The Bank of England’s Graduate Programme
One Bank, One Journey, Your Future
Centre for Central Banking Studies
Contents

Welcome 2

One Mission, One Bank: Building the future of the Bank 6

Your graduate journey 10

Milestone 1: Graduate Onboarding 11

Milestone 2: The Foundation Year 12

Milestone 3: Postgraduate Certificate 13
Welcome

Welcome to the Bank of England and to our Graduate Programme.

The Bank of England has developed a new and innovative Graduate Programme that will give all our new graduate entrants a great foundation for contributing to the Bank’s mission of promoting the good of the people of the United Kingdom by maintaining monetary and financial stability.

As well as providing the core technical skills and analytical tools needed across the range of the Bank’s policy functions and operations, the Graduate Programme will also help you develop the business and leadership skills that you will need to pursue a rewarding career at the Bank.

I am delighted to welcome you to the Bank of England and wish you every success on our Graduate Programme and in your continuing career.
Mark Carney
Governor
Welcome

Our graduate training programme provides a unique qualification in the theory and practice of central banking.

Our graduates will learn both from experienced policymakers and top academics and gain a distinctive Postgraduate Certificate in Central Banking and Financial Regulation accredited by Warwick University.

The programme combines both on-the-job and formal learning, giving graduates a rigorous framework for understanding the full range of the Bank’s policy functions and operations and the linkages between them.

We hope you find our Graduate Programme challenging and enjoyable, an opportunity to get to know your fellow graduates and to understand the mission and the shared values that make the Bank such a unique place to work.
Gill Hammond
Director of Centre for Central Banking Studies
One Mission, One Bank
Building the future of the Bank

The Bank’s mission to promote the good of the people of the United Kingdom through maintaining monetary and financial stability is based on four ‘pillars’ of excellence in public service.

The Graduate Programme reflects these pillars in focusing on the wide-ranging and complementary skills on which the Bank needs to draw to deliver its mission and to advance the public good.
Promoting the Good of the People of the United Kingdom by maintaining Monetary and Financial Stability

One Bank

Diverse and Talented
Analytic Excellence
Outstanding Execution
Open and Accountable

How We Communicate

1. Creative, targeted content
2. Outreach and education
3. More effective decision making

How We Work

4. Unlocking potential
5. Enabling stronger collaboration
6. Doing what matters most
Diverse and Talented: Live the Bank’s values

Our graduate journey is not just about where you finish but how you travel. The Bank asks all of us to be Collaborative, Inclusive, Empowering, Decisive and Open. The Graduate Programme will introduce you to the world of central banking and financial regulation. It will also allow you to make the right behavioural choices: share knowledge, support others, work as a team, respect diverse views and pool the talents of your cohort to build a cohesive body of committed colleagues.

Analytical Excellence: Know your stuff

Fulfilling the Bank’s responsibilities requires an in-depth understanding of the Bank’s policy areas, as well as the ability to execute and communicate robust analysis. Technical excellence and organisational expertise underpins everything we do. The Graduate Programme will equip you to understand the breadth and complexity of the Bank’s remit, complementing the specialist departmental training and on-the-job learning you will receive in your home Directorate.
Outstanding Execution: Deliver and lead

The Bank’s mission relies on translating high-quality analysis into innovative and impactful policymaking and on harnessing our people and resources to the best effect. The Graduate Programme will support you in developing the business and management skills you will need as a future leader in the Bank, including the capability to collaborate and communicate effectively, to manage the competing demands of your role and to coach and lead others.

Open and Accountable: Take responsibility

The Graduate Programme provides a solid foundation for your future career at the Bank. Your Bank colleagues and Warwick University staff will be on hand throughout the programme to guide you in reaching your full potential. However, the path your career journey takes is ultimately in your hands. The Bank values individuals who display the determination, curiosity and commitment to take responsibility for their own learning and development and who proactively give, and respond well to, feedback. Utilise the common springboard of the Graduate Programme to take your career to new heights.
Your graduate journey

The two-year Graduate Programme consists of three core stages:
- The Graduate Onboarding (first year)
- The Foundation Year (first year)
- The Warwick University Postgraduate Certificate in Central Banking and Financial Regulation (second year)

Milestone 1: Graduate Onboarding
Milestone 2: The Foundation Year
Milestone 3: Postgraduate Certificate
Milestone 1: Graduate Onboarding

On joining the Bank in September, you will participate in a comprehensive thirteen day Graduate Onboarding programme designed to allow you to hit the ground running when you get to your desk.

As well as incorporating the Bank’s induction process for all new joiners (which will familiarise you with your laptop, key workplace policies and safeguards and the Bank’s expectations of you), this specially-designed programme will also provide a tailored introduction for graduate entrants to the Bank’s main policymaking activities and operations.
Milestone 2:
The Foundation Year

After spending three months in your home Directorate getting to know your job role and team, you will continue your graduate journey with the Foundation Year in early 2018.

This in-house programme comprises a series of six dedicated but complementary modules, covering micro/macroprudential policy, monetary policy and markets and banking. The Foundation Year also covers the economics, maths and technical skills required for the Certificate.

Each module is intended to provide a greater understanding of the technical and analytical areas of central banking and how they relate to each other. This will also expose you to the wide variety of career opportunities within the Bank.
Milestone 3: Postgraduate Certificate

The culmination of the Graduate Programme is the opportunity to study for a Postgraduate Certificate in Central Banking and Financial Regulation accredited by Warwick University.

To complete the Postgraduate Certificate you will need to successfully complete four bespoke modules:

- Central Banks, Financial Systems and Systemic Risks
- Financial Stability and Approaches to Financial Regulation and Supervision
- Financial Regulation and Supervision in Practice
- Advanced Monetary Policy

Each module consists of five days of face-to-face tuition at The Shard with Warwick University lecturers plus Bank guest lecturers. There is an exam at the end of each module. Study leave is provided to assist graduates to fit their study commitments around work and personal life.