WHAT IMPACT WILL YOU MAKE?

Discover careers with real impact
lloydsbankinggrouptalent.com
“Seeing the impact I have on society is incredible, like helping our customers access mobile banking 24/7. A small thing, but seeing people use it is very rewarding.”

Hashem Ejaz
Finance
30 million customers, thousands of colleagues and one common goal: to become the bank of the future – and we’re looking for new talent to help us succeed. From our purpose to our people, here are a few things that make LBG a unique place to work.

**Scale**
We’re the UK’s largest digital bank, supporting 30 million customers and over one million businesses every day – from new start-ups to multinational organisations.

**Innovation**
With over 13.8 million online and 9.8 million mobile users, we’re the largest provider of digital financial products in the UK – using emerging technologies like machine learning and chatbots to help our customers.

**Purpose**
Our purpose is to Help Britain Prosper, from customers to businesses and local communities. We offer volunteering initiatives and run the Helping Britain Prosper Challenge, where graduates take on a business initiative to raise funds for a national charity.

**People**
Whatever your background, if you’re ambitious and share our purpose, we’ll help you succeed. Ours is a collaborative and open-minded culture that supports different skills, interests and ideas.

**Diversity**
We’ve been named as one of The Times Top 50 Employers for Women for the sixth consecutive year, and were named the World’s Best Bank for Diversity and Inclusion at the Euromoney Awards for Excellence 2017.

**Learning**
We’ll help you study for an industry recognised qualification during work time, give you access to our Leadership Academy, provide you with a mentor and run TED-style talks to expand your skills.
We know that people do their best work when they feel happy and valued. Which is why we offer a friendly and inclusive working environment with these brilliant benefits:

“There’s a very supportive environment here, particularly with the focus on agile working.”

Anastasiia Gorodetckaia
Risk Management
How will your journey start?
Projects with national impact, volunteering initiatives and training from experienced business leaders – we’ll help you develop and grow with us. Not sure which programme to choose? Here’s the lowdown:

Last year at university?
If you’re in your final year or have graduated, we have eight graduate programmes that will help you start your career. Interested? Check the list on the next page. Like what you see? Go to pages 14-17 for more information.

Penultimate year at university?
If you’re at university – and in your penultimate year – we have seven internship options that will give you a head start in your career. Interested? Check the list on the next page. Like what you see? Go to pages 10-11 for more information.

Graduate programmes and internship options

- **Commercial Banking: Client Relationship Management**
  Provide innovative financial solutions to businesses, helping them trade internationally or invest in Britain.

- **Commercial Banking: Client Solutions**
  Design products that help businesses of all types and sizes – from start-ups to global brands.

- **Insurance Products and Financial Planning Solutions**
  Help our customers find solutions to financial problems – ultimately protecting them and their families.

- **Customer Product Innovation**
  Use the latest technology to create innovative products that meet our customers’ diverse needs – from credit cards to digital marketing strategies.

- **Data Science**
  Integrate next-generation technology into our business and find new data-driven banking solutions for our customers.

- **Enterprise Leadership**
  Lead us to become the bank of the future, managing how we bring our customers and colleagues with us.

- **Finance**
  Support us in developing new ways of helping customers, businesses and communities throughout the UK.

- **Risk Management**
  Help us keep one step ahead of technological threats and protect the investments of our 30 million customers.

- **Technology**
  Help set new industry standards in banking with cutting-edge technology, products and services that improve our customers’ lives.
Helping global businesses, supporting the national re-structuring of UK banks and making the most of a non-traditional degree – Commercial Banking: Client Solutions graduate Hebe Wildi speaks about her journey with us so far.

Across the world for 180 days
“When I applied for an international placement on my graduate programme, I never thought I’d get the chance to live for six months in Singapore. It was incredible! I worked on global transactions projects between different businesses, learnt about LBG and experienced a new culture.”

Top down from the bottom up
“There was a legislation passed last year that instructed banks with over £25 billion of deposits to split into two banks, one that is a ‘safer’ bank, and one that deals with corporate lending. So I worked on that project in our market’s area, which meant working with organisations to figure out how they were going to split. It was the biggest project LBG has done in a long time.”

You studied what?
“Molecular biology. It’s basically the biology of very, very small things. My initial thought was that I couldn’t go into banking because I’ve not studied finance or economics, and I don’t read the newspaper as much as I should. But those assumptions couldn’t be further from the truth! LBG encourage people with all different degrees to apply and the skills you have are always useful.”

“I organised a football tournament for Mental Health UK – hundreds of colleagues attended and we raised thousands of pounds!”

MEET OUR GRADUATES:

Molecular biology degree
Commercial Banking: Client Solutions programme
International placement in Singapore
“I raised thousands for our charity partner, Mental Health UK.”
An internship with us is an opportunity for you to explore your interests, discover new ones and impact on 30 million customers across the UK — all while getting paid.

You’ll work on projects with knowledgeable and supportive teams, develop skills that will build the foundations of your career, and take part in volunteering initiatives that give back to communities.

There’s something for everyone…
We’re looking for penultimate-year students who can bring their unique perspective to what we do and help drive our business forward. Whether you’re interested in building relationships with well-known clients, or developing next-generation digital banking solutions, we’ll empower you to embrace your passions so you can start to build the career you want.

… and we do mean everyone
The variety and experiences of our colleagues make our workplace unique, so we encourage people from every kind of background to apply. All our internships are fully paid and take place over 10 weeks in the summer. They’re for penultimate-year students — including those completing postgraduate studies — from any subject and any university.

Earn while you learn
An £18,000 per year pro rata salary throughout your internship.

Yours for the taking
Five days’ paid annual leave.

“My LBG internship showed me I could join banking, even with a history degree.”
Joel Buckett
Commercial Banking: Client Relationship Management
If I were to liken my time at LBG so far to a film, I’d say Limitless.”

Overcoming her fear of public speaking, changing the way we insure millions of customers’ homes and giving back to the community – Insurance Products and Financial Planning Solutions graduate Adyam Mehari reflects on her journey with us so far.

Walk the walk, talk the talk
“In my first week, my line manager approached me to host a cultural café, which is a place for colleagues of different backgrounds to come together and learn about other cultures. For someone who didn’t really like public speaking this was huge for me, and the fact they believed in me gave me a lot of confidence. I’ve hosted two so far, and now I’m presenting the launch session for a colleague development programme.”

Home improvements
“I recently introduced a new step to our insurance claims process. Now, we send one of our colleagues out to the address to identify how we can best help the customer, which we didn’t do before. The responsibility I had with the project was huge, and being able to see the impact you’re making on people’s lives is unbelievably rewarding.”

A splash of colour
“The opportunities to give back with LBG are incredible – particularly the ‘Day to Make a Difference’ initiative when we take a day out of our schedules to do charity work. Last year we painted a community centre. It was really exciting just to learn something new.”
GRADUATE OPPORTUNITIES

Are you... analytically minded and able to understand everything from financials to accounts and external markets? Could you deliver projects that will change the future of banking? Do you enjoy working on tough problems with a team?

Are you... fascinated by how technology is changing the way businesses work? Are you analytically minded? Could you motivate people to deliver national and international products?

Are you... constantly asking ‘why’? Can you collaborate with others to deliver products? Can you anticipate trends before they happen?

Are you... fascinated by people’s behaviour? Do you spend hours thinking about the next biggest trend? Could you design products that impact on millions of customers across the UK?

So choose...

Commercial Banking: Client Relationship Management

4 placements months each

ACT
CFA
CIMA
CISI
Qualifications available

Commercial Banking: Client Solutions

4 placements months each

ACT
CFA
CIMA
CISI
Qualifications available

Insurance Products and Financial Planning Solutions

3 placements 8 months each

CII
Qualifications available

Customer Product Innovation

3 placements 8 months each

CIMA
Qualifications available

Work with a range of clients to provide innovative financial products, support their growth and help them trade internationally or invest in Britain.

Build close relationships with clients and colleagues, champion innovation, pioneer new ideas and design products that help our clients – from start-ups to global brands – trade internationally or invest in Britain.

Help us plan long-term financial goals for our customers. Whether that’s understanding how we meet their needs or designing products to help them – you’ll transform the way to protect today and secure tomorrow.

Use the latest technology to create products that meet millions of our customers’ diverse needs – from new credit cards to digital marketing strategies – and support the marketing strategy for brands like Halifax, Bank of Scotland and Lloyds Bank.

lloydsbankinggrouptalent.com
Are you...

...someone who loves discovering new solutions to unusual problems? Do you thrive when solving difficult challenges? Could you lead the implementation of next-generation technologies in banking?

So choose...

Data Science

Several placements

2 years

Qualifications available

Integrate next-generation technology into our business, investigate new data-driven banking solutions and develop cutting-edge methods that will change how our customers bank for the better.

Are you...

...fascinated by people?
Do you have an urge to learn and innovate? Could you inspire the next generation of banking?

So choose...

Enterprise Leadership

3 placements

8 months each

Professional qualification

Lead us to become the bank of the future – enabling the transformation of our business and managing how we bring our customers and colleagues with us. From creating a more digital-focused bank to overseeing our product teams, you’ll build the skills to lead our organisation.

Are you...

...good at connecting numbers in a way that others can’t? Do you want to see your work make a difference to millions? Are you eager to start your accountancy career with an industry leader?

So choose...

Finance

Several placements

3 years

CIMA

ACA

ICAS

Qualifications available

Work at the heart of our mission to become the bank of the future. Whether you’re learning everything there is to know about us – or using those skills to improve our organisation – you’ll ultimately decide how we work day to day.

Are you...

...always looking for new ways to solve problems?
Can you think strategically and challenge assumptions? Do you think you could protect a national organisation and its customers?

So choose...

Risk Management

Several placements

2 years

Professional qualification

Stay one step ahead of technological threats and protect the investments of our 30 million customers. That means you’ll do everything from fighting financial crime to using artificial intelligence (AI) to simplify our risk management processes.
Learning about the next generation of machine automation, building safe AI products for millions and changing the lives of many people — Data Science graduate Daniel Russell reflects on his journey with us so far.

Ukulele or ocarina?
“LBG supported me in completing a 10-week, part-time Data Science course, which was great for building my coding skills. I created a machine learning model, which could classify different instrument sounds. I had to present it back to my team at LBG. I brought in a ukulele, cello and ocarina and demoed it live. They loved it!”

Guardian of the future
“At LBG I’m constantly discovering new machine learning techniques — a subset of artificial intelligence. One thing that inspires me to learn more is figuring out how to combat bad practice. I want to create products that will not only make life easier for our customers, but will give them the peace of mind that they’re safe.”

Let’s get digital
“I work as part of the LBG Digital Champions network, which helps 25,000 people in communities across the UK to improve their digital skills. I help show older people who are business owners how to use the internet, do their shopping online or even build a website. Hearing them tell us about how it’s changed their life or pushed their business forward is a huge thing for me.”

“There are lots of people who support me, including senior managers. They’ve always been full of praise, but also challenge me to push myself.”
If you’re interested in building the next generation of banking, developing your skills at the UK’s largest digital bank and working on the front line of emerging technologies, we want to hear from you. Our biggest tip across our application process is just to be yourself! If you share our vision, are eager to learn and can help push us forward, then we want you.

The first step is to complete our online application form. Then you’ll do an online questionnaire, which normally takes 90 minutes and shows us how you think. If your answers suggest we’re a good match, you’ll do a final online test*.

After your online tests, there’s a 30-minute video interview. If you’re applying for a graduate programme and are successful at your interview, we’ll invite you to the assessment centre. If you’ve applied for an internship, this is the final stage of the assessment process. If you are successful at this stage, we’ll make you an offer.

The assessment centre day is made up of a role-playing task, a further interview and a virtual reality exercise. Don’t be alarmed – it’s just to give us more of an idea about how you handle things in person. If you’re successful, we’ll make you an offer to join the programme.

*The Data Science programme requires some additional maths and coding tests to be completed.

“With the video interview there’s a timer, so you’re thinking ‘Does my answer need to be 45 seconds exactly?’: Don’t think about the time. If you say everything you want to say, that’s all that matters.”

Hashem Ejaz
Finance

Want to find out more?
If you have any questions or queries, head over to lloydsbankinggrouptalent.com. Or, connect with us on social to keep up to date:

lloyds-banking-group
lbgtalent
discoverwhatmatters

lloydsbankinggrouptalent.com
WHAT IMPACT WILL YOU MAKE?

Discover careers with real impact
lloydsbankinggrouptalent.com