

shaping tomorrow with you

FUJITSU

Fujitsu Talent Prospectus

Championing STEM and the Digital Workforce of the Future





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Foreword

At Fujitsu, we have to ensure that tomorrow's digital workforce has the right skills, behaviours and positive attitude needed to succeed in their careers. But research suggests businesses do not currently have the skills demanded of the digital workplace of the future. The result is a skills gap that could jeopardise our economy.

We have an opportunity to make sure that this doesn't happen. By empowering the next generation of workers with the right science, technology, engineering and mathematics (STEM) skills, we can influence the technology talent pipeline of the future.

The current shortage in digital skills comes from a general lack of awareness, where people frankly don't realise the incredible opportunities that STEM jobs have to offer. So, through our STEM strategy and associated approach to school engagement we aim to address this image problem. We want to break down any stigma attached to IT positions. In doing so, we aim to broaden the appeal of jobs in the sector, and participation in STEM subjects as a whole.

It is our fundamental belief that girls should be as interested as boys in pursuing a technology-based career, and every company should be investing in the necessary STEM skills to support this. We want to create an ethos where digital skills are seen as valuable and important to pupils from all educational, under-represented and diverse backgrounds. Through this we aim to find, encourage and give a voice to previously unheard role models at every level within technical organisations.

Through our STEM strategy, we're incredibly proud to be championing the digital workforce of the future, and mitigating the impact of the predicted talent shortfall that the digital transformation is having on the workplace. Our award-winning Graduate and Apprentice Programmes are integral to our approach, offering limitless opportunities to today's young talent, who will become our leaders of tomorrow.

At Fujitsu, we aim to create an environment where everyone can be themselves and feel able to contribute to the success of the Company. So, if you are talented, enthusiastic and keen to make a difference – you can succeed in our organisation.

Juliet Silvester
Head of Responsible Business



Empowering people, creating opportunity

The digital revolution has seen the pace of change continually accelerate. The likes of Artificial Intelligence and the Internet of Things are emerging technologies today that will become pervasive tomorrow. They have the potential to liberate and empower. They can develop new opportunities for business to generate value.

Sharing our innovative thinking and going beyond simply reacting to requirements in a transactional way enables us to help customers understand what's possible. Adopting this Human Centric approach, and empowering people with advanced technology is the only way to deliver the full benefit of digitalisation.

Only by bringing these technologies together can we make sense of this increasingly complex digital world. And you can be part of an organisation that is developing new technologies, pushing the boundaries of digital, and shaping the way we live our lives.

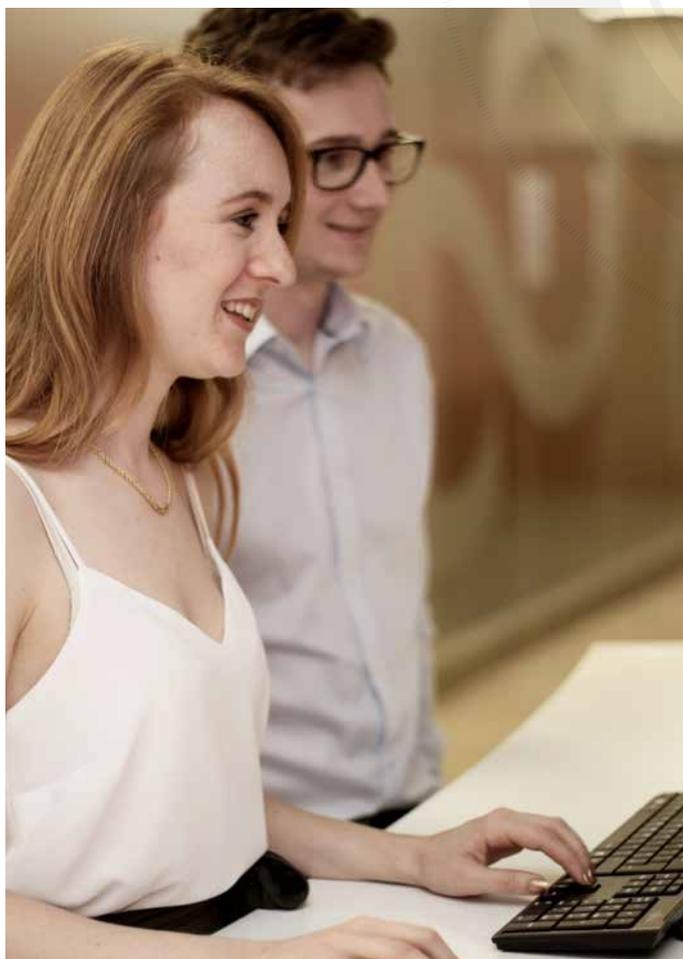
Fujitsu offers a broad range of employment schemes aimed at young people who are looking to embark on STEM careers. These include Graduate schemes and Apprenticeships. All of which are designed to help develop future leaders, by empowering the individual and creating opportunity.

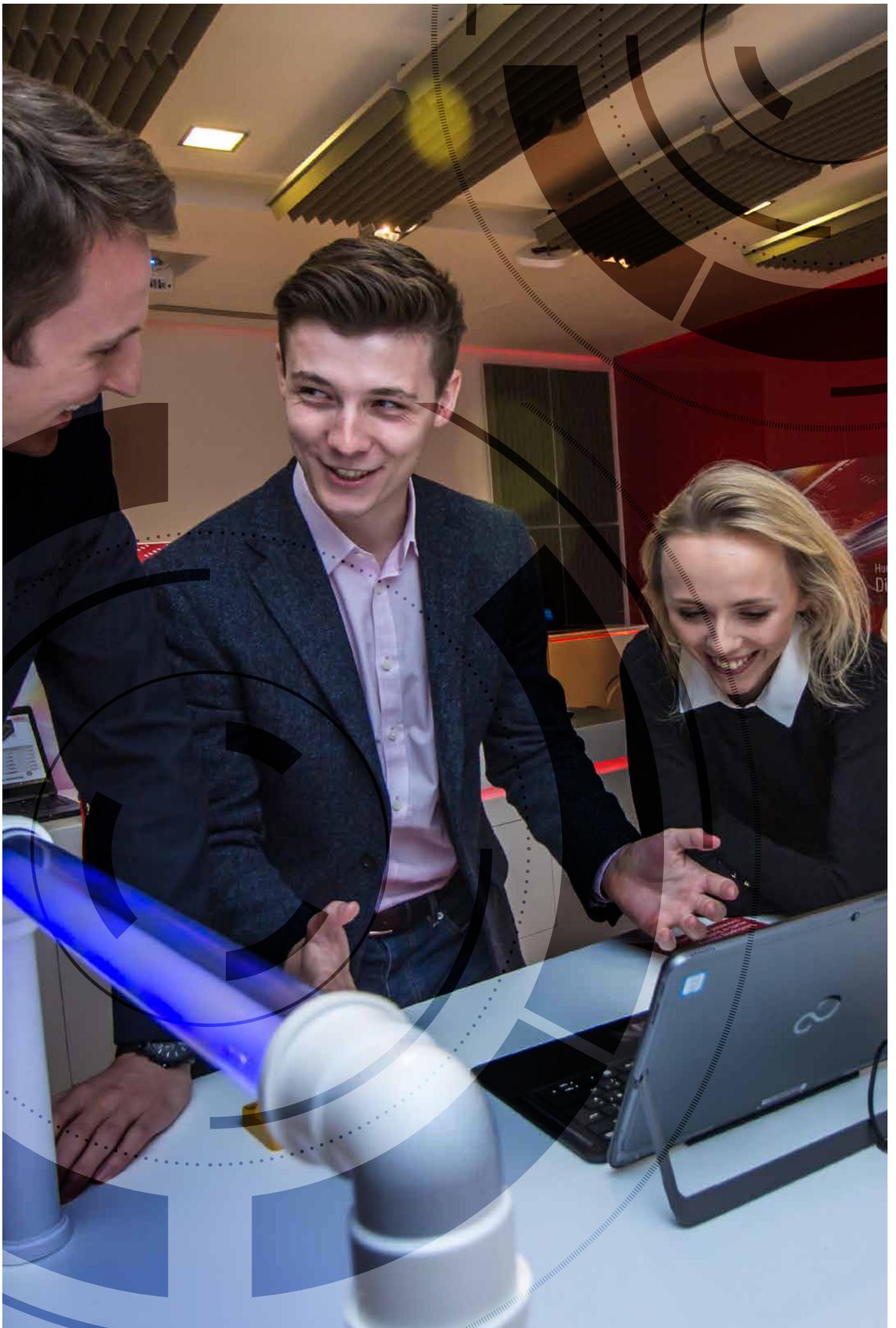
Fujitsu has a role for you!

At Fujitsu, we are committed to providing a great place for our employees to work while developing a diverse, inclusive and enabled workforce.

We are proud of our Apprenticeship and Graduate schemes which provide numerous opportunities for young people across the region.

So, 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 or Apprentice, regardless of background or educational discipline.





Joining one of our award-winning programmes

The application process for each Programme is relatively simple and straight forward

Apprenticeships

An Apprenticeship can be a great alternative to university. Our Apprentices are highly valued for bringing unique skills, and a fresh, innovative approach. You would have a great opportunity to complete a qualification that interests you, as well as developing on-the-job skills to further your career.

Apprenticeship opportunities exist at four-levels:

Type	Level	Duration	Entry Requirements	Apprenticeship
Intermediate	2	2 yrs	5 GCSEs at Grade A* – C (Level 4 or above)	<ul style="list-style-type: none"> ■ Business and Administration ■ Software Development
Advanced	3	2 yrs	3 A Levels at Grade A* – C or equivalent	<ul style="list-style-type: none"> ■ Project Management ■ Commercial ■ Human Resources
Higher	4, 5, 6, 7	2 yrs	3 A Levels at Grade A* – C or equivalent	<ul style="list-style-type: none"> ■ IT Infrastructure Technician ■ and many more...
Degree	6,7	4 yrs	112 UCAS points and Grade C / Level 4 or above in English and Maths GCSE	BSc (Hons) Digital & Technology Solutions Degree

Applications for our Apprenticeship Programme will follow this path, although this process can vary slightly dependent on the type of Apprenticeship you are applying for.



Online Application and CV



Psychometric Tests



Video Interview



Face to Face Interview

Fujitsu Apprenticeship Scheme

Since 2012, we have created 300 Apprenticeship positions for young people between 16 and 24.

On completion of their academic training, all our Apprentices are placed in full-time positions.

We are in the National Apprenticeship Scheme Top 100 Apprentice Employers.



A woman with long dark hair is wearing a black VR headset and smiling broadly. The background is a mix of red and orange tones with abstract geometric shapes like circles and lines. A white text box is overlaid on the left side of the image.

If you want to extend your education to either Degree or Masters Level, then this could be the opportunity you need. The Degrees last for 48 months and the MBAs for 24 months. They must enhance your current role and be approved by your line manager who will need to give you the time to study. Funded by the Apprenticeship levy you will need to meet the eligibility criteria.

- >> Chartered Manager Degree
- >> Digital & Technology Solutions Degree
- >> Project Manager Degree
- >> Executive MBA

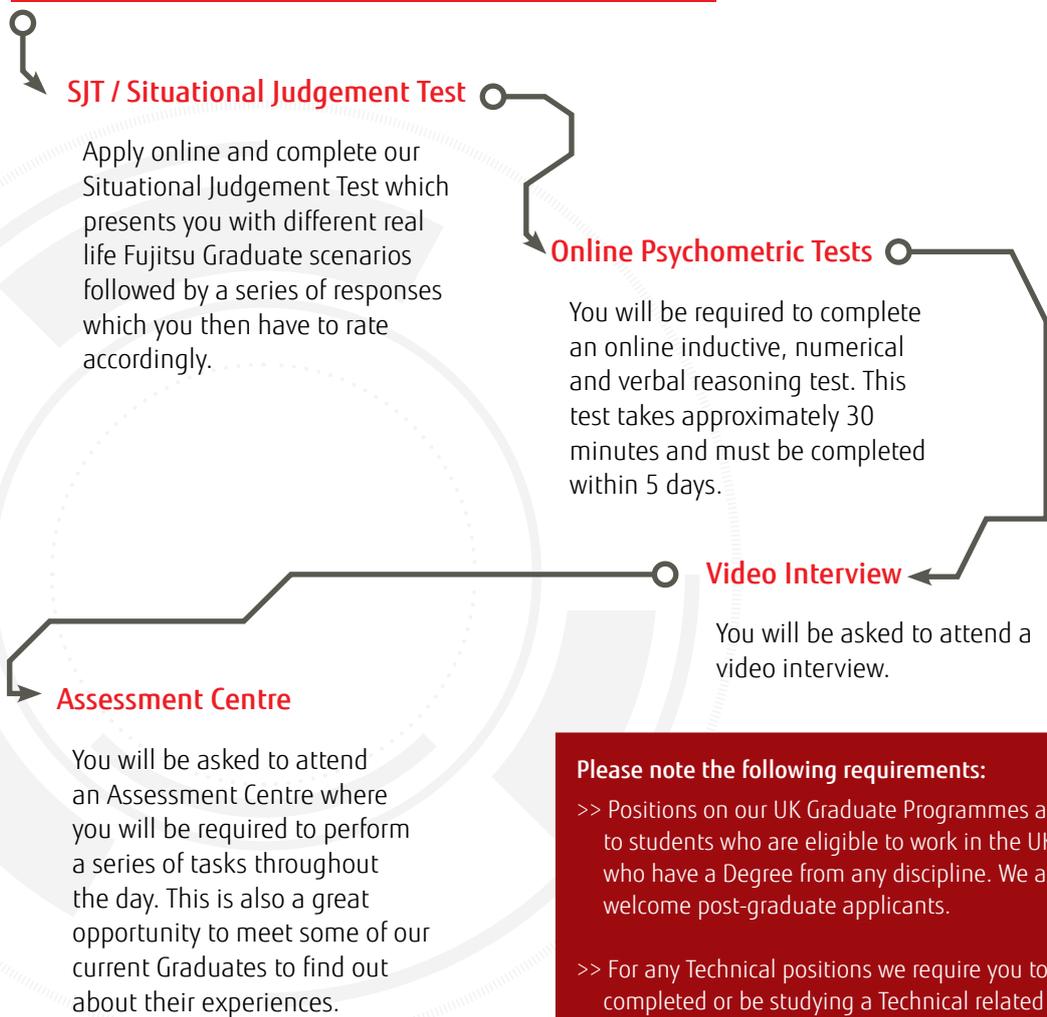


Graduate Scheme

We're looking for people who will bring their own personalities and skills to the role, who are willing to learn and eager to push themselves. If you're passionate, enthusiastic, committed and looking to learn new skills, then you're exactly the sort of person we are looking for to join our award-winning Graduate Scheme.

Alongside your chosen role and the training you undertake in your business area, you will embark on a comprehensive 24-month modular development programme. These modules will cover key skills such as self-awareness, leadership, business awareness and business knowledge.

Applications for our Graduate Scheme will follow this path:



Fujitsu Graduate Scheme

Since 2009, we have created 350 places on our Graduate Scheme in the UK.

We were awarded the 2016 JobCrowd - Best IT Support and Telecoms company for Graduates.

We were awarded the 2016 AGR - Overall Winner of a Graduate Programme.





Application hints & tips



There are a few different websites where you can practice some of the numerical, verbal and abstract reasoning psychometric tests. **Have a few test trials before doing the real thing!**



We will be looking for you to demonstrate specific competencies in the telephone/video interview, and this is what you will be scored on. So, have a think about the **personal qualities you have that will benefit the role you are applying for.**



Before the telephone/video interview have a **think about questions you want to ask the interviewer.** Remember this a two-way process, so this is your chance to find out more about the role and the organisation.

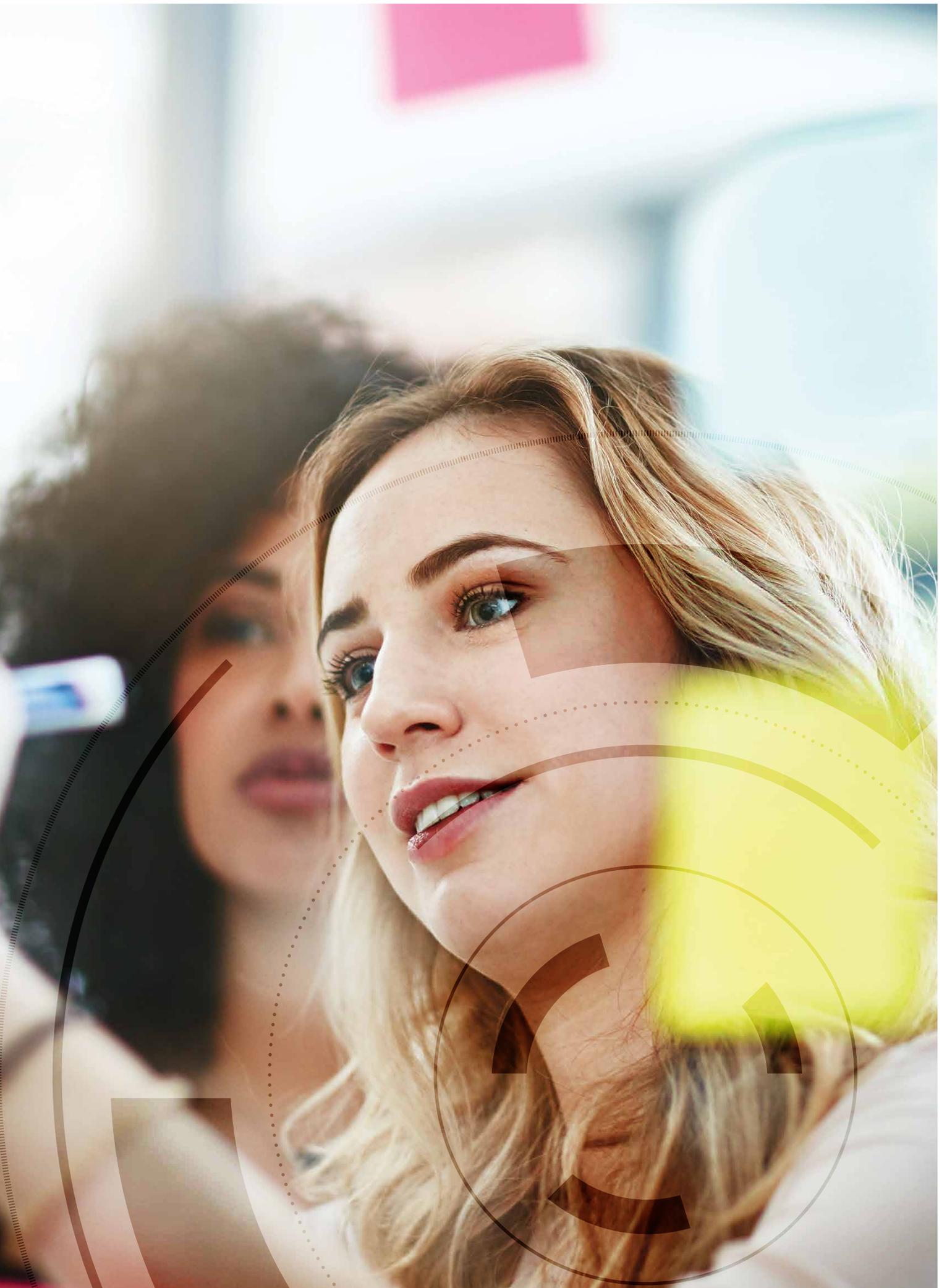


Your telephone/video interview will be competency-based, so make sure you spend time preparing a range of examples to **demonstrate the qualities that you think we will be looking for.**



If you get to the Assessment Centre stage, **try your best to relax.** Our assessors are there to make you feel comfortable and bring out the best in your performance on the day. The more you do this, the more we will be able to **see your personality and why you would be a great fit for Fujitsu.**







“ **Matthew Nouch,**
Software and Solutions Developer

Working in a STEM role means that I get to solve problems everyday, using techniques and technologies that are right at the forefront in novel and exciting ways to deliver value to our customers. I've gained hands-on experience with a variety of cutting-edge technologies and concepts such as Data Analytics and AI used by several Fujitsu projects. As a Graduate, I've been given responsibility and genuine project-critical tasks from the beginning but have also had access to the vast support network and training provided by Fujitsu for its junior talent. There's no doubt that being part of the Fujitsu Graduate Scheme is a deeply rewarding and exciting experience. ”



“ **Elizabeth Pinder,**
Graduate Cyber Threat Analyst

Fujitsu's Graduate Scheme gives you the possibility to be challenged, to grow and be part of a global business, while at the same time enabling you to progress your career. I'm currently working in Cyber Security which is very fast-paced and means everyday is different. Choosing a STEM Degree and being able to apply this knowledge to my first job has allowed me to grow and learn new and important skills that will be transferable to other opportunities. Already, within just seven months I have learnt so much, but I know there is still so much more to learn to keep abreast of the new technologies and threats. It's really rewarding when you can put these new skills and knowledge to good use and see the positive impact that you can make within your team. ”



Case studies & testimonials



Calum Alford,
Customer Solutions Architect

Being a part of Fujitsu's Graduate Community is very rewarding and makes the transition from student life seamless. We come together every month to share our experiences and find out about other parts of the business. This is also a great opportunity to make new friends, celebrate success and to network with senior leaders from across the business. Everyone is encouraged to get involved and do something different like volunteering. Having the opportunity to work within a STEM-based career gives a unique perspective of the future technologies that one day will potentially change the way we live our lives. Working with customers on such complex, real-life problems and developing solutions using the very latest leading-edge technologies is very inspiring. ”



Priyanka Mehta,
Project Manager

Since joining the company as an Apprentice six years ago, I've developed from a technical support service role to a project management position. I've also successfully completed a BA (Hons) Global Business Management Degree and project management qualifications, which were fully-funded by Fujitsu. My transition from the two-year Apprenticeship scheme to a permanent role was a key milestone, and enabled me to develop a transferable skillset and establish a broad professional network which will be invaluable throughout my career. Fujitsu's Junior Talent Programme and customer-centric approach has without a doubt helped to shape my career, enabling me to develop both professionally and personally. The Apprenticeship scheme was the perfect career start for me, and it could be for you too. ”

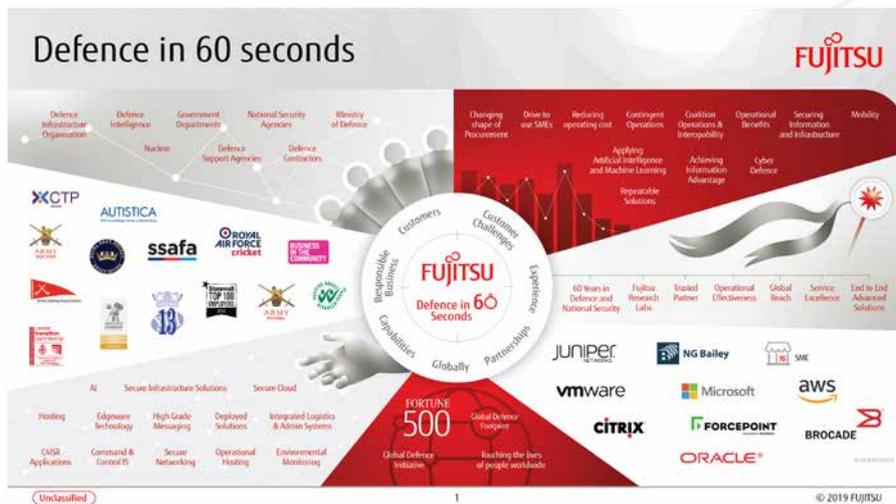
Why Fujitsu?

Fujitsu has been delivering innovative solutions to improve people's lives for over 80 years. Today, innovation continues to be at the very heart of everything we do, with Human Centric Innovation - bringing together people, information and infrastructure - being the key to creating a more connected and sustainable society. By continuing to work together with our customers we will harness the new power of ICT to transform their businesses and help to solve social issues.

Co-creation Delivers Genuine Digital Transformation

To achieve genuine digital transformation for our customers we have developed a digital co-creation strategy. Our approach brings together an evolving ecosystem of inputs and insights - from customers, end users, research bodies, academia, start-ups and beyond - with a portfolio of connected services exploiting the enormous potential of Artificial Intelligence (AI), the Internet of Things (IoT), cloud and security.

As a result, we are continually working on advanced and emerging technologies for next-generation solutions and services to systems, networks, devices, and advanced materials which serve as building blocks for our future products and services. See a few examples on the following page.



Fujitsu in Defence & National Security

We provide vital 24x7 IT support to over 200,000 MOD users, wherever they maybe - in offices, on ships or on the battlefield, anywhere in the world.

Sally, our virtual agent handles 60% of all contacts into the service desk and answers 80% of queries for users, saving them time and freeing up agents to answer other calls.

Our users love web chat! We handle 1,000 web chats per week providing advice and resolving issues.

We install IT systems into approximately 15 ships every year. Last year, we fitted out the Queen Elizabeth aircraft carrier and are currently planning the fit for the Prince of Wales.

Digital Annealer - World's first quantum-inspired technology

Innovating business processes and operations through the use of Artificial Intelligence and other advanced technologies is becoming a top priority for organisations striving for a competitive edge. But solving the most complex optimisation problems quickly with existing classical computers is currently unattainable. As a result, organisations need to leverage advanced technologies and harness additional computing power to solve these highly complex combinatorial problems.

Fujitsu is leading the way in quantum-inspired computing. It has developed a revolutionary technology that can solve real world combinatorial optimisation problems today; problems which are otherwise unsolvable with existing computing methods. The result is unprecedented problem-solving capability.

The Digital Annealer can be deployed as a cloud-hosted or on-premise service, dependent upon the customer's requirements. It also integrates seamlessly into standard data centre operating environments, without the need for the complex infrastructure required by quantum computers, which are energy-intensive and require cooling systems running at near absolute-zero temperatures.

Fujitsu Tactical IoT - Connecting Command and Control with the Battlespace

Gathering sufficient relevant, quality data to build a situational picture that enables timely decision-making is a perpetual challenge for the military. Fujitsu has developed an innovative solution that enables the seamless integration of hard-to-reach tactical information with existing operational intelligence. It delivers critical insight on assets, people and equipment, for new and existing tactical systems alike.

By interacting with IoT devices, like a pair of smart gloves, or other sensor-based devices that recognises the actions a user makes can further enrich the situational awareness. For instance, a soldier could signal the presence and approximate direction of the enemy using recognised hand or finger gestures. The outcome is the provision of accurate, dynamic, real-time information and intelligence that will allow users at every level in the Command chain to plot, visualise and share a consistent and accurate operating picture. The enriched situational awareness enables improved decision-making.

Artificial Intelligence – powering the next wave of digitalisation

Artificial Intelligence, or AI, is powering the next wave of digitalisation. Previous waves have delivered ubiquitous broadband, internet access for billions of people worldwide, and mobile connectivity. Now, by creating a real-time dialogue between people, things, and information, we are entering a hyperconnected era where AI can be applied in real, everyday business situations.

As a result, AI is transforming many industries. With its ability to identify patterns and detect anomalies in mountains of digital information it's adding a new dimension, and once trained, it's tireless in processing many standard tasks.

At Fujitsu, we're using this data-driven intelligence to help customers transform their business, assisting skilled professionals to become more efficient and enhancing business processes. People remain central to our vision, with AI solutions centred firmly on empowering workers and citizens, creating value and supporting the work they do.

Virtual Agent – the Next Generation Service Desk

Fujitsu has extensive experience delivering relevant end-user support services and business focused outcomes on a global scale. Our next generation service desk does much more than react to issues as they arise. It's proactive and predictive, identifying issues and their underlying cause before they can disrupt business. Using our innovative Sense and Respond approach we apply what we learn to develop new ways to improve processes.

One of our latest innovations is Sally, the virtual agent of the future. Sally uses National Language Processing to match a user's input to a question covering many areas including hardware, migration, networking and 3rd party applications. Everyday, her responses are analysed to improve her knowledge base of 6,500 questions and answers supporting a user base of over 70,000. On an average day over 1,500 conversations will be initiated with Sally asking her 5,000 questions. She's proven very popular with users having been asked if she's married on 38 occasions!

Responsible Business in Fujitsu Services Defence & National Security

Fujitsu's approach to being a Responsible Business is embedded throughout our organisation - from protecting intellectual property rights, enforcing our human rights policy to encouraging all employees to get involved with community action projects. To achieve this, we have created our Responsible Business framework which gives us a common structure for setting out our strategy in five key areas of our business:

For each of these areas, we look at common themes across the region such as digital inclusion for community and disability in diversity, while setting local level KPIs as appropriate to local legislation and culture. This allows us to balance the need for a consistent approach with an understanding of local differences. We have built up a network of colleagues working on Responsible Business throughout the region who share ideas, solve challenges together and work towards best practice. At the highest level, Responsible Business is an essential part of our growth strategy and business model.





Business in the Community

Active BITC Business Class partnerships with schools

- 5 years into our partnership with **The Vyne School** in Basingstoke, delivering relevant and powerful interventions across the whole school community, including a SSAFA fundraising day event, mock interview session and an LGBT+ awareness session.
- 3 years into our partnership with **Easthampstead Park Community School** in Bracknell delivering CV workshops, an apprenticeship awareness event and a maths assistance programme.

BUSINESS
IN THE
COMMUNITY

Business
Class

Diversity and Inclusion

Fujitsu was the first Japanese company to publically express support for the **UN LGBTI Business standards**, and the UK is a **2019 Stonewall Top 100 LGBT+ inclusive employer**. By highlighting the importance of LGBT+ inclusion we hope to encourage other organisations to be more LGBT+ inclusive.

Statistics from Stonewall indicate that 35% of LGBT+ employees in UK organisations hide the fact that they are LGBT+ in the workplace for fear of discrimination. By different teams coming together to ensure LGBT+ inclusion is embedded into everything we do, we are making Fujitsu a place where everyone can succeed, regardless of their sexual orientation or gender identity.



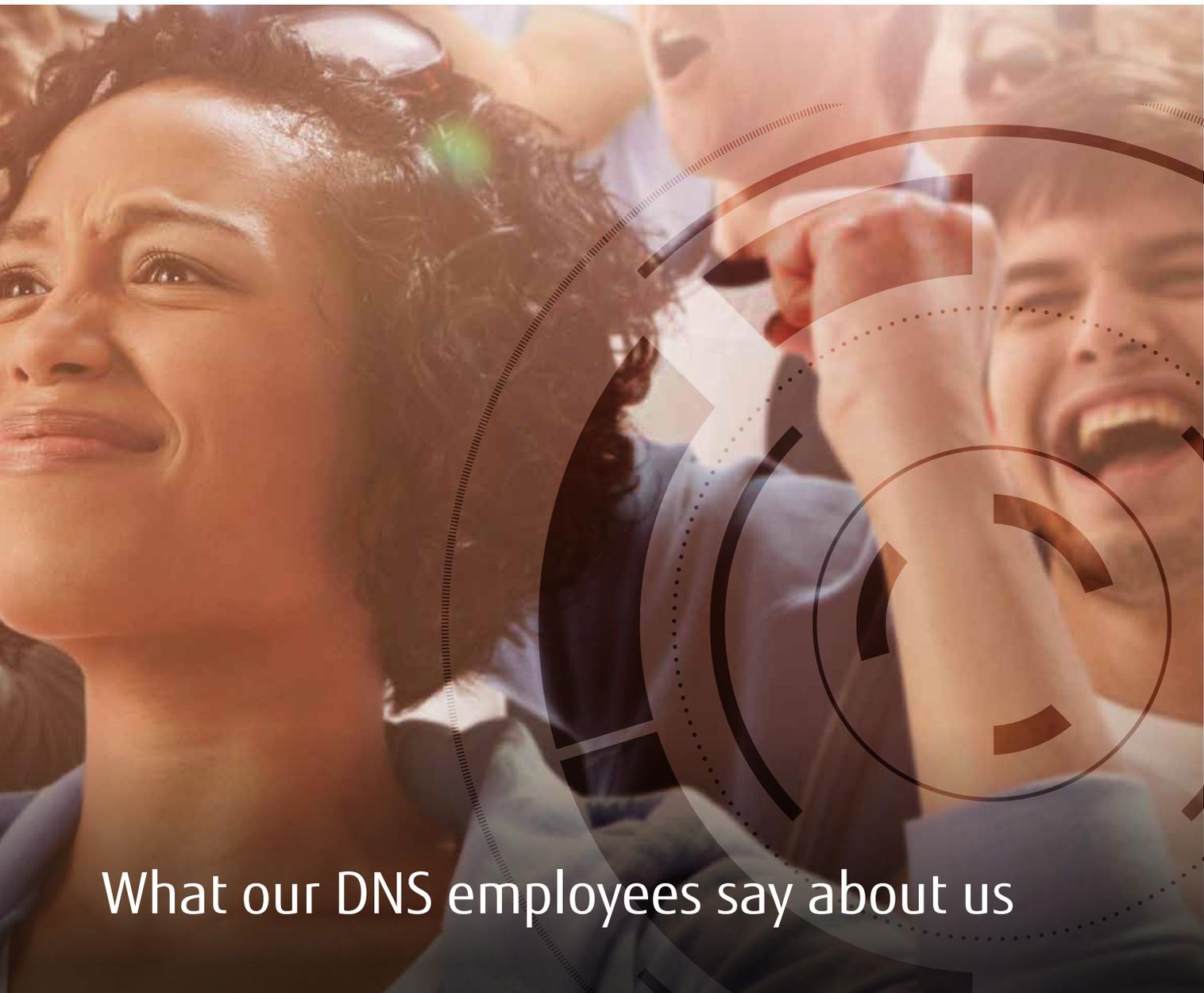


“ **Georgia Lewis**
Sales Executive,
Defence and National Security

As a Women in Business Champion, I want to make sure that everyone in Fujitsu feels like their voice is heard, and that they have opportunities to get involved in events and other activities that sit outside their role. It's important that everyone that works here feels valued and included as part of the organisation. ”

“ **Hanifa Valentine**
Practice Support Manager,
Defence and National Security, Fujitsu

I'm really passionate about the cultural diversity network. I, myself, come from a very culturally diverse background and I think it's really important to have a diverse workforce. Fujitsu, being an international company, it's really important to have an inclusive environment. I feel in my role that I can help and support Fujitsu within Defence to make everybody inclusive. We can collaborate together and we can share different ideas, and most importantly feel comfortable - be completely you, and supported by the network. ”



What our DNS employees say about us

“ **Jack Wakefield**
Sales Executive,
Defence and National Security, Fujitsu

I started off doing business process administration, and it didn't really excite me too much, and I wanted to do more outside of the business. So, I networked and as a result, I was given the opportunities to attend external events, work with customers, and that really excited me. And that's how I used the apprentice programme and the community as a springboard for success in my professional development.

”

“ **Kate Holcroft**
HR Business Partner,
Defence and National Security, Fujitsu

I'm really proud to work at Fujitsu, a company that puts responsible business at the heart of everything it does. We support a fully inclusive culture here, and we have a number of networks designed to support our employees to be the best they can when they're at work. It's there to ensure that they have the right resources, they can share experiences, and come to work and be truly themselves.

”

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