

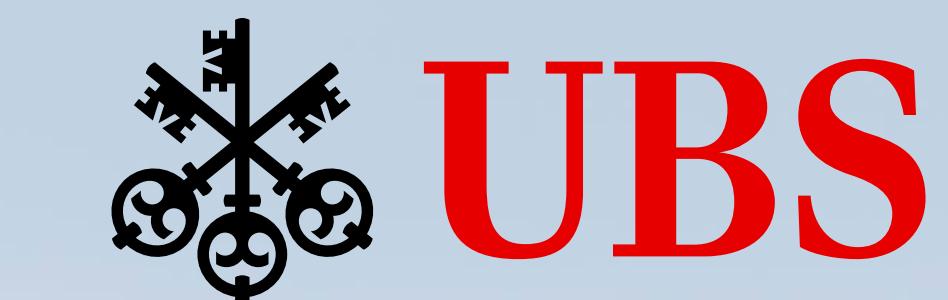


Your journey is  
just beginning.

We'll show you  
the way.

Explore our UK Junior  
Talent opportunities.

[ubs.com/careers](http://ubs.com/careers)





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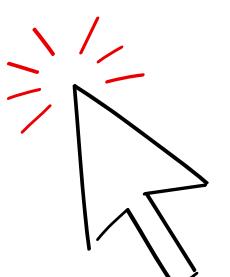
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# Welcome



Welcome! I'm Bea Martin, Head Non-Core and Legacy, President EMEA & UK Chief Executive. Similar to you, I started my career as a graduate, which was the first big step to an incredibly fulfilling career.

At UBS, our people are our greatest asset. We champion career development, continuous learning, and internal mobility to provide you with an exciting career journey. Our junior talent opportunities will help you make career-long connections and build a strong support network. You can look forward to joining a firm that is focused on accountability, collaboration and innovation and fosters a diverse, equitable and inclusive culture, that puts your development at the forefront.

I wish you all the very best for the next step in your career. Stay true to yourself, act with integrity and show your passion. All the rest will follow.

Best,  
Bea



# | Who we are





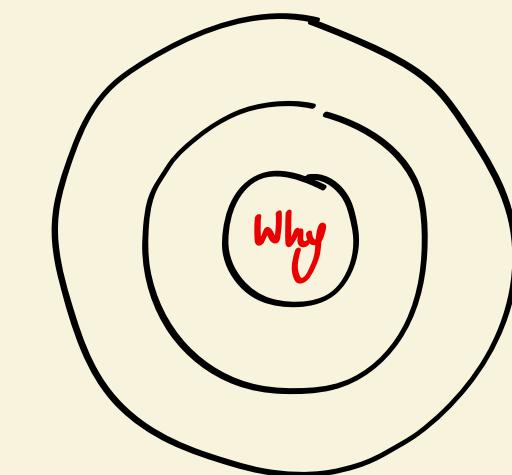
#### Find out more

- [UBS >](#)
- [Our firm >](#)
- [Early careers >](#)
- [Employer awards >](#)

# About us

UBS is a leading and truly global wealth manager and the leading universal bank in Switzerland. We also provide diversified asset management solutions and focused investment banking capabilities. Headquartered in Zurich, Switzerland, UBS is present in more than 50 markets around the globe.

We know that great work is never done alone. That's why we place collaboration at the heart of everything we do. Because together, we're more than ourselves.



## Our Purpose

Reimagining the power of investing. Connecting people for a better world.

## Our people

110,000+  
employees

51

countries

41%  
women

166  
languages  
spoken

~9  
years of service,  
on average

\*Data calculated as of 31 December 2024



# Our three keys to success

Our strong and inclusive culture is grounded in our three keys to success: our Pillars, Principles, and Behaviors. They determine what we're built on, what we stand for and how we do it. By acting as one firm, with a shared culture, we will be successful – today and tomorrow.

## Our Pillars

What we're built on.

### Capital strength

A balance sheet for all seasons

### Simplification and efficiency

Make it easy to do business

### Risk management

Anticipate and handle risk effectively

## Our Principles

What we stand for.

### Client centricity

Clients are at the heart of everything we do

### Connectivity

Create success by connecting people, ideas and opportunities

### Sustainable impact

Act today with tomorrow in mind

## Our Behaviors

How we do it.

### Accountability with integrity

Take ownership

### Collaboration

Work as one UBS

### Innovation

Improve every day

# Your career with us

Our purpose guides everything we do, where people and ideas are connected, how opportunities are brought to life and where our thought leadership can be impactful. We're committed to helping you fulfill your potential, and purpose.

Want to learn more about why you should join us? We've got you covered.



## Find out more

What makes us stand out >

Our employees >

### We own it.

### We invest in your future.

We empower you to master new skills and encourage you to reach your potential.

We support you all the way - your progression is our priority.

With so many growth opportunities, if you're up for the challenge, come write your own career story with us.

### We improve.

### We want to make a difference.

We look for people who are ready to match our ambition and find opportunities in new ways of thinking and doing.

People who care about the details and the impact they make. In return, you'll find we focus on the journey as much as the result.

### We connect.

### Great work is never done alone.

From the world's leading financial experts to the talent of tomorrow, it's our collective ideas and expertise that allow us to deliver quality work for our clients, every day.

# | Career areas

# Global Banking

Navigating and supporting clients through their defining moments

## Investment Bank – Global Banking

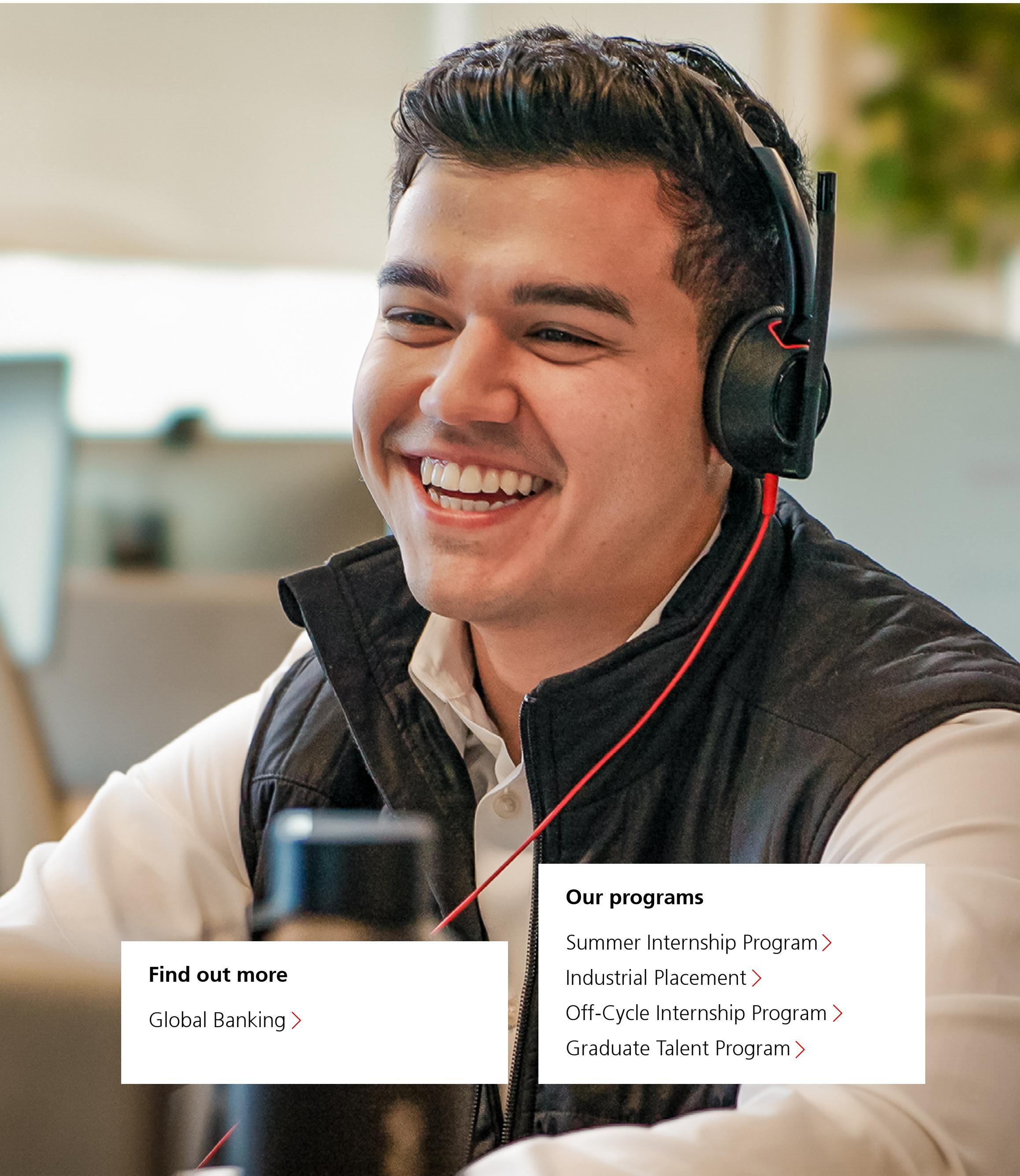
Interested in working across a wide range of products, sectors and geographies? Global banking is a people- and trust-focused business. We guide our clients through mergers and acquisitions, assist them with raising capital and design bespoke solutions.

Our clients rely on the insights our people provide, from data and experience across UBS, to make big decisions. With executions of equity capital markets and debt capital markets transactions becoming more automated, we stay ahead of the curve using technology and data to inform decisions.

Meet Francesca, a previous Off-Cycle Intern, now on our Graduate Talent Program in Global Banking.

"It's hard to be 100% confident of the right professional journey for you. I was interested in Global Banking from an academic standpoint but more importantly I felt it was the right environment to feel challenged every day, experience a steep learning curve, and be surrounded by motivated and brilliant colleagues."

"I'm enjoying the support provided to encourage my development. I believe resilience, curiosity, determination, the ability to co-operate with others and empathy are key skills that will help you succeed."



**Find out more**

[Global Banking](#) >

### Our programs

[Summer Internship Program](#) >

[Industrial Placement](#) >

[Off-Cycle Internship Program](#) >

[Graduate Talent Program](#) >

# Global Markets

Help unlock the true potential of our clients' portfolios

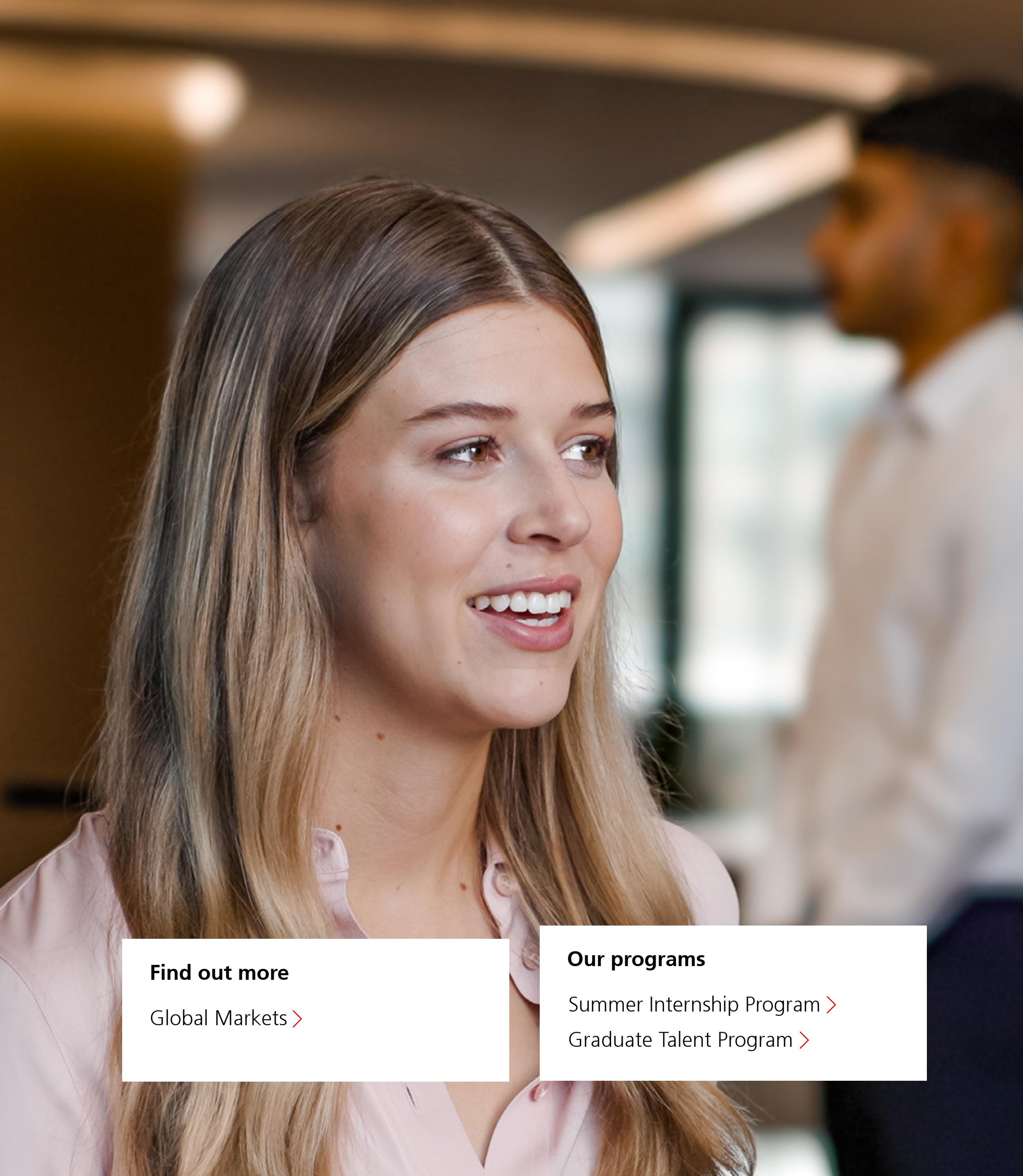
## Investment Bank – Global Markets

Our skill set is built for every client. We advise clients on investment products and strategies to maximize portfolio performance from start to finish. Helping clients buy and sell assets, raise funding, and manage risk. Facilitating corporate and investor transactions in equities, fixed income, foreign exchange, commodities and derivatives of those assets. We give our clients access to industry-leading technology and electronic platforms, with the speed and flexibility to succeed in today's markets.

Meet Ayo, a previous Summer Intern, now on our Graduate Talent Program within Prime Brokerage.

"I wanted to work for a firm that would support my career development and progression, as well as one I could be proud of. UBS has a great reputation for both strong performance and culture and is somewhere I believe I can thrive."

"I've enjoyed learning and getting stuck into the work. There are so many new challenges to explore and it's incredibly fulfilling to see what I've accomplished, regardless of how big or small."



[Find out more](#)

[Global Markets >](#)

**Our programs**

[Summer Internship Program >](#)

[Graduate Talent Program >](#)

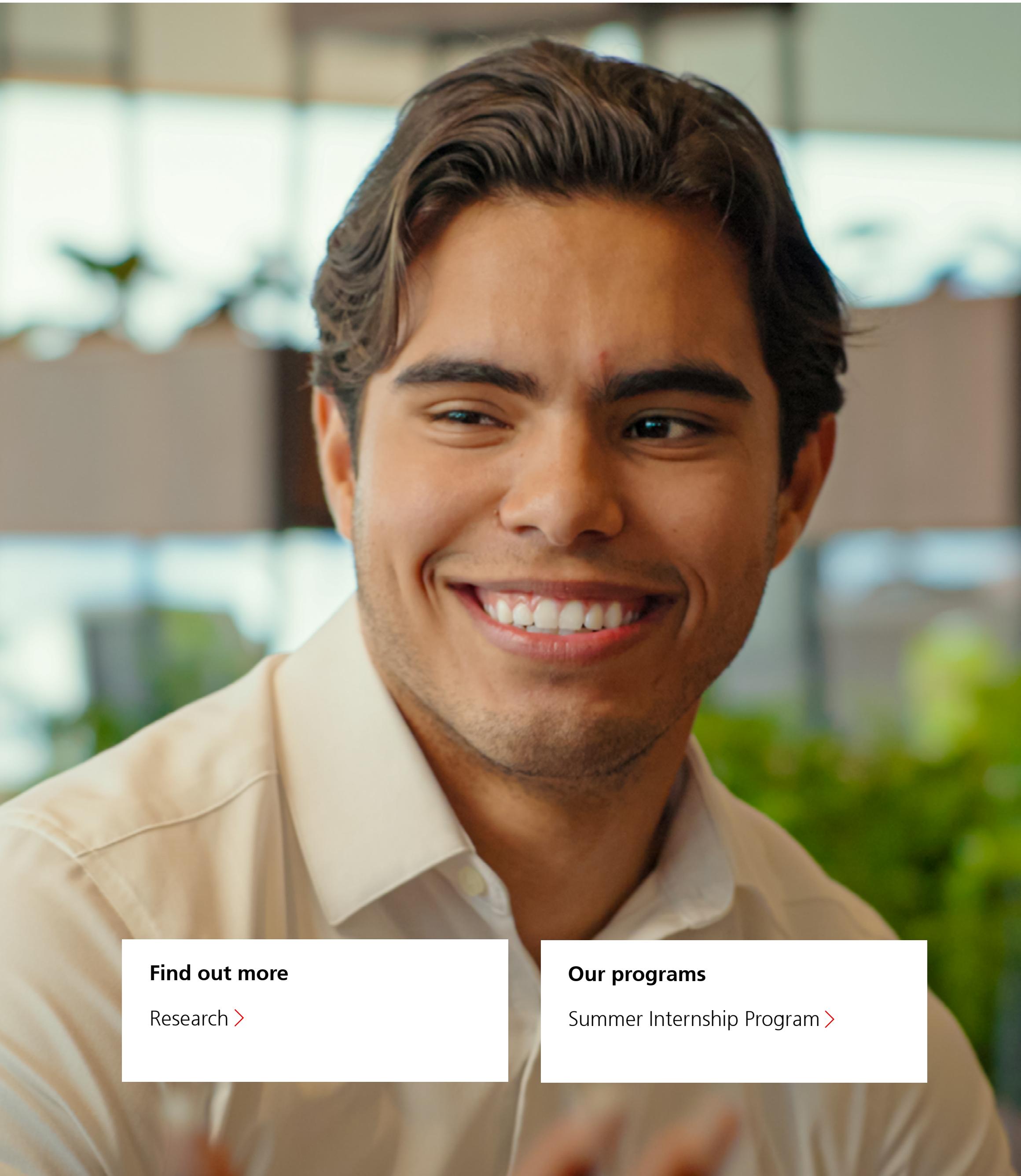
# Research and IB Operations

## Investment Bank – Research

Your view could influence and lead the way forward: from sales and trading to investment and advisory. Our teams work as either product or sector specialists. Asking pivotal questions to get essential answers. We have major influence across the firm, with our Evidence Lab innovatively answering questions that can move market prices.

## Investment Bank – IB Operations

IB Operations works with the Investment Bank to ensure our clients receive excellent services, front-to-back. They ensure that everything from trades to derivatives and solutions are executed smoothly and securely, so our clients can focus on their financial goals.



**Find out more**

[Research >](#)

**Our programs**

[Summer Internship Program >](#)

# Global Wealth Management

## Helping clients create the life they want

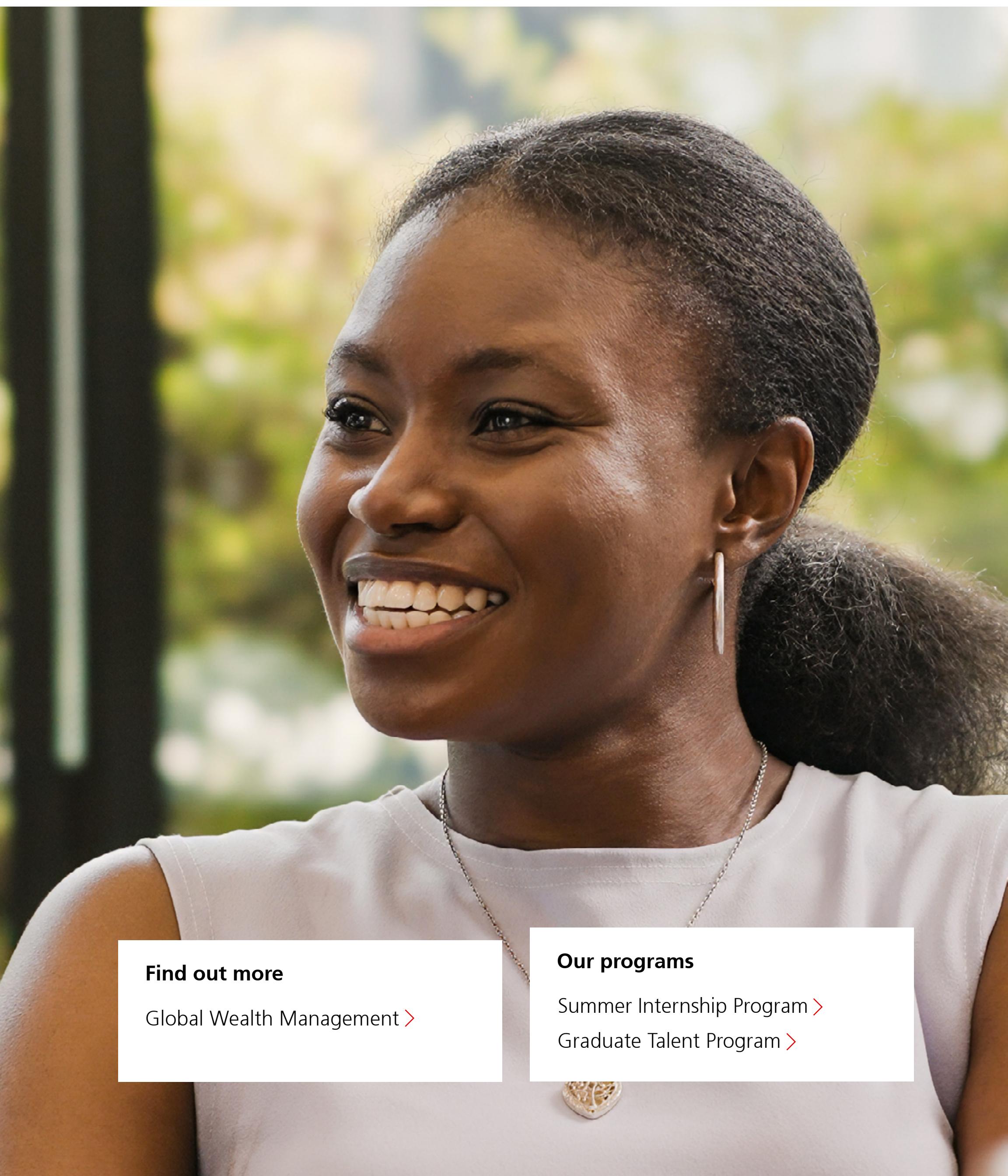
We're the world's largest and the only truly global wealth manager. We use our expertise and solutions to support wealthy families and individuals around the world protect and grow their wealth. With over 160 years of experience, we advise many of the world's billionaires and manage over 3.8 trillion dollars of invested assets.

Our ability to connect clients on a global scale sets us apart from other firms. We stay a step ahead of emerging investment trends and are leading experts in sustainable investments. We work with all parts of the firm to bring the best of UBS to our clients.

Meet Robert, a Mechanical Engineering Graduate and Junior Client Advisor on our Graduate Talent Program.

"UBS is the largest wealth manager and provides the best graduate program for this role. I also wanted to work for a firm that places building a strong supportive culture at high priority. I believe this is UBS' largest differentiator from other banks."

"I love the exposure we get to diverse clients. Our clients are experts in their respective fields and the most successful financial professionals, C-level executives and entrepreneurs in the country."



**Find out more**

[Global Wealth Management >](#)

**Our programs**

[Summer Internship Program >](#)

[Graduate Talent Program >](#)

# Asset Management

Driving solutions to the investment challenges of the future

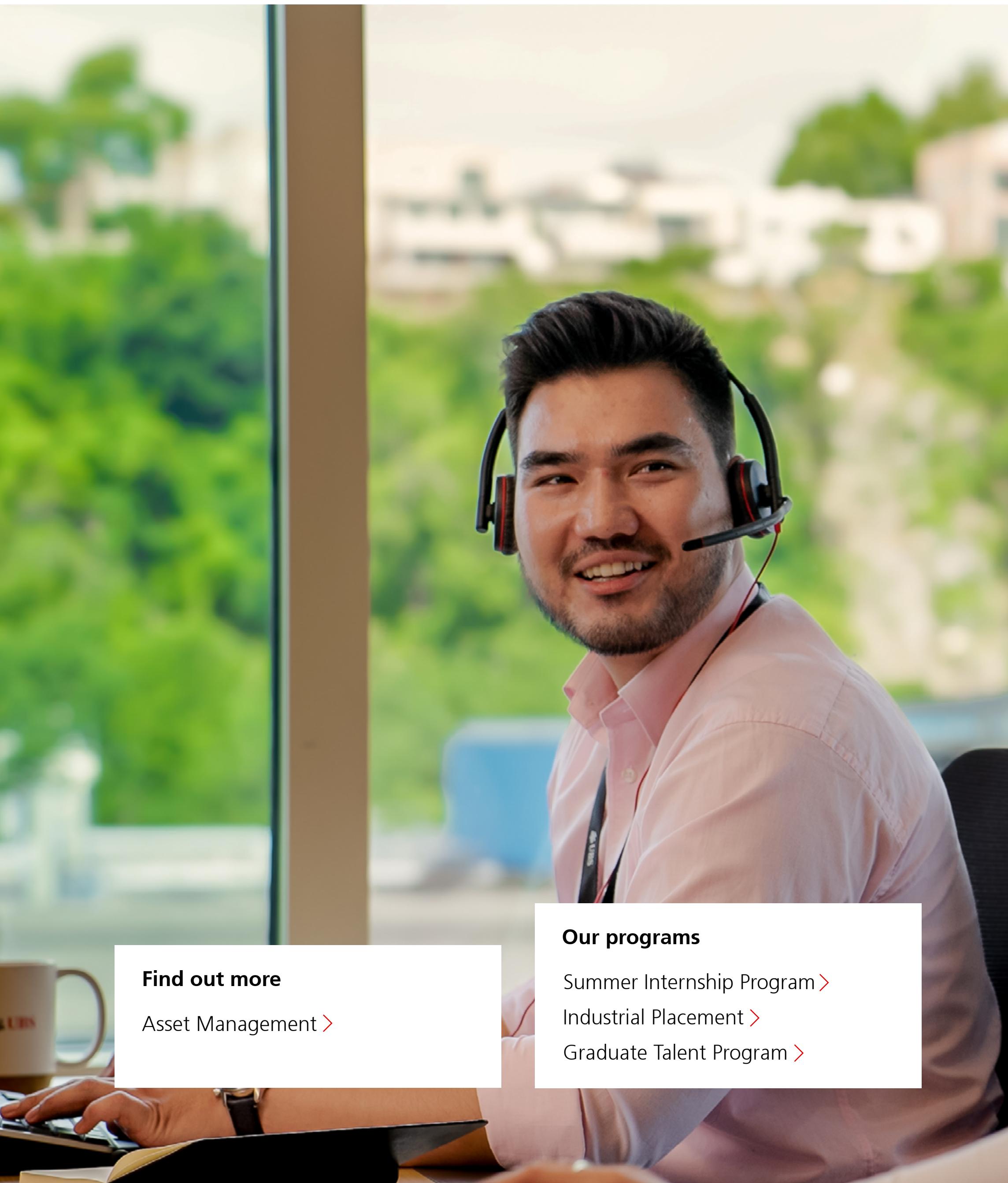
We're a large scale and diversified asset manager, with over a trillion dollars in invested assets. We help solve global investment challenges and drive optimal investment performance for clients across the globe. Sustainable investing is at the center of what we do. With a team of around 3,800 experts, the chances to learn and share new ideas are endless.

Applicants from non-finance degree backgrounds are actively welcomed. We look for a questioning mind, curiosity for the investment world and a desire to deliver the best service to clients.

Meet Grace, a graduate working in our Global Sovereign Markets Team in Asset Management.

"On the Industrial Placement program, I was integrated into the team as if I was a full-time member – this was something I highly valued and reflects the culture here."

"I also enjoyed a good balance of autonomy, which made me feel valued, and guidance from my line manager to ensure I still received the required support."



**Find out more**

[Asset Management](#) >

## Our programs

[Summer Internship Program](#) >

[Industrial Placement](#) >

[Graduate Talent Program](#) >

# Technology

## Step into the digital future with UBS

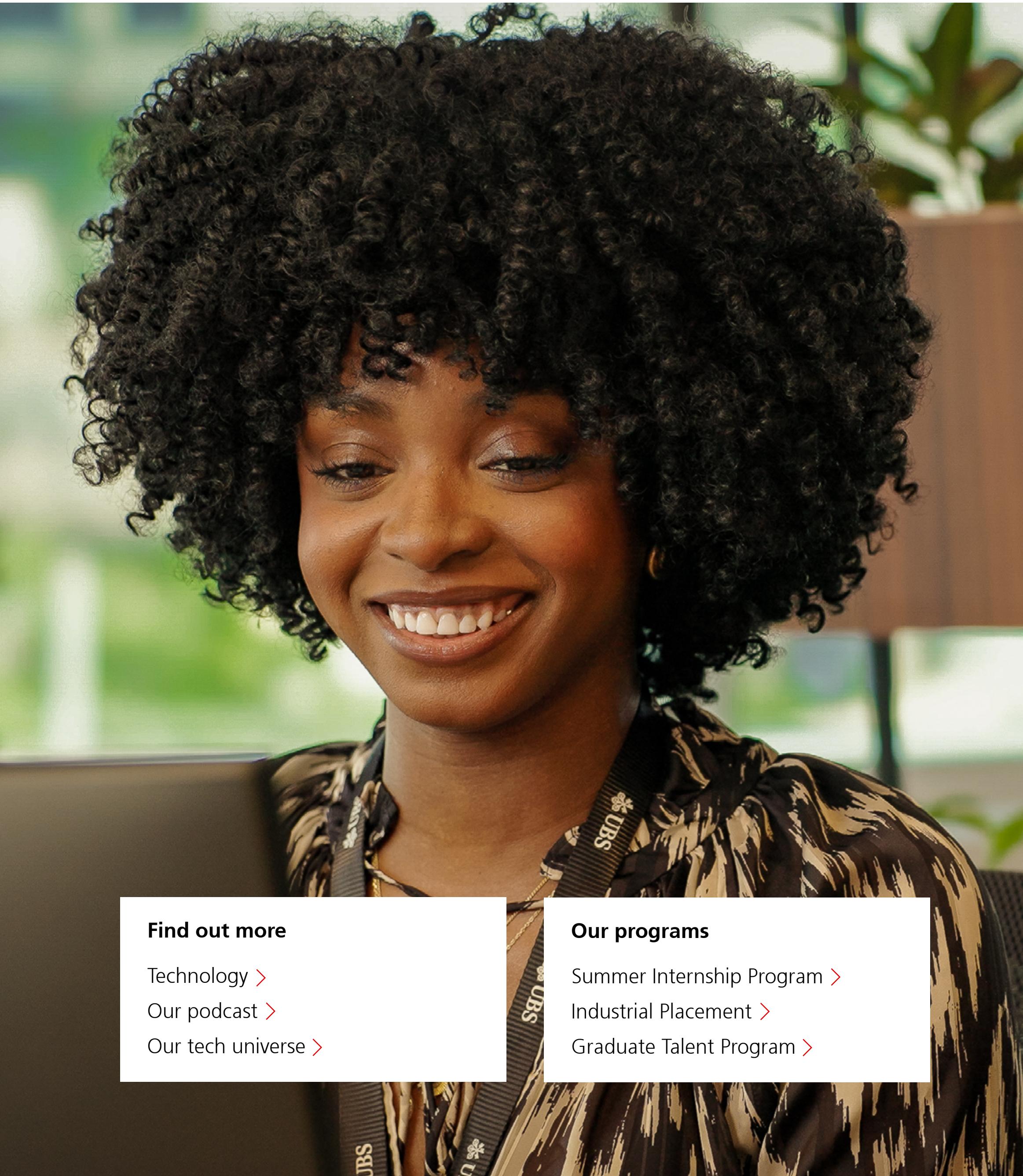
UBS is constantly evolving, technology and digital culture are at the heart of this transformation. We call our technology function GOTO – our Group Operations and Technology Office. With over 20,000 technologists, our team plays a critical role in designing, building, delivering and managing the structures that power our business.

Our roles are open to all degree backgrounds. We look for passion and curiosity in the investment world. With technical and non-technical roles available, why not explore a career in technology at UBS?

Meet Lawuratu, a previous Industrial Placement graduate, working as an Infrastructure Engineer in Cyber Recovery Reliability.

"Working in Technology within Finance has been an amazing experience so far. I've learnt a great deal about how technology contributes to the economy. I've also met so many lovely people and everyone I've encountered has been more than willing to help."

"Although I came from a technical background, most of what I know now, I learnt on the job, and I'm still learning. If you have the willingness to learn and challenge yourself, you'll do well!"



### Find out more

- [Technology >](#)
- [Our podcast >](#)
- [Our tech universe >](#)

### Our programs

- [Summer Internship Program >](#)
- [Industrial Placement >](#)
- [Graduate Talent Program >](#)

# Group Functions

## The teams that make it happen

We offer opportunities within our Group Functions, providing several business areas for you to choose from. From Operations and Treasury to Finance or Risk, there are no background requirements. Programs available vary per business area. Think of your strengths and interests, research each business area, attend our [insight events](#), visit our [careers blog](#), and network with our people to select the best role for you.

### Career areas

**Finance** – Help us drive sustainable shareholder value by optimizing, safeguarding and controlling our firm's financial resources.

**Internal Audit** – You'll touch every area of UBS, ensuring we have the correct risk and control frameworks in place.

**Risk Control** – Our Risk team is a control function, with people at the core who are respected challengers and independent decision makers.

**Compliance & Regulatory Governance** – You will play a vital role in maintaining our brand reputation, which is one of our most valuable assets.

**Internal Consulting** – As the financial industry evolves, you'll help deliver impactful, cost efficient and connected change for UBS.

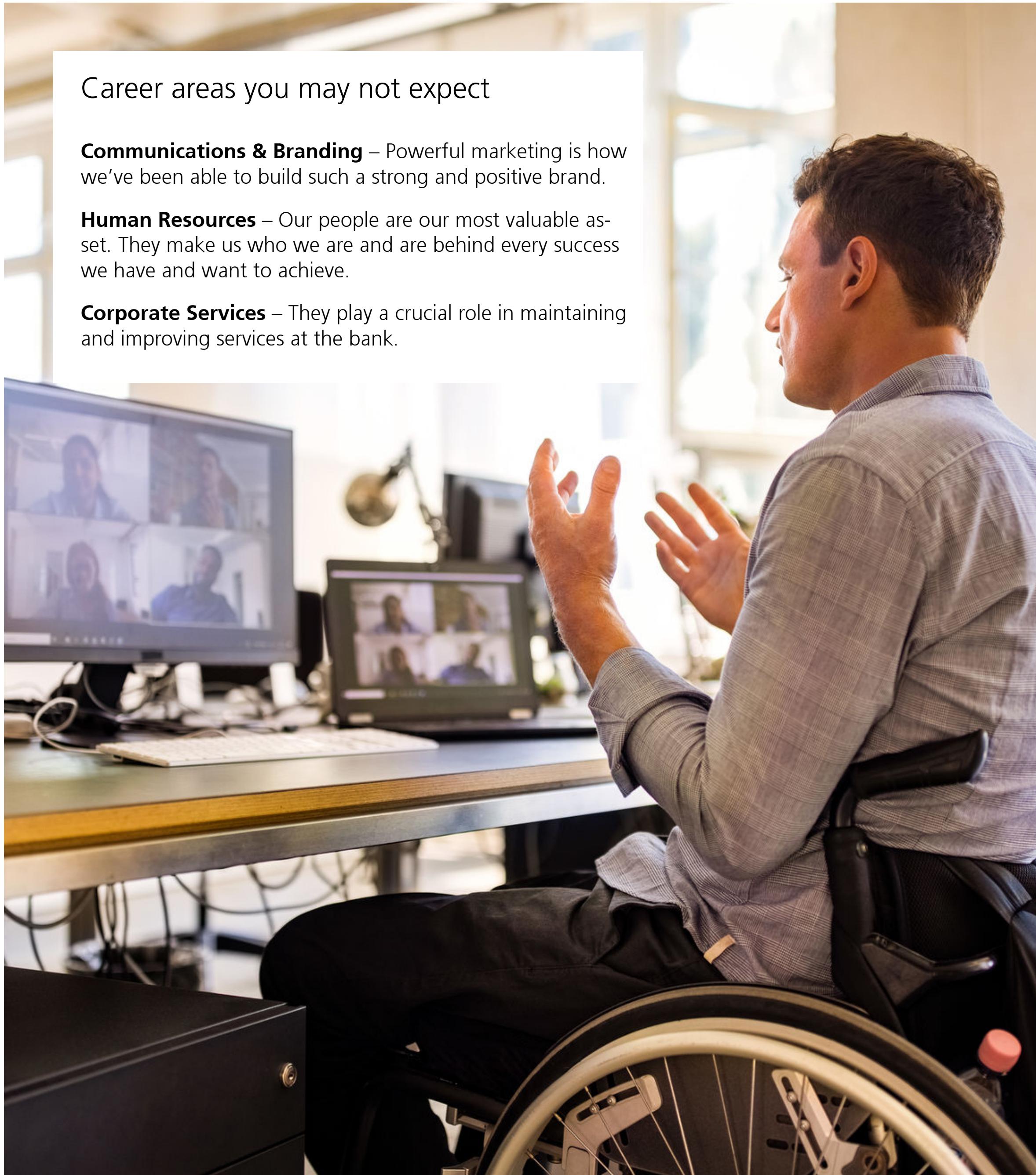
**Treasury** – As the internal bank for the businesses and entities within UBS, Treasury keeps our financial resources in check.

### Career areas you may not expect

**Communications & Branding** – Powerful marketing is how we've been able to build such a strong and positive brand.

**Human Resources** – Our people are our most valuable asset. They make us who we are and are behind every success we have and want to achieve.

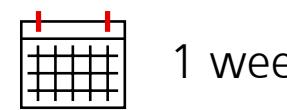
**Corporate Services** – They play a crucial role in maintaining and improving services at the bank.



# | Our opportunities

# Our programs

## Spring Insight & Tomorrow's Talent



1 week

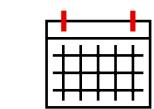
Students in their first year of a three-year degree or second year of a four-year degree

You don't need to pre-select a career area – we provide insights into all business divisions

Key pipeline to our Summer Internship Program

[Applications open in October](#)

## Summer Internship



10 weeks

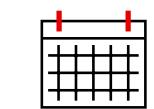
Penultimate and final year students

Available across business divisions

Key pipeline to our Graduate Talent Program

[Applications open in September](#)

## Off-Cycle Internship



3 to 6 months

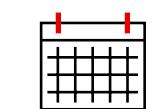
Final year student or recent graduate

Offered in the Investment Bank in some EMEA countries

Key pipeline to our Graduate Talent Program

[Applications open in September](#)

## Industrial Placement



12 months

Placement Year students

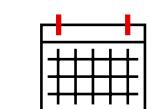
Must be completing the Industrial Placement Program as part of their part of their degree course

Placements available in the UK only

Key pipeline to our Graduate Talent Program

[Applications open in September](#)

## Graduate Talent Program



permanent

Final year student or recent graduate

Focuses specifically on developing their skills and knowledge in their target business area

Customized on- and off-the-job training

[Applications open in September](#)

For more information on our programs visit our [careers page](#).

Take a look [backstage](#) – our careers blog for exclusive behind the scenes content.

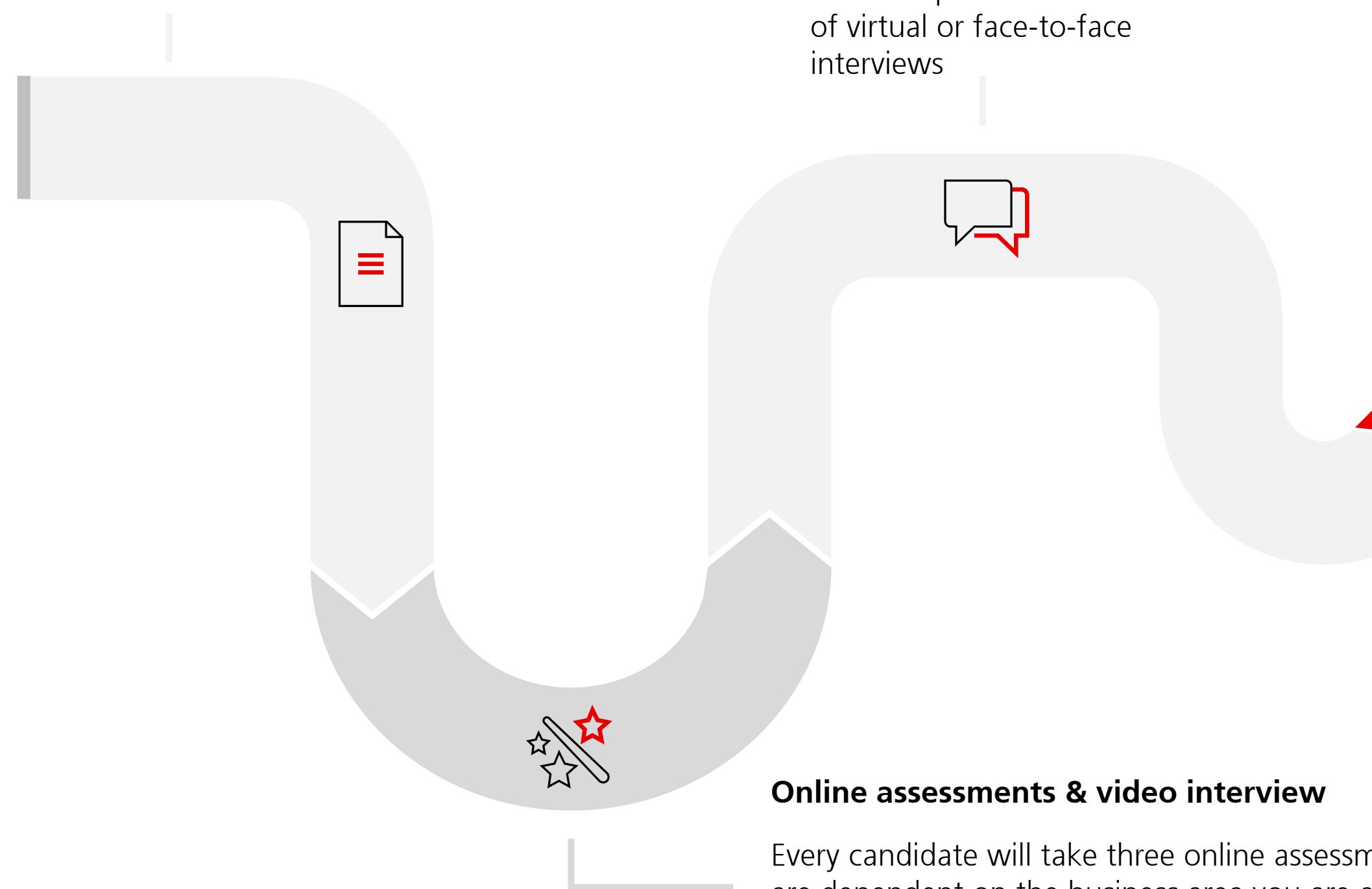
## Other locations

We also have [opportunities](#) across EMEA (including Switzerland and Poland), the Americas, and Asia-Pacific (incl. India).

# So, how do you apply?

## Prepare and apply

Submit an online application and upload your CV / resume at [ubs.com/careers](http://ubs.com/careers)



### Online assessments & video interview

Every candidate will take three online assessments. They are dependent on the business area you are applying for.

If your application is successful, you'll receive a link to record your video interview.

### Final assessment day

The final stage of the selection process is a series of virtual or face-to-face interviews

### Congratulations!

Welcome to our team



Download our [Get Recruitment Ready guide](#) to help you prepare.

# Top tips to ace your application

Helping you put your best foot forward

## 1. Prepare and apply

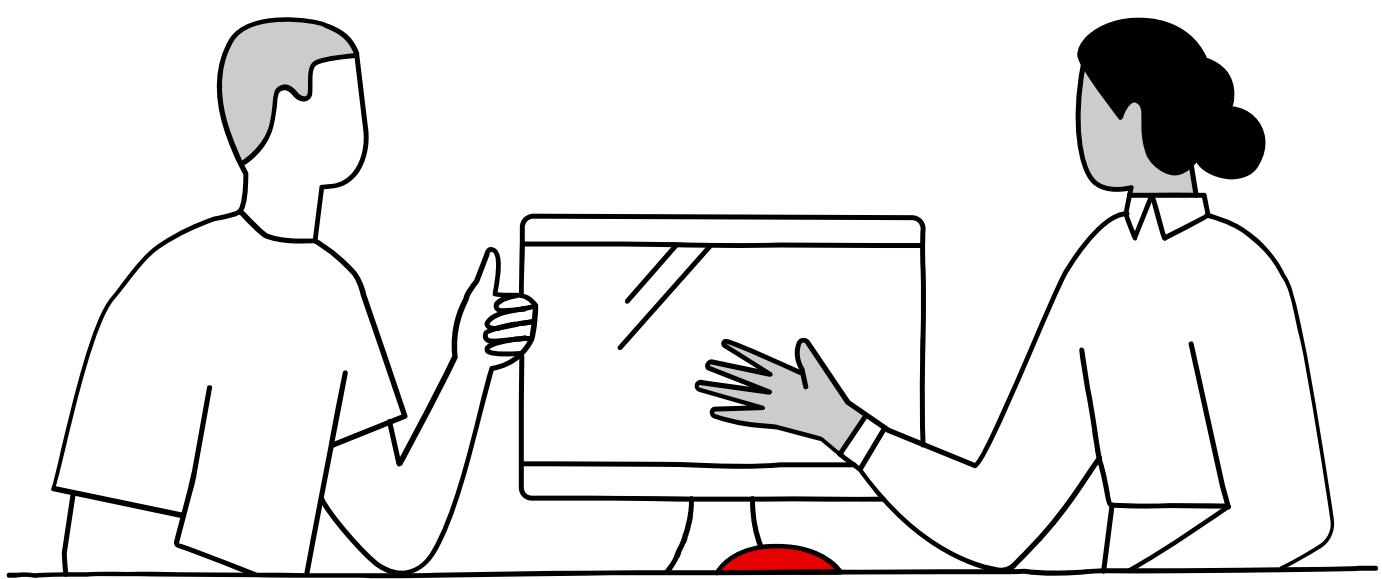
- As we don't require a cover letter, it's really important your CV reflects who you are.
- We're keen to hear about your hobbies/interests, academic achievements, work experience and what you've learnt from these experiences.

## 3. Final assessment day

- Research UBS and the business area you're applying to, don't just read facts and figures.
- Ask questions at the end of your interview. Don't rely on assessors to ask follow up questions.
- When giving examples be sure to talk about the outcome and acknowledge if there's anything you would've done differently.

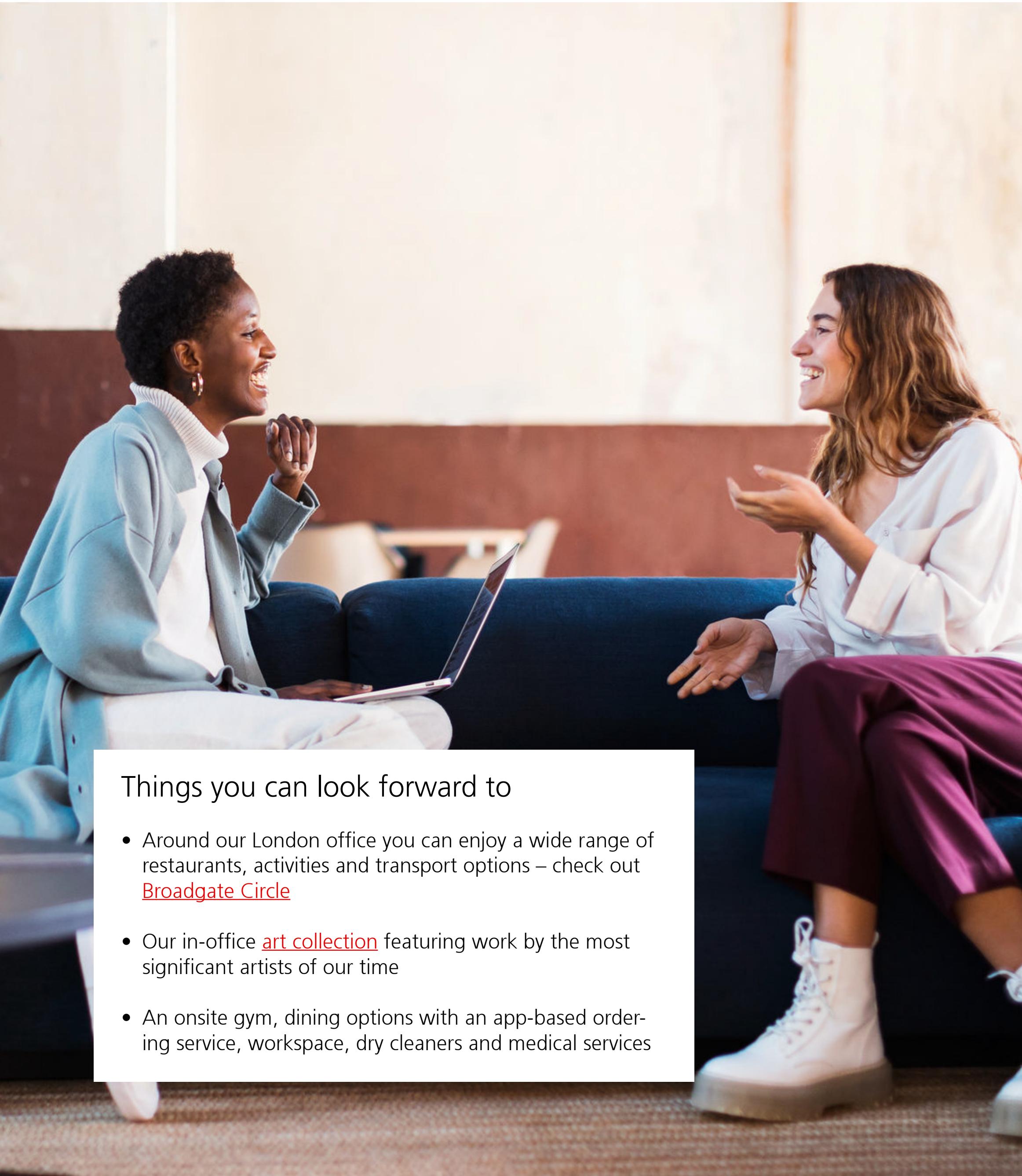
## 2. Online assessments & video interview

- For our Culture test, be sure to look at our three keys. Think about our culture, pillars and principles.
- Check out [AON's website](#) for practice online assessments – work on your speed and accuracy.
- Tests are timed – find a quiet place to focus, away from distractions.
- Treat the video interview like an in-person interview – dress smartly, maintain good eye contact and be concise.



# Learning and development

# Kickstarting your career



## Things you can look forward to

- Around our London office you can enjoy a wide range of restaurants, activities and transport options – check out [Broadgate Circle](#)
- Our in-office [art collection](#) featuring work by the most significant artists of our time
- An onsite gym, dining options with an app-based ordering service, workspace, dry cleaners and medical services

## Learning and development

Next to your daily job experience, you'll get additional opportunities to grow. Whether that's through internal mobility, mentoring, technical training, or our UBS University, we care about your development. Check out our [opportunities](#) section to explore our learning and development approach for each program.

### Mentoring

Mentoring and buddy opportunities are available across business areas. Whether an informal arrangement or through our mentoring programs this is great way to support your career development, expand your knowledge and build useful connections.

### UBS University

Our UBS University platform gives our employees the opportunity to learn and develop through a diverse range of offerings. It emphasizes future-skills development and personal growth for all employees.

### Technical training

From learning business specific content and gaining professional qualifications to networking opportunities. You'll develop core skills to set you up for success, through on- and off-the-job learning.

### GTP Net

Our Graduate Talent Program Network is run by GTPs, for GTPs. It aims to build your skills and industry knowledge, foster collaboration, broaden your network across functions and divisions, and provide social activities throughout the year.

# Employee networks

Employee groups are essential for building cross-business relationships and creating an inclusive culture in which all UBS employees thrive. Here's a look at some of our employee networks you can join:

## MOSAIC

Strives to promote, support and celebrate cultural awareness and diversity across the firm through education, mentorship, engagement and community service.

## Pride and Allies

Aims to sustain an open, supportive, LGBTQIA+ friendly environment where our employees are encouraged to bring their full, authentic self to work.

## Women and Allies

Promotes the recruitment, retention and advancement of women at UBS through networking, mentoring and leadership opportunities that encourage the professional and personal development of all employees.

## Young Professionals Network

Focuses on helping employees across the firm (particularly those early in their careers) to connect, sharpen their skills and drive cross-business and cross-generational collaboration.

## Mental Wealth

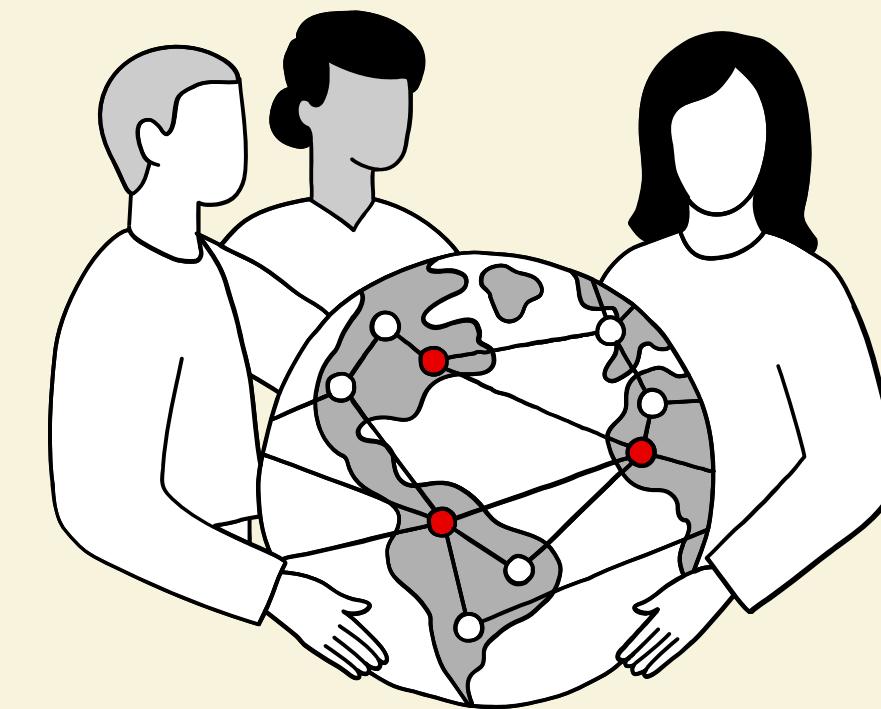
Supports the mental wellness of UBS employees and their loved ones with the resources they need. They provide an open forum to discuss mental health with colleagues who have similar experiences & concerns.

## Cultural Awareness Network

Aims to facilitate employee discussion and promote bank wide awareness and understanding of cultural issues. They seek to represent multiple cultures, languages and age groups within all business areas of the bank.

## Ability

Aims to create a more inclusive work and business environment by bringing together employee who have disabilities (which we refer to as abilities) or are interested in disability topics.



# Sustainability and impact

# Sustainability and social impact

Reimagining the power of people and capital to create a more sustainable world

## Sustainability

We're working to help create a fairer society, a more prosperous economy, and a healthier environment. We put sustainability at the heart of our business and partner with clients to help mobilize their capital towards a more sustainable world. Our key goals include being net zero by 2050, raising \$1 billion in donations and reaching 26.5 million beneficiaries through client philanthropy by 2025.

## Social Impact

We understand the importance of philanthropy and volunteering, here are some of the ways we give back:

- Through the UBS Optimus Foundation we drive impactful philanthropy to deliver real solutions for social needs.
- All employees globally are offered two days paid leave to volunteer on community or environmental initiatives. In 2024 alone we logged 230,258 volunteer hours!
- We have an award-winning partnership with the Bridge Academy where we provide funding and volunteers to help students achieve their full potential.



### Find out more

- [Sustainability & Impact >](#)
- [Sustainability Report 2024 >](#)
- [Bridge Academy Partnership >](#)



Let's stay  
connected!

We hope you've learnt more about UBS and are keen to apply for our opportunities.

We encourage you to use the recruitment advice provided, stay updated on everything UBS, attend our events and network with our people to get recruitment ready!

Best,  
Your UBS Talent Attraction Team

#MoreThanOurselves

UBS is an Equal Opportunity Employer. We respect and seek to empower each individual and the diverse cultures, perspectives, skills and experiences within our workforce. © UBS 2025. The key symbol and UBS are among the registered and unregistered trademarks of UBS. All rights reserved.



Join our [Junior Talent Community](#) and follow us on social media to learn more about us, our events and opportunities.

