



**The next
chapter**
**It
Starts
Here**





Help them plot
a page-turning
career

As a parent, carer or advisor of a young person, you naturally want the best for them. We're here to unlock their potential – and help them plot a page-turning career.

While you can't decide their future for them, you can help them to explore their interests and play to their strengths. Our exciting range of graduate programmes and apprenticeships are a great place to start. They'll grow their network and develop lifelong skills, all while building real, hands-on

experience at a world-leading bank and earning a decent salary.

We're an open and friendly bunch too. So, whichever programme they choose, they'll be made to feel like they belong.

Let's see how far they can go.

They have
a story to
write

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Whatever their background
or qualifications, we've got
a programme to help them
launch an extraordinary career.





Discovering the world of work

Whether they want to dip their toe in or get fully immersed, our work experience programmes provide a great start in helping map out their future path.

While they might still need to learn what the next chapter looks like, our programmes can support them by providing valuable skills and helping expand their interests. So, whatever path they take, they can do so with improved future prospects.

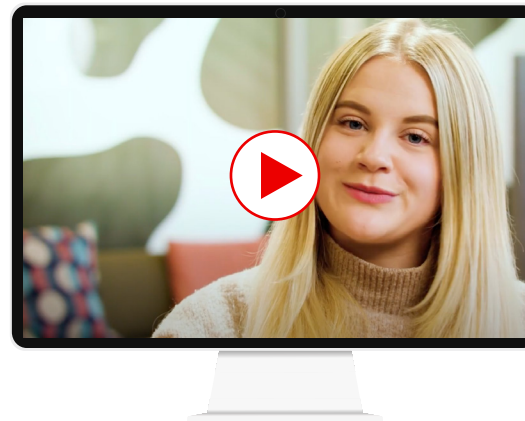
We've designed our work experience programs for anyone between ages 14 and 19, with a wide range to choose from. They can join our **Talent Community**, where they'll receive details of all our latest and future opportunities.

An apprenticeship is just the opening act

They have a story to write. Our apprenticeships are designed to help set the scene to a page-turning career – giving them the support and training they need to discover more about who they are and what they want from their future.

"It was so nice to meet like-minded people and to have that support network around me. It makes you feel like there's nothing you can't do. I know that I have the potential to go so far in this job."

**Isabel,
Economic Crime Apprentice**



"There's something for everyone. We're talking entry, higher and degree-level apprenticeships, in areas like Digital, Data, Economic Crime, Tech and Customer Service.

They'll build skills for life and gain hands-on experience at a world leading bank, earning a good wage and meeting like-minded people along the way. And when they gain their industry-recognised qualification at the end of it, they'll have the opportunity to join us as a permanent employee."

**Ollie,
Economic Crime Apprentice**

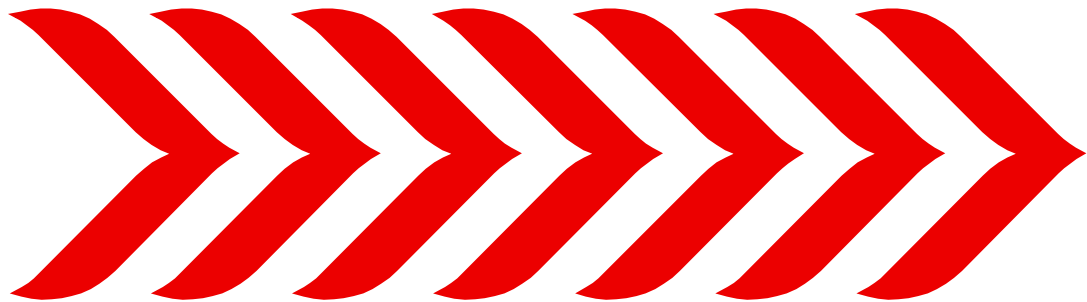


Discover our full range
of programmes and
find out more here



Graduate programmes for happy beginnings

Are they already degree-educated? Let's hit the ground running. Our graduate schemes will give them an opportunity to put some of their learning into practice and show what they can do. But we know a degree doesn't always tell the whole story – which is why we're more interested in what makes them, them. Their ideas, perspective and their ambitions for the future.



To attract graduates with different types of degrees, grades and talents, every graduate scheme is different, and the skills needed across each one will vary. But whichever programme they choose, they'll receive a starting wage of £35,000 and will be

assigned their own graduate manager to help mentor them through the process.

And they'll get all the opportunities and support they need to make a career with us a real page-turner.

Find out more about our graduate programmes **here**.



Open and responsive to an ever-changing world

The Santander Way

Our apprentices and graduates are the next generation of Santander leaders. We want to make sure that our company culture works for them – and that they share some of our core values.

The behaviours opposite are the foundation of how we all work and connect with each other day-to-day, guiding us to help people and businesses thrive, both here in the UK

and globally. And remember, these are the kind of traits we're looking for in our interviews...



Think Customer

Care about our customers and go the extra mile to earn their trust and loyalty



Embrace Change

Embrace new challenges and see new ways of doing things as an opportunity to grow



Act Now

Take accountability and manage risks accordingly, always keeping things simple



Move Together

Seek opportunities to promote collaboration and work together to achieve common goals



Speak Up

Bring openness and honesty to help create an environment of respect



What are they capable of?

Let's find out

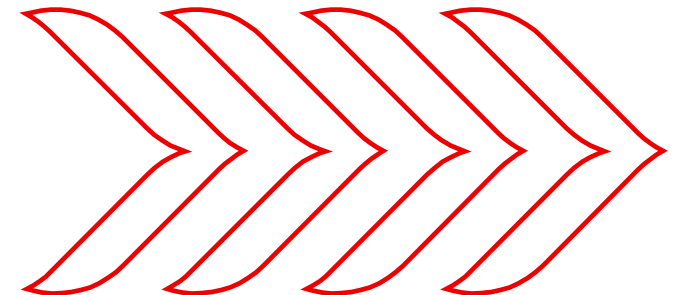
They have a story to write. An apprenticeship or graduate scheme at Santander could be the next chapter in their career.

Even if they're still not sure what they want to do, it's worth talking to your young person about the range of opportunities we offer – from entry, higher and degree-level apprenticeships to graduate programmes, across a range of different disciplines.

Are they a people person? Perhaps a customer service or HR role is for them. Natural problem solver? We have pathways in Economic Crime, Fraud and Internal Auditing. Do they have a head for numbers? Our Data apprenticeship or Finance graduate scheme could be the answer.

It all starts with a conversation.

Find out more here.



Ready to take the next step?

Let's get started

Our assessment process is candidate-friendly, which means it's designed to bring out the best in people. No trick questions, no trying to catch anyone out.

They'll start by filling out a simple online application form. It should only take around 10 minutes, and can be completed using information from your CV. Don't worry if they don't have any work experience at this stage – we do not expect this. Next, we'll invite them to participate in some online games and some pre-recorded questions. This stage is meant to be fun, engaging and is all about getting to know our candidates and their skills.

We'll then review the scores and answers from the previous rounds. If we think it's a good match, they'll be invited to our Virtual or in-person Assessment Experience, where you'll have the opportunity to meet people from your potential team.

While applying for an apprenticeship or grad scheme can seem daunting, our process is designed to be as straightforward and unintimidating as possible. We want our candidates to feel relaxed, confident and to just be themselves!

Find out more about
the onboarding
process here



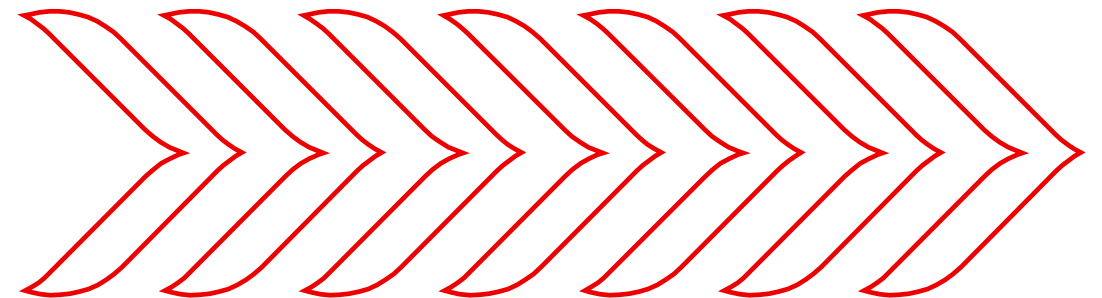
An opportunity to work at our new HQ

Our graduate and apprenticeship programmes are based at our new, sustainable, state-of-the-art HQ in Milton Keynes, Unity Place. It's a diverse and exciting place to be, enjoying the benefits of a countryside location with some of the best transport links in the country.

Milton Keynes is also home to companies like Mercedes-Benz, Volkswagen, and Red Bull F1 and one of the fastest growing areas in the UK, full of young people embarking on their unique story – just like them.

When it comes to entertainment, whatever they enjoy doing, the city provides plenty to choose from, including water sports, an indoor ski slope, 6,000 acres of parkland, an events stadium and a huge shopping centre with over 190 stores, cafes and restaurants.

Discover more about **Unity Place**.





Santander Careers

