

Arqiva Grad Scheme Frequently Asked Questions

December 2023

Can I apply for more than one role?

No, you can only apply for one role, but a lot of our opportunities would suit a variety of skillsets so when your application is reviewed the team will be considering you for all the opportunities. In your application you have the opportunity to mention other roles you are keen to be considered for.

How does the application process work?

The first stage is answering a few questions about yourself, your experience and why you are interested in the role. This shouldn't take long but is worth you spending some time completing as this is our first assessment point, you will then be invited to a telephone interview so we can find out more about you and if successful from there, we will invite you to an assessment process. After this we aim to get back to you with a decision and feedback within 48 hours after the assessment centre. Overall the process is really simple and focussed on getting to know you.



When are your assessment centres?

They will take place over February and March 2024 and are the final stage of the assessment process. We will endeavour to get back to you with a decision within 48 hours of your assessment centre.



Do I need a CV?

No, you do not need to provide a CV. As part of the application process we ask you to complete a few questions and this is all the information we need.

Do you rotate roles on your graduate scheme?

One thing our graduates love about our scheme is that you put you at the heart of our business in positions completing real work. The scheme is designed to accelerate your career with us so that at the end of the 2 years you feel really comfortable in your role. Therefore we don't rotate you around roles and instead allow you to spend time learning about different teams and roles whilst adding value and real impact in your position.



If successful when would I start?

Our grad and intern roles will start in September 2024. Our graduate roles are permanent positions. You spend your first 2 years on the scheme before you are then no longer a graduate and are promoted into your substantive role.

What happens at the end of the grad scheme?

The scheme is designed to develop your skills over the 2 years and allow you the space to learn on the job. At the end of the 2 years you will have completed your graduate scheme and be fully fledged in your role. The roles are permanent positions so there is a substantive role waiting for you at the end of the scheme.

What location will I be based in?

We have a number of sites across the UK and in most roles we operate a hybrid working model where people can also work remotely. We have advertised ideal base locations on our job adverts but we are always open to discussing this with you so we can ensure the base suits you but also allows you to connect easily with your team and fellow gads and interns.



What will I learn on the scheme?

Our roles focus around on the job learning so you gain real experience in the job. To compliment this we have a centralised development scheme which teaches you skills around social styles, communication, influence and presentation skills. We also have a variety of technical and digital learning tools. Each role will have a bespoke learning programme to ensure you succeed.