



GRADUATE PROGRAMME

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Lucy Group

Why join a graduate programme?

Joining Lucy Group as a graduate provides a smooth transition from education to your chosen career path. Our graduate programme offers a well-structured pathway to acquire invaluable work experience, enhance essential skills, and build a strong foundation for your career.

Throughout this two-year programme, you will benefit from dedicated training and mentorship, supported by a comprehensive learning and development framework designed to help you excel.

You'll gain exposure to a variety of departments within your field, acquire practical real-world skills, and develop lasting professional networks. Additionally, you'll gain insights into career progression opportunities and position yourself for a competitive edge in your industry.

Lucy Group profile



A growing multinational company

Lucy Group is a growing multinational company headquartered in Oxford. We are no. 22 in the Thames Valley 250's latest ranking of privately owned businesses.



Our important mission

Our mission is to develop innovative solutions that advance the built environment and gear it up for net zero. Through game-changing energy distribution technology, smart control, and eco-friendly homes, we're working tirelessly to make the structural landscape sustainable and to safeguard our planet for future generations.



Our manufacturing heritage

The Group trades worldwide, employing over 1,800 people across 5 continents and 12 countries, and has offices and factories in strategic locations around the globe. For further details, you can view our map.



What do we do?

Energy Distribution

Our electric switchgear and expertise in digital monitoring & control link energy generation to consumption, while supporting the transition to renewable energy.

Smart Cities

Our intelligent street lighting, electric vehicle charging infrastructure and IoT connectivity deliver operational efficiencies and energy savings while reducing CO2 emissions.

Electrical Safety

Our fuse products offer a reliable, zero maintenance means of protecting equipment, keeping people safe, and ensuring uninterrupted power.

Real Estate

Our real estate businesses support sustainable living through responsible property development and investment.

Why follow a graduate programme at Lucy?

Wired for success

Our graduate programmes are transformative experiences that combine practical knowledge with expert mentorship.

They provide an ideal foundation for building a successful career.

- 1 You join a growing organisation involved in growth markets, so can benefit from multiple career pathways.
- 2 You will be allocated a mentor to provide guidance and make sure you are settled and happy at work.
- 3 Depending on your programme, the Learning and Development team will collaborate with department heads to design an industry-leading experience that enhances your expertise beyond traditional academic learning.
- 4 You will be set performance and development objectives straight away to outline what you will be doing and what your expected outcomes are.
- 5 You will receive a graduate rotation plan detailing the departments and sectors you will work in, as well as the mentors who will support you throughout your programme.



Graduate programme criteria



ENTHUSIASM

Enthusiasm about your chosen graduate programme will drive you to learn, grow, and excel in your future career.



RELEVANT DEGREE

Hold a degree in a relevant subject, providing the foundational knowledge needed to build a successful career.



DEDICATION

Benefit from ongoing professional development while gaining valuable real-world experience in your chosen field.



Meet Matt Bryant Talent Development Partner

In this short video, Matt outlines the academic qualifications and attributes we look for in graduates, as well as providing application advice and insights into long-term prospects at Lucy Group.

Scan the QR code to learn more from Matt Bryant



Lucy Group provides opportunities to grow your career in a supportive, inclusive culture that encourages professional growth and development.

- Matt Bryant, Talent Development Partner, Lucy Group

Graduate FAQ



Why do graduates matter to Lucy?

- Graduates play a key role in the successful growth of our business. As we evolve and respond to market changes, the demand for fresh perspectives and innovative skillsets continues to grow.
- A key example is the shift towards digitisation across various disciplines, which is crucial to our future success.
- We are always looking to introduce fresh talent and ideas to our business, across all age and experience brackets.

What kind of work is on offer and for whom?

- We design graduate programmes not only for traditional subject areas but also to meet bespoke business needs, staying at the forefront of emerging technologies such as AI, machine learning, and digitalisation.
- Whatever stage you are at in your career, we are happy to discuss changing career paths and exploring new options. We will provide expert advice on the business requirements to support these transitions.
- Graduates bring fresh ideas and help shape our future. Whether starting out or building on experience, we support their growth with tailored development, study time, and opportunities in our growing international organisation.

Where can a graduate role take me?

- Graduates have the opportunity to specialise in their chosen field or explore different areas of the business. Their fresh perspectives, combined with the skills they develop through experience, equip them for exciting career advancement and leadership opportunities.
- Our graduate programmes are designed to build skills, provide mentoring, and offer exposure to various areas of the organisation. Graduates gain hands-on experience, develop confidence, and contribute to meaningful projects.
- With access to workshops, certifications, and opportunities to collaborate across teams, even internationally, they can broaden their horizons and shape exciting career paths.

Transform your career prospects as a Lucy graduate.



Example graduate roles



Finance Graduate

The Finance Graduate Scheme offers exposure to diverse activities, including:

- **Financial Reporting:** exposure to International and UK financial reporting standards.
- **Management Accounting:** experience transactional accounting and maintain financial records.
- **Treasury:** cash flow forecasting, stakeholder management, and foreign currency assistance.
- **Taxation:** compliance with corporation, VAT and employment tax, and tax advisory projects.
- **Financial Planning and Analysis:** learn about budgeting, forecasting and monthly accounting processes.

Engineering Graduate

Engineering Graduates specialise in software or hardware. Experiences include:

- **Product Specification:** understanding corporate products and specifications.
- **Artefact Development:** hardware graduates use industry-standard toolsets, while software graduates use programming languages to develop artefacts.
- **Peer Review and Testing:** assessing all aspects of product requirements and design.
- **Customer Support:** improving legacy products and investigating defects.

Engineering graduates will collaborate with colleagues in manufacturing, product testing and sales.

Marketing Graduate

The Marketing Graduate Scheme encompasses three key areas:

- **Market Research:** analysing industry trends and customer insights to shape product roadmaps.
- **Product Management:** influencing product-related decisions, from product development to pricing and localisation strategies.
- **Marketing Communications:** including collateral, website management, CRM campaigns, advertising, PR, and events.

Graduates could also spend time in corporate communications. This programme develops skills for a successful career in Marketing & Communications.

HR Graduate

HR Graduates will experience various departments and choose one of these specialisms after their scheme ends. Key areas include:

- **Employee Development:** identify and implement training provisions.
- **Early Careers:** design and develop early careers programmes.
- **Compensation and Benefits:** administer employee benefits plans.
- **Recruitment:** coordinate with hiring managers to manage applications.
- **Wellbeing, Culture and Engagement:** help deliver a global wellbeing strategy and enhance workplace support.

IT Graduate

IT Graduates follow a structured pathway equipping them to leverage technology to drive business transformation. Responsibilities include:

- **Developing IT solutions:** analysing business needs, providing system implementation support, troubleshooting issues, and enhancing efficiency through technology.
- **Optimising systems:** supporting, developing, and optimising enterprise applications and processes.
- **Ensuring best practices:** exposure to ERP, CRM, and other business tools, gaining hands-on experience in data management, automation, and systems integration.

Graduate rotations



Our graduate rotation brochure provides an extensive overview of the mentors you will collaborate with. This ranges from production through to marketing and HR.

All our structured rotations ensure a seamless start to your journey, enabling you to experience different roles and areas within your chosen subject. It allows us to assess graduates' skills and natural capabilities, as well as to design and deliver a career structure.

The rotations ensure that graduates become well-rounded, adaptable, and aligned with the organisation's needs. The programme also fosters innovation and collaboration, as fresh perspectives are brought to different teams, contributing to overall business success.

Scan the QR code to view an example graduate rotation





Understand where your passion lies and research the best options for you.

Our recruitment experts will shortlist candidates and coordinate with the hiring manager to finalise the interview list.

Role goes live: February
Interviews: March/April
Start date: September

If shortlisted, you'll be invited to a 45-minute virtual interview, typically within 2 weeks of applying.

Lucy Group would make a formal offer based on the outcome of the interviews and aptitude assessment.

Decide on a graduate route

Shortlisting by Lucy Group talent team

Invite for a virtual interview

Formal offer

1

2

3

4

5

6

7

8

Online application

Vocational aptitude assessment

Invite for a face-to-face interview

Start your graduate role

Make sure to include a comprehensive CV and Cover Letter.

A vocational aptitude assessment evaluates an individual's abilities, interests, and traits needed for success in a specific occupation and is the final step before an offer.

If successful in the virtual interview, you'll be invited to a 1 to 1.5-hour competency-based interview with the future/early careers team at the relevant Lucy Group office.

The beginning of your graduate programme!

Recruitment process

Our graduate recruitment process is designed to identify and nurture the next generation of talent.

We are committed to offering an engaging and supportive journey that helps you unlock your full potential. From application to onboarding, we focus on providing a transparent and rewarding experience, ensuring that you have all the opportunities needed to thrive in your career with us.

Whether you're looking to specialise or explore different areas of our business, this process will guide you every step of the way.

Start by contacting Matt Bryant, our Talent Development Partner: matthew.bryant@lucygroup.com



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**MAKING THE BUILT
ENVIRONMENT SUSTAINABLE**



Lucy

WWW.LUCYGROUP.COM



SCAN ME

Eagle Works,
Walton Well Road,
Oxford, Oxfordshire,
OX2 6EE.

learning@lucygroup.com