

Unleash your potential. Join our graduate programme...

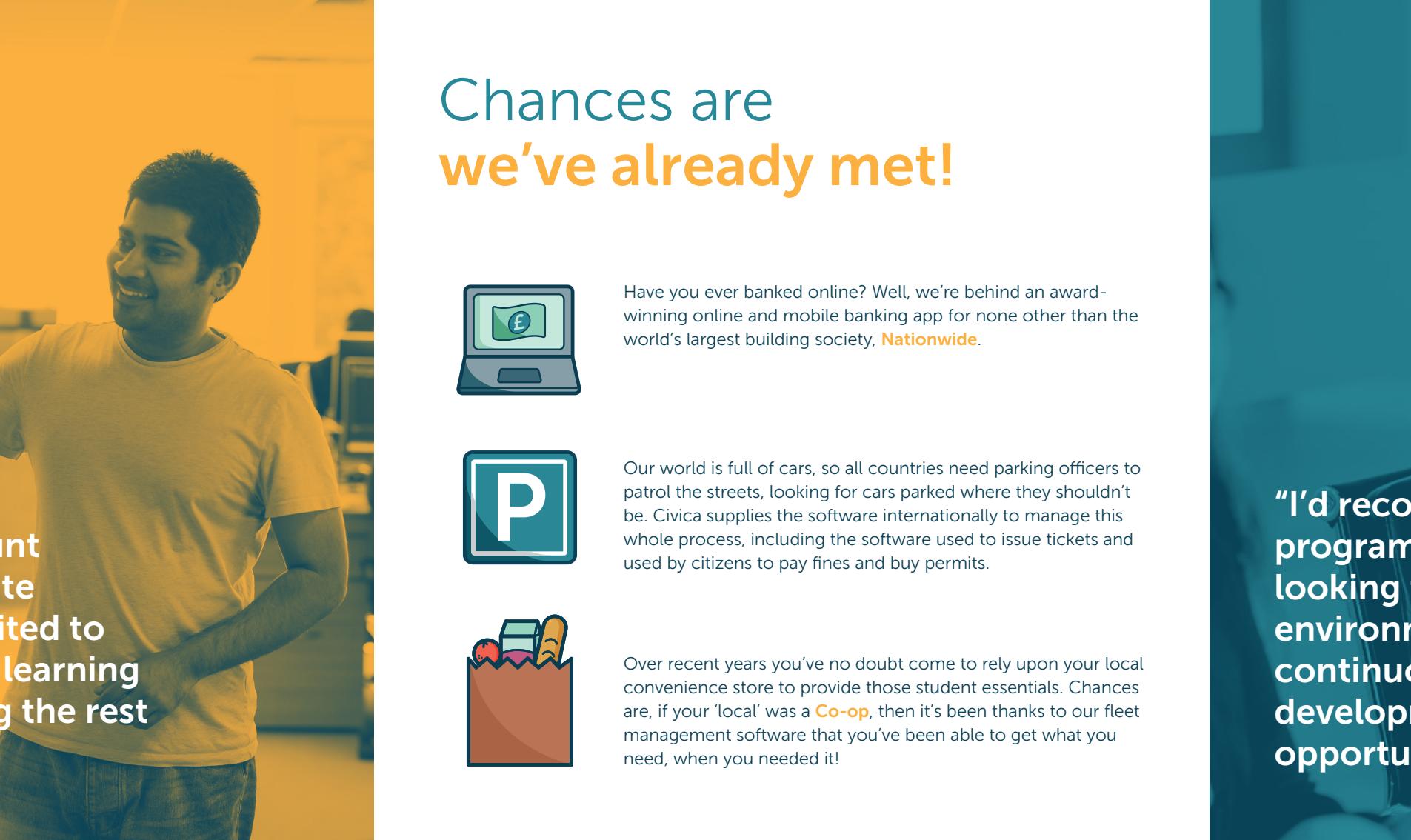
At Civica, we never stand still...

As a market-leading specialist in digital, critical software and outsourcing, we never stand still. So, you won't either! At Civica, every day is different. From new faces and experiences, to opportunities and challenges, it's our people and culture that makes us different. After all, our growth and success over the last 15+ years hasn't been coincidental. It's been down to us attracting, recruiting and retaining, fresh thinking individuals with a passion to make a difference. Individuals just like YOU!

Find us using 'CivicaUK' on...



www.civica.com



"I've learnt a huge amount since joining the graduate programme and I'm excited to be able to continue this learning and development during the rest of my career at Civica."

IT or not IT? That's the question...

As a member of our IT community at the very heart of our business, you'll be exposed to exciting, agile and innovative ways of working - from programme design and upgrades, to product testing, software development and support.

Here's just some of the IT roles available:

- ▶ Software tester
- ▶ Software engineer
- ▶ IT support
- ▶ Business analyst.

Sales

In a business development role, you'll get to promote the strengths and successes of our products and services to ensure the future success of our global business.

Our graduate programme

Our two year Graduate Scheme helps develop people who are passionate about and show great potential in their chosen field. We'll help you discover where your expertise lies by combining formal learning with real life challenges. Your on the job learning will also be complemented by a series of formal training events delivered by the Civica Academy, seeking to develop your interpersonal skills.

Chances are we've already met!

Passion.

That's our secret. We employ the most talented, qualified and experienced graduates, all of whom exhibit professionalism, consistency and integrity in everything they do. We promise that the only career limitation will be your own ambition!

Commitment.

Our people and their commitment to do well for customers, colleagues and communities, is a defining characteristic of Civica.

A degree.

To apply for one of our graduate programmes you must have a degree, preferably relevant to the path you're looking to take, ideally used by citizens to pay fines and buy permits.

Sales

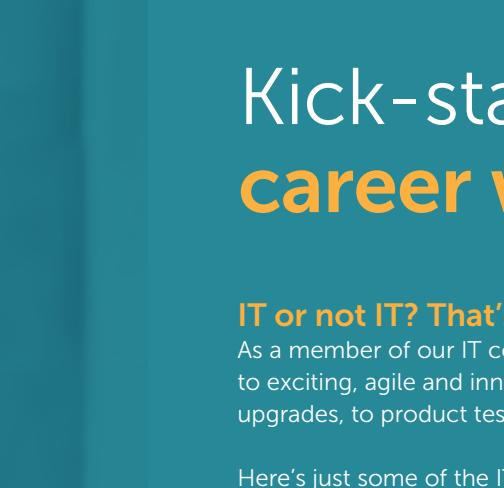
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Excellent communication skills, a proven ability to work as a team and great interpersonal skills

count. We'll also be looking for you to be self-motivated and work on your own initiative. At Civica we embrace diversity and appreciate individuality, so don't forget to tell us about your passions and adventures!

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Kick-start a successful career with Civica

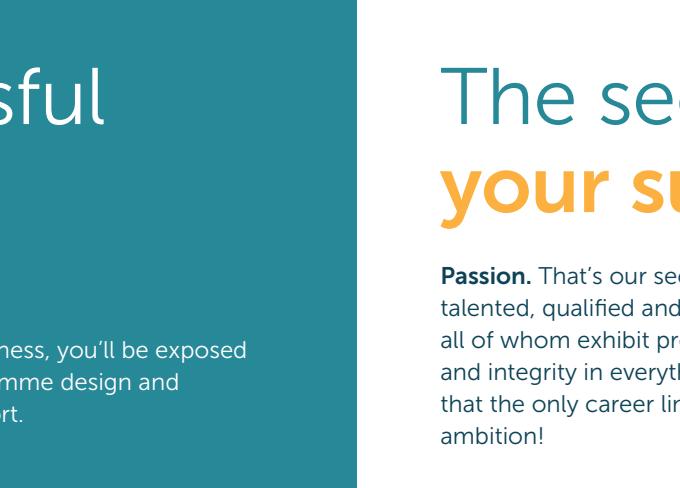
"I'd recommend the programme to anyone looking for a rewarding environment of continuous professional development and opportunity."

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The secret to your success



CIVICA
Transforming the way you work

Horizons

Unleash your potential