

# BECOME A STRATEGY ANALYST

Credit where credit's due,  
our **Strategy Analysts** make  
finance a bit more human.

**Join them today.**



# WHAT'S INSIDE?

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH







## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# WE GET AHEAD WITH A HEAD FOR BUSINESS

One of the UK's Top 10  
Credit Card Providers

Achieved 2<sup>nd</sup> 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 83<sup>rd</sup> in The  
Times Top 100  
Graduate Employers  
for 2020

**You probably think of Capital One as a credit card provider. But we make finance human by channeling our business acumen into technology, products and tools. That's how we help customers find the right products for them.**

And making finance more human is what makes Capital One a more inspiring place to launch your career.

(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 and intern programmes.





## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# LET'S GET SPECIFIC

## Strategy Analyst Graduate Programme



We harness the most powerful tech solutions to create better, smarter and easier-to-use products and services that will really change the way people live.

**Join our Strategy Analyst Programme as a graduate, and you'll make a huge impact. You'll come at problems from fresh new angles. You'll be brimming with ideas (and not afraid to share them). And you'll keep our whole organisation on the right track. You'll use data to solve problems and drive change that leads the whole industry forwards.**

Life with us means working at pace, being collaborative and sharing ideas about where we go next.

### SO WHAT EXACTLY DOES THIS ROLE INVOLVE?

Essentially, you'll be part of a team that drives real change. Your work will have a direct impact on the bigger commercial decisions we make and the quality of service we deliver to customers. You may be helping to launch a brand-new, innovative product, and helping us to understand how customers use it.

You'll have the opportunity to rotate to a new team each year, giving you the chance to develop a more diverse skill set and a better understanding of the organisation as a whole. In any role, we'll ask you to interpret data and feed in ideas and insights, so we can make the right decisions for our business and customers. All of which will stand you in good stead when you step up to the next level and start preparing for a leadership role.

### DIVE INTO YOUR NEW CAREER, WHILE YOU LEARN

Right from the outset, we'll trust you to direct and deliver a strategy 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 £40,000 (WITH PLENTY OF PERKS)

Money matters – there's no point burying it in the small print. Our graduate salaries start at **£40,000** and all our graduates get an extra **£5,000** as a joining bonus, plus 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. We'll empower you from day one to take ownership of all your work. And we'll give you all the support you need to thrive in your role.

It's hard work, but rewarding. We won't put ridiculous demands or impossible deadlines on you, but we expect you to be proactive and results-driven – day in, day out.



## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# WE'RE LOOKING FOR INTERNS TOO

## Strategy Analyst 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 **£25,000 in Nottingham and 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.





## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# WE'VE COVERED WHAT IT'S ABOUT

So where can it take you?

You want to take control of your career and be proud of your achievements. Our Strategy Analyst programme will propel you straight into the action.



## HERE'S A LITTLE TASTER OF THE KIND OF WORK YOU COULD GET INVOLVED IN:

- ✓ We need to get the right messages across in the right places (jargon-free, naturally). That's where our **Marketing Strategy** team comes in.
- ✓ We can't make finance more human without creating products that have customers front of mind. That'll be your focus in **Product Strategy**.
- ✓ It's also important that we give people the right products and credit limits – that task falls to our **Lending Strategy** team.
- ✓ Then there are all the tools we create to help customers stay on top of their finances – our **Customer Management** team looks after that side of things.
- ✓ Our **Credit Line Management Strategy** helps us strike the right balance between increasing customer credit limits and minimising our risk.
- ✓ And in **Digital Servicing**, we make sure our digital experiences don't just make it easy for customers to use their accounts, but also lead the way for the industry.
- ✓ If a customer falls behind with their payments, our **Collections and Recoveries** team offer support and innovative recovery tools to help them get back on track.
- ✓ Our team in **Fraud** helps us to keep the cybercriminals at bay – away from our business and away from our customers.
- ✓ Our **Credit Risk Management** team protects us from losses. They understand the economy and how it fluctuates, and how that impacts us as a business.

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.



## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# WHAT'S IN IT FOR YOU?

**You're going to face your fair share of challenges in this role. But then, that's exactly what you're looking for. And we'll always have realistic expectations (we're not fans of 12-hour days). We're flexible and we want you to manage your own time and control your working hours.**

This role is also incredibly rewarding. You'll help to shape what we do and how we do it, to make finance more human for every customer. You'll be getting buy-in for your ideas from senior leaders. It could even be that our next big innovation comes from you.

We couldn't do what we do without you, so we'll give you everything you need to thrive. And if you work hard and show us what you can do, we'll open all sorts of doors for you.

We like to reward good work with promotions and we invest heavily in our training programmes to help you on your way to becoming a future leader.

Then there's the salary – you'll start on **£40,000** with an extra **£5,000** as a joining bonus and performance bonuses along the way. Not to mention a whole host of other benefits.

Our offices are in the heart of London and Nottingham, both upbeat, bustling cities. And from your very first day with us, we'll help you find your feet fast with everything from a buddy to tech training.





## QUICK LINKS...

- 02. [WHAT'S INSIDE](#)
- 03. [WE GET AHEAD WITH A HEAD FOR BUSINESS](#)
- 04. [LET'S GET SPECIFIC](#)
- 05. [WE'RE LOOKING FOR INTERNS TOO](#)
- 06. [WE'VE COVERED WHAT IT'S ABOUT](#)
- 07. [WHAT'S IN IT FOR YOU?](#)
- 08. [GRADUATE PROFILES](#)
- 10. [LOTS OF PERKS BEYOND THE PAY CHEQUE](#)
- 10. [WE GIVE BACK](#)
- 11. [A WORKPLACE WHERE EVERYONE BELONGS](#)
- 12. [OFFICES IN PRIME LOCATIONS](#)
- 12. [AN INFORMAL, FLEXIBLE PLACE TO WORK](#)
- 13. [APPLYING FOR STRATEGY ANALYST ROLES](#)
- 13. [PREP HINTS AND TIPS](#)
- 14. [GET IN TOUCH](#)

**"WE'RE ABSOLUTELY COMMITTED TO BOTH EXCELLENCE AND DOING THE RIGHT THING FOR OUR CUSTOMERS."**

**Lucy**

UK CEO

Joined the graduate programme in 2005  
Studied Manufacturing Engineering Tripos at Cambridge University



**When I first got chatting to a Senior Executive from Capital One at a recruitment evening 17 years ago, I had very little idea of what I wanted from a career. I could never have predicted that I'd become CEO of Capital One UK.**

From that first conversation, I got a real sense of how Capital One doesn't expect you to know everything about your career path. In fact, I've taken on a wide variety of different roles here. I progressed from Project Manager to Operations Analyst before managing a team of Data Analysts within my first three years. Each role has demanded new skills, and I've learned so much through the challenges and feedback along the way.

It's a privilege to lead this exceptional team who are so dedicated to making credit simple for our customers. We look to drive real change in our market.

The QuickCheck tool is a good example. It's been a game-changer, especially for customers who are anxious about whether they'll be accepted for credit.

As a graduate joining a large company you can be sceptical about the culture and values. I know I was. It took me a while to realise that it was really true – we're absolutely committed to both excellence and doing the right thing for our customers.





## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

**"I'VE BEEN REALLY IMPRESSED BY HOW MUCH SENIOR STAKEHOLDERS VALUE YOUR IDEAS AND ANALYSIS."**

### Licheng

SENIOR STRATEGY ANALYST MANAGER

Joined the graduate programme in 2016  
Studied Engineering at Nottingham University



**There were several things that attracted me to Capital One – the opportunity to get involved in data-driven decision making, the flexible working hours and the fact that I'd get to live and work in Nottingham.**

I joined the Marketing and Acquisition team in November 2016, looking after the Direct Mail channel. My biggest highlight so far was when I was part of a project that involved switching our third-party data supplier. The project led to a 500% increase in new business via the Direct Mail channel.

The response model I built determined who would be mailed and when. I've been really impressed by how much senior stakeholders value your ideas and analysis. I feel proud that my idea went to market and offered our customers a frictionless application journey without impacting their credit score.

With the help of my supportive managers, who help me to develop professionally, I've now been promoted twice. I'm Senior Manager of Strategy and Analytics. Capital One really is a great place to accelerate your career growth and to own a piece of strategy from beginning to end.



## QUICK LINKS...

- 02. [WHAT'S INSIDE](#)
- 03. [WE GET AHEAD WITH A HEAD FOR BUSINESS](#)
- 04. [LET'S GET SPECIFIC](#)
- 05. [WE'RE LOOKING FOR INTERNS TOO](#)
- 06. [WE'VE COVERED WHAT IT'S ABOUT](#)
- 07. [WHAT'S IN IT FOR YOU?](#)
- 08. [GRADUATE PROFILES](#)
- 10. [LOTS OF PERKS BEYOND THE PAY CHEQUE](#)
- 10. [WE GIVE BACK](#)
- 11. [A WORKPLACE WHERE EVERYONE BELONGS](#)
- 12. [OFFICES IN PRIME LOCATIONS](#)
- 12. [AN INFORMAL, FLEXIBLE PLACE TO WORK](#)
- 13. [APPLYING FOR STRATEGY ANALYST ROLES](#)
- 13. [PREP HINTS AND TIPS](#)
- 14. [GET IN TOUCH](#)

# 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 – over the same period, we donated some £600,000 to 285 charitable causes.

## 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.







## QUICK LINKS...

- 02. [WHAT'S INSIDE](#)
- 03. [WE GET AHEAD WITH A HEAD FOR BUSINESS](#)
- 04. [LET'S GET SPECIFIC](#)
- 05. [WE'RE LOOKING FOR INTERNS TOO](#)
- 06. [WE'VE COVERED WHAT IT'S ABOUT](#)
- 07. [WHAT'S IN IT FOR YOU?](#)
- 08. [GRADUATE PROFILES](#)
- 10. [LOTS OF PERKS BEYOND THE PAY CHEQUE](#)
- 10. [WE GIVE BACK](#)
- 11. [A WORKPLACE WHERE EVERYONE BELONGS](#)
- 12. [OFFICES IN PRIME LOCATIONS](#)
- 12. [AN INFORMAL, FLEXIBLE PLACE TO WORK](#)
- 13. [APPLYING FOR STRATEGY ANALYST ROLES](#)
- 13. [PREP HINTS AND TIPS](#)
- 14. [GET IN TOUCH](#)

# 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.

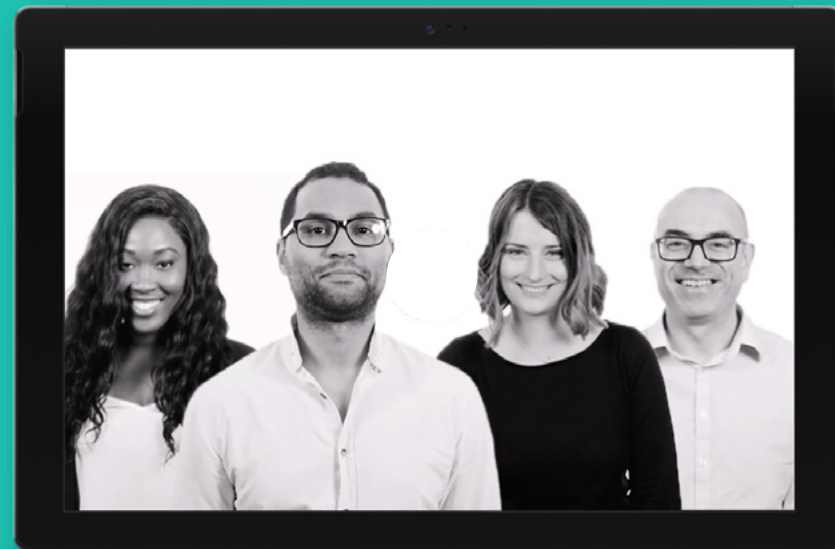
We know it's about what you do, not just what you say. That's why we make our recruitment process fair and accessible, by offering benefits that attract people at all ages and stages. We also partner with organisations including the Women in Finance and Race At Work Charters, Stonewall and upReach to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



## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# 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 at 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.





## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# APPLYING FOR STRATEGY ANALYST ROLES

Our selection process is designed to bring out the best in you, and discover if you have what it takes to perform in this particular role. Each of the four stages offers a chance for you to shine.



## 01 INITIAL APPLICATION

Go to [jobs.capitalone.co.uk/earlycareers](https://jobs.capitalone.co.uk/earlycareers), click 'apply' and take it from there.

## 02 ONLINE ASSESSMENTS

Show us how you deal with different situations and use numbers and information to make good decisions.

## 03 VIDEO INTERVIEW

Record yourself answering a series of questions – some technical, others about why you want the role.

## 04 MEET US VIRTUALLY

You'll meet us on Zoom first to complete your first-round case study interview and if you do well, you'll be invited to an assessment centre. This will probably be virtual too but we may meet you in person, depending on the ever-changing situation of COVID-19 in the UK. For the assessment centre, you'll meet one of our leadership team for a final case study interview as well as completing other individual and group interviews.

## 05 OFFER

We're usually able to let you know the outcome of your assessment centre pretty quickly and we'll always give you feedback on your performance. If you've demonstrated the skills that will make you a great addition to our team, we'll make you an offer – simple.

# PREP HINTS AND TIPS

Visit [jobs.capitalone.co.uk/earlycareers](https://jobs.capitalone.co.uk/earlycareers) for a handy tool to help you prepare for the **case study** and take a look at our **hints and tips video**. You'll also find a series of videos featuring people who've already been through the selection process. The table to the right gives a few pointers to help you show yourself at your best.



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



## 01 PRACTICE

Familiarise yourself with the structure of our interviews and run through our case study and product examples. Brush up on your maths, too – there are things you might not have studied in years, so do a bit of revision to refresh your memory.



## 02 THINK ABOUT YOUR DELIVERY

Presenting ideas in a compelling way is key. So practice structuring your answers to deliver a convincing argument.



## 03 STAY FOCUSED

Stay calm and think about your answers – we don't expect them to be perfect. We're interested in potential, not polish.



## 04 KEEP AN OPEN MIND

We look for creative and lateral thinkers, so don't be surprised if you get one or two leftfield questions!



## 05 ASK QUESTIONS AND DOUBLE CHECK

If you don't understand the question, would like something clarified, or hear an unfamiliar term, don't be afraid to ask.



## QUICK LINKS...

- 02. WHAT'S INSIDE
- 03. WE GET AHEAD WITH A HEAD FOR BUSINESS
- 04. LET'S GET SPECIFIC
- 05. WE'RE LOOKING FOR INTERNS TOO
- 06. WE'VE COVERED WHAT IT'S ABOUT
- 07. WHAT'S IN IT FOR YOU?
- 08. GRADUATE PROFILES
- 10. LOTS OF PERKS BEYOND THE PAY CHEQUE
- 10. WE GIVE BACK
- 11. A WORKPLACE WHERE EVERYONE BELONGS
- 12. OFFICES IN PRIME LOCATIONS
- 12. AN INFORMAL, FLEXIBLE PLACE TO WORK
- 13. APPLYING FOR STRATEGY ANALYST ROLES
- 13. PREP HINTS AND TIPS
- 14. GET IN TOUCH

# GET IN TOUCH

If you've got questions, we'd love to hear from you. Email us at [ukgraduaterecruitment@capitalone.com](mailto:ukgraduaterecruitment@capitalone.com)

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