



3i Group plc

Graduate Programme

2020

About 3i

3i is a leading international investment manager focused on mid-market Private Equity and Infrastructure.

We invest in businesses across northern Europe (UK, Benelux, France, Germany and the Nordic region) and North America, and focus on four core sectors: Consumer, Healthcare, Industrial and Business & Technology Services. Examples of companies in our Private Equity portfolio include; Action, the leading non-food discount retailer in Europe with over 1,325 stores and approximately 46,000 employees; Audley Travel, a UK-based provider of experiential tailor-made travel; and Q Holding, a manufacturer of precision engineered elastomeric components headquartered in the US.

We are a FTSE 100 listed company and employ c. 250 people across eight international offices.

We are looking for top graduates to join our 2020 Graduate Programme, starting in September 2020.

We are looking for people who share our values, will thrive in our culture and can help our international teams to succeed. As an integral member of the team, you will develop your investment and business skills and gain valuable experience across different asset classes while working at a FTSE 100 company.

What makes us unique

Heritage:

With over 70 years of investment experience across multiple asset classes, sectors and geographies, we have a strong long-term track record.

Expertise:

We offer the opportunity to learn from some of the best investors in the mid-market Private Equity and Infrastructure industries.

Culture:

With fewer than 250 people globally, we have a strong collegiate culture; you will be an important member of our team. We will support you throughout the scheme with industry training, as well as mentoring from our senior investment professionals.

International approach:

We have a network of eight offices across northern Europe and North America which work together to ensure that all of our teams are international in experience and mindset.

What we can offer you

The 3i Graduate Programme offers a unique opportunity to fast-track directly into a career at a leading international investor and FTSE 100 company.

Our Graduate Programme is designed to start developing world-class investment professionals and business leaders. The programme will involve rotations across our mid-market Private Equity and Infrastructure businesses, as well as the opportunity to work with senior management in our Strategy and Investor Relations teams. You will also work alongside the management teams who run our portfolio companies on projects which will make a real difference to their businesses. As a result, you will acquire an excellent grounding in the investment world as well as in strategy and finance. You will enjoy a great deal of early responsibility and be expected to contribute to a number of exciting projects.

You will benefit from best-in-class technical training courses in corporate finance, valuation, financial modelling and accounting, coupled with practical business experience gained from working alongside our investment professionals, senior management and portfolio management teams.

Depending on your language skills, there will also be the potential to work in one or more of our European offices. The top performers on the Graduate Programme will be offered the opportunity to be fast-tracked directly into our business.

What our people say



Jeremy Nakache
Associate Director - Private Equity
ESSEC Business School, Paris
MSc in Finance

“A career in Private Equity provides a comprehensive view on how the business world works. Not only do you get to identify new investment opportunities and execute transactions as you would do in Investment Banking, but you also work closely with management teams and entrepreneurs to help define and implement the Company's strategy, as you would do in Consulting. A few months after I joined the team, I led a strategic project for Vedici, a leader in private acute care in France, to help increase the company's market share, which involved working alongside the COO and Marketing Director to run pilot programmes in two clinics. This level of exposure and early responsibility could have been quite a daunting task as a graduate, but the team guided me through the process and their support helped me step up to the challenge.”



Oscar Tylegard
Director - Infrastructure
Uppsala University, Sweden
MSc in Economics

“I was attracted to 3i because of its strong reputation within the investment industry. The international nature of the Company also appealed to me and I regularly work with colleagues in other offices to leverage our local knowledge and contacts for international projects. The Group's track record means that we work on interesting and high-profile Infrastructure transactions, but the deal teams are small so you are given plenty of responsibility and are fully immersed in the project early in your career. For example, I worked closely with the management team to secure the refinancing of Elenia, which owns the second largest electricity distribution network in Finland.”

What we are looking for

- Minimum 2:1 degree (or international equivalent) attained or expected from a top university.
- A minimum of 320 UCAS points (or international equivalent).
- Strong academic and extracurricular performance to demonstrate excellence in all areas.
- Relevant and impressive undergraduate work experience or involvement in community projects or business ventures.
- An analytical mind, strong numerical ability and commercial acumen, together with strong leadership, interpersonal and communication skills.
- The ambition, talent and entrepreneurial flair to succeed in the investment world.
- A strong work ethic, an eye for detail and the ability to perform well under pressure.
- A genuine interest in the business world and the investment industry in particular.
- In addition to English fluency, the ability to speak one or more of Dutch, French or German is preferred.

Benefits package

We offer a competitive salary, a variable performance-related bonus and benefits.

Best-in-class training to develop your technical, leadership and interpersonal skills will be provided throughout the programme, together with a senior 3i investor as a personal mentor.

Ongoing career development will be offered throughout your time at 3i, as well as opportunities to work in our European offices, depending on your language skills.

Recruitment process

As part of the selection process, you will have several touch points with 3i, enabling you and ourselves to ensure there is a good fit. This will include an online application form, inductive and numeric reasoning assessments, interviews and an assessment centre

We will be closing applications on 26 October 2019; however we would encourage you to complete your application as early as possible, as we reserve the right to close the application process early at our own discretion.

To apply for the 2020 Graduate intake, please keep an eye on our website for applications opening in September 2019.

Please only apply to the graduate programme if you have the right to work in the EU.

Contact details

For more information on how to apply, please go to our website:

www.3i.com/about-us/careers