

Commercial Graduate Schemes

2024 - 2025

UNIVERSITY OF CAMBRIDGE | Careers Service

Commercial Graduate Schemes: Resources

Commercial graduate schemes are opportunities for employment and training following the completion of an undergraduate degree. They are offered in a number of sectors and industries and give access to professional training and qualifications.

Most commonly schemes are provided by large employers offering multiple roles in various departments, they are classified as attractive to graduates who want to develop their early career with management-level responsibility. It is, at this point, worth noting that while this document focuses on commercial schemes there are several technical and research-based graduate schemes that offer similar opportunities.

Please note that this document is intended as an *illustrative* guide of example graduate schemes that you can use in your research of potential employers and gives a variety of schemes to illustrate their diversity. It also lists some useful search engines and publications that can start your research into whether a graduate scheme is right for you.

What do we mean by 'Commercial'?

In this document 'commercial' refers to graduate schemes that deal with general management in business strategy, supply chain, operations, logistics and development of an organisation. This includes HR, Marketing and general sales and finance. Schemes take place in a wide range of employers.

- Find out more about various career sectors in our [Sector A-Z](#)

Recordings to support this guide

- Careers Service Video: '[Is a Graduate Scheme right for Me?](#)' on YouTube
- Careers Service Video: '[What is a Commercial Graduate Scheme?](#)' on YouTube
- Careers Service Video: '[Graduate Schemes: Application Advice](#)' on YouTube

Decision making

- Careers Service [Self-reflection Toolkit](#) in Handshake which will enable you to reflect on your skills and experience for career-fit
- Careers Service [‘Profiling for Success’](#) programme which enables you to undertake a range of psychometric tests and personality tests for career-fit
- psychometric tests and personality tests for career-fit
- Careers Service Video: [‘How to Find an Internship: Getting Started’](#) on YouTube
- Careers Service Video: [Questions to ask an employer](#) on YouTube

Researching Vacancies & Opportunities

The [‘Digital Publications’](#) resource section on Handshake offers useful employer guides.

1. [Handshake](#) *Handshake is the University of Cambridge Careers Services’ vacancy and events platform, featuring employer events, vacancies and resources*
2. [Careers Service Website](#) *University of Cambridge’s Careers Service home website featuring podcasts, sector information, CV and application guides and access to external subscriptions*
3. [Prospects.ac.uk](#) *Prospects is a careers research and vacancy portal featuring example job profiles*
4. [TargetJobs.co.uk](#) *TargetJobs has a focus on recruitment advice and vacancies with large employers*
5. [Vault.com](#) *Industry insights and careers advice, in-depth insight into sectors via rankings and guides (you can access Vault via the Careers Service using your crsid@cam.ac.uk address)*
6. [Bright Network](#) *Careers advice, vacancies, employer listings, virtual internships and e-training*
7. [RatemyPlacement](#) *Peer reviews on internship experiences, employer listings and internship vacancies*
8. [The Times Top 100 Graduate Employers](#) *annual guide to Britain’s most sought-after and prestigious graduate employer (also accessible via Handshake)*
9. [Gradcracker](#) *useful site with graduate schemes across STEM subjects*

Example Opportunities

Below are listed several example graduate level programmes. They have been chosen for a combination of two or more factors: prestige, compensation, commercial focus and training.

Overview

- Roles are used for **illustrative purposes**; they are not an exhaustive list and we ask you use your own judgement about their suitability for your needs. The links are updated each academic year but if you find the **link does not work then a Google of the scheme name** should bring it up.
- Some opportunities will have passed at the time of looking and some will be yet to open – this is illustrated where possible – the list is for illustrative purposes.
- Most programmes are designed for graduate entry (not specifically Masters, PhD or PostDoc though all would accept those candidates depending on level of work experience and time-lapsed since undergraduate degree)
- Programmes tend to open and close across October – December, but some will open in Spring
- These are formal training programmes, but you can also apply for entry level positions which are advertised off-cycle
- Graduate internships can be a valuable way of gaining insight and experience following graduation or before undertaking a postgraduate programme of study

Professional Services (a.k.a The ‘Big 4’)

The ‘Big 4’ are [KPMG](#), [PwC](#), [Deloitte](#) and [EY](#). They are known as the Big 4’ because of the range of professional services they offer, their market-share in their field and of course, their size.

Graduate programmes are a popular and sought-after training route and can lead to professional qualification. They have a wide UK and global reach (e.g ~150 countries; 700 offices), as well as robust training.

They offer graduate programmes in a range of services, such as (but not limited to):

- Accounting & Finance (inc. audit and tax)
- Legal services

- Consulting (across several specialisms)
- Business programme (flexible programmes)
- Cyber & Technology
- Governance
- Deals & Advisory

Commercial Management, Strategy and Business Development (A-Z)

Scheme or Employer name	Web link	Notes (e.g. service areas, program type)
Allen & Overy Consulting Graduate Programme	<ul style="list-style-type: none"> • https://earlycareersuk.aoshearman.com/ 	<ul style="list-style-type: none"> • Regulatory and strategic consulting services • Normally opens in December
American Express	<ul style="list-style-type: none"> • https://www.americanexpress.com/en-us/careers/ 	<ul style="list-style-type: none"> • Consulting • Finance • Marketing • Tech • Risk • Business Strategy
Blackrock Business Management & Strategy programmes	<ul style="list-style-type: none"> • https://blackrock.tal.net/vx/candidate/jobboard/vacancy/1/adv 	<ul style="list-style-type: none"> • Strategic Initiatives & Business Management • Corporate Strategy & Development • Business Operations • Human Resources • Sales & Relationship Management

Scheme or Employer name	Web link	Notes (e.g. service areas, program type)
Deloitte	<ul style="list-style-type: none"> https://www2.deloitte.com/uk/en/pages/careers/articles/graduate-opportunities.html 	<ul style="list-style-type: none"> Audit & Assurance Business & Financial Advisory Management Consulting Human Capital & Actuarial Real Estate Governance, Risk, Regulation <i>..Other technical roles available</i>
Jane Street Business Development Internships and Graduate Rotational Development Programme	<ul style="list-style-type: none"> https://www.janestreet.com/join-jane-street/overview/ 	<ul style="list-style-type: none"> Summer internships Graduate rotational roles
Linklaters: Legal operations graduate scheme	<ul style="list-style-type: none"> https://careers.linklaters.com/en/early-careers/university-and-graduate-opportunities 	<ul style="list-style-type: none"> Legal project management Innovation Pricing <i>Other technical programme available</i>
Mercedes-Benz Consulting Trainee	<ul style="list-style-type: none"> https://group.mercedes-benz.com/careers/professionals/mercedes-benz-management-consulting/who-we-look-for/ 	
Philips	<ul style="list-style-type: none"> https://www.careers.philips.com/student/global/en 	<ul style="list-style-type: none"> Range of rotational and entry-level positions
Samsung Emerging Talent Graduate Programme	<ul style="list-style-type: none"> https://www.samsung.com/uk/aboutsamsung/careers/emerging-talent/graduate-opportunities/ 	<ul style="list-style-type: none"> Sales Marketing Finance Product Management Customer Experience People Technical

Scheme or Employer name	Web link	Notes (e.g. service areas, program type)
		<ul style="list-style-type: none"> Paralegal
Siemens Strategy Consultant (Graduate and intern)	<ul style="list-style-type: none"> https://www.smc.siemens.de/global/en.html 	<ul style="list-style-type: none"> Germany China India UAE USA <i>Search opportunities by country</i>
Sky Business Strategy Rotational Programme	<ul style="list-style-type: none"> https://careers.sky.com/earlycareers/graduates/business-strategy 	<ul style="list-style-type: none"> Commercial Marketing Change Delivery Strategy Corporate Affairs
TPP Commercial Graduate Programme	<ul style="list-style-type: none"> https://tpp-careers.com/roles/commercial-manager/ 	<ul style="list-style-type: none"> No commercial experience required (normally)

Risk & Corporate Finance *There are many more examples, please see note on Finance below*

Scheme name	Web link	Notes (e.g. service areas, program type)
Houlihan Lokey Graduate Programme	<ul style="list-style-type: none"> https://hl.wd1.myworkdayjobs.com/Campus 	<ul style="list-style-type: none"> Corporate Finance Financial Restructuring Financial and Valuation Advisory
Marsh Graduate Programme	<ul style="list-style-type: none"> https://careers.marshmcclennan.com/global/en/student-opportunities 	<ul style="list-style-type: none"> Corporate Risk Management

Scheme name	Web link	Notes (e.g. service areas, program type)
		<ul style="list-style-type: none"> Commercial <i>Not rotational</i>
Goldman Sachs Graduate, Advanced Degree and internship programmes	<ul style="list-style-type: none"> https://www.goldmansachs.com/careers/students 	
Rothschild & Co	<ul style="list-style-type: none"> https://rothschildandco.tal.net/vx/lang-en-GB/mobile-0/appcentre-1/brand-4/candidate/so/pm/1/pl/2/opp/177-2022-London-GA-Graduate-Programme/en-GB 	<ul style="list-style-type: none"> Summer Internship Long-term internship Insight programme International opportunities

Commercial Business Services: Finance, Operations, Manufacturing, Logistics, Supply Chain, HR, Marketing

Scheme name	Web link	Notes (e.g. service areas, program type)
Amazon Business Development Graduate Programme	<ul style="list-style-type: none"> https://www.amazon.jobs/content/en/career-programs/university 	<i>See also</i> <ul style="list-style-type: none"> Internships Commercial Sales Software development Data Science
Kraft Heinz International Management Trainee Program	<ul style="list-style-type: none"> https://careers.kraftheinz.com/early-careers/ 	<ul style="list-style-type: none"> Schemes available globally Internships
Novo Nordisk Business, marketing, HR and market access (international operations and global business)	<ul style="list-style-type: none"> https://www.novonordisk.com/careers/early-career-programmes/graduate.html 	<ul style="list-style-type: none"> Graduate programme usually requires Masters Business, marketing, HR Finance & Procurement Research & Development
INEOS Commercial Programme	<ul style="list-style-type: none"> https://www.ineos.com/careers/graduates/what-to-expect/ 	<ul style="list-style-type: none"> Rotational Trading

Scheme name	Web link	Notes (e.g. service areas, program type)
		<ul style="list-style-type: none"> • Procurement • Marketing • Production Planning <i>See also...Engineering</i>
Kerry Europe	<ul style="list-style-type: none"> • https://www.kerry.com/careers/graduates 	They also offer: <ul style="list-style-type: none"> • Sales • Marketing • RD&A • Operations • Procurement • Quality • ICT • Engineering • HE • Accounting & Finance
P&G Supply Chain Graduate Entry programme	https://www.pgcareers.com/global/en/recent-grads <ul style="list-style-type: none"> • All career areas: https://www.pgcareers.com/career-areas 	Also available: <ul style="list-style-type: none"> • Brand and Marketing • Research & Development • Product Supply • Information Technology • Finance and Accounting • Human Resources • Sales • Legal/IP
Gist Operational Management Programme	<ul style="list-style-type: none"> • https://www.gistworld.com/Work-for-us/Early-Careers/Graduate-Industrial-Placement-Schemes 	<ul style="list-style-type: none"> • Operations management

Scheme name	Web link	Notes (e.g. service areas, program type)
Network Rail Graduate Programme	<ul style="list-style-type: none"> https://www.networkrail.co.uk/careers/early-careers/graduate-schemes/ 	<p>Areas available:</p> <ul style="list-style-type: none"> Commercial and procurement Finance IT & Business Services Network planning and strategy Operations and General Management Project Management Property <i>See also: Engineering schemes</i>
Jaguar Landrover: Corporate Programme	<ul style="list-style-type: none"> https://www.jaguarlandrovercareers.com/content/Early-Careers/?locale=en_GB 	<ul style="list-style-type: none"> Business and strategy roles Bookmark for opening – usually early October
Allen & Overy: Law & Tech Programme	<ul style="list-style-type: none"> https://www.aograduate.com/lawtech-programme 	<ul style="list-style-type: none"> Open to all degree programmes
Unilever: Future Leaders Graduate Programme	<ul style="list-style-type: none"> https://careers.unilever.com/unilever-future-leaders-programme 	<ul style="list-style-type: none"> Opens at different times of year depending on your location
Cancer Research Accelerate programme (under review until 2025)	<ul style="list-style-type: none"> https://www.cancerresearchuk.org/about-us/careers/early-in-career-opportunities 	<p>Also available is the overview of their teams https://www.cancerresearchuk.org/about-us/careers/teams where you can find direct entry roles.</p> <ul style="list-style-type: none"> Fundraising and Marketing Policy, information and Communications Scientific Strategy and Funding Technology HR

Scheme name	Web link	Notes (e.g. service areas, program type)
NHS Graduate General Management Programme	<ul style="list-style-type: none"> https://graduates.nhs.uk/scheme/ 	Also available: <ul style="list-style-type: none"> Finance HR Policy & Strategy Health Informatics Health Analysis
Civil Service Fast Stream: Commercial	<ul style="list-style-type: none"> https://www.faststream.gov.uk/commercial/index.html 	<ul style="list-style-type: none"> Internships also available
MI5 Business Enablers Entry Scheme	<ul style="list-style-type: none"> https://www.mi5.gov.uk/careers/opportunities/business-enablers-entry-schemebees 	<ul style="list-style-type: none"> Programme covers: Finance, Legal, Information Management, HR, Project Management, Compliance, Recruitment, Policy, and Data Management
Wellcome Trust Investments or Generalist Graduate Programme	<ul style="list-style-type: none"> https://wellcome.org/jobs/graduate-development-programme 	<ul style="list-style-type: none"> In the development programme you can do up to four rotations during your two years.

Property

Scheme name	Web link	Notes (e.g. service areas, program type)
BNP Paribas Commercial Graduate Programme	<ul style="list-style-type: none"> https://www.realestate.bnpparibas.co.uk/early-careers 	
Savills Graduate Programme	<ul style="list-style-type: none"> https://www.savills.co.uk/contact-us/careers/graduate-careers/pathways.aspx 	<ul style="list-style-type: none"> Surveying Rural, Energy & Projects Building & Project Consultancy Planning Sustainability, Energy and Engineering
Knight Frank Valuations Schemes	<ul style="list-style-type: none"> https://knightfrankearlycareers.com/graduate-schemes/general-practice-valuations-pathway-graduate-programme-london 	<ul style="list-style-type: none"> Other programmes available that require an accredited degree

Legal & General	<ul style="list-style-type: none"> • https://careers.legalandgeneral.com/our-careers 	<ul style="list-style-type: none"> • Finance • Actuary • Look out for property specific schemes, previous had an Affordable Homes Graduate scheme
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