

BECOME A SOFTWARE ENGINEER

Join our **Software Academy**
to push the boundaries
of technology.



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GIVE YOUR CAREER AN UPGRADE AT CAPITAL ONE

One of the UK's Top 10 Credit Card Providers

Achieved 2nd place in Top 100 Undergraduate Employers by Rate My Placement

Over 50,000 employees worldwide

A Fortune 200 Company

45 million customers globally

25% of UK adults have used our QuickCheck eligibility tool

The only credit card provider with a 4-star rating from the Fairbanking Foundation

Over 3 million people have downloaded our app

Awarded #15 Best Place to Work in the UK 2019 by Glassdoor

Founded 25 years ago by Richard Fairbank, who is still our CEO

Ranked 83rd in The Times Top 100 Graduate Employers for 2020

You probably think of Capital One as a credit card provider. But in many ways, we're as much of a technology company as a finance company.

That's to say, we look at credit the way tech companies look at everything – thinking of better, smarter and easier ways to do things that will really change the way people live.

And one of the happy consequences of making finance more human is that Capital One is an inspiring place to launch your career. Our challenging work will push you. And you'll be directly impacting our customers by finding them the right kind of credit.

(Plus the competitive starting salaries and other perks are pretty exciting too.)

We make Capital One an award-winning place to work because we want the best people. And that starts with our graduate, placement and intern programmes.





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LET'S GET SPECIFIC

Software Academy Graduate Programme



We don't think of ourselves as a finance company. We're basically a tech company that creates innovative financial products and services that put customers front and centre.

As a business, we've always wanted to be pioneers, not followers. And that's why Software Engineering is so pivotal to our success.

This is essentially where the magic happens. It's where we **create game-changing new software** for our customers. Build new solutions. Tackle all sorts of business challenges. And keep everything running smoothly.

All of that means we have to be **super agile**. We never know what's around the corner. It also makes this a really exciting place to work. Get ready for design thinking, open source software, public cloud, APIs, a lean start-up mind-set, an agile framework...

You'll get to experience lots of different tech within our Software Academy. Although you don't necessarily need a background in computer science, you will need to have a baseline coding ability (in any language).

DIVE INTO YOUR NEW CAREER, WHILE YOU LEARN

Right from the outset, we'll give you ownership over big projects that will make a real difference to our customers. We'll also make sure you have all the development opportunities and support you need to shine.

OUR GRADUATE SALARIES START AT £35,000 (WITH PLENTY OF PERKS)

Money matters - there's no point burying it in the small print. As a Software Academy graduate, you'll start on £35,000 in Nottingham and £40,000 in London. All our graduates get an extra £5,000 joining bonus and there are performance bonuses too.

On page 10, you can read about all the perks - including private health and dental, plus 25 days of paid holiday.

BE PREPARED FOR A CHALLENGE

We expect big things from our graduates.

It's hard work, but rewarding. We won't put ridiculous demands or impossible deadlines on you, but we expect you to be at the top of your game - day in, day out.



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WE'RE LOOKING FOR INTERNS TOO

Software Academy Internship



TEN WEEKS IN THE CAPITAL ONE TEAM

Eyeing up those graduate places while you're still at uni?

You're keen. **We like that.**

If you're in your penultimate year, an internship could help you jump the queue onto our graduate programme.



TEN WEEKS OF HANDS-ON WORK

This is your opportunity to embark on a 10-week masterclass. You'll be working on impactful projects that will enable you to make a genuine difference to our customers.

We'll train you while you work. You'll have a buddy on your team and a programme mentor to make sure you get the most out of your time with us.



EARN WHILE YOU LEARN

Our intern salaries are **£22,000 in Nottingham** and **£25,000 in London** pro rata (what you'd get if you worked the full year). Both come with a **£1,000 joining bonus** too.



BECOME A CAPITAL ONE GRADUATE IF YOU IMPRESS

When the 10 weeks are almost up, you'll present your project back to our senior managers – it could even become part of our future strategy and lead to the offer of a graduate role with us.



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OR SKILL UP ON A ONE-YEAR PLACEMENT

Software Academy Placement

You can apply for our one-year placement if you're studying a degree which requires a year working in industry.

WHAT YOU'LL DO

You'll hone your skills in everything from APIs to mobile, big data to cyber security – basically, you'll get a masterclass in software engineering.

You might build solutions in the Cloud using Open Source technologies. You might reimagine our whole business. Or you could learn how automated testing provides the quality that allows us to move at speed.

After a year with us, you'll have worked across multiple teams, delivered a number of experiences for our customers, and you'll have witnessed the impact of software in our industry. On top of your technical expertise you'll also have had great experience working with experts up to Director level through collaborative design and the features you build.

You can expect a salary of **£22,000 pro rata**, plus a **£3,000 joining bonus**.



WHAT YOU'LL NEED

You don't need to be on a Computer Science degree course, but you'll need to be able to code in any language. We don't expect you to be an accomplished developer – just enthusiastic and a quick learner.



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WE'VE COVERED WHAT IT'S ABOUT

So where can it take you?

Our two-year LAUNCH programme will propel you straight into the action. You're going to be getting your hands on the technologies that enable us to deliver great customer experiences – and to make finance more human.

SO YOU CAN EXPECT TO BE IN ONE OF OUR MANY AREAS:

Work as a **Software Engineer** across several teams, using the latest JavaScript frameworks for web development, native iOS and Android mobile development, and cloud-hosted microservices for APIs and data.

Experience **Quality Engineering**, building frameworks to automate as many of our quality checks as possible.

Be part of our **Dev Tools** team, creating the tools that make the development and deployment of our software seamless.

Support our drive to AWS in our **Infrastructure Engineering** teams. Using the latest Infrastructure as Code technologies, you'll develop the foundational capabilities we need to move to AWS, building frameworks in the cloud to support all of our engineering community.

Keep our systems watertight – security is critical for us and in **Cyber** you'll be at the forefront of the constant battle to stay one step ahead of cybercriminals on cloud-hosted microservices for APIs and data.

AND HERE'S A YEAR-BY-YEAR BREAKDOWN OF WHAT YOU'LL BE DOING AND WHEN:

YEAR ONE

- ✓ Hone your skills within your chosen area in everything from APIs to mobile, big data to cyber security – you'll get a masterclass in software engineering
- ✓ Build solutions on the Cloud by leveraging Open Source technologies to totally reimagine our business
- ✓ Learn how automated testing provides the quality that allows us to move at speed
- ✓ Learn about Capital One and how we make finance more human for our customers
- ✓ Become a master of Agile working and get used to daily stand-ups and collaborative design

YEAR TWO – EVERYTHING IN YEAR ONE, PLUS

- ✓ Rotate through different teams to broaden the technologies and products you work with
- ✓ Use the knowledge and skills you've developed so far to drive real business impact
- ✓ Step up and take the lead on projects which have wider business impact

Throughout the programme, you'll work side-by-side with product managers and designers to create ever-better customer experiences. And stand-ups, retros and demos will all become second nature.



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**"I'M LOVING
IMPROVING MY
TECHNICAL SKILLS
AND BECOMING THE
BEST SOFTWARE
ENGINEER I CAN BE."**

Katie

GRADUATE SOFTWARE ENGINEER

Joined in September 2019
Studied Computer Science with Mathematics
at University of Sheffield



I attended a lot of hackathons while studying and Capital One sponsored a few of them. When I got sent a link to the role it sounded perfect - it specifically mentioned some development technologies that I love and the ability to rotate during the scheme was interesting. I'd also met some Capital One graduates at a hackathon. They were so friendly and inspiring I knew I definitely wanted to work there.

And now here I am!

I'm part of a web team and we often work on the site customers use to service their accounts. We also look after the system customers use to apply credit increases when they're eligible. I get to work on a good mixture of front-end, back-end, infrastructure and cloud, which is great for building the skills I'll need for the rest of my career.

I've had so many amazing opportunities while I've been here. I'm always being technically challenged and I've learnt so much in a short amount of time. I've had incredible mentorship but also ownership over my work - I even got to organise my own hackathon within the company. Plus there are so many wonderful people here, I can't imagine ever leaving!



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"WITHIN TWO WEEKS OF JOINING, I WAS WRITING PRODUCTION CODE."

Jamie

SOFTWARE ENGINEER GRADUATE

Joined 2016
Studied Computer Science at Nottingham University



When I was younger, I was interested in computer security. I loved the problem-solving of it.

Getting past each barrier. That led me to become interested in programming and building useful tools for people. Tools people can use day in and day out; things that can make a meaningful difference to their lives. Which is how I ended up at Capital One.

I joined the API team as a Software Engineer, where I was promoted – and I've since rotated into Quality Engineering. Our current focus is building the Identity and Access Management Service using an off-the-shelf solution. We've started using Chef to manage this configuration, as well as creating Java additions to the identity solution to extend it, giving us customised functionality.

Since my promotion, I've been taking more of a lead in terms of how we do things. And even when I was new, I was given a lot of responsibility. I was encouraged to challenge the way we do things from the start. Within two weeks of joining, I was writing production code. I also love that I'm part of a thriving graduate community with all the opportunities that it brings.



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LOTS OF PERKS BEYOND THE PAY-CHEQUE



STAY HEALTHY

Keep a bright smile with private medical and dental insurance

Stay in shape with our free on-site gym in Nottingham and rooftop running track in London

Cut down your travel costs with our cycle to work scheme

Prioritise your mental health with the support of our Mind Your Mind network



STAY HAPPY

Fully unwind with 25 days of paid holiday – and five more if you buy them

Relax with snacks at our subsidised on-site restaurant in Nottingham

Let your hair down on free office fun days, several times a year

Make an impact by contributing to our mission to change banking for good



STAY ON TOP OF YOUR MONEY

Splash out with a guaranteed £5,000 joining bonus, plus performance bonuses

Cut down your travel costs with interest-free travel ticket loans

Save money on everyday items at lots of high street stores with our employee discount scheme

Give your family peace of mind with our life assurance scheme

Prepare for the future with our group personal pension scheme

WE GIVE BACK

**We're making finance more human.
And not just for our customers.**

HELPING OUR LOCAL COMMUNITIES

56% of our associates took part in community activities in 2019 – everything from teaching financial literacy and coding skills in schools to buddying with the older generation to help them get to grips with digital technology. In fact our Capital One Coders programme recognises our tech transformation and helps build tech skills in young people. And we don't just give up our time – we donated some £600,000 to 285 charitable causes in 2019.

PROTECTING THE ENVIRONMENT

Our Capital One Green Team makes sure we're always being as kind as possible to the environment. For example, we're committed to reducing Scope 1 and 3 greenhouse gas emissions by 50% by 2030, and as a member of RE100, we're committed to 100% renewable electricity.





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A WORKPLACE WHERE EVERYONE BELONGS

We pride ourselves on hiring the best people, not the same people.

Building diverse and inclusive teams is the right thing to do and the smart thing to do. We want to work with top talent: whoever you are, whatever you look like, wherever you come from.

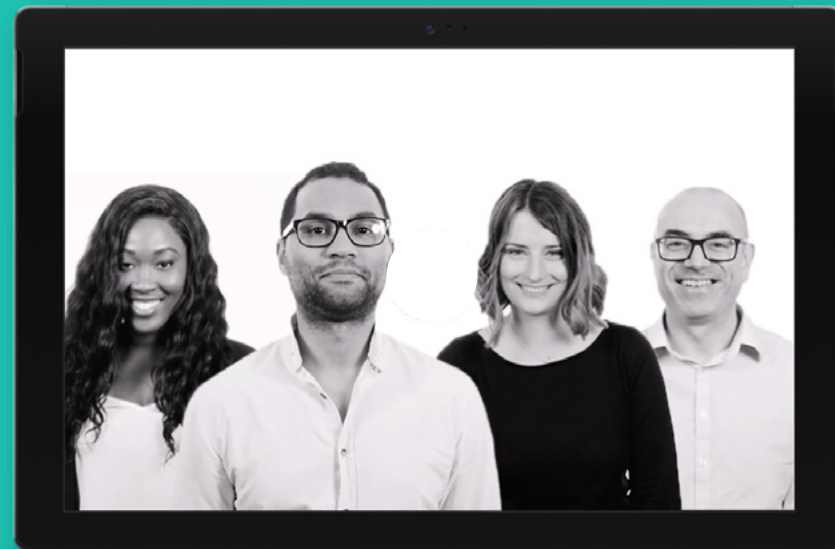
We know it's about what you do, not just what you say. That's why we make our recruitment process fair and accessible, by offering benefits that attract people at all ages and stages. We also partner with organisations including the Women in Finance and Race At Work Charters, Stonewall and upReach to find people from every walk of life and help them thrive with us.

We have a whole host of internal networks and support groups you could be involved in, to name a few:

- **REACH** – Race Equality and Culture Heritage group focuses on representation, retention and engagement
- **OutFront** – to provide LGBTQ+ support for all associates
- **Mind Your Mind** – signposting support and promoting positive mental wellbeing for all
- **Women in Tech** – promoting an inclusive environment in Technology



INCLUSIVE COMPANIES
2019 MEMBER



CLICK TO VIEW VIDEO



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OFFICES IN PRIME LOCATIONS

Our offices are designed to be accessible, open plan and collaborative, plus they're kitted out with all the latest tech. We've been working from home since March due to COVID-19 but we plan to return to our offices in 2021. We'll continue to look at the changing situation and will prioritise the wellbeing of our associates with every decision we make.

NOTTINGHAM HAS BEEN OUR MAIN BASE FOR OVER 20 YEARS

It's a classic student city – lively, cultured and affordable.

Working at our Nottingham office gives you a couple of extra perks too. You can seriously unwind with our on-site massage therapists and well-equipped music room. Or get fit in our onsite gym. We also host regular talks from industry experts and even Nobel Prize winners.

Take a tour of the office on [Vimeo.com/](#)

OUR LONDON HOME IS A TECH HAVEN

We're residents of the White Collar Factory at Silicon Roundabout on Old Street.

Here, we rub shoulders with Apple, Google, Facebook and Adobe. As well as all the latest startups.

Plus we have a beautiful view of the London skyline to keep us inspired.

AN INFORMAL, FLEXIBLE PLACE TO WORK

WE'RE INTERESTED IN YOUR SKILLS AND IDEAS, NOT WHAT YOU'RE WEARING

You won't need to roll up in a suit every day to make a good impression. Smart casual is fine by us.

EXPECT HARD WORK, BUT NOT RIDICULOUS HOURS

We'll give you sensible hours, with a reasonable amount of flexibility. You're free to take control of your own time – so time management skills are key.

STEP OUT THE OFFICE WHEN YOU NEED TO

We care about how good your work is, not how much time you spend at your desk. So you're free to recharge and rethink in our chill-out areas, with snacks, games and pool tables.



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READY TO SHOW US YOU'RE THE ONE FOR THE JOB?

Start your application with a few clicks



[JOBS.CAPITALONE.CO.UK/EARLYCAREERS](https://jobs.capitalone.co.uk/earlycareers)



01 GET THE BALL ROLLING

Go to jobs.capitalone.co.uk/earlycareers. Click 'apply', attach your CV and answer a couple of basic application questions.

02 SHOW US WHAT YOU BRING TO THE TABLE

Take an online assessment. This is your chance to show us how well you can:

- Deal with different situations
- Use numbers and information to make good decisions
- Show off your coding skills

03 FIRE UP YOUR WEBCAM AND SAY HI

Record yourself answering the questions we give you. Some of them will be about why you want the job. Some will be technical questions. If you're nervous or unsure about this process in any way, take a look at [our interview hints and tips](#).

04 WE CAN'T WAIT TO MEET YOU

We'll meet you on Zoom at first, and may meet you in person afterwards, depending on the ever-changing situation of COVID-19 in the UK. Wear what makes you comfortable and expresses who you are - that's what we want to see, you! We'll set you several tasks, that could include things like:

- **Presentations:** how well can you research and communicate ideas?
- **Group tasks:** to make sure you have a team mentality
- **Coding tests:** depending on the programme, there's usually a technical interview to check you've got the specific skills you need for that role

05 COME TO A FINAL INTERVIEW

Last interview, we promise. For some of our schemes, the final interview is incorporated into the Assessment Centre so you'll skip this step, but your recruiter will let you know ahead of time if a final interview is part of the process. It's usually a short interview with a senior leader before we make a final decision. This is as much a chance to meet our leaders and find out more about us, as it is to show us who you are.



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If you've got questions, we'd love to hear from you. Email us at ukgraduaterecruitment@capitalone.com

And there's plenty more to read about us at jobs.capitalone.co.uk/earlycareers - which is also where you can get the ball rolling with your application.