

The National Graduate Recruitment Conference 2014

The Grove Hotel, Hertfordshire Friday 5th September 2014

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 eighth year, **The National Graduate Recruitment Conference** remains the only annual conference *exclusively* for graduate recruiters and over 180 delegates from more than one hundred different employers are taking part in the event.

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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 2014-2015 and look forward to seeing you again soon.

Best wishes,



Martin Birchall
Managing Director

Presented by **High Fliers Research**

Conference Programme

8.45am Registration & networking

9.30am Welcome & introduction

CONFERENCE PRESENTATION

9.40am **Review of the Graduate Recruitment Year**

Presented by Martin Birchall, Managing Director, High Fliers Research



The first of today's conference presentations looks back over the last twelve months, reflecting on the 2013-2014 graduate recruitment season and examining the year's key news about universities, students and graduate employers.

PANEL DISCUSSION

10.40am **Recruiting the 'Class of 2014'**

Senior graduate recruitment managers from **Accenture**, **BlackRock**, **Frontline** and **Rolls-Royce** offer a personal view of their experiences of last year's graduate recruitment round.

11.20am Morning coffee in the foyer

CONFERENCE PRESENTATION

11.40am **The Graduate Market in 2015**

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 2014-2015.

PRIZE QUIZ

12.10pm **University Challenge**

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

12.20pm Insight Session 1

A choice of four *Insight* sessions, offering first-hand accounts of how PwC & the NHS, Grant Thornton & Norton Rose Fulbright, Credit Suisse & EY and McDonald's & Virgin Money approach different aspects of their graduate recruitment.

1.00pm Lunch in the Glasshouse Restaurant

CONFERENCE NETWORKING

2.00pm Graduate Recruitment in 2014-2015

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

2.40pm Insight Session 2

Today's second chance to take part in a choice of four *Insight* sessions, revealing how different employers approach graduate recruitment.

3.20pm Afternoon tea in the foyer

CONFERENCE PRESENTATION & PANEL DISCUSSION

3.40pm University Tuition Fees & the 'Class of 2015'

Presented by Martin Birchall, Managing Director, High Fliers Research

With the first cohort of graduates who've paid £9,000-a-year tuition fees due to leave university next summer, this special conference session explores the impact of the new fees regime and includes a lively discussion with final year students from the 'Class of 2015'.

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.

The National
Graduate
Recruitment
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 2.40pm.

INSIGHT SESSION 1

Graduate Applications

The careful rejection of thousands of graduates



Applications from job hunters have risen in five of the last six years and are almost 90 per cent higher than at the beginning of the recession in 2008. Employers reject around 97 per cent of all applications but need to ensure all candidates are left with as positive an impression of the organisation as possible.

Kruti Shah, Assessment Services Officer at PwC, will share their experience in managing unsuccessful candidates, with a particular focus on how they provide feedback to a large number of candidates each year and the steps they've taken to support the candidate in their development journey.

The NHS never struggles to attract graduates to its flagship programmes. Rob Farace will discuss how they tackled the challenge of balancing the need to protect the brand and reputation of the NHS Graduate Management Training Scheme, while regularly rejecting large numbers of candidates.

INSIGHT SESSION 2

Selection Criteria

What is a degree worth?



More than four-fifths of the UK's leading employers now require their graduate applicants to meet minimum academic standards – most insist on a 2.1 degree, while one in six ask for a minimum of a 2.2 degree. Just over a quarter also have a UCAS tariff requirement associated with their application.

Law firms have always demanded high academics. Caroline Lindner, Trainee Recruitment Manager at Norton Rose Fulbright, will explain that while law is an academic job, being too academic could be detrimental to your success. She will show how every rule has an exception – academics are not a make-or-break decision in the firm – followed by a debate about CV-blind interviews.

Maria Floud, Head of Trainee Recruitment at Grant Thornton, shares her story about how they have started their transformation of approach to minimum criteria for trainees. She will explain why, and how, they have bucked the convention of relying on academics as the first hurdle for candidates.

INSIGHT SESSION 3

Internships

The long-term recruitment pipeline



The Graduate Market in 2014 confirmed that over a third of this year's graduate vacancies at Britain's leading employers were filled by graduates with previous work experience within the organisations. The knowledge and experiences gained from these placements can result in more engaged and committed graduates, but is it forcing a commitment from the candidate and the employer too early?

As the market improves the competition becomes increasingly fierce, EY is focused on ensuring its early identification strategy contributes to the firm's overall vision and people agenda. Barbara Menhart, Student Recruitment Assistant Manager, will provide insights for those looking at the undergraduate market by discussing EY's approach to early identification, the challenges faced and the measures taken to address these.

Recruiting high-calibre candidates so early in their university career is the challenge for Tracey Gilbride from Credit Suisse. With such a heavy investment in the long-term pipeline, Tracey will explain how she ensures their interns join their graduate programme instead of going elsewhere, and how they deal with campus promotions to finalists who have not completed an internship.

INSIGHT SESSION 4

Recruitment Processes

Novel approaches to the candidate journey



Many candidates enter organisations' selection & assessment processes with ready-made answers and a very clear idea of what type of behaviour will lead to a successful outcome. In order to keep assessment engaging, employers are implementing new and novel selection methods to help differentiate the very best graduates and to provide an enjoyable candidate experience.

McDonald's want people who stand out from the crowd and who can deliver the best customer experience. Following on from a standard application process, successful applicants are invited to a restaurant-based assessment day which is called 'On-Job Evaluation'. Drue Hammond will describe why, at this final stage, candidates get to try the job for real and what effect it has on their recruitment.

Earlier this year, a campaign was launched to find a 'creative entrepreneur' to join the Virgin Money team. To attract a truly different kind of candidate, a new approach was designed and developed called 'The World's Most Creative Interview'. This was an immersive theatre event, held in a recording studio, with a series of individual assessments designed to test candidate skills in a way that was very different, very challenging and a lot of fun. Joanne Hannant, Head of Resourcing, will be discussing how Virgin Money set about creating a very innovative approach for this campaign.

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 prestigious hard-backed directory and website that profiles Britain's 'graduate employers of choice', based on the findings from High Fliers Research's annual student research.

He has appeared 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*.

PANELIST

Julie Broad *Global Early Career Recruitment & Graduate Development Manager, Rolls-Royce*



Julie Broad has always been interested in development and learning and on graduating Lancaster University with a degree in Psychology and Educational Studies she has pursued a career in the field of leadership and employee development.

Having held a number of generalist Human Resources and specialist development roles in the rail industry and Rolls-Royce, Julie has returned fully to her first love of graduate and early career development. Julie has over 15 years of experience in this field and current accountabilities include developing the strategy for recruitment, development and post programme placement in close partnership with business leaders and function stakeholders.

PANELIST

Ola Fadipe *Director – Campus Recruiting, BlackRock*



Ola Fadipe is the European Head of Graduate Recruiting for BlackRock. She is responsible for delivering and setting the recruitment and programme strategy for the region including executing the firm's attraction, assessment, diversity and change initiatives.

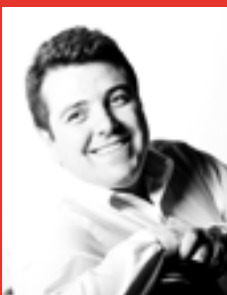
Prior to joining BlackRock, Ola worked in the Emerging Talent Practice of Alexander Mann Solutions for over five years and was responsible for clients in both the financial services and technology space. Her primary focus was designing and delivering large scale graduate recruitment diagnostics.

Before this, Ola was a campus recruiter for 5 years within the Investment Banking sector at Merrill Lynch and UBS respectively, where she was responsible for all graduate hiring and development across the Investment Banking division.

Ola earned a Masters in Management from the University of Oxford in 2002 and a Bachelor of Law with Honours from the University of Reading in 2000.

WORKSHOP

Rob Farace *Senior Programme Lead, Resourcing, NHS Leadership Academy*



Rob Farace has worked in human resources for over twenty years and has specialised in resourcing, with a particular focus on graduate schemes. In his current role, he is responsible for recruitment to the NHS Leadership Programmes – including the award-winning NHS Graduate Management Training Scheme, the NHS Executive Fast Track Programme and the Healthcare Scientist Training Programme and introduced a national internship scheme for the NHS.

Rob started his career with the London Borough of Barnet before moving to the Children's Society and later to the Imperial Cancer Research Fund, where he set up their first ever graduate scheme. He played a key role in the biggest charity merger which formed Cancer Research UK, and went on to set up their resourcing function, introducing several graduate training schemes.

Rob has a variety of roles in addition to his day job including being a Board of Director for the Association of Graduate Recruiters and Charity Works (a unique Graduate Development Programme for the charity sector) and is a member of the Bright Futures Society Advisory Board and the CIPD Resourcing Steering Committee.

WORKSHOP

Maria Floud *Head of Recruitment for Trainees, Grant Thornton*



Maria Floud joined Grant Thornton six years ago following a career break in Ghana. Before then, she spent time at Andersen, Ernst & Young and Deutsche Bank. Since joining Grant Thornton, Maria has built a dedicated recruitment team and driven the creation of the firm's strategy for trainee recruitment, embedding a one-firm approach to how it attracts and select great trainee talent.

Maria now manages a team of twelve (plus RPO) to hire 400 trainees annually (graduate, school leaver, placement and interns). She is currently leading a project looking at high performing selection across both experienced hire and trainee.

WORKSHOP

Tracey Gilbride *IBD & GMSG Campus Recruiter, Credit Suisse*



Tracey Gilbride is an established recruiter within the EMEA Campus Recruitment team at Credit Suisse. She joined the firm upon graduation five years ago and has remained with Campus Recruitment since.

She is responsible for implementing the regional strategy for campus recruitment for the Investment Banking Department & Global Markets Solutions Group, delivering over 200 interns and full time hires on an annual basis.

Tracey also leads some elements of the diversity initiatives ensuring that the quality and diversity of the students hired are the right fit for the constantly evolving business.

WORKSHOP

Drue Hammond *Human Resources & Resourcing Manager, McDonald's*



During Drue Hammond's career at McDonald's, she has worked across many areas of the business in a number of differing roles including Operations Management, Franchise recruitment and consulting and various HR roles.

In her current role, Drue is responsible for all restaurant level recruitment both for entry level restaurant roles and management recruitment including graduate entry schemes and industrial placements.

She is also involved in managing the internal secondment programme which supports the company's talent strategy.

WORKSHOP

Joanne Hannant *Head of Resourcing, Virgin Money*



Joanne Hannant has worked for Virgin Money since the acquisition of Northern Rock. As part of its award winning HR team, she has helped to implement a number of significant organisation change projects, as well as delivering key HR services. At Northern Rock, Joanne held a number of business leadership roles before moving into HR to support the huge organisational change agenda.

Now, in her current role, as Head of Resourcing, the key focus is developing a resourcing strategy to build the bank. This means developing an innovative and engaging approach to recruiting amazingly talented individuals from a diverse range of backgrounds.

PANELIST

Alison Kennard *Head of Graduate Recruitment, Accenture*



Alison Kennard has been with Accenture for seven-and-a-half years and has done a variety of roles spanning the full lifecycle of recruitment. She started as a junior recruiter in the Sourcing and Attraction Team, working her way up to Candidate Management Team Lead and was recently made Head of Graduate Recruitment.

Alison also did a 12-month secondment with Accenture's Talent Supply Chain Team. They are the team that schedule Accenture people onto client work ensuring that the right person, with the right skills, at the right career level is in role at the right time. They essentially deal with internal recruitment within Accenture.

WORKSHOP

Caroline Lindner *Trainee Recruitment Manager, Norton Rose Fulbright*



Each year, Norton Rose Fulbright works with 30 UK and Irish universities to recruit 45 vacation students and 55 trainee solicitors. Caroline Lindner manages all attraction & marketing, university activities and selection of graduates. Alongside recruitment, she is involved in diversity initiatives – plugging into firm-wide and graduate-specific programmes.

Caroline has 13 years' experience within HR and graduate recruitment, and has worked for Linklaters, Hogan Lovells and Allen & Overy, prior to moving to Norton Rose Fulbright in 2013.

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WORKSHOP

Barbara Menhart *Student Recruitment Assistant Manager, EY*



After graduating with a Bachelor of Arts / Bachelor of Science from the University of Sydney, Barbara Menhart gained generalist HR experience within the Banking sector.

Barbara has since chosen to specialise in student recruitment. After a successful four years with law firm Allen & Overy, Barbara moved across to EY in 2011 to work on their early identification initiatives. Barbara is also responsible for the strategy and delivery of the Diversity & Inclusiveness agenda within student recruitment. Barbara has recently completed her professional HR qualification for the CIPD with a dissertation topic addressing social mobility.

PANELIST

Katie Purser *Recruitment Director, Frontline*



Katie Purser joined the pioneering new charity, Frontline, in June 2013 to set up the recruitment team and processes; this year they recruited 104 individuals to transform the lives of vulnerable children and families by training as childrens' social workers and leaders in broader society.

Katie previously worked for Teach First. She started in the Attraction team as a Recruitment Officer and went on to be a Graduate Recruitment Manager, responsible for ensuring both fair and thorough selection processes.

Prior to this, Katie taught Geography on the Teach First programme and spent time working in Uganda with PEAS (Promoting Equality in African Schools).

WORKSHOP

Kruti Shah *Assessment Services Officer, Talent Selection, PwC*



Kruti Shah is an organisational psychologist who specialises in assessment at PwC. She is currently leading on Student Recruitment assessment and selection within the UK. Kruti also advises the national Student and Experienced hire recruitment teams, as well as global colleagues, on best practice assessment methodology.

She is currently working towards chartered status within Occupational Psychology and has a keen interest in developing employability skills. Prior to joining PwC, Kruti has worked in various roles including Assessment at Macquarie Bank and Reward at HSBC.

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

Diahann Abraham Senior Recruiter, Accenture
Robbie Allen Graduate Recruitment Administrator, Hogan Lovells
Claire Ashton Acting Director, Teach First
Tracey Austin Head of Recruitment, Norton Rose Fulbright

B

Andrew Bargery Campus & Schools Engagement Leader, PwC
Katherine Barker Talent Acquisition Specialist, Enterprise Rent-A-Car
Claire Bennison Head of Employer Relationships & Student Recruitment, ACCA
Katrina Bentley Investment Banking Campus Recruiter, Barclays
Katy Beresford Graduate Recruitment Specialist, Clifford Chance
Valerie Bertorello Regional Finance & Operations Manager, CIMA Global
Sophie Biney Emerging Talent Recruitment Manager, HSBC
Charlotte Bolu Credit Suisse
Chris Bolton Capgemini
Alex Brackfield Graduate Recruiter, Bank of England
Felicity Brindle Vice President – Campus Recruitment, BlackRock
Julie Broad Early Career Recruitment and Graduate Development Manager, Rolls-Royce
Mel Brooking GR Advisor, Nabarro
Naomi Brown Student Recruitment Officer, Grant Thornton
Sophie Brown Starting Out Coordinator, Sky
Claire Buckland HR Manager Talent Supply, Procter & Gamble
Stacey Butler Graduate Recruitment Advisor, Atkins
Anna Byrne Recruitment & Selection Lead, nucleargraduates

C

Francesca Campalani Lloyds Banking Group
Zoe Charlesworth HR Business Partner – Culture Values & Talent, AstraZeneca
Sarah Cockburn Senior Graduate Recruitment Manager, Allen & Overy
Charlotte Critchlow The Army
Jane Croft-Baker Graduate Recruitment Specialist, Clifford Chance
Kate Croucher University Relationship Manager, FDM Group

D

James Darley Teach First
Sam Dixon Recruitment Consultant, GCHQ
Laura Domone Personnel Development Director, Aldi Stores
Jane Drew GR Manager, Nabarro
Angela Duncan Talent Acquisition & Planning Manager, British Airways
Lucy Dunn Talent Selection Specialist, Unilever
Claire DuRose Student Recruitment Team Leader, CIMA Global

E

Richard Edwards Recruitment Consultant, GCHQ
Delyth Evans Press and Communications Manager, European Commission

F

Ola Fadipe Director – Campus Recruitment, BlackRock
Rob Farace National Resourcing Manager, NHS Management Training Scheme
Mary Figueira NHS Management Training Scheme
Ruth Filor Graduate Programme Manager, Unipart
Martin Finnigan Recruitment Assistant, Lidl
Maria Floud Head of Recruitment for Trainees, Grant Thornton
Sarah Fong Credit Suisse
Rob Fryer Head of Student Recruitment, Deloitte

G

Emilie Garvey UK University Recruitment Manager, GlaxoSmithKline
David Gell The Army
Tracey Gilbride IBD & GMSG Campus Recruiter, Credit Suisse
Rob Gill Graduate & Undergraduate Recruitment Manager, Jaguar Land Rover
Amanda Graham Campaigns Executive, National College for Teaching and Leadership
Rebecca Gray Talent Manager Europe, DHL
Jackie Gridale ICAEW

H

Jon Hall Early Careers Resourcing Coordinator, Dstl
Drue Hammond HR & Resourcing Manager, McDonald's Restaurants
Joanne Hannant Head of Resourcing, Virgin Money
Matt Hearnden Early Careers Attraction and Brand Manager, Tesco
Sarah Hebborn HR & Training Controller, Renault
Rachel Hillary Employer Brand & Marketing, J.P. Morgan
Lianne Hinde Recruitment Consultant, GCHQ
Cat Hines Annual Rounds Recruitment Manager, Bank of England
Jenni Hughes Careers Marketing Leader, Institute of Actuaries

I

Richard Irwin Head of Student Recruitment, PwC
Hayley Ives Legal Trainee Recruitment and Development Executive, Clyde & Co

J

Becky Jackson Graduate Recruitment Assistant, Clifford Chance
Ruby Jah Graduate Programme Manager, SunGard Systems
Khatidja Janmohamed Trainee Recruitment Executive, Freshfields Bruckhaus Deringer
Amandeep Jaspal Senior Starting Out Consultant, Sky
Hannah Jennings Graduate Recruiter, Bloomberg
Emma Jones Student Recruitment Officer, EY
Jane Jones Recruitment Consultant, GCHQ

K

Hannah Kemp Associate – Campus Recruitment, BlackRock
Alison Kennard Head of Graduate Recruitment, Accenture
Harpavan Khaira Graduate Resourcer, npower
Abby King Graduate Recruitment Manager, Savills
Kim King Graduate Recruitment Consultant, Transport for London
Lucy Klein Senior Graduate Recruitment Advisor, Berwin Leighton Paisner

L

Dan Lacey *Senior Recruiter, Accenture*
Deborah Lally *Group Resourcing Manager, Arcadia Group*
Conrad Langworthy *Head of Software Engineering Academy, Sky*
Negin Lankarani *Graduate Programme Manager, L'Oréal*
Karen Lau *Student Recruitment Officer, EY*
Kim Le Geyt *UK Recruitment Advisor, ExxonMobil*
Rachel Lawrence *Talent Channels Manager, PwC*
Stephanie Leek *New Talent Development Manager, AB Agri*
Ofa Lesuma *Global Head of Resourcing IST, BP*
Caroline Lindner *Trainee Recruitment Manager, Norton Rose Fulbright*
Gill Lloyd *Graduate Development and Resourcing, Thales*
Charlotte Longman *Graduate Recruitment Coordinator, Sainsbury's*
Samantha Lusty *HR Advisor – FDP Recruitment, MBDA*
Gosia Lutomirska *Graduate Coordinator, Bloomberg*
Tom Lyas *Early Careers Recruitment Manager, Tesco*

M

Tom Lyas *Early Careers Recruitment Manager, Tesco*
Kim Mamtara *Employer Brand & Marketing, J.P. Morgan*
Helen Marr *Graduate Recruitment and Trainee Programme Supervisor, Bond Dickinson*
Vanessa Martinez *EMEA Campus Recruiter, American Express Services Europe*
Dawn Maskens *Graduate Programme Co-ordinator, Unipart*
Will Matthews *CSC Computer Sciences*
Lauren McConnell *Analyst – Campus Recruitment, BlackRock*
Becky McVittie *Resourcing Specialist, npower*
Barbara Menhart *Student Recruitment Assistant Manager, EY*
Olwen Merchant *Recruitment Consultant, Capital One*
Martina Mertes *Recruitment Specialist, RM Education*
Emma Millard *EY*
Emily Milne Home *Student Marketing and Outreach Manager, KPMG*
Amy Moody *Student Recruitment Officer, EY*
Adam Moore *Senior Marketing Executive, ICAEW*
Justina Moores *Talent Manager, RM Education*
Stephanie Morton *Entry Level Talent Lead, Siemens*
Laura Muir *Graduate Recruiting Coordinator, Latham & Watkins*
Marie Murphy *Student Recruitment Officer, EY*

N

Daria Naumova *hyphen*
Natasha Neilson *Graduate Recruitment Administrator, Simmons & Simmons*
Katherine Newton *Software Engineering Academy Co-ordinator, Sky*
Louise Norris *Resourcing Project Leader, KFC*

P

Laura Park *hyphen*
Matt Parker *Graduate Recruitment Manager, KPMG*
Stephanie Peacock *Technology Campus Recruiter, Barclays*
Linsey Perry *New Entrant Strategy, Network Rail*
Dawn Pitchford *Lloyds Banking Group*
Gemma Porter *Graduate Recruitment Manager, Oliver Wyman*
Jessica Portman *Talent Acquisition Specialist, Samsung*
Nicola Prescott *Resourcing Delivery Manager, Waitrose*
Hanna Pumfrey *Recruitment Marketing Manager, CIMA Global*
Katie Purser *Recruitment Director, Frontline*

Q

Abbey Quarterman *Graduate Recruiter, Bloomberg*

R

Sian Raper *Graduate Resourcing Partner, FirstGroup*
Jenny Richardson *Graduate Recruiter, Fidelity Worldwide Investment*
Nadir Rizvi *Professional Development Manager, IBM*
Paul Roberts *Graduate Resourcing Partner, AXA UK*

R (cont.)

Sophie Robinson *Trainee Recruitment Manager, Freshfields Bruckhaus Deringer*
Sarah Rozario *Recruitment Marketing Manager, KPMG*
Kelly Rule *Recruiter, Samsung*

S

Erica Sabol *Recruiting Manager, Capital One*
Jessica Safir *University Programs Specialist, Google*
Preet Sagoo *UK Recruitment Advisor, ExxonMobil*
Marissa Sanders *Graduate Manager, Irwin Mitchell*
Sandra Scholl *Project Manager, Lidl*
Lorcan Seery *Early in Career Manager, Santander*
Kruti Shah *Assessment Services Officer, PwC*
Alexa Shpakova *Graduate Recruitment Assistant, Clifford Chance*
Kirsty Smith *Graduate Recruiter, Deutsche Bank*
Liz Smith *HR Project Co-ordinator, AstraZeneca*
Sophia Smith *Trainee Recruitment Assistant, Freshfields Bruckhaus Deringer*
Laura Smith *Grosvenor*
Charlotte Stacey *Project Manager, IST Resourcing, BP*
Sammie Stapleton *Head of Talent Channels, PwC*
Amy Stevenette *Graduate Recruitment Assistant, Simmons & Simmons*
Kelly Stokes *Personnel Development Manager, Aldi Stores*
Henrieta Suchankova *EMEA Campus recruiter, American Express Services Europe*
John Swallow *Graduate Programme UK Lead, CSC Computer Sciences*
Justyna Szeller *Marketing Specialist, UBS*

T

Fiona Tabraham *Senior Manager Emerging Talent, Network Rail*
Jonathan Tague *Project Manager, Lidl*
Paula Thick *Early Careers Resourcing Adviser, Dstl*
Cece Thomas *Senior Graduate Recruiter, Fidelity Worldwide Investment*
Craig Thompson *Work Experience Specialist, HSBC*
Aasha Tikoo *Graduate Recruitment Specialist, Clifford Chance*
Nicola Todd *Emerging Talent Partner, Thales*
Faye Tracey *Graduate Recruitment Officer, Baker & McKenzie*
Tom Trehearn *Early Careers Executive, Tesco*
Jackie Trench *Graduate Recruitment Specialist, Clifford Chance*

U

Rumana Uddin *Campus Recruitment & Development Manager, MUSI*

V

Sarah Vincent *Campus Recruitment Manager, RBC Capital Markets*

W

Natalie Want *Personnel Development Assistant, Aldi Stores*
David Westbury *Operations & IT Global Graduate Programme Manager, AstraZeneca*
Bekki Western-Forrest *Recruitment Consultant, GCHQ*
Rachel Wicks *Senior Resourcing Partner, Arcadia Group*
Claire Wilkinson *MBDA*
Emily Wilson *Graduate Recruitment Manager, Explore Learning*
Ho-Wen Wong *Grosvenor*
Jo Wood *Development Marketing Manager, ICAEW*
May Worvill *Graduate Recruitment & Development Officer, Baker & McKenzie*
Claire Wright *Marketing and Communications Manager, Graduates and Skills, Siemens*
Claire Wright *Graduate Recruitment Partner, Allen & Overy*

Y

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

Participating Employers

<i>AB Agri</i>	<i>Explore Learning</i>	<i>National College for Teaching and Leadership</i>
<i>ACCA</i>	<i>ExxonMobil</i>	<i>Network Rail</i>
<i>Accenture</i>	<i>EY</i>	<i>NHS Management Training Scheme</i>
<i>Aldi</i>	<i>FDM Group</i>	<i>Norton Rose Fulbright</i>
<i>Allen & Overy</i>	<i>Fidelity Worldwide Investment</i>	<i>npower</i>
<i>American Express Services Europe</i>	<i>FirstGroup</i>	<i>nucleargraduates</i>
<i>Arcadia Group</i>	<i>Freshfields Bruckhaus Deringer</i>	<i>Oliver Wyman</i>
<i>Army</i>	<i>Frontline</i>	<i>Procter & Gamble</i>
<i>AstraZeneca</i>	<i>GCHQ</i>	<i>PwC</i>
<i>Atkins</i>	<i>GlaxoSmithKline</i>	<i>RBC Capital Markets</i>
<i>AXA UK</i>	<i>Google</i>	<i>Renault</i>
<i>Baker & McKenzie</i>	<i>Grant Thornton</i>	<i>RM Education</i>
<i>Bank of England</i>	<i>Grosvenor</i>	<i>Rolls-Royce</i>
<i>Barclays</i>	<i>Hogan Lovells</i>	<i>Sainsbury's</i>
<i>Berwin Leighton Paisner</i>	<i>HSBC</i>	<i>Samsung</i>
<i>BlackRock</i>	<i>hyphen</i>	<i>Santander</i>
<i>Bloomberg</i>	<i>IBM</i>	<i>Savills</i>
<i>Bond Dickinson</i>	<i>Institute of Actuaries</i>	<i>Siemens</i>
<i>BP</i>	<i>Institute of Chartered Accountants in England and Wales (ICAEW)</i>	<i>Simmons & Simmons</i>
<i>British Airways</i>	<i>Irwin Mitchell</i>	<i>Sky</i>
<i>Capgemini</i>	<i>J.P. Morgan</i>	<i>SunGard Systems</i>
<i>Capital One</i>	<i>Jaguar Land Rover</i>	<i>Teach First</i>
<i>CIMA Global</i>	<i>KFC</i>	<i>Tesco</i>
<i>Clifford Chance</i>	<i>KPMG</i>	<i>Thales</i>
<i>Clyde & Co</i>	<i>L'Oréal</i>	<i>Transport for London</i>
<i>Credit Suisse</i>	<i>Latham & Watkins</i>	<i>UBS</i>
<i>CSC Computer Sciences</i>	<i>Lidl</i>	<i>Unilever</i>
<i>Deloitte</i>	<i>Lloyds Banking Group</i>	<i>Unipart</i>
<i>Deutsche Bank</i>	<i>MBDA</i>	<i>Virgin Money</i>
<i>DHL</i>	<i>McDonald's Restaurants</i>	<i>Waitrose</i>
<i>Dstl</i>	<i>MUSI</i>	
<i>Enterprise Rent-A-Car</i>	<i>Nabarro</i>	
<i>European Commission</i>		