

## GRADUATE RECRUITMENT PROGRAMME AND APPLICATION PROCESS

If you are looking for a diverse role with a fast-paced niche provider within the financial sector, then our Graduate Programme is the one for you!

Davenham provides graduates with the opportunity to take on real responsibility from an early stage and make a valuable, positive contribution to our organisation. Successful candidates will be rewarded with a challenging 'hands-on' role, involvement in the decision-making process and responsibility for their own workload. For those that thrive, the opportunities are limitless!

Through our Graduate Programme you will be provided with the necessary skills to really understand our business. After an initial induction, you will experience 6 months rotation between New Business, Operations, Underwriting and Risk roles which will equip you with a sound knowledge of our business and an understanding of the requirements of our clients. At Davenham we do not believe in a 'one size fits all' Programme. This means that we are flexible so that you have input into your own development and can highlight roles that you wish to progress to.

The training, development and support of our people is central to the Davenham ethos. We are looking for our future managers and will provide graduates with the skills required to move upward through the organisation to become inspirational leaders. Your progress will be monitored and supported via our Performance and Development Review scheme. Your Line Manager will work with you, individually, to draw up a Personal Development Plan which is focussed on providing you with all the skills and knowledge you require to move on.

## HOW DO I APPLY?

If you wish to be part of our Graduate Programme please send your C.V. to the following address:-

### Recruitment Team

Davenham Group plc  
8 St John Street  
Manchester  
M3 4DU

Or e-mail it to [recruitment@davenham.co.uk](mailto:recruitment@davenham.co.uk)

### Please take note of the following dates:-

CLOSING DATE FOR APPLICATIONS	4 <sup>th</sup> July, 2008
SHORT LIST CANDIDATES ADVISED BY	11 <sup>th</sup> July, 2008
FIRST STAGE TELEPHONE INTERVIEWS	15 <sup>th</sup> and 16 <sup>th</sup> July, 2008
ASSESSMENT CENTRE	29 <sup>th</sup> July, 2008

If you would like more information about Davenham and the clients we work with, please look at our website [www.davenham.co.uk](http://www.davenham.co.uk)

**WE LOOK FORWARD TO HEARING FROM YOU!**