

MEET BARCLAYS CORPORATE

Graduate and internship programmes

THE POWER TO HELP YOU SUCCEED





‘The success of a corporate bank is inextricably linked to the success of its clients – when our clients succeed, we succeed. Which is why, at Barclays Corporate, continuously strengthening our client relationships is an essential part of the way we do business. Naturally, our people hold the key to this process, which is why we are committed to attracting and investing in the best possible graduate talent.

‘Join Barclays Corporate, and from day one you will find yourself working as part of a dedicated team, drawing on our capabilities to help fulfil our clients’ aspirations. In doing so you will be given every opportunity to shine, which will, in turn, help you and our clients to grow and prosper together. As we state in our advertising, Barclays Corporate has the power to help you succeed! I invite you to discover what we mean by becoming an important part of our team.’

John Winter, CEO Barclays Corporate

Welcome and introduction

Meeting you for the first time

As the global corporate banking arm of Barclays, we help our clients to achieve their goals. This can be anything from financing strategic investments and funding major projects, to supporting global expansion and managing risk. In doing so, we work with some of the world’s leading businesses, including private companies, major charities, multinational corporations and public bodies. Read on to discover how you can join us, and develop a career influencing the deals, developments and decisions that shape the world around us.

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About Barclays Corporate

Meeting the needs of global business

At Barclays Corporate, we provide integrated banking services to businesses, charities and public bodies that turnover more than £5m a year. In doing so we help them to achieve a wide range of operational and strategic goals. Organisations of this size tend to have complex requirements, from structured asset finance to foreign exchange, calling for the kind of highly specialised and client-focused solutions that have made Barclays one of the leading providers of financial services in the world.

We currently have more than 50,000 clients worldwide – including some of the world's largest and most successful businesses – with whom we work hard to build productive and enduring relationships. At the heart of these relationships lies an intense commitment to meeting our clients' needs, along with the capability to deliver expertise in virtually every industry sector.

About Barclays Corporate

Meeting the needs of global business

About Barclays

With over 300 years of history and expertise in banking, Barclays employs around 145,000 people across more than 50 countries. Together, we work to lend, invest and protect money for customers and clients worldwide.

Barclays is organised into two 'clusters' – Retail and Business Banking; and Corporate, Investment Banking and Wealth Management – with each comprising a number of distinct business units. While separate entities, each unit is able to draw on the full range of Barclays global capabilities to help ensure it meets the needs of its particular customers and clients.

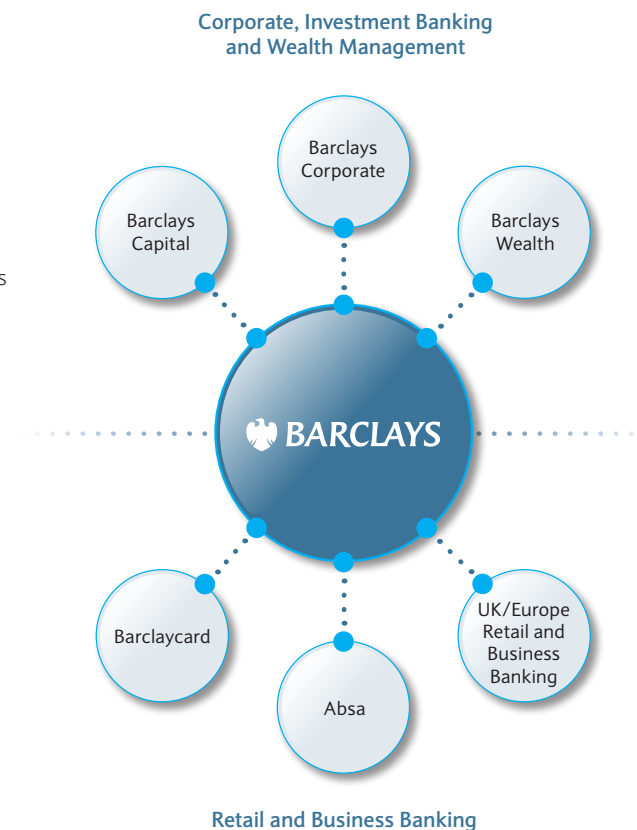
Barclays Corporate provides specialist banking solutions to organisations that turn over more than £5m a year.

Barclays Capital, our investment banking division, offers strategic advisory, financing and risk management solutions to large corporate, government and institutional clients.

Barclays Wealth offers wealth management services for affluent and high net worth individuals and families, as well as for institutions and intermediaries.

Retail and Business Banking comprises a diverse cluster of business units offering a wide range of products and services to individuals and small businesses around the world. It encompasses:

- UK Retail Banking
- Barclaycard
- Barclays Africa (inc. the Absa Group in South Africa)
- Western Europe Retail Banking



Corporate banking explained

When it comes to banking, all businesses have the same basic needs: somewhere to deposit and access their money; the means to make and receive payments; opportunities to save and invest surplus cash; foreign exchange; funding for large purchases and investments; protection against unforeseen events. The larger and more sophisticated the organisation, the more complex their requirements, calling for a more specialised portfolio of products and services. This is corporate banking.

As a corporate bank, our aim is to act as a trusted financial partner for our clients, delivering integrated solutions that help them achieve their goals and maximise their success.

For instance, when Domino's Pizza wanted to build a state-of-the-art dough production facility, we were able to provide the funding, helping them secure a 19.3% increase in sales within a year. Or when The Economist Group decided to bid for the influential Washington publisher, Congressional Quarterly, we provided a series of flexible financing options. And when Celtic Manor came to us with plans to transform their 17-bedroom hotel into a 400-room resort, we helped make it happen, setting them on their way to becoming one of the world's leading golf venues.

'In business it is important to develop teamwork and build strong partnerships. Barclays Corporate has been a trusted and valued partner of The Celtic Manor Resort for many years. Its support has helped the resort grow significantly over the last two decades and stage world-class events.'

Dylan Matthews, Chief Executive Officer, The Celtic Manor Resort

Our industry expertise

We were the first corporate bank to introduce industry specialisms, giving us a greater understanding of our clients' businesses. Today, we offer expert teams in:

- Agriculture
- Business Services and Recruitment
- Healthcare
- Hospitality and Leisure
- Manufacturing
- Oil and Gas
- Professional Services
- Public Sector
- Real Estate
- Retail and Wholesale
- Technology, Media and Telecommunications
- Transport and Logistics

Our vision for the future

With over 300 years of successful banking already behind us, our focus is very much on the future. As a strong, independent bank, we have freedom and control over our direction and development, and are united behind our vision to be a top tier corporate bank. This means understanding that when our clients succeed, we succeed. This happens through:

1. Understanding our clients' businesses
2. Drawing on the full capability of Barclays to deliver solutions that make a real, positive, difference to a client's bottom line
3. Building client relationships that endure and thrive during times of change

A culture of relationships

Strong, professional relationships are what Barclays Corporate is all about, and will feature heavily in your development. We believe that relationships enrich your experience and, as well as broadening your knowledge, create a sense of community and purpose. They make work easier, more involving and more enjoyable – which is why you'll have many opportunities to meet and work with people from across our businesses, as well as external stakeholders.

Diversity and inclusion

At Barclays Corporate, we are committed to developing and maintaining an environment in which all employees can reach their full potential. We actively promote diversity and inclusion to build a committed and agile workforce, capable of meeting and predicting the needs of our global clients, both now and in the future.

It is our view that diversity relates to every aspect that makes an individual unique, whether that be age, gender, race, ethnicity, physical ability, sexual orientation, culture, social status, work style, religion, values or beliefs. We work hard to ensure we embrace and harness these differences, creating a more inclusive, interesting and innovative workplace.

Corporate social responsibility

At Barclays we recognise the important role that we have to play in adding value to the economy and to society as a whole.

We believe that we can make the biggest difference to society when we focus on the areas where we can share our core expertise to make sure our actions really count. We invest in projects that build financial capability and inclusion because that is where we believe we can make the biggest social impact for the communities we serve. Making good financial decisions is an essential life skill and supporting people to build their financial knowledge and confidence can empower them to reach their goals.

Through our flagship UK community programme, Barclays Money Skills, we're investing £15m over three years to help one million people build the skills, knowledge and

confidence they need to manage their money more effectively. We're also contributing our time, energy and resources to make sure Barclays Money Skills makes a long term positive difference for society.

Barclays employees are pledging to help and we're supporting them with volunteer toolkits, time off and grants to help them work with vulnerable groups in their own local communities. Over the past five years Barclays employees have given over one million volunteering hours. We know that they have a huge amount to give, so by helping them share their expertise we can reach many more people in the local communities we serve.

Our global coverage

As a leading global corporate bank, we offer support for businesses operating multi-nationally or looking to trade overseas from a UK base. As such, we have offices in nine countries:

UK	Pakistan
France	Portugal
India	Spain
Ireland	United Arab Emirates
Italy	

We also have local market specialists serving clients in 18 other countries:

Botswana	Netherlands
Egypt	Seychelles
Germany	Singapore
Ghana	South Africa
Hong Kong	Tanzania
Japan	Uganda
Kenya	United States
Mauritius	Zambia
Mozambique	Zimbabwe

'It is testimony to the way in which Barclays understands our business that, in an ever-evolving and turbulent industry, our relationship has stretched over decades.'

David Miller, Chief Financial Officer, JCB



Our programmes

Meeting a match for your potential

A career with Barclays Corporate can take you in all sorts of different directions. It all depends on where your strengths and interests lie, and how far you want to go. But every journey has to begin somewhere, and at Barclays Corporate, it's with one of our range of graduate, summer internship or industrial placement programmes.

We currently offer full-time graduate programmes, eight-week summer internships and year-long industrial (sandwich-year) placements, across seven distinct areas of our business. Each programme is designed to give you the breadth of exposure you need to develop an in-depth understanding of our business as well as the skills you need to grow. At the end of your programme, you will be ready to continue exploring the possibilities of a career at the forefront of your particular business area and beyond.

A choice of business areas

If you are interested in joining one of our programmes, we have seven distinct areas of our business for you to choose from. Each area offers its own unique experiences and opportunities. You can find out more about these over the next few pages – as well as by visiting barclayscorporate.com/graduate

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Graduate programme structure

Our full-time graduate programmes are rotational in nature. This means that you will spend your time as a graduate trainee completing a series of placements – working with different teams, carrying out different roles, experiencing different challenges and meeting a broad range of people.

Each programme lasts for two years and will see you complete either two or three rotations, depending on the business area. The details of your particular placements will be based on a combination of your interests and preferences along with the needs of the business.

Client Coverage, Product and Risk full-time graduate programmes

First rotation

12-month placement in relevant role/team/location

Second rotation

12-month placement in relevant role/team/location

Operations, Human Resources, Marketing and Communications, and Technology full-time graduate programmes

First rotation

Eight-month placement in relevant role/team/location

Second rotation

Eight-month placement in relevant role/team/location

Third rotation

Eight-month placement in relevant role/team/location

Where will you work?

Barclays Corporate operates throughout the UK and Ireland, providing an expert local presence for clients everywhere. Initially, as a graduate, summer intern or industrial placement student, you are most likely to find yourself in one of the following key locations:

- | | |
|----------------|-----------------------------|
| 1. Aberdeen | 11. Leeds |
| 2. Basingstoke | 12. London |
| 3. Birmingham | 13. Luton |
| 4. Bristol | 14. Manchester |
| 5. Cambridge | 15. Newcastle |
| 6. Cardiff | 16. Northwich |
| 7. Dublin | 17. Poole |
| 8. Edinburgh | 18. Radbroke Hall, Cheshire |
| 9. Essex | 19. Reading |
| 10. Glasgow | |

Generally speaking, you will be placed according to the needs of the business at the time, as well as your individual development requirements. Wherever you're based, you can be sure of high profile and challenging work that will stand out as making a difference to our organisation – and our clients. We will take into account any circumstances that might prevent you from being able to move into a particular role or location, and where possible will make any reasonable adjustments needed to find a solution that suits both you and the business.



'I have 30 clients on my portfolio at the moment. Between them, they manufacture everything from traditional nuts and bolts to cooking sauces and mattresses. I really like going on the factory tours and getting to see what they do. You need to enjoy doing things like this if you're going to work in Client Coverage. It's all about building and developing the relationship to support income generation. I have at least six meetings a week and do a lot of entertaining. Last Friday, for instance, I took a client to the one day cricket international at Headingley – much harder work than it sounds, honest!'

Alexandra Fogal - Relationship Director, Manufacturing, Leeds

- 2005 Graduates in Business Studies from University of York; joins Barclays graduate programme
- 2006 Works as Relationship Support Manager
- 2007 Completes placement in Risk team
- 2008 Moves into Business Development role
- 2009 Appointed Associate Director
- 2009 Appointed Relationship Director focusing on manufacturing clients in Yorkshire



Client Coverage

The key client-facing part of our business

The Client Coverage team is responsible for building, managing and developing successful relationships with clients all over the world, providing a gateway to our full range of products and services.

Day-to-day, this means working closely with clients to identify and respond to their financial needs, coordinating the delivery of appropriate solutions that generate revenue, without exposing Barclays Corporate to undue risk.

Client Coverage is organised into specialist teams, each focusing on a specific industry, sector or geography. When joining one of these teams, you will generally be expected to work in support of a Relationship Director, helping them to achieve their targets for commercial performance and client satisfaction.

In a nutshell:

The key client-facing part of our business

Opportunities:

Full-time; summer internship; industrial placement

Potential to study for:

PCertB® (IFS)
(subject to business requirements)

Would best suit:

Commercially savvy, outgoing people with strong communication and influencing skills

Product

The primary source of our cutting edge financial solutions

Whether they're looking for funding to help develop their business or assistance in managing their cash flow, all our clients need access to quality financial products. The Product team is responsible for ensuring we offer the right ones, at the right price, so that we can continue to meet our clients' changing needs while generating income and avoiding excessive risk.

This means developing both new and existing financial solutions, tailoring them to individual clients or the shifting requirements of a particular market or sector. Day-to-day this means liaising with clients as well as colleagues in Client Coverage, and working hard to create innovative products that keep our portfolio commercially relevant and fresh.

In a nutshell:

The primary source of our cutting edge financial solutions

Opportunities:

Full-time; summer internship; industrial placement

Potential to study for:

PCertB® (IFS)
(subject to business requirements)

Would best suit:

People with strong communication, influencing and analytical skills as well as sound commercial judgement



'The most enjoyable part of my role is meeting the client, finding out what they need and working out a solution. My team recently worked with a client to help finance the acquisition of a floating oil and gas platform; a fairly complex deal, which would ultimately see the client charter the platform to a large Indian company. We set about analysing everything about the situation, from the financial and management strength of both the borrower and end user, to the state of the industry and the specifications of the asset itself. We also created a financial model to test the client's key assumptions and took a very close look at how the contracts between the two companies would affect repayments. Eventually, after a lot of work, we were able to structure a solution that worked for all parties and provided a loan of \$50m.'

Sheetal Shinh - Head of Strategic Asset Finance International, London

1998 Graduates in Industrial Economics from University of Warwick; joins Barclays graduate programme

2001 Transfers to role at Barclays Capital

2007 Leaves to take up a position at another bank

2008 Returns to Barclays Corporate to help set up big ticket Asset Finance Team

'There are a lot of different elements to working in Risk, but as a details man, one aspect I enjoy is delving into the financials, especially on big deals like the one we recently completed for a chemicals manufacturing client. They wanted to acquire another business and came to us looking for £60-70m. It was an unusual deal, as there was both a debt element and an equity element, which meant we also did a lot of work with Barclays Capital. It was my role to take a really close look at everything, prepare the case and present it to the Credit Committee, which ultimately led to the deal being sanctioned. It was a great position to be in, because I knew that if I did my job well, I'd be protecting the bank, as well as helping a successful UK company to expand overseas.'

Chris Walton - Vice President, Risk, London

2007 Graduates with BA in Economics and MSc in Economics and Finance from the University of Durham; joins Barclays graduate programme

2008 Moves to role in Credit team

2009 Completes graduate programme and takes permanent role as Assistant Vice President

2010 Becomes Vice President, Risk



Risk

The guardians of our balance sheet

Every new product we offer, or loan we make, carries an element of risk. Will the client be able to meet the payments? Will external factors – such as changes in exchange rates and interest rates – affect our decisions? Are our internal processes and controls sufficiently robust? The role of the Risk team is to monitor and manage these issues, and protect the bank against bad debts.

In addition to approving lending decisions, this may also mean working with clients experiencing financial difficulty, identifying ways of helping them get back on track.

When joining the Risk team, you will most likely find yourself working in either the Credit team, contributing to the sanctioning decision making process, or the Business Support team, helping clients facing problems to return to a firm and sustainable financial footing.

In a nutshell:

The guardians of our balance sheet

Opportunities:

Full-time; summer internship; industrial placement

Potential to study for:

PCertB® (IFS)
(subject to business requirements)

Would best suit:

People with strong analytical ability and a keen awareness of risk

Operations

The engine room driving the quality of our performance

With a global footprint, Operations encompasses a diverse group of specialist teams providing strategic middle and back office capabilities. Responsible for the management and continuous improvement of the vast range of processes and systems that underpin our business activities, this is the ‘machinery’ that must run smoothly to enable the delivery of an outstanding experience for our clients.

While on the Operations programme you could find yourself working in any of the following teams:

- Client Service (provides a tiered service offering, focused on the day-to-day servicing and support requirements of all Barclays Corporate clients)
- Central Operations (manages client lending cases/ collateral, and client account servicing activities)
- Middle Office (provides specialist credit support – analysing, structuring and progressing debt deals)
- Change and Re-engineering (ensures our business and processes evolve to better meet the demands of our clients)
- Global Payments (provides payment processing services across the breadth of Barclays in the UK and US)
- Business Assurance (supports Barclays Corporate teams globally for Incident Management, Business Continuity Management and Supplier Management)
- Trade and Sales Finance (enables clients to release working capital by providing specialised servicing throughout the life of our relationship)
- International Operations (drives the mechanics for our clients to do business on a global scale)

In a nutshell:

The engine room driving the quality of our performance

Opportunities:

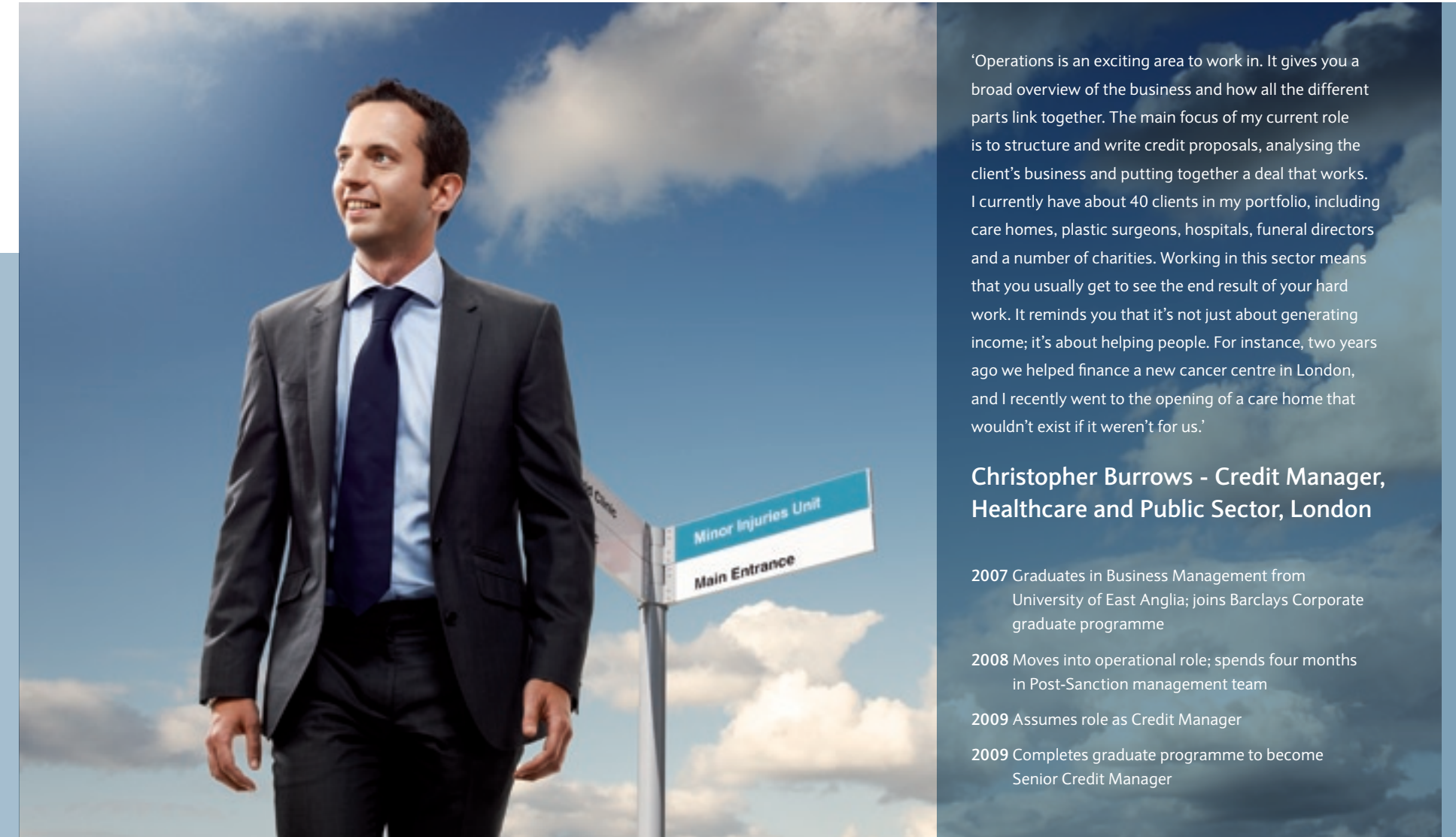
Full-time; summer internship; industrial placement

Potential to study for:

PCertB® (IFS); Prince2; 6 Sigma (subject to business requirements)

Would best suit:

Customer focused, organised people with an appetite for solving problems, executing change and dealing with a range of people



‘Operations is an exciting area to work in. It gives you a broad overview of the business and how all the different parts link together. The main focus of my current role is to structure and write credit proposals, analysing the client’s business and putting together a deal that works. I currently have about 40 clients in my portfolio, including care homes, plastic surgeons, hospitals, funeral directors and a number of charities. Working in this sector means that you usually get to see the end result of your hard work. It reminds you that it’s not just about generating income; it’s about helping people. For instance, two years ago we helped finance a new cancer centre in London, and I recently went to the opening of a care home that wouldn’t exist if it weren’t for us.’

Christopher Burrows - Credit Manager, Healthcare and Public Sector, London

- 2007 Graduates in Business Management from University of East Anglia; joins Barclays Corporate graduate programme
- 2008 Moves into operational role; spends four months in Post-Sanction management team
- 2009 Assumes role as Credit Manager
- 2009 Completes graduate programme to become Senior Credit Manager

'Most of what people think to be HR is not actually HR. It's much more strategic than that. In many ways we're the driving force behind the efficiency and performance of the bank. I work in partnership with senior management, getting to understand their business area, challenging their assumptions, and working with them to help take their business forward. This can throw up some hugely varied and interesting projects, such as reviewing business operations to see how we structure ourselves for the future, developing and retaining key talent, as well as attracting the best people on the market. I've also been lucky enough to take overseas assignments in my role. The opportunities to stretch yourself – whether professionally or culturally – are there to be had. You just need to put your hand up!'

Christie Davies - HR Business Partner, Corporate, London

- 1998 Graduates in French Linguistics from Brighton University
- 2005 Achieves PgDip HR (CIPD) qualification
- 2006 MA in Human Resources (Change Management)
- 2007 Joins Barclays as HR Business Partner, UK Retail Bank
- 2010 Joins Barclays Corporate as HR Business Partner



Human Resources

Ensures we attract, develop, enable and retain the best people in the business

While technical specialists in their field, the focus of our HR professionals is on applying their expertise, working in partnership with managers and teams throughout Barclays Corporate to embed a meritocratic, high performance culture. In doing so HR leads the way in ensuring we have the talent and potential to continue delivering commercially viable, best practice solutions for our clients.

When joining the HR team, you could find yourself working on any number of different projects, contributing to our core objectives of:

- attracting and selecting best in class talent to deliver exceptional business results
- developing skills, behaviours and capabilities to drive performance and provide challenging career paths for employees

- retaining talent through reward and recognition initiatives that reinforce a meritocratic and high performance culture
- enabling business results through HR operational excellence

In a nutshell:

Ensures we attract, develop, enable and retain the best people in the business

Opportunities:

Full-time; summer internship; industrial placement

Potential to study for:

CIPD (subject to business requirements)

Would best suit:

Confident, outgoing communicators with a genuine interest in people and their performance

Marketing and Communications

Our Marketing and PR gurus, the 'voice' of the bank

Our Marketing and Communications teams blend commercial thinking with creativity to help shape the public perception of our organisation – working closely with the client-facing parts of our business to help attract new clients and build on the success of existing relationships.

A diverse area, Marketing and Communications encompasses everything from branding, advertising and digital marketing to events management, media relations and internal communications.

When joining our Marketing and Communications programme you will most likely join the Barclays Corporate Marketing team, developing and managing our marketing strategy, planning and delivery across UK and international markets; or our Corporate Communications team, helping to manage the reputation of the organisation.

In a nutshell:

Our Marketing and PR gurus, the 'voice' of the bank

Opportunities:

Full-time; summer internship; industrial placement

Would best suit:

Confident, outgoing and persuasive people with the ability to communicate effectively at all levels, both in person and in writing



'My current role involves interacting with our global sales teams to develop and deliver international marketing strategies and plans. This involves a full range of activities, from advertising and brand work, through to events and sponsorships. One such sponsorship is the SIBOS conference, this year held in Toronto. To maximise the sponsorship, my role is to confirm the approach for the exhibition stand, speakers and support material, as well as to manage subsequent events, including lunches and breakfast seminars. No two days are the same in the Global Marketing Team and it's not without the occasional challenge. I recently produced a Japanese pitchbook within a week for a prospective client. In Japanese! It was a tricky one, but we got it done.'

Nina Dunn - Marketing Manager, Global Financial Institutions, London

2005 Graduates in Geography from Cambridge University

2007 Joins Barclays graduate programme

2008 Moves over to Barclays Corporate; joins Marketing Team in Marketing Manager role

2010 Works on Barclays Corporate UK marketing plan and national campaigns, including brand launch

2010 Joins Global Marketing Team

'Barclays Corporate wants to be a top-tier corporate bank. Making sure we have the right technology in place is a big part of this. My project, the Global Payments Utility, is one of the biggest the business has seen for a number of years. It's all about improving our straight-through processing rate, replacing a 25-year old system with a more flexible and scalable engine that allows more payments to go through without any manual amendments. Sounds simple, but it's worth hundreds of millions of pounds to the bank. The project team is huge – spread across Cheshire, London, the US, South Africa, Israel and India – and our work impacts on a lot of people across the bank; so having been involved right from the start is something I'm very proud of.'

Riyaz Assrafally - Solution Engineer, Radbroke Hall

- 2006 Completes Masters in Software Engineering at University of Sheffield; joins Barclays as a Junior Project Manager
- 2007 Achieves Prince 2 Practitioner status; takes position as Solutions Architect
- 2008 Moves into Functional Design role
- 2010 Makes the move into a testing role
- 2011 Appointed to a Requirements Management role



Technology

The heartbeat of our global network

Our Technology teams play a major part in every aspect of our business, from providing clients with faster, more reliable access to our products and services, to supporting our day-to-day operations, to underpinning many of our ongoing business improvement initiatives.

With an ever growing portfolio of projects worth around £250m, Technology works on major transformative initiatives, driving them through the project life cycle – from scoping and feasibility studies, through to detailed design, development, testing and implementation. The Technology teams help transform our business through programmes on mobile computing, internet banking, system integration and data warehousing.

As part of these programmes, Technology offers a variety of roles in Project Management, Business Analysis, Testing, Application Development and Support to name a few. The roles are challenging and diverse and offer a great opportunity to shape the future of how the bank conducts its business.

In a nutshell:
The heartbeat of our global network

Opportunities:
Full-time; summer internship; industrial placement

Potential to study for:
PCertB® (IFS); Prince2; 6 Sigma (subject to business requirements)

Would best suit:
Logical, analytical and organised thinkers with an interest in technology and a drive to innovate. A technical degree is welcome, but not essential

Internships and industrial placements

A chance to experience corporate banking first-hand

Our summer internship and industrial placement programmes allow you to experience life at Barclays Corporate from the best vantage point: the inside.

Our eight-week summer internship programme is best suited to students in their penultimate year at university while our year-long industrial placement programme is designed for students to complete as part of a sandwich degree. Both programmes will see you experience the realities of working in one of our core business areas, taking on a real role and becoming an important member of your team. With support from a mentor, you'll also complete your own special project, presenting the results to a panel of senior managers at the end of your time with us. In return, we'll offer you a competitive salary as well as a range of benefits.

At the end of your internship or industrial placement, you will have built up a broad range of valuable new skills and experiences, and, if you perform well, we may offer you a position on one of our full-time programmes when you graduate.

In a nutshell:

A chance to experience corporate banking first-hand

Business areas:

We have internship and industrial placement opportunities in most of our business areas

Rewards package:

Competitive salary and benefits

Would best suit:

Summer Internship: Penultimate or final year undergraduates

Industrial Placement: Undergraduates on a sandwich degree with one-year industry placement requirement



'I think that doing an internship really puts you ahead of other candidates. Employers like to see that you've made the effort to get involved; that you're thinking about the future. It's also a good way for you to work out exactly what you want to do. The work you do is really varied and I've been able to apply the skills I learned during my internship to my current job – how to analyse financials, how to interact with clients, what sort of questions you should be asking. You also get to understand how different parts of the bank work and fit together. And I was really surprised by how enthusiastic and responsive people were, and how much help they were prepared to offer. It really helps you to slot in to a graduate role a lot quicker.'

Denyce Edwards - Quantitative Analytics, Risk, London

2008 Completes internship

2009 Graduates in Economics and Maths from Edinburgh University; joins Barclays Corporate

2009 Completes first rotation in Structured Asset Finance

2010 Moves into second rotation, working in Quantitative Analytics

What we offer

Meeting your expectations – and more

We value our graduates highly – for who they are now, and for the leading professionals they will become – and have a long and proud tradition of providing the training and opportunities they need to achieve their full potential.

At Barclays Corporate, you'll have every chance to prove yourself, taking on significant challenges and meaningful roles. We want you to make a difference to our business, right from day one. This means that whatever your role, you'll learn and develop in the real world, on real projects that will influence our work and our relationships with clients. You will also benefit from consistently interesting and varied experiences – either working directly with clients or behind the scenes to deliver an ever-improving level of service.

Training and development

Our approach to graduate development is all about taking focused and imaginative people and empowering them to take on and solve real world challenges, improve processes, explore new ideas and grow our business, while delivering success for our clients. To help achieve this, your development will be carefully structured, with clear objectives and tangible outcomes, allowing us to measure your achievements and plan your next steps.

In terms of programme structure, there will be five key aspects to your training and development at Barclays Corporate.

1 Four-week induction

Your programme will start with a comprehensive induction course. Taking place in London, this will see you gain an in-depth insight into how Barclays Corporate works, and the business of corporate banking in general. It will also give you a chance to meet a range of recent graduates, senior figures from within the bank, and the rest of your intake, helping you form a supportive network prior to the start of your first role.

2 Rotational programme

The remainder of your programme will be organised into two or three placements, lasting a minimum of six months each. The nature of these placements will depend on your business area, your interests and the needs of the business at the time. At the end of each placement, and at fixed times in the year you will review with your line manager your experiences and performance, building them into your ongoing development plan.

3 Continued learning weeks

Once a year, you will reconvene with your fellow graduate trainees in London, completing a week-long series of activities designed to further develop your soft skills and foster a deeper understanding of our business.

4 Formal training and study

You will have your own development plan from the outset, but it will be up to you to make the most of our classroom-based and online training courses available. If it's relevant to your development, each business area offers the financial support and study leave you need to train towards a professional qualification.

5 The Barclays Corporate Challenge

During your first year, you will join all our graduates in taking part in the Barclays Corporate Challenge. Working as part of a team, this programme includes two days of activities during the Induction Training programme, a two-day off-site event and various group fundraising activities. It culminates with 12–20 of the most improved or best-performing individuals spending a week in Africa working on a charitable project. Not only will the Challenge help you develop valuable skills such as leadership and teamwork, it will also help to raise your profile internally, while having fun.

Your buddy and mentor

All our graduates benefit from the advice and support of their own buddy and mentor.

Your buddy is usually someone who has recently completed the graduate programme themselves. Your buddy will be there to answer your questions, chat about your experiences and put you in touch with all the right people – even before you join.

Your mentor, on the other hand, will be a high performing senior figure at Barclays Corporate; someone capable of offering you 'bigger picture' advice and guidance. Your relationship with your mentor will tend to be more structured than the one with your buddy and you will be encouraged to meet up on a monthly basis.

Ongoing career progression

By the end of your programme you will have built up a broad knowledge of our business and where your future might lie, setting you up for your first formal role within the business. Our commitment to your training and development doesn't end there. Our learning and development team, along with your line managers and broader network of colleagues, will continue to support you as you progress in your career.

Rewards and benefits

All our graduate trainees receive the following:

- Competitive starting salary and joining bonus
- 25 days' holiday per year
- Performance-related bonus
- Mobility allowance
- Private healthcare
- Share option scheme
- Pension scheme

'What this opportunity has provided is far beyond what I envisaged. I know my strengths but more importantly I know my weaknesses and how to go about developing them.'

Ken Mustafa, Graduate Class of 2010

Who are we looking for?

At Barclays Corporate, we are committed to creating a diverse and inclusive culture, and seek to employ and develop the most talented individuals, whatever their style, personality, age, race, gender or sexual orientation. However, in addition to a sharp intellect, there are a number of key competencies and behaviours that we expect to see in all our people:





Application and selection

Meeting the challenge of a lifetime

At Barclays Corporate, we're excited about the future, and keen to explore the challenges and opportunities it has in store. We're looking for bright, enthusiastic people who share our sense of direction – who'll combine their best qualities with our potential to develop a career at the forefront of corporate banking.

To join one of our graduate programmes, you need to have achieved, or be expecting to achieve a 2.1 degree (or equivalent). This can be in any discipline. You must also have passed GCSE English and Maths at grades A–C (or equivalent). Our summer internship programme is open to penultimate year undergraduates, or final year undergraduates intending to undertake further studies or complete a gap year. Our industrial placement programme is open to sandwich degree students who need to complete a year-long work placement as part of their course. In addition to academic achievement, we're looking for people with some practical work experience under their belt, along with a willingness to relocate if this proves necessary.

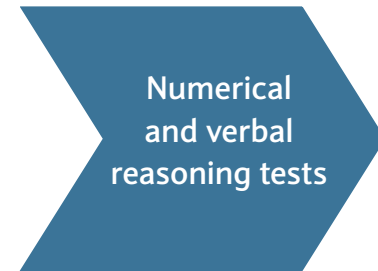
The selection process

Our application and selection process is designed to identify the very best candidates for the roles available, challenging you to demonstrate your potential in a number of different ways. The process typically takes between eight and ten weeks from your application to our offer, and follows the same basic steps for all full-time, summer internship and industrial placement programmes.

Barclays Corporate is committed to creating a diverse and inclusive culture. As such we will make reasonable adjustments to the selection process where necessary. If you think you have a condition that may impact your performance anywhere in the selection process, please contact us at campus.recruitment@barclayscorp.com to discuss your personal circumstances.



Submit an application using our online form at barclayscorporate.com/graduate. The closing date for applications is **3 February 2012**, but we start filling our vacancies immediately, so make sure you apply early.



If your application passes our initial eligibility checks, we'll invite you to complete a series of numerical and verbal reasoning tests online. They're designed to assess some of the basic skills you'll need to succeed at Barclays Corporate, and won't take more than 20 minutes to complete.



If you pass the tests, we'll look more closely at your CV and, if you meet our internal benchmarks we will set up a telephone interview, which will explore your potential in more detail.



If we still think you have the right qualities, we'll invite you to an assessment centre, which involves an interview, and a group exercise designed to see how you manage tasks and deal with pressure. It's also a great opportunity for you to meet us and ask questions.



If you perform well at the assessment centre, we will be in touch soon after with an offer to join us the following September.

For our summer internship and industrial placement programmes, you need to be a student at a recognised UK-based university; or possess the right to work in the UK (without the need for an Employers Certificate of Sponsorship). If you are unsure about your work status please visit the UK border agency website at ukba.homeoffice.gov.uk

Barclays Corporate will not be able to support candidates with work visas for these programmes, but we may be able to support candidates applying for a place on a full-time graduate programme.

Meet us in person

Over the coming months, we'll be attending a number of graduate careers events, all around the country. Find out when and where we'll be by visiting our website:



barclayscorporate.com/graduate

barclayscorporate.com/graduate

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