europe.



Create a project that could go on to be used by people around the world.



A competitive salary of £18,000 pro rated per annum for the duration of your internship.



## University Placement Schemes

We offer 12-month University Placement opportunities in Business & Finance, Human Resources, Technology, Marketing, Software Development and Design. Whichever role you choose, you'll gain the experience, skills and contacts you need to help us solve some of our client's toughest challenges. In return, we'll give you everything you need to build the career you want, including fantastic support, training and development and a competitive salary of £18,000 pro rated per annum (£19,000 in London) and a £1,000 sign on bonus.



### Business and Finance

You'll do anything from analysing our business, finance planning, creating proposals for potential clients or even doing research into different areas of the market. Within some of our finance roles you may be working on accounting, auditing, analysis, and many other areas of finance.



### HR

You'll be involved in creating and supporting initiatives and policies that help us attract the right people, and motivate them once they're working for us –so, anything from resource management, to recruitment, employee well-being or diversity.



### Software Development

You'll get involved in virtually every stage of either developing new solutions or supporting and improving existing ones.



### Marketing

Your role could involve advertising, market research, organising events, managing websites, creating newsletters or working with our suppliers on the design, print and production of new promotional materials.



### Technology

You'll be involved with web design, problem diagnosis, database development and technical project management. Whatever role you take, you're likely to be designing, implementing and maintaining technical solutions for our clients.



### Design

We're looking for designers who will create irresistible experiences for our users.



## Graduate Schemes

Challenging projects, real responsibility, world class opportunities and exceptional training and development. Our graduate scheme will give you everything you need to build the kind of career you want.

You'll be in an environment that cultivates creativity and individual differences and rewards your best work. We nurture a way of working that rewards diverse thinking and bold ideas all within a flexible working environment. Graduate salaries start at £32,000 and our benefits package is highly flexible so it can be tailored to fit your lifestyle and personal circumstances.

## Our Roles



### Design

Join our Design team, and you won't just make great products, you'll craft experiences that will delight our users and change the culture of software design from the inside out. At the heart of innovation, you'll help to solve our client's toughest problems.



### Consulting

If you love working with people and you thrive in a collaborative culture then you'll fit right in. Joining as a business, design, technology or strategic analytics consultant you'll be guided through our 2-year consulting graduate programme, giving you the confidence to realise your potential.

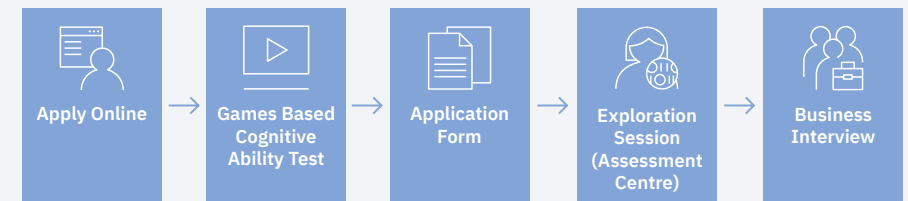


### Technology

Technology is changing how we live. Behind each innovation is a business, industry or government using software in new ways. Join us as either a Technology Specialist, in Cyber Security or as a Software Developer, and you'll develop in-depth knowledge of our products and services and turn high level visions and architectures into fully functioning solutions.

## Application Process

We're looking for enthusiastic, driven and innovative individuals from any degree background. Take a look at our general application process for undergraduates and graduates:



Now you know the process, what are we actually looking for?

At IBM we have 8 core competencies - when you apply consider how you can demonstrate these competencies. Why not have a look at IBM SkillsBuild to see if you can do some learning now.

- Adaptability
- Communication
- Client Focus
- Creative Problem Solving
- Drive
- Teamwork
- Passion for IBM
- Taking Ownership

When you apply consider how you can demonstrate these competencies!

[ibm.com/jobs/uk](https://ibm.com/jobs/uk)



## Contact us

[ibm.com/jobs/uk](https://ibm.com/jobs/uk)



@IBMCareersUKI



@IBMCareersUKI



IBM



@lifeatibm

IBM and the IBM logo are trademarks of International Business Machines Corporation, registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available at [ibm.com/trademark](https://ibm.com/trademark).  
©International Business Machines Corp. 2021. R00356

I  
A M  
I B M