

# EMBRACE

## Early Careers

### Insights from Capgemini

Emma Bateson. Mark Scaithe. Jen Roberts

11<sup>th</sup> March 2026





# Agenda



Emma Bateson  
Microsoft Partner  
Manager



Mark Scaife  
Microsoft Business  
Group CTO



Jen Roberts  
Partner  
Development Exec

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**01** Who are we?

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**02** Who are Capgemini?

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**03** Our culture

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**04** Personal journeys

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**05** Graduate insight

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# Unlocking the value of technology

## Capgemini at-a-glance

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**420,000**

people across more than 50 countries.

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**€22.1 billion**

Group revenues with a stable operating margin at 13,3% of revenue.

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Work with **85%** of the 200 largest public companies on the Forbes Global 2000 list.

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**#1**

Capgemini Research Institute ranked #1 in the world six consecutive times – an industry first

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A network of **21**

Applied Innovation Exchanges, our community of experts and ecosystem partners bringing ideas to life with clients.

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**4,3/5**

Client satisfaction level on engagements.

*“We operate in a world where technology is omnipresent, profoundly transforming society, businesses, and organizations. Capgemini works at the heart of this revolution as we have always done: with passion and energy, and all together.”*

**Aiman Ezzat**  
Chief Executive Officer

# Strong global footprint



## Americas

Argentina  
Brazil  
Canada  
Colombia  
Costa Rica  
Guatemala  
Mexico  
United States of America



## Europe, Africa, and the Middle East

Austria  
Belgium  
Czech Republic  
Denmark  
Egypt  
Finland  
France  
Germany  
Ireland  
Italy  
Luxembourg  
Morocco  
Norway  
Poland  
Portugal  
Romania  
Saudi Arabia  
Slovakia  
Spain  
Sweden  
Switzerland  
The Netherlands  
Tunisia  
Ukraine  
United Arab Emirates  
United Kingdom

## Asia Pacific

Australia  
China  
India  
Japan  
Malaysia  
New Zealand  
Philippines  
Singapore  
Thailand  
Vietnam





We are driven by our purpose...

Unleashing human energy  
through technology  
for an inclusive  
and sustainable future



# ...guided by our values...



Team spirit



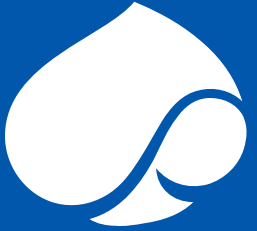
Honesty



Boldness



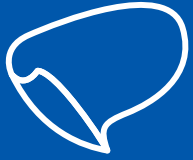
Modesty



Trust



Fun



Freedom

*“Our values are at the heart of the company and have become its hallmark: an entrepreneurial spirit above all else, respect for all cultures, and love for our clients.”*

**Paul Hermelin**  
Chairman



And inspired by our promise



Make



it

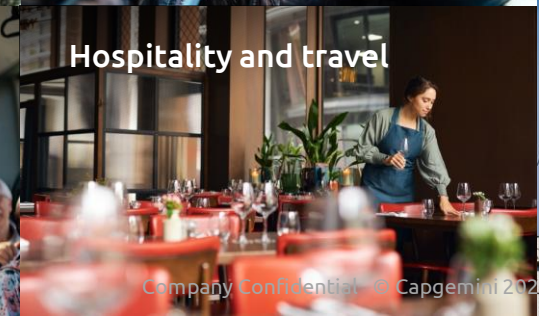
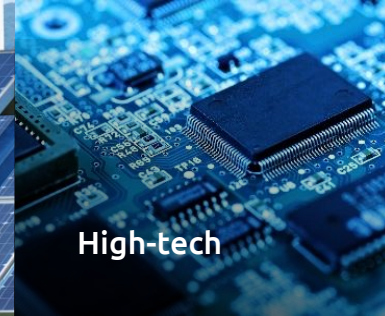
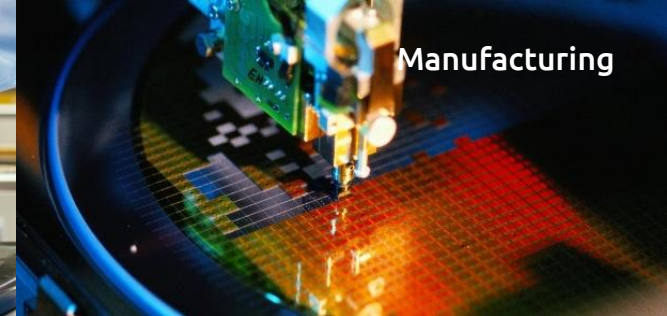
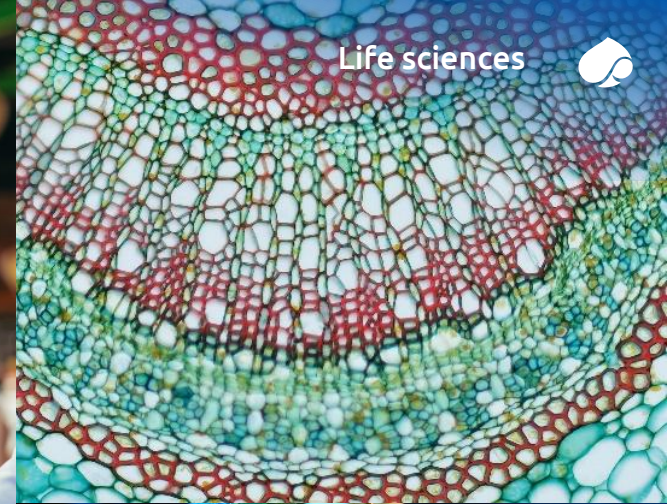


*real.*



# We draw on deep industry knowledge

Digital and technology are reshaping businesses within and across industries





Real vision.

Real partners.

Real results.



HM Revenue  
& Customs



Heathrow  
*Making every journey better*



Driver & Vehicle  
Standards  
Agency





# Where might you use Capgemini technology?

## Did you know....

Capgemini has worked with **a leading North American quick-service restaurant chain**, known for customizable hamburgers and serving customers since the 1950s.

Capgemini played a **key role in migrating the UK Immigration Service** to modernize digital systems for visas and immigration decisions, speeding up immigration applications and case processing

## When You Use HMRC Digital Services

Capgemini helps run and modernise HMRC's large, complex technology estate — which supports **45 million UK citizens**. This includes core systems used for:

- Filing your taxes online
- Checking tax codes
- Claiming tax relief
- Managing business or PAYE accounts

## Using Digital NHS or Health & Social Care Services

Capgemini supports UK public-sector digital transformation in **health and social care**, helping services become more person-centred and digitally accessible.

This means you may indirectly use Capgemini-enabled technology when you:

- Access NHS online portals
- Use digital appointment tools
- Receive integrated care communication across providers

# We foster a culture where our people can thrive...

Capgemini is a diverse global collective of free-thinkers, entrepreneurs, and industry experts who push one another to go further. Together, we're driven by a shared passion: finding new ways technology can help us reimagine what's possible.

*"If you raise your hand and say 'I think there's a better way to do this' people will say 'Let's try.'"*

**Simon Spielmann,  
Solution Architect**



Targeting

# 35%

of women in group executive leadership positions, by 2030

# 80%

of the employees with a positive perception of our values, culture, and ethical behaviors in the Group  
Enhance awareness and foster the adoption of Ethical AI practices

# 160

nationalities, working together



# ...and we are raising the bar on our actions and commitments



The Energy Command Center (ECC) launched in 2022 has helped drive a 29% reduction in energy consumption across our eight main campuses in India, in 2023 vs 2019. Scalable both geographically and operationally, it will enable us to manage and reduce our energy use across our offices in India and beyond.

One hour, One Open Discussion, **Inclusion Circles**, is a Group-wide movement to share perspectives to nurture and shape inclusive futures for everyone. To date 16,000 employees have participated in 1600 Circles.



Capgemini has joined forces with UNICEF and Generation Unlimited to launch the Green Skills initiative supporting the grassroots mobilization of 10 millions young people to take tangible green actions.



We encourage employees to apply their skills and expertise to solve some of our biggest global challenges. Projects developed last year included solutions to protect pollinators, a data solution to support urban forest development & solar powered renewable energy lit fishing nets to prevent unintended by catch of marine life.

## Our employee resource groups

We have 45,000 employees engaged in our 4 global networks which represent the diverse and matrix nature of our Group.



# Highlights of our Partnership with Microsoft this year...



## 1 2025 UK Services Partner of the Year



## 2 AI Tour London 13<sup>th</sup> October & 24<sup>th</sup> Feb 2025



## 3 More key events....

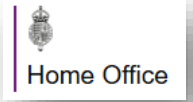


Partnership Charity Events



San Fran 2025

## 4 Projects & Wins across Co-Sell & Transformational Deals



## 5 From Proof of Concept to Productivity: Empowering Users with Copilot & Agents

### Key client engagements:

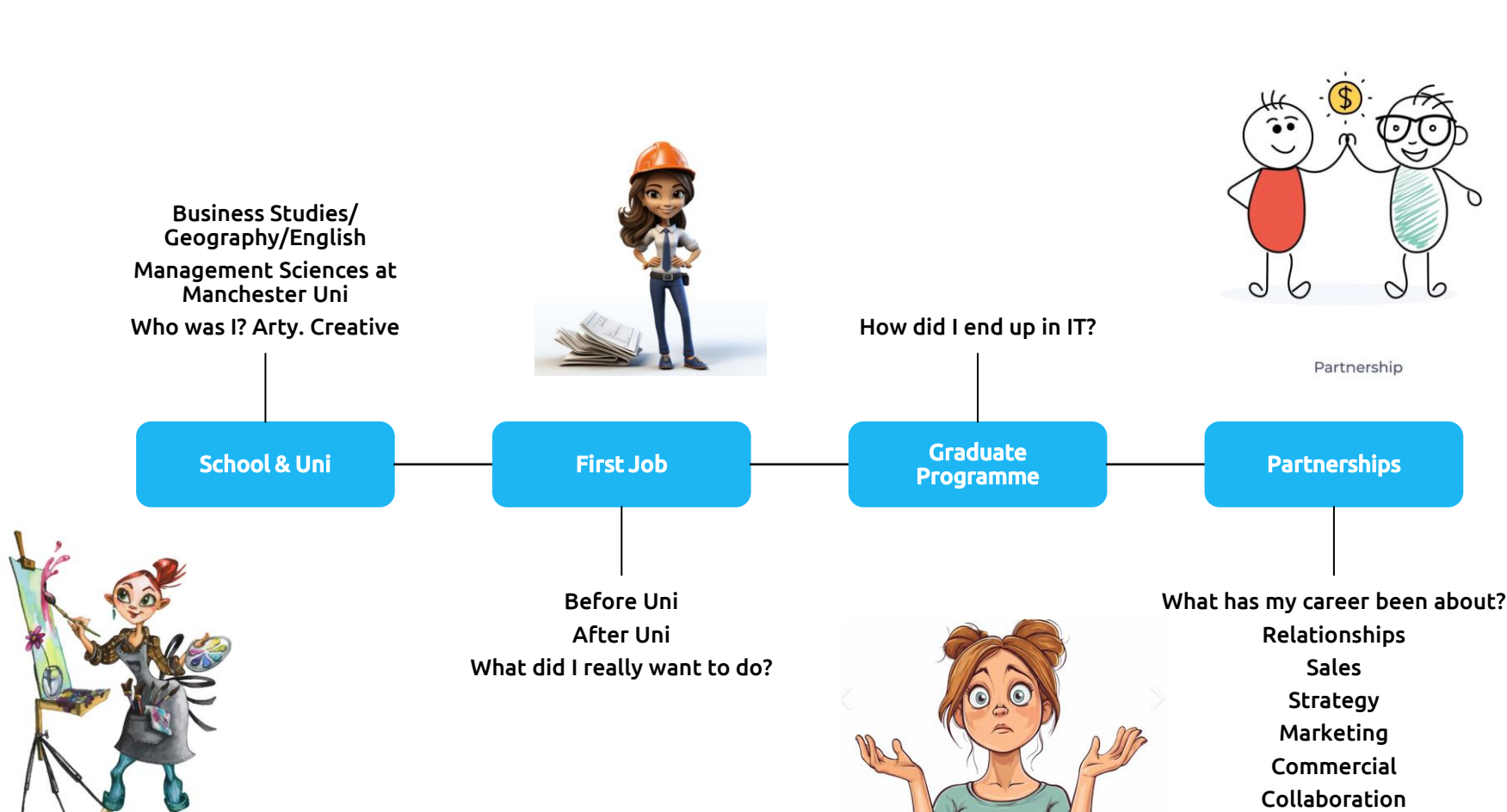


## 6 Launched July'25 ... Cap's Microsoft Business Group 😊



# Personal Journey: Emma Bateson

## Strategic Partnership Director



### Technology Companies



### Consulting Companies

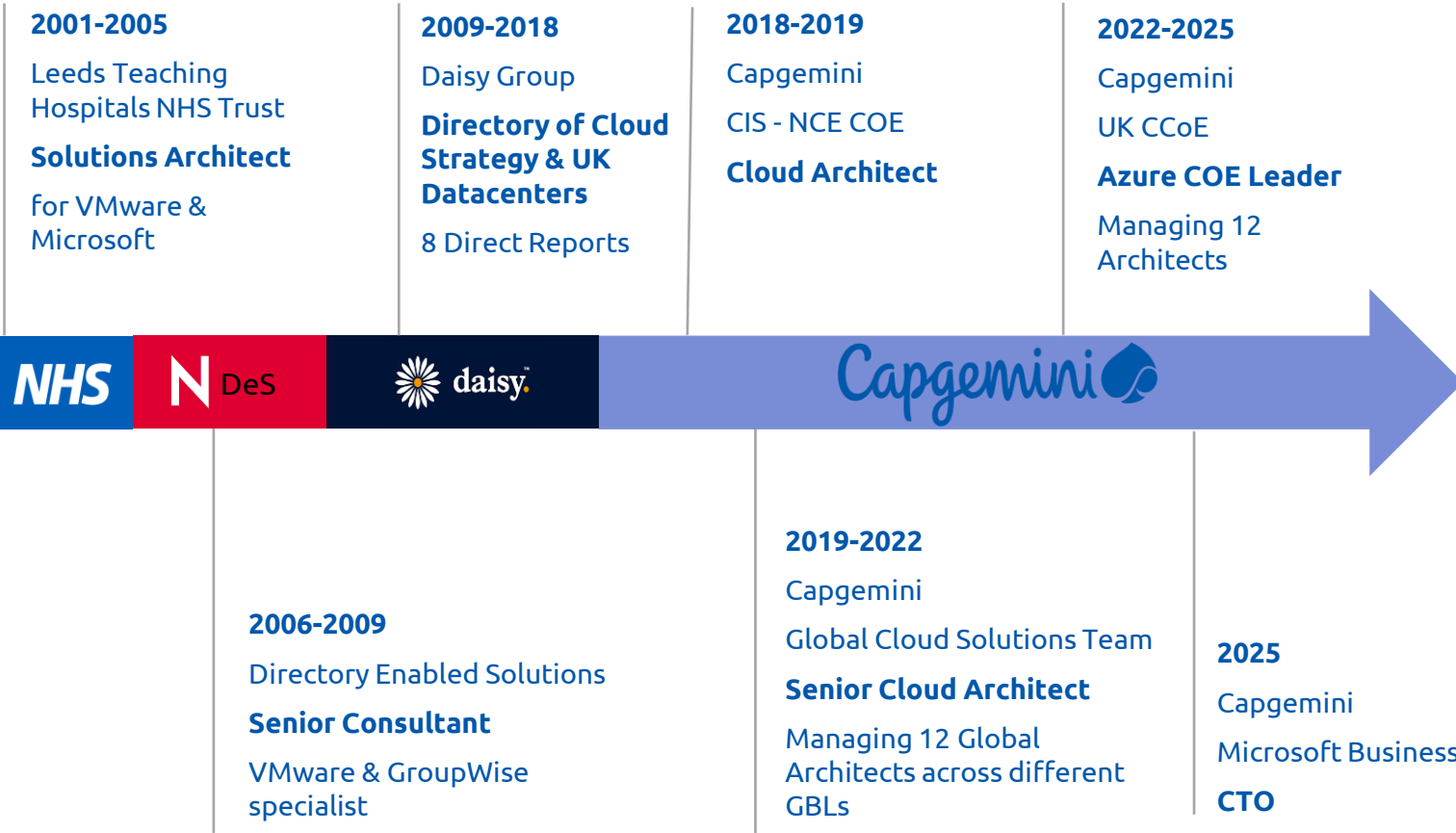


### Telco Companies



# Personal Journey: Mark Scaife

Chief Technology Officer – Microsoft Business Group





# Personal Journey: Jen Roberts

Partner Development Executive

# 231

**Apprenticeship – McCann Manchester**

**Bournemouth University – Marketing BSc**

**Placement Year – Adobe – Digital Marketing**



**2021 – Scrum Master**

**Project - UK Government**

**2022 – PDE**

**UK Alliances Team**

**Partner – Microsoft**



2013 - 2018

2018 - 2021

2021 - 2022

2022 – 2024

2024 - Now

**September 2018 – Joined Capgemini**

**Moved to London**

**Role – Salesforce Marketing Cloud Functional Consultant (Graduate Scheme)**

**3 projects – Retail, Recruitment, Manufacturing**

**2022 – Secondment**

**UK Alliances Team**

**Partner – Salesforce, Microsoft**

**2026**

**I’m still here!**





# Recruitment Process

## STEP 1: Apply Online



Submit your application including an up to date CV to allow us to screen your profile and assess your suitability to the programme you have applied for.

Recruitment Team will provide updates via email on the progress of the application and candidates will be invited to the digital interview as next stage

## STEP 2: Digital Interview



Candidates answer a series of pre-recorded questions on camera, specific to the programme they have applied for.

Candidates will receive reassurance and guidance before they attend their virtual assessment centre

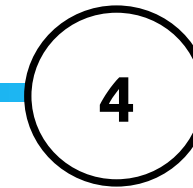
## STEP 3: Assessment Centre



Candidates take a part in a 1-1 interview and group exercise.

During the AC, there will be sessions for the candidates to ask specific questions regarding the BU's they are looking to join

## FINAL STEP: Success!



If successful, candidates will join Capgemini and start their journey!

Recruitment Team will send outcome to candidates and help them with final steps before joining the company. Feedback is also available for unsuccessful candidates post Assessment Centre

# Hints and Tips

1

## RESEARCH

- Research company values, culture and recent news & projects.
- Why do you want to work for this company?
- How do you align with their values & culture?

2

## CUSTOMISE

- Customise your application for the specific role you're applying to every time!

3

## PREPARE

- Show that you're genuinely excited about the opportunity.
- Use the STAR (Situation, Task, Action, Result) method to structure your responses.
- Practice your interview skills!

**Scan For:**  
Open Roles

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**Scan For:** Graduate  
Register an Interest Form

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## Connect with us

Visit our website

[capgemini.com](https://www.capgemini.com)



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