



Take a
step

in the
right
direction

Fujitsu Graduate & Industrial Placement Career Opportunities 2013/2014

Shaping tomorrow starts today



3	It's time to start making a difference
4	Roles as individual as you are
7	The little sweeteners
8	A place to develop
10	Join us today
11	Meet the Graduates and Industrial Placement Students

We think Fujitsu is a great place to start your career, but why not take a look through the following pages and decide for yourself?

We know you've already worked incredibly hard to reach this point. At Fujitsu, we give our graduates real responsibilities; they gain hands-on experience from the beginning to get their career off to the best possible start. We have recently been awarded the Investors in People Champion Gold accreditation.

We want to help you understand Fujitsu and what our Graduate Programme entails; to find out what working here would feel like and to help you decide if it's the right place for you to join and become part of a programme that develops graduates to deliver the difference in Fujitsu.

It's time to start making a difference

Looking for a role in the challenging and ever changing world of IT? With operations worldwide, high-profile clients and a wealth of opportunities, Fujitsu could be just the place for you.

Fujitsu
We're the UK and Ireland IT services division of the Fujitsu Group, one of the world's largest IT companies. Unlike a lot of our competitors, we take a no-nonsense, straightforward approach to IT, delivering solutions that help our customers deliver results. This is because we take a long-term view on customer relationships, and are pragmatic about the benefits of technology. Our approach is working, because in the UK alone we're working with high profile clients like RBS, Vodafone, The Post Office®, and the UK Home Office.

Positive change
Fujitsu takes its role within the wider community seriously. We see community involvement as integral to your development and we actively encourage you to get out there and take part in activities during working hours. We

have a network of green teams across the company and programmes in place to reduce energy usage, waste and greenhouse emissions. We recycle plastics and CDs as well as paper, run environmental awareness days and undertake on-site environmental audits. So where other companies are still getting to grips with Corporate Social Responsibility (CSR), it's already an integral part of our business.

Fujitsu's CSR vision is to earn a reputation for being a responsible corporate citizen that delivers sustainable and profitable growth, whilst contributing positively to the communities we impact as well as wider society.

As part of this commitment we have a wide range of community initiatives in place which employees are actively encouraged to use their energy and talent to make a real difference.

Our charitable and community involvement tackles a range of issues within our society from youth unemployment, to homelessness, and beyond, and wherever possible we make the best use of our IT capabilities to help make a positive difference.

As a graduate within Fujitsu you will have a range of opportunities to get involved with community and charitable projects. From raising money for Children in Need, to volunteering with our charity partner Shelter you'll be encouraged to spend time supporting these fantastic causes. Beyond the feel good factor of making a big impact to those who are really in need, you'll also find there are a range of skills to be learnt and development opportunities to be had from taking part and your graduate project is almost certain to bring out your competitive edge as well!



The Fujitsu Group
Our parent company, The Fujitsu Group, is one of the world's largest IT companies:

- Sales and support operations in over 70 countries
- 170,000 employees worldwide

Fujitsu UK & Ireland facts

- 13,000 employees
- Operates globally
- Annual revenue of £1.65 billion

Roles as individual as you are

Whatever your interests or skills, Fujitsu has a role for you. A position you can develop into, and which will offer real responsibilities from the start. A role you can make your own.

We pride ourselves on our breadth of opportunities and believe we have something for every graduate, regardless of background or degree discipline. Simply select the area you are most interested in, and your two year development programme will provide the support you require to achieve your full potential. Whatever your interests or skills, we encourage graduates from all degree disciplines to apply, although geographical mobility may be required.

Commercial

Be responsible for helping to write, negotiate and manage the customer contracts upon which our business is based. Joining this team will mean you gain exposure to new business initiatives, helping to drive the agreement of successful deals and ensure that contracts are managed professionally and profitably. Successful members of this team enjoy paying close attention to the details of contract documents while also understanding the totality of the deal, its business implications and risks. Many commercial managers have legal qualifications but this is not mandatory as training in this area can be provided.

HR

Embark upon a 24 month development programme with three rotations in the exciting world of HR. Within this time you will be provided with the opportunity to develop both specialist and operational skills and knowledge. You'll gain exposure to every area of HR – from identifying and developing talent, through to providing

expert advice to senior managers, helping them to make the right decisions for both Fujitsu and its employees. HR Graduates will rotate into a number of different roles during their programme and these could include experience in the following teams: Recruitment, Learning and Development, Reward, HR Projects, TUPE, Lean, Case Management.

Project Management

Become involved in one of our business areas and across a number of industry verticals. Working closely with our customers, both internal and external, you will start off by supporting senior Project Management professionals to ensure quality planning, control and assurance practices on all aspects of project definition and delivery. You will learn the tools, techniques and approaches used within Project Management and how to balance cost and risk to ensure projects are delivered on time and to budget. You will be encouraged to move on to owning your own work packages and projects as you develop in the role.

Finance

Gain hands-on experience while also taking part in further studies to assist in developing your career. You'll be encouraged to move around departments regularly, giving you a fully rounded view of the business, the opportunity to develop a wide range of skills, knowledge and competencies. Finance is an exciting and successful group that supports Fujitsu business growth. We offer a breadth of professionally qualified staff and support for all accreditations – ACA, ACCA, CIMA, and AAT.

Finance roles are suitable for students with business or numerically-based degrees.

Service Delivery

Work closely with our customers and take responsibility for monitoring the progress of each project, ensuring that it meets the customer's demands and delivers everything promised in the service contract. Take ownership and maintenance of service level agreements between Fujitsu and the customer to ensure that what we deliver is meeting their requirements and Fujitsu's expectation.

Gain the skills, both through personal development and the training provided in your role, to develop effective relationships and challenge yourself to go beyond the contract to fully understand the customer as a person and as a business, this is really important in terms of identifying potential areas of new business with the customer and what services we may be able to provide them to cater for their needs.



Sales

As a key point of contact for our customers, you will be responsible for presenting the capabilities and culture of Fujitsu in a consistent and accurate way and become a real ambassador for Fujitsu, helping to reach sales targets. You will gain the ability to offer innovative solutions to meet customer's explicit needs whilst approaching every opportunity from their perspective. Along the way we will be there to support you and to give you the skills, knowledge and confidence to meet these challenges.

Bid Management roles involve working closely with both the sales and delivery teams you will be responsible for ensuring that we maximise our win rate by delivering a winning bid to the customer.

Technical

Our technical roles vary greatly and do so to support Fujitsu's business. We design, build and manage customer infrastructures with roles covering solution development, data centre management and Cloud technology. In each technical area, you will become an integral part of a team that delivers solutions to our customers either internal or external. Levels of technical skill required will vary and you will be given the chance to build on your current knowledge as well as learn new things.

You will find opportunities to develop both technical and business skills in areas such as applications development and support, project management, solution design, customer service management, applications governance and compliance, bid preparation, mobile

apps, legacy modernisation, off-shoring, risk management and more. In these roles you will gain exposure to the full software delivery lifecycle, from inception through to First User Live and in some cases Last User Live. These roles offer a great opportunity to understand the drivers, needs and wants of the various disciplines involved and provide an excellent platform for future growth within the business and to build a healthy network of support across the Organisation. Not only do these roles offer technical growth, but growth in soft skills areas such as stakeholder management, which can be utilised in any area going forward.

Key Technical roles include:

- Customer Solution Architecture
- Service Support
- Applications Development
- Information Technology Group (ITG).



Marketing

Joining as a graduate in Marketing immerses you in the growth engine of a large B2B organisation. Over the 24 month development programme you will take part in a structured 6 month rotation programme that provides you the opportunity and flexibility to gain exposure to each area of marketing and all elements of the marketing mix. This allows you to explore where your interests and abilities lie; from helping to drive tactical marketing campaigns to managing your own events to working on multi-million pound bids. You will gain responsibility in an international marketing organisation with access to a wide network and training catalogue that supports you in reaching your full potential at the start of your marketing career.

Procurement

Become part of a fast paced environment, with lots of opportunities to get involved in exciting new projects. Procurement manages Fujitsu's external spend, from negotiating prices to managing supplier relationships. You will have the opportunity to become involved in all parts of the Procurement process, which involves working with a wide variety of internal clients and external suppliers to ensure that outsourcing processes are running smoothly.

You will be supported to study CIPS qualifications, which will not only aid your Procurement knowledge, it will enable you to learn and share best practices with Procurement Professionals across a variety of industries.

To be successful in Procurement, you will need to have a combination of communication and analytical skills; and be willing to learn from those around you.

Please visit uk.fujitsu.com/graduates for further information on the role profiles and to apply.

The little sweeteners



Fujitsu is looking to attract the very best Graduates and Industrial Placement Students, so we have a great rewards package designed to help us do just that.

Your rewards – Graduates

Fujitsu have a great rewards package designed to attract talented individuals:

- £26,500 base starting salary
- £1,000 joining bonus
- Twice-yearly performance reviews
- Company-wide bonus scheme, based on company performance
- Up to 10% company pension contribution
- 4x salary life assurance and dependants benefit

Your optional extras

We also offer our graduates the following flexible benefits on an optional basis:

- Discounts on Fujitsu products, such as PCs
- Personal accident cover
- Private medical insurance
- Dental plan
- Discounted corporate gym membership
- Critical illness cover
- 24hr employee assistance helpline
- Flexible annual leave
- Childcare vouchers
- Health screening

Your rewards – Industrial Placements

- £16,500 base starting salary
- Company-wide bonus scheme, based on company performance
- 25 days annual leave
- After completing your year with us as a placement student you will have the opportunity to be fast tracked to our Graduate Assessment Centres for the following year and hopefully join us again after completing your final year of study (subject to appraisal and feedback).

A place to develop

We don't expect graduates to have all the answers up front. We recruit you for your potential, then take you through a carefully structured programme, helping you develop your skills and achieve your goals.

At Fujitsu you'll be given a real job with real responsibilities from the very start, where you'll be able to harness your skills and develop within a team. Alongside your chosen role and the training you undertake in your chosen area you will embark on a comprehensive 24 month modular development programme, designed to cover all the key skills to set you up for a career in business to help you make sound commercial decisions and develop your business knowledge. The programme is delivered through scheduled events providing training in the necessary skills required to survive in business, using a combination of practical exercises, external speakers and on the job experience. Please see the programme structure and hover over the modules for more information.

Graduates

Year 1

Induction	A two-day event undertaken with your fellow graduates. This is a great opportunity to find out even more about Fujitsu, to meet your peers and understand how you will fit into the company. You'll meet high level stakeholders, interact with our current graduates and start building the network that will underpin your career at Fujitsu.
Lean Bronze Module	As a Japanese company, Lean values are integral to how we operate. This module will provide you with an introduction to the Lean methodology used in Fujitsu and introduce key skills and tools that will enable you to drive efficiency within the business. Following this module, you will be encouraged to apply for your Bronze Lean accreditation.
Personal Impact	The event is designed to help you understand your values and beliefs, develop your self awareness, establish personal brand and understand stakeholders and their needs. This module teaches the skills to take ownership for your own development and opportunities.
Commercial Awareness	Designed to foster understanding of Fujitsu's commercial objectives, you'll look at what has made us successful and where we are now as a company. Where are we going; how do we make money; how do we add value?
Leadership in Action	This residential event focuses on understanding how you work in a team, both as a leader and as a follower. The team building exercises will push you as an individual but also strengthen you as a cohort!
CSR Project	Your CSR projects will give you the opportunity to put your leadership skills into practice. Your projects will take place over 12 weeks and will require you to manage a budget, create a project plan and interact with high level stakeholders. At your final review day, you will be presenting to senior members of the business, giving you an excellent opportunity to showcase your work.

Year 2

CSR Ambassadors	This is an opportunity for Graduates to contribute to our CSR portfolio. Using your learning from previous modules this is a hands-on activity designed to develop your leadership and project management skills.
Lean Silver Module	This module builds upon and further develops the Lean skills covered in the Bronze module in Year One of the programme. This two day event equips you to use more detailed Lean methodology and following this, graduates are encouraged to apply for their Silver Lean accreditation.
Career Launchpad	This module is about assessing the skills you have acquired over the course of the programme and identifying where you want to go next. Using 360 feedback and a series of individual and group activities, this module will help you identify any skills gaps. It is an ideal opportunity to reflect on your learning over the course of the programme and identify your career path for when you complete the scheme.
Graduation	This is the final module in the Graduate Programme and an opportunity for you to reflect on your first two years in the company. It is a fun and interactive opportunity to celebrate with your cohort and recognise achievements, both on an individual and collective level.

Industrial Placements

Fujitsu's Industrial Placement (IP) scheme is open to students looking to spend a year of their degree working in industry. The programme offers you a great opportunity to gain hands-on experience in a corporate environment. We were identified by the National Council for Work Experience as offering the Best Long-Term Industrial Placement within a large organisation. So come and join our award winning programme!

We look for people from all degree disciplines, who'll bring their own personalities and skills to the role. What's more, if you perform well in your placement year, you will be fast-tracked to our Graduate Assessment Centres.*

From the Induction, through to your CSR Project and Skills Workshop, we will be helping you develop as an individual. Moreover, we don't expect you to go it alone, alongside building a specific IP community, you'll be assigned a mentor from the graduate pool and have the support of the Graduate Team to call upon.

Induction	A one day event undertaken with your fellow Industrial Placement students. This is a great opportunity to find out even more about Fujitsu, to meet your colleagues and understand how you will fit into the company.
CSR Project	This is an opportunity for Industrial Placement students to understand our local charity initiatives, with a hands-on project designed to develop your leadership and project management skills.
Skills and Offerings Workshop	You will be offered a one day skills workshop to help you develop your understanding of Fujitsu and our offerings. You will also find out more about our Graduate Programme and be given an opportunity to discover the variety of roles available within the business.
Final Event	Here we will review the successes and challenges of your Industrial Placement year and create constructive Personal Development Plans to help you in your career going forward. The final event is also an opportunity to network with your fellow IPs before returning to University, as well as gain advice for keeping in touch with Fujitsu throughout your final year.

*Subject to appraisal and references.



Join us today

If you like what you've read and think Fujitsu could be the place for you, why not apply today?

You could be just five steps away from joining one of the world's biggest IT companies.

Our Graduate Programme is open to students eligible to work in the EU with a minimum 2.1 degree and 280 UCAS points. For our Industrial Placements we require a minimum of 280 UCAS points and a predicted 2:1 degree.

Step 1
Simply complete and submit your application form online. We assess each application on a points-based system which takes into account degree type and any post-graduate or professional qualifications.

Step 2
Those we like most will be invited to take online Reasoning Tests. To be completed within 48 hours.

Step 3
If you complete the tests successfully, you will be invited to a telephone interview.

Step 4
In the final stage, successful candidates will be asked to attend a half day Assessment Centre, which are scheduled to begin in December. A typical assessment day will include preparing and giving a presentation, a group exercise and a one-to-one interview. It will also be your chance to find out even more about Fujitsu and to meet some of our graduates.

Step 5
If your assessment was successful, you will receive your offer of employment – congratulations!



Meet the Graduates and Industrial Placement Students

We think that Fujitsu is a great place to embark on your career, but don't just take our word for it. Read on to discover the experiences of previous graduates – and to find out where they are now.



Faye Holt, Sales Graduate

Attended: University of Manchester, BSc (Hons) Psychology

I began the Graduate Programme as a Sales Graduate within the Defence & National Security account in which I have been fortunate enough to rotate through several positions, this has enabled me to experience roles within the areas of bid processes, sales management and account ownership. Rotating throughout the sales community has facilitated my development in the key areas of sales and has put me in great stead for discovering the role I would like to pursue in the future. Throughout the various roles I have undertaken key positions of responsibility, including owning my own account and attending key customer meetings, these opportunities have resulted in exciting and stimulating challenges whilst benefitting from the underlying support available if needed. Working within Defence & National Security presents unique and exciting opportunities to interact and understand the defence customers, during my first year I experienced sailing with the Army, visited HMS Portland and I am currently training for the Ride of Britain (a 500 mile cycle) in aid of the armed forces charity SSAFA.

Within Fujitsu I am constantly challenged and provided with an abundance of opportunities that encourage all aspects of development, from organising CSR events to team building activities with Graduate Cohort. I thoroughly enjoy being a Fujitsu Graduate, having built an extensive network of both friends and colleagues along the way whilst being provided with the opportunities and training to grow both individually and professionally.



**Jay Crofton,
Sales Graduate**

Attended: University of Hertfordshire
BA (Hons) Economics

Returned as a Graduate after Placement Year at Fujitsu

I am currently working in a Sales and Business Development role at Fujitsu. My remit over the past year has centred around lead generation, identifying opportunities for new business and contributing to the planning and execution of various sales campaigns.

Working as part of a small team operating within a niche market, I have gained an in-depth knowledge of the sales process. In this short period of time, a steep learning curve has allowed me to accrue the skills required to be involved in various high level bids. This has given me a genuine insight into all elements of the sales process from brain storming to contract signature. I have also been fortunate enough to work alongside colleagues from various departments within the company including Finance in formulating bids. I believe this has allowed to become a more complete and holistic Sales team member acquiring a diverse set of skills.

Young talent is valued highly at Fujitsu, peers and senior mentors alike do their utmost to provide both professional guidance and pastoral support. My role has taken me around the country in being involved with charitable ventures and social responsibility events. Although as a graduate you are expected to deliver to a high standard and perform when necessary; raft building and rubbing shoulders with the Royals can also be part of the day job!



**Simon Meekings,
Commercial Graduate**

Attended: University of Portsmouth,
BA (Hons) Geography

I am currently working as part of the Fujitsu Commercial team. My tasks include working with current customer contracts to ensure that business complies with the terms of the agreement, and overseeing requested changes to the contracts we hold with these customers. I have been given commercial responsibility for a number of customers and oversee the commercial activity that arises within these contracts. I have also spent time on a number of bids for new business; it is very interesting being involved with prospects that can bring the company new customers and income.

Fujitsu have provided me with fantastic resources and training to further develop my skills, I am currently working towards my ILEX Diploma which will help me develop my legal knowledge. The environment Fujitsu has created encourages me to push myself, you are given responsibility from day one and are valued as a member of the Fujitsu community.



**Tim Creak,
Technical Graduate**

Attended: Loughborough University,
BA (Hons) Information Management
and Business Studies

Returned as a Graduate after Placement Year at Fujitsu

I currently work within the Business Transformation team in the Information Technology Group (our internal IT team) at Fujitsu. This includes working to progress new and upcoming services, or managing business IT changes such as operating system migrations or changes within our IT estate.

ITG are all about driving down business IT costs whilst maintaining an exceptionally high standard of service.

Over the past 12 months I have been involved with assisting the rollout of a new Personal Conferencing service, inclusive of desk-to-desk screen-sharing, remote access, and video conferencing. I have helped design and deliver the educational material for this new service and I have also run live demonstration sessions for new users of the service. Being a graduate in ITG allows me to have the flexibility to move around and try out new areas of the business. I am now moving into another role that focuses on implementing the ITG UK&I service management operating model globally across the other Fujitsu regions.

One of the best things about being on the Fujitsu Graduate programme is the support and training you receive from all levels. Having people provide opportunities or actively seeking for ways to help you in your career progression with genuine interest has been one of the standout aspects for me so far on the Fujitsu graduate programme.

Fujitsu is an excellent place to be as a graduate and has a very friendly work environment coupled with a strong work ethic culture.



**Rolly Odukoya,
HR Industrial Placement**

Attended: De Montfort University,
BA (Hons) Human Resource Management

As part of the Industrial Placement programme within HR, I work in the Calendar team which involves all aspects of reward, bonus, incentive arrangements and employee discounts. Some of the activities my role consists of include, setting and communicating yearly targets for the Sales department, working with managers to carry out pay planning and securing new benefits for Fujitsu employees. I have regular meetings with various stakeholders and businesses in order to make decisions that will benefit both Fujitsu and its employees. Working at Fujitsu has widened my knowledge about how HR really operates; I have real day to day responsibilities which also involves me managing my own project where I have the opportunity to work with other HR functions. One of the key qualities I believe Fujitsu has is the great working environment and the trust they continue to build with their employees. You are surrounded by friendly people who are willing to help you reach your full potential.



**Lena Mistry,
Finance Graduate**

Attended: Sheffield University,
BA (Hons) Accounting and Financial
Management and Mathematics with
Employment Experience

Returned as a Graduate after Placement Year at Fujitsu

I first joined Fujitsu as a Finance Placement Student. My role, as a Finance Analyst, was to create reports and track sales which primarily supported the Finance and Sales team.

After completing university I returned to Fujitsu on the finance graduate scheme as a Management Accountant. This involves completing the month end process which requires variance analysis, finalising the profit and loss for my business areas and a completion of the balance sheet. On a weekly basis I track current business activity, this is done by looking at revenue, costs and margins. I enjoy my role because I feel it gives me the opportunity to work closely with non-finance staff, this allows for a greater understanding of the commercial aspects of Fujitsu.

With support from Fujitsu I am currently studying towards my ACCA qualification. Finance Graduates have three 12 month rotations in order to gain the 36 months experience required to complete the ACCA qualification. Alongside working, I attend college at the weekend and complete exams every 6 months.

Fujitsu's Graduate Scheme is fantastic as not only does it provide invaluable training, responsibility and unique opportunities, but there is also an extremely supportive graduate community.



**Zara Brooke,
Project Management Graduate**

Attended: University of Leeds,
BA (Hons) English Literature and Language

I'm currently a Project Management Graduate working on the Post Office Account. I am responsible for multiple areas, including managing Risks and Issues; running the Service Transition phase of major projects; dealing with Change Requests and Commercial Terms; managing smaller projects; invoicing for the account and creating reports and assisting other Project Managers with the larger Release Projects. This involves engaging with all key capability units and maintaining contact with the customer. There's also a healthy attitude to donating time to participate in extra-curricular activities, both within the Graduate community and outside. I can safely say that no two days at Fujitsu are the same!



**Andy Cravos,
Marketing Graduate**

Attended: Leeds University, BA (Hons) Mgt Studies
Birmingham University, MSC Marketing

After washing away the post-uni blues, I was fortunate enough to join Fujitsu's Marketing team.

For me, what's great about being a marketing grad is the structured rotation programme in place which allows you to explore where your interests and abilities lie.

My journey started in our Market Intelligence team, learning about the competitive landscape in which we operate. I then had a stint in the portfolio team; strengthening my understanding about the products and services we sell, before my most recent rotation in our Public Sector unit where I'm now responsible for driving strategic business across some of our largest Central and Local Government accounts.

Over the two years, I will have experienced managing all elements of the marketing mix – from PR, Sales enablement, demand generation campaigns, events, social media, advertising and more.

What is so refreshing about Fujitsu's Graduate Programme compared to others is the fact that you are immersed in real work with real responsibilities from the moment you walk through the door. At the same time, however, there is an automatic network in place to support you in reaching your full potential and plenty of opportunities to make some great friends too.



**Elena Matthews,
Procurement Graduate**

Attended: University of Portsmouth,
BA (Hons) International Business Studies

My first role in Procurement was working across a number of areas within Procurement, including a series of projects involving complex data analysis and presentation of my findings to senior stakeholders.

I now work in the Professional Services Procurement Team, where I am responsible for third party spend with Consultancy firms. This is helping me gain excellent experience in the end-to-end Procurement process, and build positive working relationships with key stakeholders.

Since joining the Graduate Programme I have been given a huge number of opportunities to learn, both from those around me and the programme itself and by studying for CIPS qualifications in addition to this.



Your points of contact

Scan our QR code with your smartphone to see our website. ►

If our website has not answered all your questions and you would like to know a little more about our Graduate Programme ask our team a question on Facebook! Or contact graduate recruitment@uk.fujitsu.com and we'll do our best to answer your queries.

Follow us on **Twitter** at **@FujitsuGrads** and **Facebook** at **Fujitsu Graduate Recruitment** to follow the life of our graduates in Fujitsu, register for events, find out the latest recruitment news and much more.



FUJITSU LIMITED
graduate recruitment@uk.fujitsu.com
ID-2025/09.13

uk.fujitsu.com/graduates

Accuracy: Fujitsu endeavours to ensure that the information contained in this document is correct but, whilst every effort is made to ensure the accuracy of such information, it accepts no liability for any loss (however caused) sustained as a result of any error or omission in the same.

© Fujitsu Services Limited 2013. All rights reserved. No part of this document may be reproduced, stored or transmitted in any form without the prior written permission of Fujitsu Services Ltd.