

serco

VOLKSWAGEN FINANCIAL SERVICES

UNITED KINGDOM

VOLKSWAGEN

GROUP UNITED KINGDOM LTD

COMBINED GRADUATE PROGRAMME



A Graduate programme –
but not as you know it

The Volkswagen Group, Volkswagen Financial Services and Serco have joined forces to create a unique graduate opportunity that offers you the chance to gain experience and expertise across all three market leading companies.

As world-class organisations, we work in close partnership across all areas of our business – and that includes the way we develop our people. So it will come as no surprise that we're now launching a brand new 2-year combined graduate scheme.

We will be ready to launch this distinctive learning and development opportunity in September 2012 and for those taking part, it will be a fantastic opportunity.

As part of our first graduate intake, you will have the freedom to develop skills that span the Automotive, Financial and Service sectors. More than that, you will gain hands-on experience... take on real responsibility... and benefit from carefully planned personal development and support.

By the end of the programme, you will have the knowledge and expertise to pursue a fast-paced career within any one of our companies.



How will the programme work?

During your 2 year programme you will carry out four six month placements across all 3 businesses including:

■ Volkswagen Group

A placement within one of our five brands and focusing on one of our key disciplines (Marketing, Aftersales or Operations). You will emerge with a strong understanding of the sales and marketing of vehicles in the UK and the associated retail networks.

■ Volkswagen Financial Services

A placement within one of our core teams will allow you to develop your insight into one of the largest and most sophisticated financial operations of its kind.

■ Serco

This placement outside Volkswagen with one of Serco's major contracts will give you first-class experience in contract and commercial management.



Personal Development opportunities

Our goal is simple. We want you to be the best that you can be – and we're here to help you make that happen. So expect to be supported by a variety of Learning and Development initiatives offered by all three organisations. This will include Management Development training and a range of e-learning opportunities. And, just for good measure, you'll have the guidance of your own Mentor and will be actively supported in planning your longer-term career path.

What are we looking for?

All three businesses are interested in high quality candidates who are looking for a programme that offers broad business experience and variety across a range of areas.

You must have ambition, drive and the desire to succeed and achieve results in highly competitive but rewarding environments. You should also be flexible on location. Our programme could take you anywhere across the UK or Ireland – and there may be opportunities for placements in one of our European operations.



The specific competencies required are:

- Strong commitment to customers and service
- The ability to influence others
- High levels of initiative, motivation and ambition
- Excellent communication skills (both written and verbal)
- The ability to build effective working relationships
- A passion for delivering results
- Innovation and creativity
- A talent for problem solving

Salary & Benefits

For Graduates starting in September 2012, there is starting salary of £25,000 as well as a number of other excellent benefits:

- Volkswagen Group Loan Car Scheme
- Performance related bonus scheme
- Serco Stakeholder Pension Scheme – up to 6% matched contribution (fully transferable)
- Private Healthcare
- Life Assurance
- 27 days annual holiday
- A range of discounts (Mobiles phones, travel, restaurants, wine clubs etc)
- Staff Recognition Scheme

Application Process and Timelines

Our recruitment process will shortly be launched online with a view to recruiting during February and March 2012. Offers will be made in May 2012 and the programme will start in September 2012.

To register your interest, please visit:

www.serco-vw-graduates.co.uk