

Graduate Management Programme

Placement matching guidance for host organisations

The Graduate Programme Manager, with the support of key stakeholders, will ensure that a fair and robust process is used locally to match trainees to host organisations.

A widespread recruitment campaign will launch in February 2018, to find suitable graduate management trainees to join the Graduate Management Programme in October 2018.

Prospective host organisations are invited to submit an application detailing the offer from their organisation from 26 March to 30 May 2018.

Following the assessment centres, the Graduate Programme Manager will contact all successful candidates to confirm their situation.

All applicants will be made aware of the national spread of the programme at the earliest point of the recruitment process, and conditional offers will be made on the basis of a willingness to consider relocation in order to identify the best possible match with a host organisation.

The following will be taken into consideration at this stage:

- areas of interest across the sector
- geographical preferences
- mortgage / other financial commitments
- caring responsibilities
- travel and transport limitations.

The Graduate Programme Manager will match trainees to the placements available across the country based on the host programme application and placement outline.

The following will be taken into consideration at this stage:

- the trainee's situation
- placement outline, including induction, support, day-to-day responsibilities and post-project opportunity
- opportunities for the trainee to demonstrate a return on investment.