



# CREATING A BRIGHTER FUTURE IN TECH

Join us and push the boundaries of technology, **One** good thing at a time.



## QUICK LINKS

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# THINGS WE CARE ABOUT.

## LOOKING AFTER OUR COLLEAGUES

Our people work hard, and we believe they need to be looked after. Join us and you'll be able to take advantage of a wide range of tailored benefits designed to support your physical, mental, financial and social wellbeing.

## GREAT PLACES TO WORK

Nottingham or London – whichever office you join us in, you'll find an inclusive and welcoming space, designed to help you and your team be as productive as possible.

## WORKING FLEXIBLY

We're big on collaboration and connection and our core office days are Tuesday, Wednesday and Thursday. That said, how and where you work will usually be led by the type of work you're doing, and the working patterns of the people you partner most closely with.

## GIVING BACK

We give back to local communities in a number of ways. One example is our strategic partnership with National Numeracy – a charity helping children and adults in the UK to feel more confident with everyday maths.

## OUR ENVIRONMENT

As a responsible, transparent and forward-thinking business, we're actively limiting our impact on the environment by being responsible with resources and helping employees, suppliers and customers make greener choices.





## QUICK LINKS

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# PACKED WITH BENEFITS & PERKS.

We don't have space to cover all the benefits and perks here, but we can give you a taste:

## PHYSICAL

Whether you're keeping fit with our free, fully-equipped on-site gym in Nottingham or enjoying the view from our unique London rooftop running track, we've got your physical wellbeing covered. You can also access gym discounts and our Aviva Private Medical Insurance.

## MENTAL

If you need a longer break, you can top up your 25 days' holiday by buying up to five more, and with dedicated care days you don't need to worry about taking time off to care for those you love. Further support is provided in the form of Aviva's Mental Health Pathway service and the Yumatter employee assistance programme, which includes remote, face-to-face and self-directed therapy. We even give you access to a premium meditation app.

## FINANCIAL

Cut your costs with an interest-free travel ticket loan and get discounts at lots of high street stores. You can also take advantage of our cycle-to-work scheme, and interest-free travel ticket loans. Start preparing for your future (it's never too early), with our pension and investment schemes.

## SOCIAL

You can dance the night away at our annual Capital One summer festival, get to know your team at our office fun days, and get involved in the wide range of corporate social responsibility initiatives where we give back to our local communities.





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# EVERYONE BELONGS.

We're interested in hiring the best people, not the same people. So whoever you are, wherever you come from, and wherever your journey is taking you, you'll be welcome here. As much as we champion diversity as a company, it's our people that make our culture the way it is, and you'll play a part in that too!

- We're on **Stonewall's Top 100 list** for leading LGBTQ+ inclusive employers.
- We're a proud sponsor of Nottinghamshire Pride.
- We're supporters of Code First Girls – a community on a mission to transform the tech industry by providing the skills, confidence and inspiration for women and non-binary people to become developers.
- We also partner with 'Women in Banking & Finance', 'Race At Work Charter', 'upReach', 'Inclusive Companies' and many more.





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# BUSINESS RESOURCE GROUPS (BRGs).

Here at Capital One we encourage you to seek out groups to help you build your awareness and allyship, and support vital channels for creating opportunities for inclusion and growth.

BRGs are the Capital One version of employee groups. There's a huge range of them, including:

### **empowHER**

to attract and develop women leaders of tomorrow

### **REACH**

a place to celebrate race, equality and cultural heritage

### **OutFront**

to champion LGBTQ+ inclusion and bringing your whole self to work

### **Equality Allies**

for everyone with an interest in diversity, inclusion and belonging

### **Womenintech**

promoting an inclusive environment in technology

### **UK Green Team**

where we champion everything sustainable

### **Mind Your Mind**

our mental health network





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# FROM GRAD TO CEO.

**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.**

**Lucy Hagues, 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 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# TECHNOLOGY AT CAPITAL ONE.

**THIS IS WHERE THE MAGIC HAPPENS.**

Where we create **game-changing new software** for our customers. **Build new solutions.** Tackle all sorts of **business challenges.** And keep everything running smoothly.

Right from the outset, we'll give you **ownership of projects** that will make a **positive difference to our customers.** Real business projects with tangible outputs that enable you to measure your progress and potential.

Get ready for **design-thinking, open source software, public cloud, APIs, an agile mindset** and more.





## QUICK LINKS

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# CORE TECH AREAS.

There's a lot to learn and experience. Depending on the length of your programme, you'll rotate around a number of our core technology areas.

## SERVICES

These teams handle the back-end services that support our applications and platforms. They develop the APIs that allow us to serve our customers quickly and reliably, and the tools that enable our front-line colleagues to provide the best support.

**Core tools:** Java, AWS



## MOBILE

Mobile is a huge part of our customer experience – our apps have been downloaded three million times. These teams work on both Android and iOS applications, as well as the backend components that support them.

**Core tools:** Android – Kotlin and Java, iOS – Swift and Objective-C

## WEB

The work of these teams covers every step in the customer's journey – from the website pages that showcase our products, through the sign-up process, to all aspects of card management once they've joined.

**Core tools:** React, Node, AWS





## QUICK LINKS

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

### DATA

We generate a lot of data. Our teams here develop the vital software that keeps it stored safely, while allowing us to access it to inform our decisions. Working here could involve developing and supporting our real-time data pipelines, or developing our future machine-learning platform.

**Core tools:** Java, Python, AWS

### CLOUD PRODUCTIVITY ENGINEERING (CPE)

Our CPE teams are all about improving the developer experience at Capital One. Their work saves time for all of the other technology teams by speeding up processes and providing developers and engineers with more efficient tools

**Core tools:** Node, Python, Java, Kotlin, Groovy

Across these areas, you'll learn new skills and grow your confidence, building the solid foundation you need at the start of your career. You'll become proficient in agile ways of working, and get used to daily stand-ups and collaborative design.

Whatever you're doing, you'll help us build more impactful and engaging tools and services, and deliver an even better customer experience.





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# OUR EARLY CAREERS TECHNOLOGY PROGRAMME.

All of our programmes are designed with one objective in mind:

**CREATING A BRIGHTER FUTURE IN TECH**



  
**10 WEEKS**



  
**1 YEAR**



  
**2 YEARS**

Whichever one you join, you'll be offered great training to support your development in two main areas:

## TECHNICAL DEVELOPMENT

This is about giving you the very best start. We'll focus on your development needs as you get used to the workplace, take on new responsibilities and learn new skills.

## PERSONAL & PROFESSIONAL DEVELOPMENT

This is all about helping and encouraging you to be self-aware, recognise your strengths, establish your preferences and realise your career ambitions.





## QUICK LINKS

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# GET TO KNOW YOUR SUPPORT NETWORK.

A career with us will be challenging and you'll need to work hard to succeed. But, in our business, you'll have a network to support you from day one.

## YOUR MANAGER

..will be there as you take your first steps in your career. They'll help you to set your goals, highlight opportunities and celebrate your successes.

## YOUR MENTOR

...will help you get settled, then unlock your potential. They'll share their knowledge and experience with you, and introduce you to our various systems and ways of working.

## YOUR BUDDY

...will be the first of many connections you make. Any questions, problems, concerns? Ask your buddy – and if they don't have the answer, they'll be able to point you to someone who does.

## GRADCOMM

...will empower your personal development, help you grow your network and ensure you have a good time doing it through inclusive and fun events and activities.

## GRADCONNECT

...is a group created for female and non-binary graduates, and their allies. Events are informal and a chance to connect with people you might not otherwise meet in your day-to-day work.

19<sup>th</sup> overall in  
**THE BEST 100 STUDENT  
EMPLOYERS 2023-24**  
( & 5<sup>th</sup> in banking)





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# CAN YOU SEE YOURSELF HERE?

MEET SOME OF OUR CURRENT EARLY CAREERS STARS  
AND GET A SENSE OF **WHAT YOU COULD ACHIEVE.**

## JOSS...

IS ONE OF OUR GRADUATE QUALITY ENGINEERS, HAVING PREVIOUSLY SPENT TIME WITH US ON A SUMMER TECHNOLOGY INTERNSHIP.

“ Having lived in Nottingham, I'd heard lots of great things from people who worked at Capital One.

The training and development I've experienced has been amazing. My mentor and the wider team push me to be **the best I can be.**

I'm now an AWS Solution Architect Associate and an AWS Developer Associate, **which Capital One paid for and supported me with.**

I've already had **a tangible impact** on the business. I was the main contributor to the new testing tools for our AWS services.





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply



## LARA-MICHELLE...

**JOINED AFTER LEARNING ABOUT US THROUGH CODE FIRST GIRLS. SHE'S NOW MAKING AN IMPACT AS AN INFRASTRUCTURE ENGINEER**



I wanted to work for a company that valued diversity, inclusivity and learning – values that aligned with my own.

I made it clear what I wanted to do, and my manager and mentor have helped me focus on **developing the skills that will take me there.**

I loved my time with **Code First Girls** and after finding out that **Capital One** was a partner I applied straight away

## LOTACHUKWU...

**JOINED US ON OUR TECHNOLOGY GRADUATE PROGRAMME AND IS CURRENTLY WORKING AS A SOFTWARE ENGINEER IN OUR DEVTOOLS TEAM.**



My interest in Financial Services was driven by my background in Lagos, Nigeria, a city with a vibrant FinTech scene.

My heart was set on helping to transform the industry; using the power of technology **to make a positive difference** to people's lives.

At Capital One, we're leading the way, and I get to be right at the **forefront of that change.**





## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply



## OLLIE...

COMPLETED A ONE-YEAR PLACEMENT WITH US, THEN JOINED OUR TECHNOLOGY GRADUATE PROGRAMME. HE'S CURRENTLY WORKING IN A FRONT-END WEB TEAM.

“ Early on in my Placement year I did a lot of pair programming with a senior engineer which was extremely valuable.

The best thing I've learned is to **take on work where there are big gaps in your knowledge**, as those are the times you learn the most.

The difference in quality between the code I could write before working at Capital One and now is **unbelievable**.

## IMAN...

IS CURRENTLY WORKING IN ONE OF OUR SERVICES TEAMS. SHE IS ALSO CO-CHAIR OF OUR REACH BUSINESS RESOURCE GROUP.



“ REACH celebrates race, equality and cultural heritage, and I knew that was something I'd love to get involved with.

Work-wise, I'm currently on a team that **creates, improves and maintains** the services on our mobile apps and website.

My team-mates encourage me to take on **bigger challenges**. And they're always there to offer me **support** when I need it.



## QUICK LINKS 🔍

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# WHAT YOU'LL NEED.

**Baseline coding skills are important**, but you don't need a background in Computer Science. Because you'll be working across multiple channels, however, what you will need are the **flexibility** and **aptitude for learning** to master lots of different tools and technologies.

As much as we'll be looking at your current coding skills, we also want to see your **potential and strengths**. We understand this may be your first role, or that you might not have experience within a professional tech environment. And that's okay, we don't expect you to be an accomplished developer – **just enthusiastic and a quick learner**.

# THE PROCESS.

To ensure a flexible and accessible process, every stage will be conducted virtually. You'll also have a dedicated recruiter to support you throughout and answer any questions you might have.

**1 SUBMIT YOUR APPLICATION**

**2 ONLINE ASSESSMENTS**

**3 VIDEO INTERVIEW**

**4 ASSESSMENT DAY**

**5 FINAL INTERVIEW**

**6 OFFER!**





## QUICK LINKS

01. Things We Care About

02. Benefits & Perks

03. Diversity & Inclusion

04. From Grad to CEO

05. Technology at Capital One

06. Early Careers Programme

07. Our Grads

08. Time to Apply

# HANDY HINTS FOR ACING YOUR APPLICATION.

## ? BE CURIOUS

Always ask questions. That's the best way to understand if this is the right programme and the right company for you.

## ♥ BE YOURSELF

At Capital One, you're valued as an individual for who you are and what you can bring. So don't ever feel you have to put on a front, or that you can't be your true self

## 🔍 DO YOUR RESEARCH

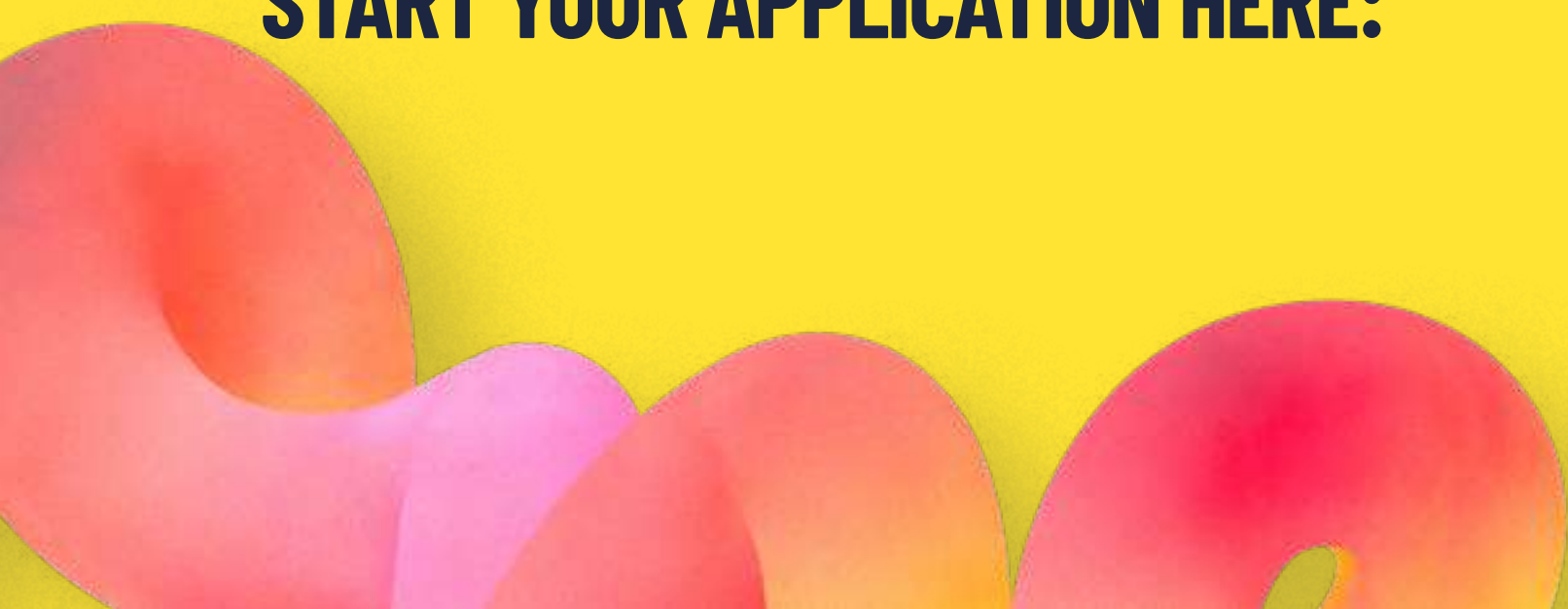
We're not really interested in hearing you regurgitate our company's history. Instead, we want to know what interests you about Capital One. Why have you applied?

## 👤 USE YOUR RECRUITER

Your recruiter is your doorway into the business. They are there to advise and support you through the process and beyond, so make use of this opportunity.

# TIME TO APPLY.

## START YOUR APPLICATION HERE:







THAT'S **One** GOOD THING.