Curiosity.
Individuality.
Possibility.

IBM Services
Consulting

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IBM

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IBM Consulting

IBM Services is one of the largest consulting services organisations in the world. As an Associate Consultant at IBM you'll move between different projects, partnering with a variety of household names making a difference to everyday life. Whatever your background, our world-class training programme will equip you with all the skills you need and develop your understanding of business and technology. With IBM you will be empowered to become who you want to be.

TARGET jobs — **2020 WINNER** — Panel award — The graduate employer of the year — *National* Graduate Recruitment **AWARDS**

TARGET jobs — **2019 WINNER** — Panel award — The graduate employer of the year — *National* Graduate Recruitment **AWARDS**

TARGET jobs — **2018 WINNER** — Panel award — The graduate employer of the year — *National* Graduate Recruitment **AWARDS**

Consultant

As an Associate Consultant, you will apply a combination of business and technical skills to bring about change in organisations from both private and public sector. You will understand the client requirements and analyse their business and industry – advising them on best practice or strategy and implementing complex solutions on strategic projects. You will have a role in reinventing the future of business, working with household names and moving between different projects.

Data Scientist

As an Associate Data Scientist, you will analyse data and predict trends to make meaningful recommendations to clients and to deliver complex solutions and models. You will combine consulting and analytics, using strong communication skills and creative visualisation. Areas you are likely to get involved in include specialist analytics, business modelling support, benefits realisation and machine learning work.

Designer

As an Associate Designer, you will focus on addressing customer needs and designing some of the very best digital experiences. Combining IBM's Enterprise Design Thinking with other design processes, you will embed design principles into solutions. Creating user journeys or new product designs, you will deliver real benefits via digital services.

IBM Services Associates Programme

Associates Manager

You will be assigned a dedicated Associates Manager, giving you the confidence to make the most of every opportunity.

Induction

You will start your career with induction training, equipping you with the skills you need to start your consulting journey.

Training

You will regularly attend training and have access to high quality virtual training, allowing you to gain digital badges and IBM accredited certifications.

Responsibility

You will be given real work from day one of your client work, working in diverse teams with bright minds, many of them former Associates themselves.

Community

You will be part of a dynamic graduate community, living and working in a culture built on strong values and integrity.

Competitive Salary

We offer highly competitive starting salaries for both London and Manchester based living.

Healthcare

You will have a fully comprehensive, flexible benefits scheme including private medical cover.

IBM Rewards

You will have access to a wide range of exclusive offers and discounts with the UK's biggest retailers.

IBM...

- Is interested in me and my development
- Cares about my mental health and wellbeing
- Enables me to balance work and my personal interests
- Is diverse and inclusive with a friendly working environment
- Helps me make the world a better place
- Develops employees I can aspire to be

Quote from Jessica Thorne

Joined IBM Services Associate Programme in 2019

"When I think of IBM, I think about opportunity... the opportunity to learn from experienced and talented mentors who will encourage you to challenge yourself. The opportunity to be at the forefront of client relationships, embracing high levels of responsibility and accountability. The opportunity to tailor your development to areas of personal interest; enabling you to uncover your strengths, shape your career and drive innovation that matters."
- Jessica Thorne

About the programme

- Programme Duration: up to 2 years
- Starting Salary: from £32,000
- Base Location: London or Manchester
- Entry Requirements: on track for a 2:1 in any degree discipline

You are not defined by your degree

You are:
- Hungry to learn, expand your knowledge and improve your skills?
- Keen to show us your growth mindset?
- Eager to work with people and thrive in a collaborative culture?
- Excited by new challenges and responsibility?
- Adaptable and able to work with points of view, different to your own?
- Curious about how technology is changing how the world works?
- Happy to spend time away from home, working at client offices across the UK (and possibly further afield)?

Inclusive IBM

Diversity at IBM

We believe that a key barrier to participate in tech for people from diverse backgrounds is the lack of diverse representation they see from tech companies. We understand the importance of seeing someone similar in your workspace and how that plays a role in deciding your future company.

What are IBM doing to overcome those barriers?

IBM is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender identity, sexual orientation, national origin, genetics, pregnancy, disability, age, or any other characteristic. We are proud to showcase our diverse IBMers, and that's why we are recognised for our diversity, winning awards both for individual IBMers and IBM as a whole.

Just a couple of initiatives that we are proud of in the D&I space include the creation of the field guide for Managers and Leaders – 'Advancing Racial Equity in Design' - ibm.com/design and IBM stepping away from the facial recognition software market in 2020 - ibm.com/blogs/policy.
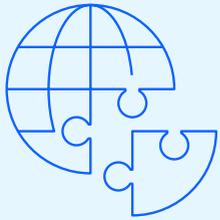
At IBM we have so many groups, campaigns and communities that you can join that are centred around Diversity and Inclusion. We have Business Resource Groups (BRGs) which are a collection of different communities that you can join at IBM. These groups are focused on enhancing career development, promoting an inclusive work environment as well as allyship, and generating business value through internal and external activities. Some of our BRGs include LGBTQ+, BAME – Black, Asian, Minority Ethnic -, People with Diverse Abilities and many more.

We take Diversity and Inclusion seriously and strongly encourage our employees to complete the Be Equal Badge which involves a series of learning modules as well as practical demonstration of tangible involvement in D&I initiatives at IBM.

IBMers play an active part in the D&I calendar of events throughout the year. For example, Black History Month at IBM UK in 2020 allowed IBMers to interact with eminent authors and academics such as Akala and David Olusoga via interviews and panel events.
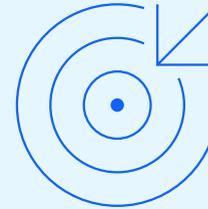
Sustainability at IBM

IBM has pledged to be carbon neutral by 2030. This target is years ahead of the globally recognised Paris Climate Agreement, and perfectly illustrates the company's commitment to environmental leadership. IBM's global Environmental Management System (EMS) will drive forward this effort, building on decades of previous work. IBM is also accelerating the sustainability of its clients around the world through the use of sustainable design thinking. Integrating these practices at the outset of any design process challenges teams to build solutions that do right by our planet.

More on our ground-breaking research and client solutions can be found here:

ibm.com/blogs/corporate

Training and development

Our award-winning, bespoke training will make sure you have the personal, business and technical skills to take your career wherever you want to go - from a formal mentoring program and career development to peer support and professional development. You'll work on real projects, with real clients, all whilst being supported to gain as much as possible from the experience.

At IBM we have many training opportunities to support you in your role - you can even start before you join us! IBM SkillsBuild for Students is a free digital learning platform that anyone can access to explore new technologies, build workplace skills and earn professional badges to add to your CV. Why not sign up now, complete some learning and get ready for a career in tech.

skillsbuild.org/students

SkillsBuild

Application Process

Taking the first step in your consulting career is a big deal. You want to make sure you're choosing an organisation and a graduate programme where you can be yourself and thrive. If this sounds familiar, IBM's award-winning global graduate consulting programme is for you!

Our application process ensures you have the opportunity to learn about IBM whilst giving you every opportunity to show us who you really are.

Apply – 5 minutes
Simply fill in your personal details, and upload your CV to receive a confirmation of application and access to testing.

Testing – 1 hour in total
You will be automatically sent a link to our online testing platform.
Learn more

Application Form – 2 hours
You will be sent an online application form where we ask you five questions to supplement your CV. They are no secret so you can think about them ahead of time and have plenty of time to prepare.
Learn more

Assessment Centre – half a day
Come and spend some time meeting the GBS Services Associates Team. You will participate in different exercises to test your skills.
Learn more

Business Interview – 1 hour
This interview is specific to the business area you have been matched to. It's a chance for you to demonstrate you have done your research and have some understanding of what we do.
Learn more

Contact us

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