



3i Group plc

Graduate Programme

2021

About 3i

3i is an investment company with complementary businesses, Private Equity and Infrastructure, specialising in core investment markets in northern Europe, the UK and North America.

Our mid-market Private Equity business focuses on four core sectors:

- Business & Technology Services;
- Consumer;
- Healthcare;
- Industrial

Our Private Equity portfolio includes Action, the leading general merchandise discount retailer in Europe with over 1,596 stores and approximately 40,000 employees; Evernex, a leading international provider of third party maintenance services for data centre infrastructure; and Q Holding, a manufacturer of precision engineered elastomeric components headquartered in the US.

Our Infrastructure portfolio includes France-based Ionisos, the third largest cold sterilisation provider globally with a network of 11 facilities across Europe; Tampnet, the leading independent offshore communications network operator in the North Sea and the Gulf of Mexico; and Valorem, a leading independent renewable energy development and operating company based in France.

What makes us unique

Heritage:

With over 75 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 operations in seven offices across Europe, Asia and North America which work together to ensure all of our teams are international in experience and mind-set.

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 develop 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



MAELLE BOMBEZIN

Associate

EDHEC, Master Business Management
LSE, Accounting & Finance

"3i's broad geographic footprint and sector coverage have given me exposure to a range of business models and value creation strategies enabling me to build a strong technical and commercial skillset. Since joining in 2017, I have worked on the acquisition of France-based Ionisos, on the origination and due diligence of UK companies across a variety of sectors and have assisted in the portfolio management of TCR.

In addition to being part of a highly talented team in a fast-paced environment, what makes the role so unique is the long-term approach of private equity investing and our focus on accompanying businesses in their next phase of growth. I was promoted to Associate at the end of the Graduate Programme and look forward to continuing my career with 3i!"



OSCAR TYLEGARD

Director

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

We are looking for people who share our values, will thrive in our culture and can help our international teams to succeed.

- 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 executive as a personal mentor.

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

Recruitment process

We are looking for top graduates to join our 2021 Graduate Programme, starting in September 2021.

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 11 September 2020; 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 2021 Graduate intake, please look at our website for the application link opening on Monday, 3 August 2020.

3i Graduate Programme

Hear from our graduates about the [Programme](#)



Working at 3i

Watch our video about [Working at 3i](#)



Contact details

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

www.3i.com/careers/graduates