

The background of the advertisement is a photograph of a business meeting. A man in a white shirt and dark tie is pointing with a white marker at a whiteboard. The whiteboard displays a line graph with blue and green data points. Other people in business attire are visible in the background, looking towards the whiteboard with interest. The scene is brightly lit, suggesting an office environment.

A finance job with purpose

About Bupa

Bupa's purpose is helping people live longer, healthier, happier lives.

With no shareholders, our customers are our focus. We reinvest profits into providing more and better healthcare for the benefit of current and future customers.

We serve 15.5m health insurance customers, provide healthcare to over 14.5m people in our clinics and hospitals and look after over 22,900 aged care residents.

We directly employ over 78,000 people, principally in the UK, Australia, Spain, Poland, Chile, New Zealand, Hong Kong, the USA, Brazil, the Middle East and Ireland. We also have associate businesses in Saudi Arabia and India.

Health insurance accounts for the majority our business. In some markets we also operate clinics, dental centres, hospitals, and care homes and villages.

For more information, visit www.bupa.com

Hello from the CEO and CFO



“Bupa is a fantastic organisation with dedicated and talented people who are empowered to create great experiences for our customers. We are all committed to ensuring we put our customers at the centre of everything we do.”

Evelyn Bourke, Group Chief Executive Officer



“I hope you’ll apply to join one of our graduate or placement schemes. Talented people like you are going to be the future of our organisation — helping us continue and grow the excellent financial management disciplines we’ve embedded across Bupa.”

Joy Linton, Chief Financial Officer



Bupa's purpose is helping people live longer, healthier, happier lives

Why choose Bupa?

Do you think about helping people live longer, healthier, happier lives? Bupa does, and not only for our customers, but for all our employees. As a global health and care company, everything we do is driven by our purpose. If you share our ambition, you're equally as passionate about our values and putting customers front and centre, we'll support you every step of the way.



Working with us

Bupa is a caring and supportive place to work. The schemes have small intakes so we get to know you as individuals and support your development.



What we offer

The variety and flexibility of our rotations will allow you to experience a wide range of business functions. You'll do fulfilling and challenging work, with endless opportunities open to you once you finish the scheme.



Location

Depending on which scheme you enter, you could work with Bupa in London, Manchester, Brighton, Staines or Leeds. Later on there could be opportunities at one of Bupa's many locations outside the UK.



Finance, governance
and actuarial are
a crucial thread
throughout all
Bupa's business
activities

Finance, governance and actuarial at Bupa

Finance, governance and actuarial are broad terms and cover a wide range of jobs and activities. Not only that, but many companies have different ways of approaching these three areas. So, let's start with a quick look at what these jobs mean at Bupa.

Finance

We support colleagues across the business, providing management reporting and accurate financial information. This supports decision making and planning for the future.

Some of our work includes statutory and regulatory reporting to Companies House and detailed financial information to our regulator. Our work also includes specialist teams such as Tax and Strategic Finance.

We play a key role in managing cash and debt. This is vital in helping to operate efficiently and invest in new opportunities.

Governance

We manage risk across Bupa by making sure we comply with both internal and external regulations. This is key to helping our directors protect the assets, reputation and sustainability of Bupa.

Our general controls mean that risks to the customer and Bupa are appropriately managed and that we can support our purpose as a business.

Our Internal Audit function is an important part of this. It assesses the effectiveness and adequacy of governance, risk and controls throughout Bupa.

Actuarial

Our work helps Bupa measure the probability and risk of future events.

We evaluate, manage and advise on financial risks. We do this by using knowledge of business economics together with understanding of probability theory, statistics and investment theory.

An actuarial career at Bupa offers many career paths, including pricing, reserving, investment, capital management and risk management.

Who we are looking for

We're looking for talented graduates who are motivated, passionate and can thrive in our challenging (but friendly) environment. These are some of the particular qualities we'd expect you to have:

Curious and inquisitive

Lateral thinking, challenging the status quo and seeking to make things better.

Collaborative

Building rapport with and influencing others.

Self-aware

Driven and committed to your own development.

Flexible and adaptable

Willing and able to change style and approach depending on the situation and location.

Can-do

Strong problem-solving skills, positive attitude, taking initiative and being accountable.

Customer obsession

Actively listening to our customers to understand their needs, valuing our customers.



We're looking for
talented graduates
who want a finance
job with purpose

A young woman with dark hair tied back, wearing black-rimmed glasses and a black and white striped t-shirt, is smiling warmly at the camera. She is in a classroom or office setting, with other people blurred in the background. A blue text box is overlaid on the left side of the image.

Our schemes give you a supportive and stimulating environment in which to start your career

Introducing the three schemes

If you know what you want to do in the future, or if you're still working it out, our three schemes offer you the chance to develop your career and experience a wide range of business areas. These will help you to establish your strengths and you might be surprised by what you enjoy.



Finance & Governance

Join Bupa's three-year graduate scheme in finance and governance where you'll build your finance skills across a range of disciplines whilst studying for industry recognised qualifications. This will be underpinned by a comprehensive learning and development programme to help you shape your career and turn you into a business leader.



Actuarial

Start your three-year journey to becoming an actuary by developing core actuarial skills. We'll support you while you do your actuarial exams, giving you the necessary time to prepare and also as you learn, develop and grow on the job.



Placement

Gain a deep and valuable insight into the financial world after your second year at university and give a bright start to your future career. No two days are the same during the 12-month placement. You'll face a well balanced mix of challenges, mutual support and accelerated skills development. You'll also shadow senior colleagues to gain valuable insight and enhance your network.

A woman with dark hair, wearing a black top, is smiling and looking down at a table covered with colorful sticky notes (yellow, pink, orange). She is reaching out with her right hand to move a pink sticky note. To her left, a man with glasses and a beard is partially visible, smiling and looking towards her. The background shows a whiteboard on the wall and a window with a view of the outdoors. The scene is set in a bright, modern office environment.

You'll experience
many different
disciplines across
our business,
and receive our full
support every step
of the way

The schemes in detail



	Rotations may include	Benefits	Entry requirements	Qualification gained
Finance & Governance Graduate Three one-year rotations	Financial control and reporting Regulatory reporting Financial planning and analysis Commercial finance Internal audit Tax Treasury Strategic finance	Competitive starting salary, £1k starting bonus, company bonus, healthcare and pension	<ul style="list-style-type: none"> – Any degree discipline – Have or expect to get at least a 2.1 – Minimum A-Level grades: BBB or equivalent 	Association of Chartered Accountants (ACA) qualification via the ICAEW



Actuarial Graduate Three one-year rotations	Claims Pricing Reserving Regulatory reporting	Competitive starting salary, £1k starting bonus, company bonus, healthcare and pension	<ul style="list-style-type: none"> – Numerical based degree – Have or expect to get at least a 2.1 – Minimum A-Level grades: ABB (A in Maths) or equivalent 	Institute and Faculty of Actuaries (IFoA) qualification
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Finance & Governance Placement Two six-month rotations	Financial control and reporting Regulatory reporting Financial planning and analysis Internal audit Tax Actuarial Risk	Healthcare and pension	<ul style="list-style-type: none"> – Studying towards any degree – Expect to get at least a 2.1 – Minimum A-level grades: BBB or equivalent 	No formal qualifications, but it's your chance to kick-start a career at Bupa
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Your development during the schemes

Our schemes develop essential skills alongside technical skills and study. A solid foundation on which to build your future career in finance.

This is done through a blend of face to face workshops, online learning, on the job learning, support through line managers, buddies and mentors and other activities such as lunch and learns and senior leader lunches.

Our dedicated Graduate Hub workspace, on our digital platform Grow, is available throughout your scheme, with a wealth of articles, videos and courses to support your development. To help guide you through, we'll suggest content for each year of your programme.

As well our core development programme, Bupa encourages and supports volunteering and building your own connections and skills through outside networks and groups.



Key development areas

Graduate schemes	People	Customer	Performance	Technical
1st year	Self-awareness, effective working, personal brand, communication, problem solving, team working and wellbeing	Bupa story and closer to our customer visits	Know Bupa and risk, compliance and ethics	ACA or Actuarial study
2nd year	Collaborative working, networking, influencing, continuous improvement, ambiguity, resilience and feedback	Human centred design, listening and questioning	Business awareness, project management, business communication and risk, compliance and ethics	ACA or Actuarial study
3rd year	Leadership and managing others, difficult conversations, delegation and career planning	Business project	Commercial thinking, analysis and risk, compliance and ethics	ACA or Actuarial study
Placement scheme				
	Self-awareness, effective working, communication, performance management and wellbeing	Bupa story and closer to our customer visits	Know Bupa and risk and compliance	Accountancy 101, accountancy skills, Excel and business writing

The application process

Our graduate and placement schemes are popular and, with limited spaces, we sometimes have to close applications before the dates shown below. So, apply early and don't miss out.



Application dates

Finance & Governance and
Actuarial Graduate Schemes
1st Oct to 11th Nov 2018

Finance & Governance
Placement Scheme
5th Nov 2018 to 6th Jan 2019



Apply online

Complete the short application form, and have your CV to hand as you fill it in.

bupa.com/graduates



Online tests

You'll then complete online numerical and logical reasoning ability tests. You'll be given time to practise before completing the real thing.



Video assessment

You'll watch video questions and then record your answers, showing your passion for Bupa and your chosen scheme. We'll be looking for a good fit with our values.



Assessment day

You'll then be invited to an assessment day at Bupa and take part in a series of exercises. This includes interviews, a presentation and a group task. These allow you to show us your potential and confirm your fit with our values.



Starting at Bupa

Successful graduates and students will receive offers in early 2019. You'll start at Bupa in September 2019.

FAQs

What is the video assessment?

You'll watch some video questions and record answers, in your own time. It usually takes around 20 minutes.

When and where are the assessment days?

The assessment days are around December-January for graduates and February for placement students. They are mostly in London.

If I'm not successful, will you provide feedback on my application?

If you're invited to an assessment day, we're happy to provide you with feedback afterwards, whether you were successful or not. Unfortunately, we're not able to provide feedback for stages before this, due to the number of applications we receive.

Can I apply for both graduate schemes?

Sorry, no. We want you to be motivated about the one scheme you're applying for.

If unsuccessful, can I re-apply?

Yes, but not until the application window for the following year.

Do the schemes lead to a permanent job at Bupa?

The graduate schemes are permanent roles. Placements are fixed-term contracts but, after the end of year assessment, you may be offered a permanent job.

Does Bupa sponsor visas?

Unfortunately not. To join our schemes you must already have the right to work in the UK.

What are your entry requirements?

Please see the table on page 11.

I have a disability, can you help with workplace adjustments?

Absolutely, we can provide additional support during the recruitment process. We also offer workplace adjustments and provisions.

How will the rotations work, will I be able to choose which disciplines I cover?

We'll ask for your preferences every summer before you rotate in September. We'll do our very best to match you with your top preferences, balanced with our business needs. For placements, we'll ask you for your preference in the summer before you join for both rotations.

Can I choose where I am based?

For finance graduates, we have a number of different opportunities around the country and we strongly encourage you to do a rotation somewhere away from your base location. For actuarial graduates, you'll complete a rotation in each of our business areas which are based in different UK offices. The placement scheme is based in London.

Any questions?

If you've got a question, just get in touch
studentplacements@bupa.com

or visit
bupa.com/graduates