
Embark on your digital journey

Graduate and
Internship
Programmes 2020



Trusted partner for your **Digital Journey**

Atos



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**We spent
100,000 hours
testing critical IT
applications to
prepare for the
2018 PyeongChang
Winter Olympics**

About Atos

We bring people, technology and business together to accelerate digital journeys worldwide. As evolving technologies continue to shift the way industries work, we're ready as a trusted partner to our clients. Our business technologists truly listen, and use their genuine technical understanding and strategic business acumen to produce innovative answers to our clients' biggest challenges.

As IT partner to the Olympic and Paralympic Games, people look to our business technologists to deliver on an extraordinary scale under the scrutiny of the entire world. And it shows in the work we do - at the 2016 Rio Olympic games we delivered race results as they happened, around the world, in just 0.3 seconds.

We're trusted to deliver excellence every time, and that takes 120,000 business technologists in 73 countries - each using their expertise to bring business and technology together for clients across the globe. Each year we support graduates and interns across the UK to start their own digital journey.

Our graduate and internship programmes cover a diverse range of disciplines. So whether you're working toward your degree or you've already graduated, we're with you all the way - nurturing your talent, developing your potential and helping you achieve your ambitions.

For more information about us visit:
atos.net/graduates-uk or
atos.net/internship-uk



**Atos
handles over
2000 tweets every
second**

Graduate programme

Support and development

Whichever graduate opportunity you choose, you'll have plenty of support on your digital journey. Your graduate buddy will contact you before you even start, and your line manager, mentor and career coach will ensure you have the right training, tools and development plan to grow.

Graduate development programme

Your comprehensive graduate residential induction programme will introduce you to Atos, provide you with essential business and personal skills, and build your graduate network. From working on a live Digital Transformation business challenge to supporting a local charity, this structured training programme continues over 18 months, ensuring your ongoing personal development.

Professional qualifications

You'll need the right professional qualifications or accreditations to ensure you thrive at Atos. Depending on your role, we could fund your learning to achieve CIMA, CIPD, ITIL Foundation or PRINCE2. For digital roles you could gain Oracle, Cisco CCNA, ISEB Foundation or Microsoft accreditations.

Atos University

Atos University provides instant online access to a wide portfolio of learning solutions - straight to your connected devices. Whether it's project management, sales, technology or leadership training, there's no limit to what you can learn.

Graduate community

As part of our graduate community, you'll be with like-minded people from a diverse range of backgrounds - so you can expect plenty of social activities and events. You'll also be involved in community activities which could mean joining our STEM Ambassador programme, fundraising for The Prince's Trust, or organising your own charity event.

About you

We're looking for talented graduates with a 2:1 degree, ideally supported by relevant academic achievements or work experience. And, because we work in almost every sector and across most technologies, it's essential you're flexible, adaptable and imaginative, sharing our passion for new approaches.

Graduate opportunities

Whatever your degree discipline, our graduate opportunities will give your career the edge.

As long as you have a passion for business and technology, you'll hit the ground running.

And whichever path suits you, you can expect our support every step of the way, plus real responsibility from day one, when you start your journey with Atos.



Account Management & Sales

Tell the world about Atos and help us grow our business. You'll join a dynamic team in a fast-moving environment, gaining valuable experience with exposure to all areas of our organisation and some of our most important customers.

Using consumer insights to develop customer solutions and drive new business for existing and prospective clients, you'll discover exciting new technologies and learn what they mean for business. You'll help to run all aspects of client accounts - managing sales activity and launching campaigns, identifying leads, pitching ideas to customers and delivering complex projects - so you can expect new challenges every day.



Automation, Analytics & Artificial Intelligence

Intelligent automation brings automatics, analytics and AI together to solve client issues. Amongst other challenges, you'll turn data science work into scalable and stable products, and develop machines and systems that can learn and apply knowledge. You'll also help to safeguard organisations' computer networks and systems, to protect data and systems from infiltration and cyber attacks.

As a consultant in this rapidly evolving area, you'll enjoy unrivalled challenges at the forefront of analytics, robotics and process automation. Learning how to use existing and emerging technologies, you'll unlock the value of business data and deliver complex solutions and real business outcomes for renowned clients.



Business Consulting

As a business consultant, you'll develop and share your expertise with clients to support some of the world's leading businesses in their digital transformation journeys - providing informed insights to anticipate and manage change, and push their organisations forward in today's rapidly changing world.

You'll operate in a fast-paced new technology environment where digital transformation, cyber security and complex ERP systems are key components. Our diverse portfolio of clients will give you plenty of scope to contribute fresh ideas and make a measurable difference. You'll be aligned to one of our key digital growth areas: Automation, Analytics & Artificial Intelligence; Cyber Security; Digital Workplace; or Hybrid Cloud Services.



Cyber Security

Atos provides highly secure, resilient and compliant IT systems to organisations across the globe. Constantly learning and being challenged in the fastest evolving sector within IT, you'll work on touchpoints across all stages of the infrastructure and service provision lifecycle - protecting our customers' data and preserving the security and integrity of their IT estates.

You'll advise on risk mitigation, deploy and configure security solutions, analyse and reduce cyber threats and vulnerabilities, and coordinate responses to cyber incidents. You'll have the opportunity to build expertise in a wide range of tools and techniques, and contribute to some of the most high-impact, critical projects you can imagine.



Business Operations Management

You'll help our private and public sector clients to deliver their day-to-day business services, and transform and improve these services through intelligent operations, digital technologies and deep customer understanding.

Whether you're supporting one of our key clients or part of a business-wide team here at Atos, you'll get stuck into real-world business challenges - looking for new ways to maintain and enhance our clients' operations. This could mean analysing data and spotting trends, mapping out customer experience journeys, examining risk processes or supporting the creation of a new marketing campaign. Whatever your focus, you're there to help our clients achieve operational excellence.



Digital Communications

In this ever-changing digital landscape, communications management needs to run smoothly and efficiently while keeping pace with business needs and regulatory change. You'll approach this challenge with the thinking, vision, innovation and agile strategy to drive digital communication transformations that always put clients first.

You'll support our goal of transforming customer experience and enhancing our clients' reputations as industry leaders in this digital world. Focussing on defining processes to retain and grow our customer portfolio, you'll ensure a personalised, engaging and context-driven customer experience across multiple channels - allowing businesses to communicate and interact with their customers in different and innovative ways.



Digital Workplace

Atos Digital Workplace works with strategic and innovative partner solutions to empower our customers to build the workplace of the future and redefine employee experience. We help organisations create a new type of environment - one that is mobile, people-centric and cloud-based with a focus on collaboration and flexibility.

This opportunity offers experience across our key focus areas: Desktop Deployment, Assistive Technology, Virtual Workplace Solutions and Modern Management. You could be deploying and testing new technology, troubleshooting issues or analysing current business processes to explore ways to add value to our clients - all ensuring you'll gain exposure to some of the most cutting-edge technologies out there.



Human Resources

HR is central to everything Atos does. You'll join our HR team as it continues to evolve in a rapidly-changing working world - driving people transformation programmes, providing guidance on all aspects of HR policy and procedure, using data analytics to inform key strategic employee initiatives, and automating key HR processes to enhance the employee experience.

Working alongside a team of flexible and multiskilled HR professionals, with assignments in different areas of HR, you'll contribute and gain invaluable experience at every level of the business - learning the full range of skills and capabilities to become a confident and successful HR professional, supported by valuable CIPD qualifications.



Finance

Our Finance team provides essential support to every division within Atos, so you'll soon get to learn what makes the business tick and keeps us profitable. You'll work closely with experienced accounting and finance professionals on dynamic projects that have a considerable impact on how we operate with clients.

Covering everything from budget reviews, profit/loss assessments and debt analysis to reviewing new business ventures, you'll also provide accounting support as you grow your financial and commercial skills in multiple areas. You'll gain industry-recognised CIMA qualifications plus a thorough grounding in the SAP accounting system, IFRS and a great deal more.



Hybrid Cloud Services

Hybrid IT and Cloud services have become the norm for our customers, and this opportunity will develop your expertise in the entire lifecycle of how they're delivered. You'll have exposure to cutting-edge technologies and innovative ways of working - implementing ideas from new portfolio and technology services as they become available.

Working with client stakeholders, sales teams and technical architects, it's a fantastic opportunity to gain a good overview of the organisation's strategy, processes, information and IT assets. You'll support our clients through application portfolio transformation, modernisation and cloudification, and use rapidly evolving technology to craft winning solutions for clients in this exciting, fast-paced area.



**We managed
510 million IT
security incidents
during the Rio 2016
Olympic Games
- that's 400 per
second**

Our graduates



Humza
University of Warwick Graduate

While studying Mathematics at Warwick, I identified that Atos offered an opportunity to apply all the skills I had learned in a practical way. Working in Data Analytics, I focus on drawing useful conclusions from the vast array of data that a business has, and then visualising them so that my clients can make informed business decisions. The team is incredibly supportive and since joining I've undertaken training courses in SQL, Python and Power BI. There's a fantastic graduate community at Atos and I'm on the STEM Ambassador committee, visiting schools to encourage young people to study and pursue careers in STEM-related subjects.



Amrita
University of Nottingham Graduate

I graduated with a degree in Economics and was keen to apply the theories I'd learned to produce real-life solutions. I felt that Atos would give me the opportunities and training to progress and develop my consulting career in a challenging yet supportive environment. The experience I've had has been amazing, and Atos' international presence means I work with a range of colleagues and clients across a variety of sectors. The level of respect and responsibility you're given from the outset at Atos is truly impressive. They really invest in you as a person, allowing you to drive your career forward in whatever direction you desire.



James
Aston University Graduate

Having studied Business & Management, I joined Atos as a Platform Service Manager, where I ensure the smooth running of the Cloud services we deliver, across three different platforms, which combined host around thirty clients. I've had great support from my manager and colleagues, and from day one I was made to feel valued and a key part of the team. I've already achieved two professional qualifications, with more in the pipeline. Every day has the potential to be different and there's always something new to get involved in.



Abieyuwa
UCL Graduate

Having taken a project management course as part of my Law degree at UCL, I decided on this as the ideal career path for me. As a project manager, I'm responsible for delivering all types of projects, from implementation of source code tools to overseeing the transfer of whole data centres. At Atos there's a large degree of trust placed in you, in a really supportive culture, with someone always on hand to help. I got involved with The Prince's Trust Million Makers challenge last year - an amazing opportunity working with colleagues across the business to help a cause I'm passionate about.



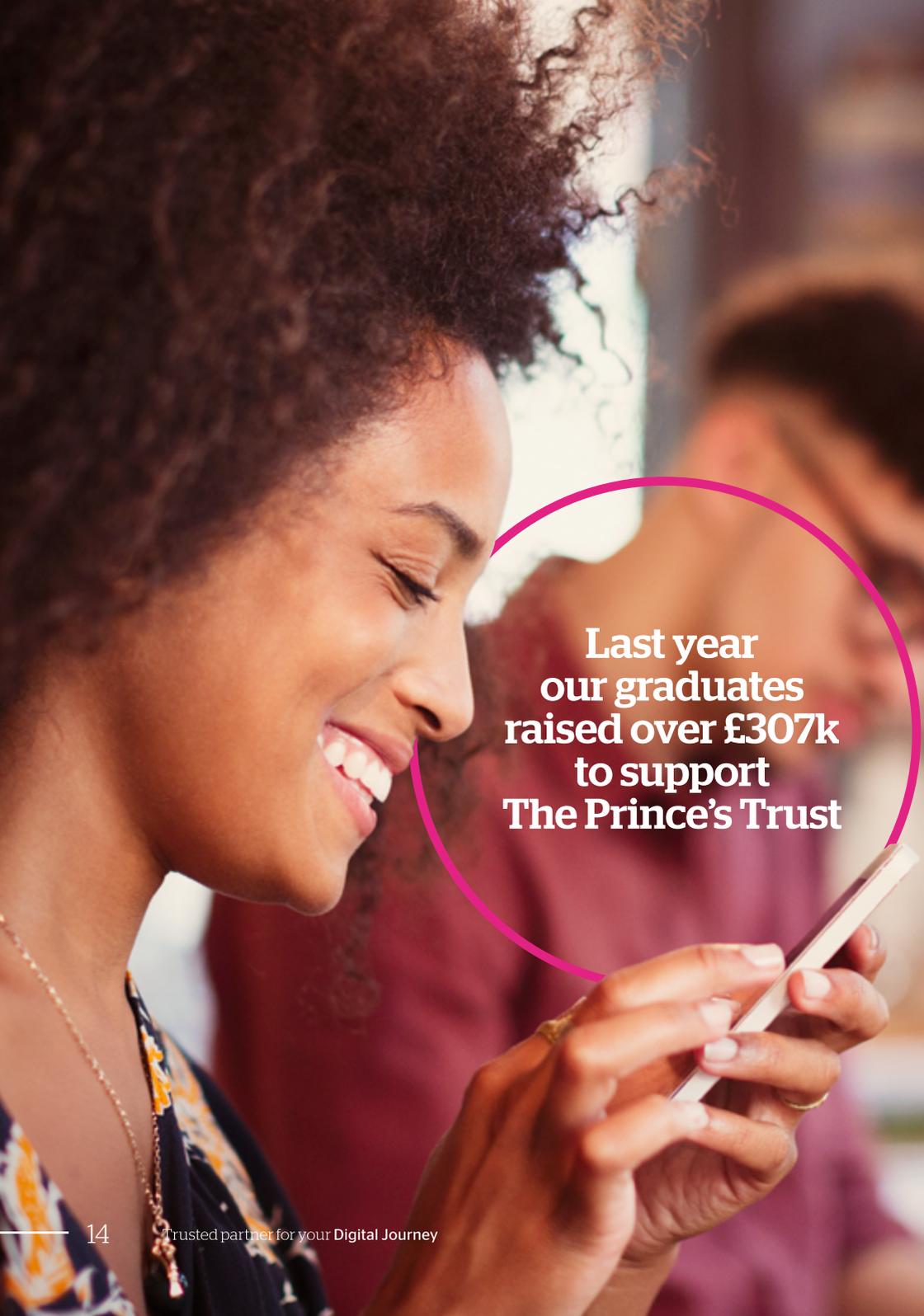
Matt
Loughborough University Graduate

My ITMB degree at Loughborough combined the technical skills of computer science with the world of business, and at Atos I can continue this dual approach in my career. I'm working on a systems upgrade for a public sector client, building infrastructure for migration environments and scripting test commands. As a graduate you're treated as a highly valued member of the team with high levels of responsibility. There are lots of side projects I've got involved with - such as writing whitepapers on emerging technologies like AI and Blockchain, and I support a website for a local school.



Temitope
University of Leeds Graduate

I graduated with a Mechanical Engineering degree; and right from my graduate assessment centre, Atos was a place I could see myself working. As soon as I joined I really liked the positive culture, and the way the company works and supports you to succeed. I didn't have an IT background but Atos offered plenty of training to support me in my role as a Solutions Architect, working on responses to client tenders. I also took part in the Atos X competition, presenting a TEDx style talk on Africa's Digital Opportunity to the executive team, and was thrilled to win the competition!



**Last year
our graduates
raised over £307k
to support
The Prince's Trust**

Benefits

When you join us, you'll be taking on new challenges right from the start, and we'll show our commitment to you by employing you on a permanent contract from day one.

Our comprehensive reward package includes:

- A starting salary of £28,000 (or £30,000 in London)
- Sponsorship for professional studies where appropriate
- 25 days' holiday plus the option to buy up to ten more
- £5,000 interest-free loan
- Private medical insurance
- Pension plan
- Relocation allowance
- Income protection insurance
- Life assurance

You'll also have access to a range of flexible benefits that are designed to help you make the most of your time with us. These include discounts on a wide range of retail products, gym memberships and insurance, as well as critical illness cover and tax-free charity donations.

Internship programme

If you're in your penultimate year of study and want to gain experience before you graduate, our paid internships will give you everything you need to launch your digital journey.

With opportunities across the UK, you'll enjoy an intensive induction followed by on-the-job training. We'll give you live assignments to build your confidence and capabilities. And if your performance during the 12-month internship programme is really exceptional, you could return to university with a firm job offer ready for when you graduate.

We're offering internships across many of the same areas as our graduate programme (see pages 8-10). Please check our website for current internship opportunities: atos.net/internship-uk

Benefits

Salary of £18,000 per annum (or £20,000 in London). You'll also have 25 days' holiday, private medical insurance and access to a range of flexible benefits, including discounts on retail products, insurance and gym membership, as well as tax-free charity donations and critical illness cover.

Induction

Your intensive residential induction will offer training on a range of key business and personal skills to help you settle into your internship quickly, build a network within the intern community and ensure that you make the most of your time with us.

Support and development

Your graduate buddy will contact you before you even start, and your line manager and mentor will ensure you have the right training, tools and development plans to grow. Work shadowing opportunities will also give you insights into graduate roles that may interest you after your studies.

The intern community

We have a strong graduate and intern community at Atos, where everyone supports and encourages each other both in their work and extracurricular activities, including various charity projects, sports activities and after work meet-ups.

Our interns



Holly
Lancaster University

During my Management degree at Lancaster, I undertook a year in industry in the Change Management team at Atos. From day one, everyone was very welcoming and supportive. I had real responsibilities as an intern, contributing to continuous improvement projects and running change control board meetings with senior managers. I'm a completely different person to who I was - I learned a lot about the day-to-day running of a business and challenged myself a lot during my internship, meaning I'm much more confident now.

Having completed my degree, I'm now back at Atos as a Human Resources Graduate, studying for my CIPD qualification. The opportunity to learn about different areas of the business during my internship helped me to identify HR as the area I wanted to focus on for my future career.



Nadir
University of Birmingham

I completed a software development internship with Atos as part of my Computer Science degree at Birmingham. My main project was analysing the server capacity required by a client, compared to the available capacity, in order to optimise the number of servers used at any given time, which reduced the client's costs significantly. I worked on a range of projects with several teams, which gave me a feel for the different areas I could work in and helped me to understand how real-world business software solutions are designed.

My experience was varied, fun and sometimes challenging work in unfamiliar areas, but really rewarding to contribute to live projects. I'm back at Atos on the graduate programme now, returning to software development, within the Industry 4.0 team, and I'm looking forward to the new opportunities the graduate programme will bring.

We are Atos

At Atos, we recognise how important our people are, and acknowledge and support what is important to them. **We are Atos** focuses on the full lifecycle of our employee experience through five key areas:

Diversity & Inclusion

Our ambition is to be an inclusive, diverse and ethical employer of choice. We strive to create a culture in which differences are recognised, valued and celebrated - in order to realise our full potential.

We're aiming to achieve this by:

- Ensuring equal opportunities for all
- Increasing the number of women, improving gender diversity across Atos - we're already a Times Top 50 Employer for Women
- Offering world class accessibility as a service to our customers - providing tailored capabilities for our employees with differing abilities
- Growing diversity of thought

Our Diversity Networks cover a broad range of employee groups, looking at generational diversity, supporting serving and ex-armed forces personnel, long term illness or disability, gender in the workplace, cultural diversity, and AtosPride supports our LGBT+ employees - we're a Stonewall Global Diversity Champion.

For more information about each of our Diversity Networks, please visit our website.

Social Value

We want to make a positive contribution to society by helping disadvantaged and underrepresented communities integrate into society. Our ambition is for Atos to be a great place to work, and recognised as a business that contributes positively towards society and the environment.

We're aiming to achieve this by:

- Leveraging our core capabilities and strengths, as well as those of our clients, to address societal challenges
- Providing learning and volunteering opportunities to our employees, enhancing their experience and offering an additional sense of purpose
- Supporting charities to raise awareness and offer match funding where we can
- In 2018 we offset 100% of our CO2 emissions worldwide, through a dedicated wind farm programme

Life@Work

Our ambition is to create a positive working environment that supports personal and collective development – where our people can not only grow their skill set and continuously challenge themselves and develop their career path, but also work together better as a team and with our customers.

We're aiming to achieve this by:

- Ensuring a positive working environment for all employees, supportive of flexible working
- Supporting our employees' individual development through implementing growth opportunities and ensuring internal mobility
- Encouraging social collaboration within teams and communities and knowledge sharing

Wellbeing

We're committed to fostering a culture that supports a healthy work-life balance – and attracts and retains our colleagues.

We're aiming to achieve this by:

- Providing a broad range of benefits and initiatives to our employees
- Advocating a healthy lifestyle, protecting our people's health
- Celebrating success stories and encouraging peer-to-peer recognition
- Fostering a culture of self-development where wellbeing is seen as an essential responsibility for all

Employee Experience with our Customers

As part of our commitment and responsibility as trusted partners to our customers, our ambition is to share our experiences and best practices in diversity and inclusion, social value, wellbeing and work life initiatives.

We're aiming to achieve this by:

- Strengthening our collaboration to ensure our clients remain at the heart of everything we do
- Engaging our customers in our diversity and inclusion initiatives
- Identifying joint social value initiatives
- Providing a leading digital experience to our customers

Read more about all our initiatives online:
atos.net/weareatos

Application and Selection

We know that Graduate and Intern applications need a lot of preparation. All our applicants follow the same four-stage application and assessment process. Please see below some guidance on what to expect and some hints to help you prepare.



Online application

The first step is to fill in our online application form via our website, giving us details of your experience and education and attaching a full CV. We'll ask about your particular motivations for applying to Atos and expect you to show awareness of our industry.

Top tips:

- Research Atos and the role applied for before completing the application form
- Update your CV and include any predicted grades
- Highlight key achievements, whether academic, extra-curricular or from work experience
- Check the form carefully for spelling and grammar



Online test

You'll then be asked to undertake an online test, which includes numerical, verbal and logical reasoning, as well as a personality profile, aligned to the Atos values. The test takes about an hour and you can take it at a time that suits you.

Top tips:

- Practise these types of tests - you can find examples online
- Find a quiet place where you won't be disturbed
- Read the instructions and each question carefully



Video interview

If you pass the online test, you'll be invited to a video interview. This will last around 30 minutes and you should prepare for it in exactly the same way as a face-to-face interview. Again, you can take it at a time that suits you and the interview will cover questions around your motivations, competencies and strengths.

Top tips:

- Find a quiet place where you won't be disturbed
- Prepare some examples of key achievements
- Contact the recruitment team if you have any technical issues

Further Support

If there are any adjustments you need at any stage of our application and assessment process due to a disability or health condition, please let us know and we'll do everything we can to accommodate you.



Assessment centre

If you're successful in the first three stages, you'll be invited to an Assessment Centre. During the day you'll complete several exercises, including a group exercise, an individual case study and one-to-one interviews. You'll meet with hiring managers from the area you've applied to, as well as current graduates, to find out more about life at Atos. While the exercises are challenging, we're welcoming and friendly to ensure everyone has a positive experience.

Top tips:

- For the interviews, prepare as outlined for the Video Interview
- In a group exercise, it isn't essential to lead the group in order to make a positive impression, but do make sure you contribute to the discussion
- Don't be afraid to ask questions: if you're unsure what's required, just ask - this is your opportunity to find answers to any questions you may have about Atos and your future role
- Be yourself and let us see the real you

A woman with long dark hair is looking down at her smartphone. She is wearing a dark jacket. The background is a blurred city skyline at night with warm lights. An orange circle highlights the text on the left.

**We currently
hold over
93,000 square
metres of data
centres**

Visit our graduate and intern website for more information, but here are a few things to consider before you apply.

What's the closing date for applications?

We encourage you to apply early as our popular opportunities fill up fast and we start our assessment centres as early as November, which may be before the closing date. Please check our website for our current closing date.

What do I need to join you?

We're looking for talented graduates with a 2:1 degree, ideally supported by relevant academic achievements or work experience. For our internships, you'll need to be on track for a 2:1 degree.

When will I start?

Our 2020 intake dates are likely to be June - September, although earlier start dates can sometimes be possible.

Can I choose my location?

We recruit for locations across the UK and will discuss your preference with you. Some roles are based at a fixed location, while others require periods of time away from home at client sites.

Do you accept applications from non-UK graduates?

We welcome applications from any candidate, regardless of background or country of study, in accordance with our equal opportunities policy. We don't offer visa sponsorship, so you'll need the right to work in the UK.

About Atos

Atos is a global leader in digital transformation with over 110,000 employees in 73 countries and annual revenue of over € 11 billion.

European number one in Cloud, Cybersecurity and High-Performance Computing, the Group provides end-to-end Orchestrated Hybrid Cloud, Big Data, Business Applications and Digital Workplace solutions. The group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Syntel, and Unify. Atos is a SE (Societas Europaea), listed on the CAC40 Paris stock index.

The purpose of Atos is to help design the future of the information technology space. Its expertise and services support the development of knowledge, education as well as multicultural and pluralistic approaches to research that contribute to scientific and technological excellence. Across the world, the group enables its customers, employees and collaborators, and members of societies at large to live, work and develop sustainably and confidently in the information technology space.

Find out more about us

atos.net

atos.net/careers

Let's start a discussion together



For more information: tam@atos.net

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