

The National Graduate Recruitment Conference 2013

The Grove Hotel, Hertfordshire Friday 6th September 2013

We really hope that you'll enjoy today's conference and will find the presentations, *Insight* sessions and panel discussions interesting, useful and informative.

Now in its seventh year, **The National Graduate Recruitment Conference** remains the only annual conference *exclusively* for graduate recruiters and 175 delegates from more than one hundred different employers are taking part in the event.

Conference Programme Page 2

Insight Sessions Page 4

Speakers & Panelists..... Page 6

Delegate List..... Page 14

Participating Employers Page 16

Many of today's speakers have kindly provided copies of the key slides that they are presenting during the conference and these will be available to collect at the end of the day.

We wish you every success with your graduate recruitment in 2013-2014 and look forward to seeing you again soon.

Best wishes,



Martin Birchall
Managing Director

Presented by **High Fliers Research**

Conference Programme

9.30am Welcome & introduction

CONFERENCE PRESENTATION

9.35am **Review of the Graduate Recruitment Year**

Presented by Martin Birchall, Managing Director, High Fliers Research



Today's first conference presentation looks back over the last twelve months, reflecting on the 2012-2013 graduate recruitment season and examining the year's key news about universities, students and graduate employers.

PANEL DISCUSSION

10.30am **Recruiting the 'Class of 2013'**

Senior graduate recruitment managers from **Clifford Chance**, the **Department for International Development**, **Goldman Sachs**, **Google** and **Tesco** offer a personal view of last year's graduate recruitment round.

11.20am Morning coffee in the foyer

CONFERENCE NETWORKING

11.40am **Graduate Recruitment in 2013-2014**

Hosted by Tim Wise, Research Director, High Fliers Research

A special networking session, bringing together graduate recruiters within individual industries and business areas to debate the challenges that employers face in the year ahead.

WORKSHOPS

12.20pm **Insight Session 1**

A choice of four *Insight* sessions, offering first-hand accounts of how **KPMG & Mars**, **Barclays & the John Lewis Partnership**, **Teach First & Unilever** and **Jaguar Land Rover & the RBS Group** approach different aspects of their graduate recruitment.

1.00pm Lunch in the Glasshouse Restaurant

GUEST SPEAKER

2.00pm **PwC – Ten Years as Britain's Number 1 Graduate Employer**

Presented by Charles Macleod, Head of Global Resourcing, PwC



In a remarkable achievement, PwC has been voted the number one graduate employer in *The Times Top 100 Graduate Employers* for an entire decade. So how does the firm capture the imagination of Britain's graduates and continue to be their 'graduate employer of choice'?

PRIZE QUIZ

2.50pm **University Challenge 2013**

Hosted by Tim Wise, Research Director, High Fliers Research

How well do you know Britain's leading universities? Stand by for our quick-fire *University Challenge* quiz, with a top prize of a special spa retreat, here at **The Grove** hotel.

WORKSHOPS

3.00pm **Insight Session 2**

Today's second chance to meet with graduate recruiters from **KPMG & Mars, Barclays & the John Lewis Partnership, Teach First & Unilever and Jaguar Land Rover & the RBS Group.**

3.40pm Afternoon tea in the foyer

CONFERENCE PRESENTATION & PANEL DISCUSSION

4.00pm **The Graduate Market in 2014**

Presented by Martin Birchall, Managing Director, High Fliers Research

An exclusive preview of the graduate vacancies and starting salaries on offer from Britain's top employers in 2013-2014, followed by a lively discussion with final year students from the 'Class of 2014'.

4.50pm Closing session

5.00pm Conference ends

5.10pm Shuttle buses return to Watford Junction station

Slides used during many of today's presentations and workshop sessions will be available to delegates at the end of today's conference.

Insight Sessions

Today's programme includes a choice of four *Insight* sessions, special 40-minute workshops with senior graduate recruitment managers.

The sessions will take place in the rooms at the rear of the main conference suite at 12.20pm and 3pm.

INSIGHT SESSION 1

Social Media

Innovative and cutting-edge strategies



Many employers offer roles which students do not immediately associate with a particular organisation. Both KPMG and Mars needed a way to change perception, engage a passive audience and turn around the opinion of what candidates thought of them. This workshop focuses on the social media strategies and the initiatives each company has adopted to address this issue.

Vanessa Soames from KPMG will be discussing how they have adapted and evolved their social media strategy and the ways they are trying to increase their brand presence with a digital game.

Andrew Sharp from Mars will demonstrate how their award-winning approach to digital social media has started a longer term conversation both online and offline, whilst increasing students' understanding of the scope and scale of opportunities that are available.

INSIGHT SESSION 2

Selection & Assessment

A fresh approach to the candidate experience



Many candidates enter organisations' selection processes with pre-rehearsed answers and an agenda of their own. In an effort to keep the assessment novel, organisations are deploying new selection techniques whilst continuing to focus on providing an enjoyable candidate experience.

Barclays has sought a new interview approach to increase role differentiation, promote diversity and further appeal to Generation Y & Z. Charlotte Hart will discuss the introduction of strengths-based interviewing for graduates and the lessons learnt from the successful implementation across Europe and Asia.

Nicole Tiller and Claire Bonnell from the John Lewis Partnership will provide insight into the changes to their selection process. The workshop will take you through their various stages of selection, from online to assessment centre, focusing on the candidate experience and the 'value add' for the business.

INSIGHT SESSION 3

On-Campus Promotion

Finding the right formula on campus

TeachFirst



'Winning the hearts and minds of students' may be a clichéd phrase but it is still a paramount goal amongst recruiters and being on campus is one of the best ways of achieving this goal.

It has been no mean feat to convince the UK's top graduates to consider teaching as a career path of choice, but over the past ten years, Teach First has increased the size of their intake from 186 in 2003 to 1,261 new recruits joining their graduate programme in 2013. Claire Ashton will discuss the charity's unprecedented growth over the years and the strategy that has led Teach First to be voted number three in this year's *The Times Top 100 Graduate Employers*.

Unilever is the Employer of Choice in the Marketing sector, however this is not due to an increased presence at universities across the country. Since 2011, the company has dramatically reduced the number of universities visited, but with fewer universities targeted than ever before, Unilever is now at its highest position in *The Times Top 100 Graduate Employers* for over a decade. Bernie Hall will be discussing Unilever's increasingly targeted strategy and why 'less is more'.

INSIGHT SESSION 4

Work Experience

Early engagement for long-term success



Work experience is a key weapon in many recruiters' arsenals that can help to differentiate the most talented candidates. The knowledge and experiences gained during these placements result in more engaged and committed graduates joining the organisation.

Jaguar Land Rover has a growing employer brand and is attracting more and more interest from graduates. The company has been steadily increasing its opportunities for undergraduates to experience the business and the world of work. Robinder Gill will be discussing the variety of schemes that are in place, the rationale behind them, how they are promoted, the assessment process, the return on investment and the challenges that have been faced along the way.

The Royal Bank of Scotland Group had previously had success in sourcing students for graduate programmes targeting school leavers, but in an increasingly competitive marketplace was this enough? Kate Llewellyn-Cripps from RBS will be discussing the bank's 'School to Start' strategy and sharing how they were able to build on the compelling marketing proposition that was already in place to develop employability skills for the wider youth population and transition their graduate activity to an Early Career agenda.

Speakers & Panelists

CONFERENCE CHAIRMAN

Martin Birchall *Managing Director, High Fliers Research*



Martin Birchall is the founder and Managing Director of High Fliers Research, the independent market research company that specialises in student and graduate research.

The company is best known for its annual survey of university undergraduates, *The UK Graduate Careers Survey*, which researches the aspirations and expectations of final year students at the country's top universities.

In addition to its student research, High Fliers Research produces regular assessments of the latest graduate vacancies and starting salaries on offer from the UK's leading employers.

Martin is also editor of *The Times Top 100 Graduate Employers* – the hard-backed book that profiles Britain's 'graduate employers of choice', based on the findings from High Fliers Research's annual student research.

He appears regularly on *Breakfast* on BBC One and *Today* on BBC Radio 4 to discuss graduates' employment prospects, and wrote a weekly column for *The Times* newspaper for seven years until 2010, featuring employers from the *Top 100*.

WORKSHOP

Claire Ashton *Senior Associate Director – Attraction, Teach First*



Claire Ashton has been part of Teach First since joining as a participant in 2005. Claire taught English for two years in a secondary school in south east London, which inspired her to join the charity as staff.

Claire joined the Teach First graduate recruitment team in 2007, with responsibility for recruitment at universities across the north of England. From here, Claire helped establish Teach First's Yorkshire office.

Since 2011, Claire has led the whole attraction team and recently took up the position of Senior Associate Director, where she has responsibility for overall delivery of target numbers, attraction strategy and future pipeline development. Claire studied English Literature at the University of Sheffield.

WORKSHOP

Claire Bonnell *Department Manager, Graduate Recruitment, Waitrose*



Claire Bonnell has worked in graduate recruitment at Waitrose for two years and has experience of recruiting for a retail-based management programme, as well as the Waitrose generalist leadership scheme, and a number of Industrial Placement positions within Waitrose.

Claire has expertise in devising methodology for and delivering telephone and video interviews, facilitating at assessment centres and psychometric tests. She has also been involved in aligning the recruitment processes for all the graduate schemes across the John Lewis Partnership.

WORKSHOP

Robinder Gill *Graduate, Undergraduate & Apprentice Recruitment Manager, Jaguar Land Rover*



Robinder Gill has worked in various human resources roles within the automotive engineering & manufacturing sector since graduating fifteen years ago – first at Ford Motor Company and since at Jaguar Land Rover.

His roles ranged from employee relations and policy & planning to salaried HR, but for the last five years Rob has been responsible for the company's graduate & undergraduate recruitment and, since last year, apprentice recruitment from the school leaver market.

Since starting in this role, Rob has played an active role in recruiter sector focus group meetings and attending graduate & student market update events.

WORKSHOP

Bernie Hall *Graduate Recruitment Specialist, Unilever*



Bernie Hall joined the Unilever graduate recruitment team in June 2011 working within the selection and recruitment space for 18 months.

Having moved into the graduate attraction role at the beginning of 2013, she now oversees Unilever's graduate attraction presence across all print, online and social media channels and across university campuses within the UK & Ireland.

Before joining Unilever, Bernie worked with Accenture in the graduate recruitment space.

WORKSHOP

Charlotte Hart *Head of Infrastructure Campus Recruitment EMEA, Barclays*



Charlotte has more than twelve years experience in graduate recruitment.

She currently leads campus recruitment for all Infrastructure businesses across Barclays Corporate & Investment Bank in EMEA.

In 2011, Charlotte led a project to introduce strengths-based interviewing for graduates at Barclays, and now, two years on, strengths-based assessment is now used in over 75% of Barclays in Europe and Asia.

Charlotte is currently involved in a bank-wide global selection methodology project to fully embed the bank's values in all recruitment outcomes, secure the quality and consistency of candidate experience and rigour of hiring decision.

In addition to banking, Charlotte has experience of other leading graduate sectors, namely professional services and law. She started her career recruiting graduates at PricewaterhouseCoopers before moving on to manage trainee recruitment at Linklaters, including developing market-leading clerkship programmes for Australia and India.

WORKSHOP

Kate Llewellyn-Cripps *Senior Marketing Manager for Early Career, Royal Bank of Scotland Group*



Kate Llewellyn-Cripps started working in the talent attraction arena in 2007 and then decided to specialise in graduate recruitment and employability in 2009 when she worked for Kingston University.

In 2011, Kate moved to work with the Bernard Hodes Group, becoming a Future Talent Client partner, creating and implementing strategies for a broad wealth of clients including Barclays, KPMG and Enterprise Rent-A-Car.

In 2012, Kate joined the Royal Bank of Scotland and now has responsibility for the development and co-ordination of the schools attraction strategy as well as leading on the social media strategy.

Kate is a passionate supporter of the diversity agenda to build a diverse pipeline of 11-17 year olds (Key Stage 3 & 4) for school programmes.

GUEST SPEAKER

Charles Macleod *Head of Global Sourcing, PwC*



Charles Macleod is a Geography graduate from Queens' College, Cambridge. He has spent a total of 21 years at PwC in roles focussed predominantly on recruitment, mobility, talent and engagement.

In his current role, Charles leads on talent in the UK and recruitment for the worldwide PwC network. This includes the recruitment of around 40,000 professional staff per year across 154 countries.

By his own description in his prime, Charles is a father of four and a grandfather of two, yet still retains sufficient energy for his first love – Northampton Saints Rugby Football Club.

PANELIST

Helen Ouseley *Graduate Recruitment Manager, Goldman Sachs*



Helen is a Graduate Recruitment Manager at Goldman Sachs International. In her current role she focuses on projects including marketing, school strategy, diversity and firmwide processes and programmes for EMEA.

Since joining Goldman Sachs in 2005, Helen has performed a number of roles in graduate recruiting, including having responsibility for a range of divisions and a number of schools across Europe.

Prior to joining Goldman Sachs, Helen spent four years in graduate recruitment and trainee development at an international law firm.

PANELIST

Liane Rainbow *EMEA Tech Campus Recruitment Lead, Google*



Liane Rainbow (née Davison) joined Google in Spring 2010. Her role includes leading the teams responsible for technical student recruitment, programs and university outreach across the EMEA region.

Liane has worked in recruitment for over a decade, including more than eight years in graduate recruiting.

Before joining Google UK, Liane worked with Morgan Stanley's Infrastructure Student Recruitment Team in both London and Budapest. Prior to that, she worked with CPL Ireland at Microsoft's European headquarters in Dublin after a successful agency-side career.

National
graduate
recruitment
conference



PANELIST

Elaine Rowan *Graduate Recruitment Manager, Department for International Development (DFID)*



Elaine Rowan has over 20 years HR and recruitment experience, with the first 10 years as an HR generalist in the travel and engineering sectors prior to specialising in recruitment and graduate recruitment in a diverse range of organisations including Reuters and Deloitte.

Following consultancy roles in banking, Elaine brought her private sector experience to the Department for International Development (DFID) to design, cost, launch and manage a new graduate recruitment and development scheme.

DFID is the UK Government department responsible for providing international development funding and aid to eliminate global poverty and respond to humanitarian crises. DFID has £8bn to £11bn annual budget and 2,000 staff worldwide including 500 in overseas offices.

The new DFID graduate scheme has proved extremely popular on campus, and has enjoyed a climb of 40 places in *The Times Top 100 Graduate Employers* list in 2013.

WORKSHOP

Andrew Sharp *Future Talent Manager, Mars*



Andrew Sharp currently heads up the Future Talent Team of Mars UK.

In this role, Andrew is responsible for the development of an effective and inspiring employer brand for students and graduates across the four key divisions in the UK – chocolate, petcare, food and Wrigley.

He is leading the development of a broader proposition of future talent programmes that focus on fast-tracking high potential students into leadership positions. These include apprenticeships, intern programmes and industrial placements.

Developing an effective talent acquisition and development strategy for all these programmes is a key part of the role as Mars UK begins to globalise its approach to the talent management of high potential students.

Prior to working for Mars UK, Andrew spent seven years working for a large energy and utilities organisation – the majority of this time was spent in resourcing and talent roles.

PANELIST

Victoria Spindler *Graduate Resourcing Manager, Tesco*



Vicki Spindler leads Tesco Commercial's graduate recruitment, and has been working on Tesco UK's graduate attraction strategy for the 2013-14 term.

Vicki has been able to give up-to-date views on this subject, having started her Tesco career when she joined the Tesco Personnel Graduate Programme in January 2011.

Her first role was working in the resourcing team as a Trainee Resourcing Manager, and then moving across to the Tesco central team as a Training Manager for Leadership Development.

Vicki took the position of Graduate Recruitment Manager in August 2012 and has been working to input her learnings from this year into the 2013-14 campaign.

A business graduate from the University of Southampton, her career pre-Tesco was in technical/engineering recruitment with Huxley in the Thames Valley.

WORKSHOP

Vanessa Soames *Head of Graduate Recruitment and Recruitment Marketing, KPMG*



Vanessa Soames is the Head of Graduate Recruitment and Recruitment Marketing for KPMG UK.

Vanessa joined KPMG in 2005, and since then she has worked on six recruitment campaigns and milkround events and launched seven recruitment websites.

In 2011, her role evolved and she set up and managed a direct sourcing team and was also the recruitment account manager for the tax practice.

Since January 2013, in her current role she has been heading up graduate recruitment in addition to continuing to lead the recruitment marketing team.

Prior to KPMG, Vanessa worked both for a professional body doing recruitment marketing and an airline heading up their PR and digital marketing.

Vanessa has over 15 years marketing experience and is a Chartered Marketer and a graduate of the University of Southampton.

WORKSHOP

Nicole Tiller *Section Manager, Graduate Recruitment, John Lewis*



Nicole Tiller has worked for the John Lewis Partnership for six years. This has primarily been within the Personnel department.

During this time she has worked in Head Office Resourcing, New Branch Resourcing, and finally Graduate and Placement Resourcing, all within the John Lewis division of the business.

Prior to this she studied Sociology with Human Resource Management at the University of Bath, going on to complete a Human Resources MSc at London Southbank University.

Nicole has been involved in graduate resourcing for the last three years, looking after the various John Lewis Schemes, which include Retail Management, Buying, Merchandising, Finance and Technology, as well as the Retail Management Industrial Placement and Summer Internship Schemes.

She has experience at each stage of the end-to-end recruitment process, from online and campus attraction, to selection through online and assessment centre stages, and finally to on-boarding.

PANELIST

Laura Yeates *Graduate Recruitment & Development Manager, Clifford Chance*



Laura Yeates is the Graduate Recruitment & Development Manager at the global law firm, Clifford Chance.

She joined Clifford Chance in 2006, having previously worked at J.P. Morgan in both the graduate recruitment team and also in a generalist HR role.

In her most recent role, she oversees both the graduate recruitment and development teams. Recent projects include conducting a full review of the selection process with the introduction of 'CV blind' interviews, undertaking a number of pilot schemes focused on improving access to the profession, development of the award-winning Intelligent Aid competition, and introducing a performance optimisation programme for trainees focusing on building resilience.

With over nine years graduate recruitment experience and five years HR experience, she has completed the Association of Graduate Recruiters standard and is a Chartered member of the CIPD.

High Fliers Research

Researching graduate recruitment at Britain's leading universities



- **Face-to-face interviews** with 1 in 5 finalists at thirty top universities annually
- **In-depth research** into students' job hunting and career aspirations & expectations
- **Detailed assessment** of individual employers' websites, brochures, advertising, campus events and their profile in the graduate market
- **Regular studies** analysing graduate vacancies and starting salaries at Britain's best-known employers
- **Bespoke surveys** of employers' recent graduates, new joiners, applicants, and student interns
- **One-day training courses** held each month throughout the year for new graduate recruiters

Delegate List

A

Melissa Amouzandeh *New Entrants Resourcing Advisor, Network Rail*
Claire Ashton *Senior Associate Director, Teach First*

B

Sonia Bagri *Graduate Recruitment Manager, RM Education*
Lucy Bailey *Global Graduate Recruitment Manager, AstraZeneca*
Emma Barbour *Talent Acquisition Partner, UK Power Networks*
Andrew Bargery *Campus & Schools Engagement Leader, PwC*
Jonathan Barker *EMEA Tech Staffing Lead, Google*
Hayley Barrie *Recruitment Manager, Lidl*
Alice Bertin *Head of Sourcing and Selection UK, Danone*
Sheona Boldero *Training & Graduate Recruitment Manager, Manches*
Shiva Bolourchi *European Campus Recruiter, Barclays*
Claire Bonnell *Department Manager, Recruitment, Waitrose*
Jessica Booker *Trainee Recruitment Manager, Freshfields Bruckhaus Deringer*
Alex Brackfield *Graduate Recruiter, Bank of England*
Tanita Bridgeman *Graduate Recruitment and Development Coordinator, Barclays Wealth*
Georgina Burman *Graduate Recruitment, Accenture*
Lisa Byworth *National Resourcing Coordinator, NHS Management Training Scheme*

C

Anna Callaghan *Recruitment Advisor, ExxonMobil*
Sue Caren *Graduate Programme Manager, CSC Computer Sciences*
Audrey Chirochangu *Campus Marketing and Diversity, Bank of America Merrill Lynch*
Sandy Chow *Emerging Talent Attraction Manager, Centrica*
Katherine Clark *Marketing Executive, Institute of Chartered Accountants in England and Wales (ICAEW)*
Maddie Clarke *HR Manager, Campus Recruitment, Fidelity Worldwide Investment*
Debbie Cole *HR Manager, MBDA*
Jenny Collins *Tech University Recruiter, Google*
Victoria Conisbee *Student Recruitment Advisor, Deloitte*
Elizabeth Coutts *Graduate Recruitment, FCA*
Yvonne Crew *Senior Graduate Programme Manager, Centrica*

D

Jonathan Dale *Deputy Director: External Engagement, National College for Teaching and Leadership*
James Darley *Director of Graduate Recruitment, Teach First*
Helen Dawkins *Early Engagement & Marketing Administrator, BP*
Kelly Dennis *Student Recruitment Manager, EY*
Lia Deraniyagala *Graduate Recruitment Specialist, Allen & Overy*
Laura Donnellan *Graduate Development Manager, Fidelity Worldwide Investment*
Jennifer Doyle *Graduate Recruitment Manager, FCA*
Ruth Doyle *Personnel Development Director, Aldi Stores*
Angela Duncan *Graduate Resourcing Manager, British Airways*
Zoe Dunnet *Employer Brand Associate, J.P. Morgan*
Kirsty Dyer *Campaign Manager, National College for Teaching and Leadership*

E

Holly Edwards *Resourcing Coordinator, Tesco*
Mark Eland *Head MCENR Sector UK, CSC Computer Sciences*
Delyth Evans *Press and Communications Manager, European Commission*

F

Jacqui Fabes *Resourcing Channel Specialist, Virgin Media*
Joanna Fackler *University Relations Officer, CGG*
Rob Farace *Senior National Resourcing Lead, NHS Management Training Scheme*
Louise Farrar *Senior Manager Student Recruitment, PwC*
Madeleine Field *Recruitment Strategy Manager, FDM Group*
Mary Figueira *National Resourcing Coordinator, NHS Management Training Scheme*
Martin Finnegan *Recruitment Assistant, Lidl*
Lucy Flower *Graduate Resourcing Coordinator, BP*
Jenna Follett *Recruitment Marketing and Events, Bloomberg*
Bethany Foote *Specialist, Accenture*
Jenny Fraenzel *Student Recruitment Advisor, BDO*

G

Robinder Gill *Graduate, Undergraduate and Apprentice Recruitment Manager, Jaguar Land Rover*
Tanya Goburdhun *Marketing Executive, ICAS*
Chrissie Gray *Graduate Talent Manager, Europe, DHL*
Gareth Griffiths *Business Development Manager, ACCA*
Sally Gunn *Resourcing Channel Manager, Virgin Media*

H

Bernie Hall *Graduate Recruitment Specialist, Unilever*
Natalie Hannan *Trainee Recruitment & Development Advisor, Norton Rose Fulbright*
Charlotte Hart *Head of Infrastructure Recruitment EMEA, Corporate & Investment Banking, Barclays*
Nicola Hart *Head of Future Talent, Sky*
Louisa Hayman *Project Consultant, Royal Bank of Scotland Group*
Rachel Hillary *Marketing & Events Campus Relations Manager, Credit Suisse*
Cat Hines *Annual Rounds Recruitment Manager, Bank of England*
Rachel Howard *Resourcing Partner, Cancer Research UK*
Diane Hughes *Recruitment Advisor, BAE Systems*
Jenni Hughes *Careers Marketing Leader, Institute of Actuaries*

I

Francesca Isingrini *Graduate Programme Advisor, Morgan Advanced Materials*
Hayley Ives *Graduate Officer, Clyde & Co*

J

Emma Jackson *Sourcing and Selection Assistant, Danone*
Amandeep Jaspal *Senior Future Talent Consultant, Sky*
Aaliya Jetha *Graduate Recruitment Sourcing Lead, Accenture*

K

Hannah Kemp *Recruiter, BlackRock*
Jonathan Key *Market Research Executive, CIMA Global*
Harpavan Khaira *Graduate Recruitment, npower*
Jenny Korsak *Marketing Executive, Institute of Chartered Accountants in England and Wales (ICAEW)*

L

Tom Langley *Resourcing Manager, Anglian Water*
Jade Larkin *Talent Advisor, E.ON*
Rachel Lawrence *Talent Channels Manager, PwC*
Claudine Leger *Graduate Recruitment and Training Assistant, Savills*
Christine Lennon *National Graduate Programme Manager, nucleargraduates*
Kate Llewellyn-Cripps *Campus and Marketing Manager, Royal Bank of Scotland Group*
Gill Lloyd *Graduate Development and Resourcing, Thales*
Jenny Lo *European Campus Recruiter, Barclays*
Jeffery Lovejoy *Talent Acquisition, Enterprise Rent-A-Car*

M

Rosie Mackay *Student Recruitment Officer, EY*
Charles Macleod *Head of Global Sourcing, PwC*
Rachel MacNiven *Graduate Recruitment Administrator, Simmons & Simmons*
Kim Mamtora *Employer Brand Analyst, J.P. Morgan*
Paul McBride *Employer Brand Marketing Officer, EY*
Jenny McColl *Tech University Programs Specialist, Google*
Alana McCrosson *Student Recruitment Manager, BDO*
Caroline McMahon *Recruitment Project Manager, Aviva*
Olwen Merchant *Recruitment Consultant, Capital One*
Charlotte Middleton *HR Adviser – Trainee Solicitors, Hogan Lovells*
Harriet Miller *Communications Project Coordinator, WPP*
Emily Milne Home *Schools Recruitment Manager, KPMG*
Melissa Munro *Marketing & Brand Manager, ICAS*
Carla Murray *Graduate Resourcing Manager, Morrisons*

N

Shirin Nejad *Recruitment Marketing Executive, CIMA Global*
Jo Noakes *Talent Management Lead, Police HPDS*
James Nugent *Student Recruitment Attraction Manager, Deloitte*
Gaynor Nutty *Early Career Recruitment Manager, Rolls-Royce*

O

Helen Ogilvie *Head of Entry Level Recruitment, Barclays Wealth*
Helen Ouseley *Graduate Recruitment Manager, Goldman Sachs*

P

Faith Pallant *Recruitment Officer, Lidl*
Rochelle Parker *Emerging Talent Selection Manager, Centrica*
Hafsa Patel *Recruitment Advisor, BAE Systems*
Rina Patel *Recruitment Administrator, BDO*
Sarah Paul *HR Business Partner, Atos*
Cara Penny *Senior Resourcing Advisor, Anglian Water*
Lucy Platt *Senior Graduate Recruiter, Accenture*
Emily Poole *Campus Recruitment & Programme Manager, RBC Capital Markets*
Clare Power *Senior Marketing Manager, Student Recruitment, Institute of Chartered Accountants in England and Wales (ICAEW)*
Claire Pratt *Talent Supply Manager, Procter & Gamble*
Katie Purser *Recruitment Director, Frontline*

R

Liane Rainbow *EMEA Tech Campus Recruitment Lead, Google*
Sian Raper *Graduate Resourcing Advisor, FirstGroup*
Sara Reading *Head of Early Career Recruitment and Selection, Royal Bank of Scotland Group*
Andy Renouf *Graduate Recruitment Advisor, Simmons & Simmons*
Victoria Reynolds *Head of Recruitment, Capital One*
Paul Roberts *Graduate Resourcing Partner, AXA UK*
Sophie Robinson *Graduate Recruitment Advisor, Clifford Chance*
Nina Rolsma *Lead Recruiter EMEA Campus Recruitment, American Express Services Europe*
Elaine Rowan *Graduate Recruitment Manager, Department for International Development*
Sarah Rozario *Recruitment Marketing Manager, KPMG*
Sinead Ryan *Graduate Resourcing Advisor, BP*

S

Preet Sagoo *Recruitment Advisor, ExxonMobil*
Hannah Salton *Graduate Recruitment Manager, BT*
Louise Saunders *Talent Resourcing Advisor, CGG*
Lucy Saunders *University Staffing Lead, Microsoft*
Lorcan Seery *Early in Career Manager, Santander*
Andrew Sharp *Future Talent Manager, Mars*
Gemma Shooter *Student Recruitment Manager, CIMA Global*
Alexa Shpakova *Graduate Recruitment Assistant, Clifford Chance*
Leila Siddiqi *Marketing Executive, Institute of Practitioners in Advertising*
Joanne Smallwood *Graduate Recruitment/HR Advisor, Bond Dickinson*
Charlotte Smith *Graduate Recruitment Coordinator, Sainsbury's*
Janet Smith *Fellowship Program Manager, WPP*
Kerry Sneddon *Graduate Recruitment Coordinator, EC Harris*
Natalie Snell *HR Advisor, MBDA*
Vanessa Soames *Head of Graduate Recruitment and Recruitment Marketing, KPMG*
Samantha Sogolo *Talent Acquisition Team Lead – Europe, Baker Hughes*
Sharon Spice *Head of Student Recruitment and Marketing, Institute of Chartered Accountants in England and Wales (ICAEW)*
Victoria Spindler *Graduate Resourcing Manager, Tesco*
Julie Stanbridge *Head of Student Recruitment, EY*
Sammie Stapleton *Global Sourcing and Head of UK Talent Channels, PwC*
Marina Stasenکو *Resourcing Manager – Entry Level Talent, Tesco*
Grace Strutton *Recruiter, PA Consulting*

T

Kathryn Taylor *L&D Consultant and Interim UK & International Student Programme Manager, Willis*
Jenn Terry *Campus Recruitment Team Lead, Bloomberg*
Victoria Thorburn *Recruitment Consultant, Rolls-Royce*
Nicole Tiller *Section Manager, Graduate Recruitment, John Lewis Partnership*
Helen Tilley *L&D Advisor, Cancer Research UK*
Jackie Trench *Graduate Recruitment Specialist, Clifford Chance*
Gemma Trott *Graduate Recruitment Advisor, Clifford Chance*
Serena Tulloch *Graduate Recruitment Advisor, Atkins*

V

Sarah Vincent *Campus Recruiter, RBC Capital Markets*

W

Kat Ward *Early Careers Advisor, Dstl*
David Westbury *Global Graduate Programme Manager, AstraZeneca*
Ruth White *Head of Early Career, Royal Bank of Scotland Group*
Georgina Whittle *Talent Acquisition Manager, Unilever*
Claire Williams *Graduate Marketing & Communications Manager, Siemens*
Emily Wilson *Graduate Recruitment Manager, Explore Learning*
Tanja Winter *Regional Recruitment Marketing Manager, Shell*
Georgie Wire *Graduate Marketing Co-ordinator, UBS*
Jo Wood *Development Marketing Manager, Institute of Chartered Accountants in England and Wales (ICAEW)*

Y

Laura Yeates *Graduate Recruitment and Development Manager, Clifford Chance*

The National
Graduate
Recruitment
Conference

Participating Employers

<i>ACCA</i>	<i>Department for International Development</i>	<i>Microsoft</i>
<i>Accenture</i>	<i>Deutsche Bank</i>	<i>Morgan Advanced Materials</i>
<i>Aldi</i>	<i>DHL</i>	<i>Morrisons</i>
<i>Allen & Overy</i>	<i>Dstl</i>	<i>National College for Teaching and Leadership</i>
<i>American Express Services Europe</i>	<i>E.ON</i>	<i>Network Rail</i>
<i>Anglian Water</i>	<i>EC Harris</i>	<i>NHS Management Training Scheme</i>
<i>AstraZeneca</i>	<i>Enterprise Rent-A-Car</i>	<i>Norton Rose Fulbright</i>
<i>Atkins</i>	<i>European Commission</i>	<i>npower</i>
<i>Atos</i>	<i>Explore Learning</i>	<i>nucleargraduates</i>
<i>Aviva</i>	<i>ExxonMobil</i>	<i>PA Consulting</i>
<i>AXA UK</i>	<i>EY</i>	<i>Police HPDS</i>
<i>BAE Systems</i>	<i>FDM Group</i>	<i>Procter & Gamble</i>
<i>Baker Hughes</i>	<i>Fidelity Worldwide Investment</i>	<i>PwC</i>
<i>Bank of America Merrill Lynch</i>	<i>Financial Conduct Authority</i>	<i>RBC Capital Markets</i>
<i>Bank of England</i>	<i>FirstGroup</i>	<i>RM Education</i>
<i>Barclays</i>	<i>Freshfields Bruckhaus Deringer</i>	<i>Rolls-Royce</i>
<i>BDO</i>	<i>Frontline</i>	<i>Royal Bank of Scotland Group</i>
<i>BlackRock</i>	<i>Goldman Sachs</i>	<i>Sainsbury's</i>
<i>Bloomberg</i>	<i>Google</i>	<i>Santander</i>
<i>Bond Dickinson</i>	<i>Hogan Lovells</i>	<i>Savills</i>
<i>BP</i>	<i>Institute of Actuaries</i>	<i>Shell</i>
<i>British Airways</i>	<i>Institute of Chartered Accountants in England and Wales (ICAEW)</i>	<i>Siemens</i>
<i>BT</i>	<i>Institute of Chartered Accountants of Scotland (ICAS)</i>	<i>Simmons & Simmons</i>
<i>Cancer Research UK</i>	<i>Institute of Practitioners in Advertising (IPA)</i>	<i>Sky</i>
<i>Capital One</i>	<i>J.P. Morgan</i>	<i>Teach First</i>
<i>Centrica</i>	<i>Jaguar Land Rover</i>	<i>Tesco</i>
<i>CGG</i>	<i>John Lewis Partnership</i>	<i>Thales</i>
<i>CIMA Global</i>	<i>KPMG</i>	<i>UBS</i>
<i>Clifford Chance</i>	<i>Lidl</i>	<i>UK Power Networks</i>
<i>Clyde & Co</i>	<i>Manches</i>	<i>Unilever</i>
<i>Credit Suisse</i>	<i>Mars</i>	<i>Virgin Media</i>
<i>CSC Computer Sciences</i>	<i>MBDA</i>	<i>Willis</i>
<i>Danone</i>		<i>WPP</i>
<i>Deloitte</i>		