

GROW WITH US

LIBERTY GLOBAL
GRADUATE SCHEMES



ABOUT LIBERTY GLOBAL

Liberty Global is one of the world's leading converged video, broadband and communication companies. We connect 11.5 million customers in six countries across Europe, operating under trusted brands such as Virgin Media, VodafoneZiggo, Telenet and UPC.

This is where we engineered the solutions to deliver Gigabit broadband speeds to our customers and created our cutting-edge flagship video platform Horizon 4. It's also where we are working to improve the digital lives of all our customers in the future.

Our substantial scale and commitment to innovation enable us to develop market-leading products delivered through next-generation, fibre-based networks that connect over 10 million customers subscribing to 25 million TV, broadband internet and telephone services and over 6.3 million mobile subscribers.

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WE INVEST, INNOVATE AND EMPOWER WITH PURPOSE.

Investing in the technology, talent and territories with the most potential. And, as we deliver for our customers, we build value for our shareholders and our 20,200 employees, rewarding those who commit to us over the longer term.

At Liberty Global, our employees are encouraged to develop their skills, cultivate their leadership credentials, experience different environments and realise their ambitions within a company culture that is defined by being:

Agile

We are resilient. We strive to embrace change, evolve, transform and adapt quickly.

Limitless

We are bold, restless and push boundaries to set new standards in all that we do.

Straight Up

We are authentic, transparent and do the right thing for our customers and organisation.

United

We respect collaborative relationships and embrace our differences to achieve our goals.

Our graduate schemes will provide you with the opportunity to fast-track your career from the very beginning. Through department rotations, our graduates benefit from accelerated development covering core business skills and technical capabilities suited to our dynamic, fast-paced and unique environment. You may also get the chance to work internationally in one of our amazing operating companies.



FINANCE

GRADUATE SCHEME

Finance is an essential part of our business, striving for effective deployment and optimal returns on capital, delivering an efficient control and planning framework, and driving our levered equity strategy.

Join us here, on our dedicated graduate scheme, and you will have the opportunity to cultivate your future leadership credentials while developing both your functional and technical expertise and studying for an internationally recognised, professional qualification.

FIND OUT MORE

www.libertyglobal.com/people/graduate-programmes

Our scheme

Based across our group locations, this three-year scheme has been designed to accelerate your progression through end-to-end exposure across the Finance organisation.

You'll undertake a series of 12-month rotations across a range of departments, enabling you to gain experience of different facets of our Finance operation, while building a wider understanding of the business and contributing towards our unrivalled success.

There will be opportunities to gain experience in several core areas. For example:

- Accounting & Reporting
- Risk & Compliance
- Internal Audit
- Procurement
- Business Control
- Capital Allocation & Financial Planning
- Real Estate

As you progress through the scheme, you will have the chance to gain experience in more specialist areas. For example:

- Treasury & Corporate Finance
- Investor Relations
- Strategy, M&A & Content Investments
- Tax
- Group Consolidation & Technical Accounting

We will also fully fund and support you to achieve your CIMA qualification with generous study leave and pay progression that are both way above industry standard.

Your attributes

You must be fluent in English, globally mobile and eligible to work in both the EU and UK, as the scheme could involve assignments across Europe. A level 7 (or above) degree/equivalent is also essential – but it doesn't matter what discipline it's in. We're more interested in your passion for pursuing a career in Finance, your love of being challenged and your desire to come up with ideas that inspire and influence our senior leaders. Our ideal candidates are curious, resilient, collaborative, highly analytical and confident enough to question the ways we work.

We will also be looking at your leadership potential – and individuals who make excellent leaders at Liberty Global are:

- Co-creators who can develop and execute strategies
- Entrepreneurs that are relentless in their drive for results
- Innovators who strive to meet our customers' future needs
- Inspirational individuals with outstanding communication, organisational and analytical skills

Scheme details

Duration:

3 years

Salary:

Dependent on location c. €40K/£35K + amazing benefits

Locations:

Amsterdam, UK & potential other international locations



OUR FUTURE OUTLOOK IS EXCITING, TOGETHER

The world is changing at lightning speed, and we're growing, evolving and scaling our capability to stay ahead

Our products and services enable access to totally connected entertainment AND a great experience

And never before have we invested more in our customers, our people, and our company





TECHNOLOGY AND INNOVATION GRADUATE SCHEME

Technology and Innovation are at the heart of our business. This is where we engineered the solutions to deliver Gigabit broadband speeds to our customers and created our cutting-edge flagship video platform Horizon 4. It's also where we are working to improve the digital lives of all our customers in the future.

Join us here, on our dedicated graduate scheme, and you will have the opportunity to cultivate your future leadership credentials while developing your core functional and technical skills.

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Our scheme

This two-year scheme has been designed to accelerate your career progression through end-to-end exposure across the organisation.

Undertaking four six-month rotations across different departments, you'll gain a deep understanding of a wide range of business areas covering TV, broadband, mobile and fixed voice communications while contributing to our unrivalled success.

There are many different areas the scheme could expose you to. For example:

- Product Development & Strategy
- Project Management
- Network Planning & Design
- BI & Data Analytics
- Customer Value Proposition (CVP) Creation

Our graduates have been involved with projects ranging from Cloud Gaming to Smart WiFi and online security, and the opportunities for learning are endless!

Along the way, you will have opportunities to collaborate with colleagues across Europe and potentially work in our various operating companies and undertake rotations abroad. We're also committed to your continued career development. So, on top of the first-hand experience and on-the-job training our placements provide, we will support your personal development plan and help you achieve charterships and professional certifications if you desire.

Your attributes

You must have the right to work in the Netherlands, where this scheme will be based (although there may also be opportunities for you to work in locations such as the UK, Belgium, Switzerland and Poland).

A level 7 (or above) degree/equivalent (expected or achieved) is also essential – but it doesn't matter what discipline it's in. We're more interested in your passion for technology and innovation and your desire to come up with ideas that inspire and influence our senior leaders. Our ideal candidates are curious, collaborative, creative free thinkers who have the confidence to share their thoughts and challenge the ways we work.

We will also be looking at your leadership potential – and individuals who make excellent leaders at Liberty Global are:

- Co-creators who can develop and execute strategies
- Entrepreneurs that are relentless in their drive for results
- Innovators who strive to meet our customers' future needs
- Inspirational leaders with outstanding communication, organisational and analytical skills

Scheme details

Duration:

3 years

Salary:

Dependent on location €40K / £30K + amazing benefits

Locations:

Amsterdam, UK & potential other international locations



SALARY & BENEFITS

When you're part of the Liberty Global family, no matter which scheme or which country, you can trust us to do the right thing by you. We go all-out to be a great place to work and whilst your salary and benefits could differ depending on your market location we offer some pretty impressive benefits.



25 days' holiday each year



Contributory pension scheme



Season Ticket Loan



Team Rates - offers, deals and perks on mobile, broadband, TV and home phone services



Employee Assistance Programme



Insurance - Including private medical, health, dental, life assurance, travel, ANWP gap insurance and disability



Bicycle - Ride to work scheme & Bicycle purchase scheme



And there's much, much more including a range of personal and family benefits and a range of other discounts

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TRAINING & DEVELOPMENT

We're committed to developing talented people to move onwards and upwards through our organisation.

We'll give you the opportunity to develop your career within one of the world's leading converged video, broadband and communication companies.

In whatever role you see your future, all of our graduate and intern schemes have been designed to give you end-to-end exposure across our entire business. Ultimately, this is about shaping our future and yours.

You'll gain on-the-job experience through your placements, and this will be complemented by our tailored development programmes covering business skills as well as the technical expertise you'll need to cultivate a rewarding career with us.

We believe our programmes will provide you with a foundation of experience, skills, knowledge and behaviours that you'll need to be successful with us. And, if it's relevant to your development and the graduate programme you're on, we'll give you the financial support, study leave and your own personal development plan to gain a professional qualification.

Induction

You will begin your scheme with either a global graduate induction or an intern induction dependent on the programme you've applied for.

The training and support begins from the minute you walk in the door, with our carefully planned induction programme. As well as giving you an overall understanding of our company, our culture and how we work, you'll get to meet everyone you need to know to start forging new friendships as well as your own future network.

Your support network

All our graduates and interns benefit from the advice and support of a dedicated programme network. This includes a technical buddy who'll get you settled in your role, as well as helping you review your experiences and performance at the end of each placement to create a development plan. And, our graduates and interns will also get support from the future careers team, line managers, and scheme sponsors to provide technical support throughout the programme. Plus the wider global graduate and intern community!

After the scheme

By the end of your programme, you'll know all about our business and have a clear idea of what your future with us could hold – while having lots of fun along the way too! And with Liberty Global you can go as far your ambition takes you.

THE APPLICATION PROCESS

So, you've had a good read through our programmes and have decided that working for us is for you.

The next step is simple, it's time to 'Turn It On' and start your career. Take a look at the recruitment process to make sure you're clear on the stages we want you to complete.

The Application Process

Our recruitment process has just four stages. Each step gives us the chance to get to know you a little better and make sure you're right for the scheme. But, more importantly, that you have all the information you need to decide if we're the right fit for you too!



1. Application form



2. Situational Judgement Test



3. Video Interview



4. Assessment Centre

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