What does the bank of the future look like? How can we harness data and build bespoke solutions to transform our customer interactions?

Join us in exploring these questions and shaping the answers, on our Data and Analytics graduate pathway.

As a Graduate trainee you'll be gaining first-hand experience of the vital role data plays in our business and building a compelling blend of technical and people skills that will prove invaluable in your career.

About the programme

The aim of this two year programme is to equip you with the knowledge, skills and experiences you'll need to become a leading data professional.

Our Data and Analytics programme specifically focusses on helping the business put data at the core of its decision making and ensuring the business is able to make well informed, fact based, data driven decisions. You will learn how we are fundamentally changing how data drives customer experience; ensuring data is at the heart of how we contact our customers, making every interaction with them personal, timely and relevant.

You will be rewarded with a starting salary of £31,850. On top of your salary you'll also have access to our flexible benefits package.

During the programme you'll look forward to:

- Learning the technical skills needed to succeed as an analyst
- Interrogating, interpreting and visualising large volumes of data
- Learning how to articulate complex situations and technical work to non technical stakeholders
- Driving the use of data to ensure better customer engagement
- Developing confidence, influencing and stakeholder management skills

After a full induction the programme is structured around four, six month rotations, based in different areas of the Data function.
On completing the programme, we hope to see you join us in a permanent role. We'll be advising you on career development throughout, but particularly during your last rotation we'll focus on which roles you could step into next.

**Role**

The Data & Analytics pathway is excellent preparation for a wide range of career paths, and some of the possible next roles to move into could include

- Data Scientist
- Data Analyst
- Data Engineer

**Supporting you**

We pride ourselves on the professional support we offer our graduates, and the friendly, down to earth community our graduates have shaped themselves.

Before you start, you'll be paired with a 'buddy' (a graduate already on the programme) who'll be there to help you get settled, answer any questions, and share their experiences.

You'll also be assigned a Graduate Coach and a Placement Manager. Your Graduate Coach will be there to provide support throughout the programme, and will work with you to create a personal Capability Plan; your Placement Manager will provide rotation specific support, and will change with each placement. Together, they'll help you reflect on your progress, develop your career, and build your professional network.

**About you**

To be eligible for this programme you'll need to have, or be on course for, a 2:1 in your degree.

We're looking for curious and inquisitive people, with a real passion for data and technology and the drive to explore how it can be used to make a positive difference for our customers.

**You'll need**

- A strong customer focus
- Problem solving skills, with a willingness to learn and quickly adapt to change
- An innovative and creative mind-set
- Excellent communication skills and the ability to build great working relationships as you work towards a common goal