



You want a clearer future
We'll help you realise it

Emerging Talent opportunities



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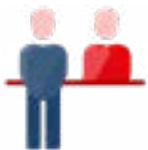
About us

We're already one of the most successful financial groups in the world, and our goal is to be the best global bank to work for. As part of that ambition, our Emerging Talent programmes are tailored to give you the hands-on experience you need to realise your future.

We offer a diverse range of business areas and entry routes - each designed to challenge the ordinary and find innovative new ways of doing business. Whatever your skills, background and goals, we have a scheme for you. Wherever you join us, you can expect the support of some of the most engaging and talented people in the business. All while building the relationships and contacts that will influence the rest of your career.



Join other talented people at an award-winning company.



We have a clear plan for success - for customers, our business, and your career

Simple

- All our products and services are convenient and easy to understand - however and whenever customers choose to bank with us.
- We truly listen when our people have ideas on how to improve our existing processes and tools.

Personal

- We treat our customers as valued individuals, offering only products tailored to their unique ambitions.
- We will support our people in developing their skills and progressing their careers.

Fair

- We are open, honest, inclusive, and respectful of the diverse spectrum of beliefs and cultures that support us.
- We actively participate in the community, and always put sustainable growth ahead of risky profiteering



Iain Gallagher
Head of Emerging Talent



Susan Allen
Head of Retail & Business Banking



Vicky Wallis
Human Resources Director

Workshops: Understanding Money

Santander is committed to helping young people expand their skills, knowledge and experience. Through our 'wise' series of workshops for schools and colleges, created by education specialists, our staff are able to deliver engaging sessions on key topics aligned with the curriculum.



Each workshop runs for a standard lesson time of 60 minutes and includes engaging and interactive activities for the students which are designed to generate open discussion about the topic. The workshops can be run individually or as a series, according to your preference and the availability of the volunteer.

Santander MoneyWise

Aims to help young people develop the financial knowledge and skills they need to become confident money managers. The materials have been designed to support the curriculum in PSHE, citizenship or financial education and are targeted at Year 4 for primary – children aged 8–9 years – and Year 10 for secondary – children aged 14–15 years. It aims to leave children with the insight they need to be financially capable.

MoneyWise for Primary Schools:

- i. How to manage money well
- ii. What banks do
- iii. Digital money

MoneyWise for Secondary Schools:

- i. Spending & saving
- ii. The role of banks

Understanding work and the future

Santander FutureWise

Is designed to help students explore the world of innovation, spark ideas and debate what the future may be like for them. The workshop is designed to support the curriculum in STEM subjects of science, technology, engineering and mathematics, tailored for Year 9 – 13–14 year olds. It aims to leave the students with an understanding of why we need to continually adapt and innovate to meet the challenges of tomorrow.

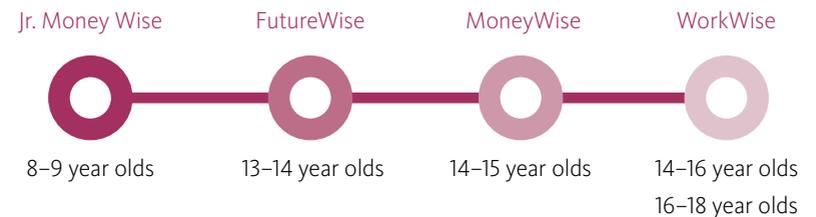
Santander WorkWise

Our workwise programme is designed to give you the skills you need to realise your future – all hosted from your own school or college. Led by dedicated volunteers, it's a highly engaging workshop environment that encourages active participation and interactive learning.

The scheme is tailored for 14–16 year olds and 16–18 year olds. The session lasts an hour and focuses on:

- i. The different routes to employment
- ii. Learning how to write a CV and how secure an interview
- iii. Interview techniques, hints & tips

What Workshop is right for you?



Contact

Emergingtalent@santander.co.uk
to find out more

Traineeship Programme

If you're looking for a brighter future and keen to develop your employability skills, our eight week traineeship programme is the place to make it happen. We'll provide you with work experience whilst helping you to become 'work ready'. At the end of the programme, you could even secure an apprenticeship.

On this eight week programme, you will spend the first three weeks in interactive workshops which will help you to develop the core skills required for the world of work.

You will then carry out three weeks of work experience at one of Santander's sites, giving you exposure to an exciting live working environment and an opportunity to get involved in real life projects.

During the final week you will have an interview with a manager, which could potentially secure you a position as a Customer Interactions Contact Centre.

In return, you will be awarded a Certificate of Commitment and Completion from BPP University when you successfully complete the traineeship. We will also offer £5 per working day to cover any expenses.

“ I got the chance to meet loads of interesting people who were really enthusiastic about Santander and their roles. Many colleagues were great at giving me tips about interviews and employment in general as well. This placement has given me the confidence and insight to look at my future career, and it is very valuable to have on my CV as it will give me a head start in securing a job. ”

Sophie, Human Resources



To find out more about the Traineeship Programme please visit: santanderjobs.co.uk/realiseyourfuture/



Am I eligible?

To take part in the traineeship you:

- Must not have achieved a full level 3 qualification or equivalent or above
- Achieved Level 1 rate on diagnostic testing for Maths and English (minimum GCSE grade D or E)
- Must be unemployed at the start of the traineeship or
 - Work no more than 16 hours a week and earn less than:
 - 16 times the National Minimum Wage weekly, or
 - £330 a month
- Must have little or no work experience and be focused on work or an apprenticeship or the prospect of this
- Must have been assessed as having the potential to be ready for employment or an apprenticeship within six months of starting a traineeship
- Cannot be undertaking either full time HE programmes or fully funded SFA / EFA programmes

Apprenticeships

Apprenticeships provide the right balance between earning and learning. You'll be able to kick-start your career with a structured learning programme that combines academic learning with on-the-job training.



Government vision for job growth

Future growth for the UK will mean reshaping the economy with high value and high skill activities within an intensely competitive global market. This means that companies now, and in the future, require more highly skilled people.

You'll also earn an industry-recognised qualification while you work. It's all about taking on real responsibilities while gaining the skills and experience you need to succeed - all with the support of some of the most knowledgeable colleagues in the business.

The apprenticeship programmes will range from entry level to higher level qualifications and include Digital & IT degree apprenticeships. The apprenticeships including the professional qualification can take from 12 months up to 4 years to complete.

There are many exciting opportunities available across a range of our different business areas. These opportunities are changing all the time as we adjust our apprentice intake year on year, to meet business needs and requirements.

For an up-to-date list of the areas available, please refer to the website Realise Your Future at:

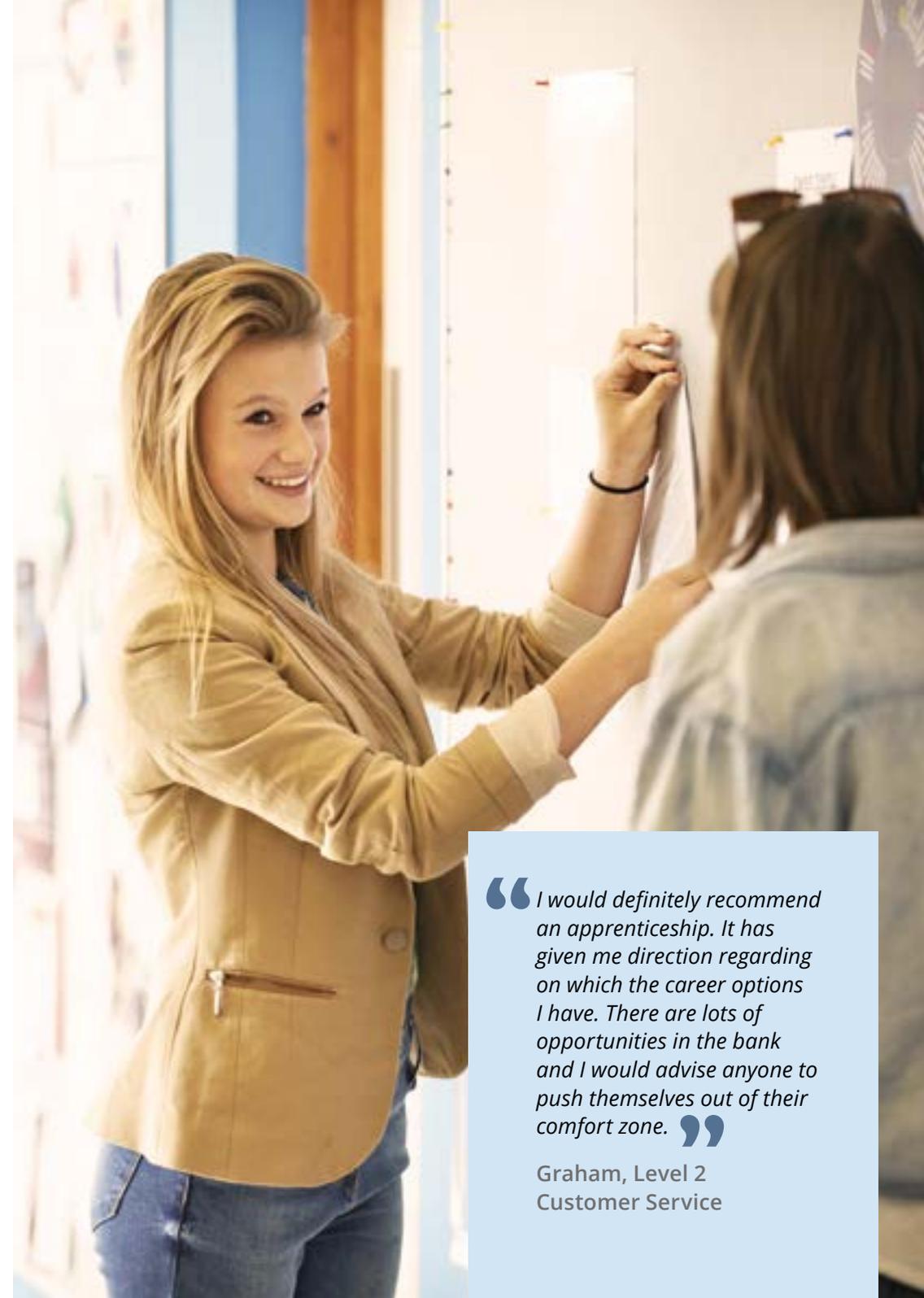
<https://www.santanderjobs.co.uk/realiseyourfuture/>

You will need to be:

- Over 16 years old
- Not in full-time education
- Motivated, driven and committed



To find out more about our Apprenticeships please visit: [santanderjobs.co.uk/realiseyourfuture/](https://www.santanderjobs.co.uk/realiseyourfuture/)



“I would definitely recommend an apprenticeship. It has given me direction regarding on which the career options I have. There are lots of opportunities in the bank and I would advise anyone to push themselves out of their comfort zone.”

Graham, Level 2
Customer Service

Internships

A paid ten week summer internship gives a valuable insight into our global business and a possible graduate career.

Our placements are the perfect way to find out if you might be suited to a career at Santander, and equally provide the opportunity for you to add relevant experience to your CV.

Many interns also gain a place on our graduate programme once they have graduated.

The opportunities are ever changing here for our interns. There are openings within a varying and diverse range of our business areas – but this need is changing to meet business demand and growth every year.

For an up-to-date list of the areas available, please refer to the website [Realise Your Future](https://www.santanderjobs.co.uk/realiseyourfuture/) at:

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We are proud to confirm that our Intern placements receive a salary payment equivalent to National Living Wage.

Current National Living Wage:

- Central London – **£18,564 pa salary**
- Rest of the UK – **£15,925 pa salary**

Participants will also accrue annual leave during their placement that will be pro rata to the equivalent of 25 full time days per annum.

“My internship with Santander was very flexible and enjoyable with a good mixture of being taught some fundamentals of banking and on the job learning. On top of the work and project I had to manage, I also gained experience through meetings with a range of Santander employees, which gave me an insight into their roles. After my Internship I progressed onto the Graduate Scheme which I’m really enjoying.”

James, Corporate and Commercial Banking Graduate



“During my internship I was given responsibility to lead and work on projects which were of great value. The highlight was working on improving a training course. This included redesigning and creating resources used to run the course and leading a briefing with the course deliverers. My confidence and skills increased greatly and I gained an insight into different roles and areas within Santander. Now that I am on the Graduate Scheme, it is very satisfying to see that the work I produced during my internship has been implemented and is making a difference!”

Charlotte, Human Resources Graduate



New requirements:

A predicted 2:1 degree in any discipline, as well as 112 UCAS points (or 128 UCAS points for Corporate Investment Banking), or their equivalent.



Visit [santanderjobs.co.uk/realiseyourfuture](https://www.santanderjobs.co.uk/realiseyourfuture/) to find out more and apply

Graduate Programme

Our graduate schemes provide everything you'll need to realise your future by contributing to cutting-edge live projects designed to make banking simple, personal and fair.

You'll rotate across a diverse range of areas, potentially moving across the country to work with the teams that will best support your development. With a combination of traditional classroom teaching and on-the-job training you'll learn from some of the most passionate colleagues in the business – all while building the relationships that will influence your entire career.

Our graduate programmes are available across a range of business areas which change every year to meet business needs and demands. Each business area offers a completely unique insight into how each area operates.

For an up-to-date list of the areas available, please refer to the website Realise Your Future at:

<https://www.santanderjobs.co.uk/realiseyourfuture>

We regularly have opportunities for Business Analysts and Project Managers who undertake a higher level apprenticeship in areas such as transformation. Due to the bespoke nature of these roles please refer to the website for more information.



Usual recruitment window
October-December

“ Starting my career on the graduate scheme has provided me with a support network that I still utilise today both within my department and across the bank. The investment Santander made into the start of my career, including training days and professional qualifications, has built a solid foundation of knowledge which I have carried forward into the next steps. The graduate program facilitates a shared experience which creates bonds and friendships that will last for a long time. ”

Constance, Internal Audit

As a graduate, you can expect:

- Support from a dedicated line manager and graduate buddy
- Depending on which scheme you choose, an industry recognised professional qualification
- £30,000 per annum
- 27 days' paid holiday per annum
- Opportunities to join our retirement plan
- A diverse benefits scheme tailored to your own needs

What you'll need to apply:

A predicted 2:1 degree in any discipline, as well as 112 UCAS points (or 128 UCAS points for Corporate Investment Banking) from the new UCAS scoring methodology, or their equivalent.



Visit [santanderjobs.co.uk/realiseyourfuture](https://www.santanderjobs.co.uk/realiseyourfuture) to find out more and apply



Take the first step down a path to your future



More and more young people are struggling to take their first steps on the career ladder. We're here to make starting a career simple, by providing a variety of entry routes, from work experience to graduate schemes whatever your skills, background and ambitions, we're sure to have an option for you.

Whichever you choose, you'll enjoy a balanced development plan, with structured training, hands-on experience and expert mentoring from some of the friendliest, most knowledgeable leaders in the banking industry.

It's an opportunity to move at your own pace, and really shine from the earliest stages of your career. By the end of your programme, you'll have developed all the skills you need to progress your career - whether that's as one of our graduates, or as a confident, fully trained professional.

Scheme	Usual Recruitment Window	Scheme Dates
Internship Programme	■ December-February	■ July-September
Graduate Programme	■ October-December	■ September
Apprenticeships	■ January-December	■ January-December



If you're ready to realise your future, find out more and apply today at: santanderjobs.co.uk/realiseyourfuture

Corporate Social Responsibility

We're committed to running our business in a responsible way - treating everyone we deal with fairly and ethically - whether it's our customers, colleagues, business partners or suppliers.

Our responsibilities don't stop there though. We're always looking for new ways to reduce our environmental impact - from improving our energy efficiency and reducing waste to using modern technology to avoid unnecessary travel.

Charity events

Our Emerging Talent colleagues are supported in giving back to the communities that support us, through our diverse range of dedicated events. To name just a few, last year's partners included:

- Career ready - which is dedicated to helping young people prepare for the world of work
- Barnardo's and Age UK - our interns raised an incredible £20,000 last year
- National Citizen Service - last year over 80,000 young people pitched for funding for community projects, while experts across Santander pitched in to judge

Our diversity networks



Our aim is to be a supportive and educational forum for colleagues about the challenges faced daily by parents and careers.



Our focus is on helping women feel empowered to achieve their potential by encouraging a more balanced gender representation within the business.



As a community for our LGBT+ colleagues, Embrace is about promoting a culture of support and inclusivity, where everyone can feel safe to be exactly who they are.



This network celebrates, supports and encourages colleagues to share their experiences and information on traditions, ethnicity, race, culture and customs.



Many of our colleagues are either directly or indirectly affected by disability. At Santander, we are committed to ensuring our people feel accepted and are given the tools, skills and opportunities they need to grow in their careers.

Santander behaviours What are they?

Wherever our people work and whatever they're doing, everyone here shares our unique culture. That all comes down to the behaviours we encourage and nurture across the business - so naturally we'll be looking for them in you too!



Bring passion

Giving it your all and bringing energy to everything you do.



Talk straight

Being honest and thinking about the impact of your work.



Embrace change

Thinking forward and looking for ways to make things better.



Show respect

Treating everyone with the time and attention they deserve.



Speak up

Doing the right thing and challenging the status quo when necessary.



Keep promises

Making authoritative decisions and sticking to your promises.



Give support

Taking a genuine interest in your colleagues and appreciating their contributions.



Truly listen

Opening yourself to new opinions to better understand customers and colleagues.



Actively collaborate

Working together with a diverse range of people to get the best outcomes.

