

Join the people
behind Sky



sky | ACADEMY

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Join the people behind Sky

Have you ever wondered what it's like to work at the heart of entertainment? Thought about who's behind deals that bring the Premier League and movie premieres to one in three UK and Irish homes? Or imagined what game-changing innovation is behind TV you can watch anywhere you want? On one of our graduate programmes, you can find out.

At Sky, we've been making entertainment better for 25 years. Join us and discover that our unique mix of TV that people love, game-changing technology, award-winning customer service and superfast broadband is a real team effort. Across our business, whether in front of the camera or behind the scenes, there's a whole host of people working together to deliver brilliant entertainment, products and services to our customers.

But we always want to be better.

That's why we're doing all we can to encourage bright, talented people like you to join us. You'll help us make the future happen in the responsible and fair way we're renowned for. Right from the start, you'll see that this is a better way to do business and fundamental to everything we do.

Sign up to any one of our graduate programmes and you'll be right in the thick of it – working on projects and making decisions that will have an impact on where we go and how we get there. With a starting salary upwards of £25,000, it'll be fast-paced, with plenty of responsibility, but we'll make sure you get all the support and development you need to let your natural talent and ability shine through.

So if you believe in better, you've found your home. Join us and push yourself to go further and do more while making a difference to over 11 million people across the UK and Ireland.

Interested? Read on to get a flavour of the programmes we offer for graduates. You can also find out more about these, as well as our placement and work experience opportunities for students who are in their first or second year, by going to [skystartingout.com](https://www.skystartingout.com)

Meet the people behind Sky



We met
Jamie Redknapp!

“Amazing things can happen in such a short space of time – you’re respected and trusted with huge responsibilities.”

Nicola,
Graduate Software Developer



Hanging out with The
Simpsons at work



Team Technology
take the crown



2013 grads tucking into
their Christmas dinner



Experiencing
another side of Sky



Team Software
Engineering Academy

“The best thing about my job? It’s different every day.”

Briony,
Marketing Graduate

Corporate Affairs

What is Corporate Affairs and what do we do? We're the people who create engaging communication with internal and external audiences, working across the business and beyond to protect and enhance our corporate reputation.



We've certainly got a lot to say, and lots of people to say it to. This is your chance to be a part of our strong Corporate Affairs team. Covering External and Internal Communications, Policy and Public Affairs, and the Bigger Picture team, working here, you'll be at the heart of Sky – keeping everybody informed and excited about what's going on.

There's never been a more exciting time to join us in Corporate Affairs. Over the course of the two-year programme based in Osterley, West London, you'll rotate across the fantastic teams that make up our exciting department as well as having the opportunity of gaining a professional qualification with the Chartered Institute of Public Relations (CIPR).

Joining us in such a significant role means you need to be collaborative, a natural team player and a great communicator. Above all you'll be passionate about Sky and engaging all kinds of audiences to increase awareness of the positive contribution we make to life in the UK and Ireland.

Love the sound of Corporate Affairs but not in your final year?
Go to [skystartingout.com](https://www.skystartingout.com) for details of our 11-month Corporate Affairs placement.

Finance

If you want to know what makes a successful business tick, why not join our award-winning Finance programme? You'll fully develop your commercial know-how and work towards becoming a CIMA-qualified Management Accountant.

Picture the scene. Programme makers have conjured up an exciting concept for a new Sky drama. Elsewhere in the business, someone is dreaming of an incredible app that could change the way we all watch TV. But what financial value do they bring?

Our Finance teams cover everything from financial and group reporting to management accounting and investor relations. Join us, and you'll start your first year of this three-year programme in Livingston near Edinburgh, where you'll find your feet and develop your own graduate network. Depending on where you apply to, the next two years will be spent either continuing to work near Edinburgh or moving to work in Osterley, West London. Wherever you choose to work, your business rotations will allow you to quickly learn how to prepare management reports, plan, budget and forecast, set out project costs and collaborate with teams in other areas of the business to meet and exceed targets.

To apply, you'll need to have, or be on track for, a 2:1 or equivalent in any discipline. Ideally, you'll also have some relevant work experience under your belt but your passion for all things Finance is key.

It'll be a real challenge – stretching your analytical mind, commercial knowledge and experience to the limit. But in this creative, fast-paced and fun environment, we'll make sure you get all the support you need to develop valuable practical experience and become a rising star in our amazing Finance team.



Marketing

Join Sky as a graduate in Marketing and discover what goes into making a top brand stand out in the marketplace, while working your way towards your Chartered Institute of Marketing (CIM) qualification.



“What has surprised me the most about working at Sky? How much things change, it’s so fast-paced and I get to work on so many different campaigns.”

- Omari

Creating great entertainment is no good if there’s no-one watching it. So even a brand as wide-reaching as Sky needs to promote the outstanding drama, comedy and up-to-the-minute news and sport we deliver. Not to mention all the enticing deals we offer new and existing customers.

On this two-year programme based in Osterley, West London, you’ll discover how vital marketing is to our business. Through four six-month rotations, you’ll gain exposure to every aspect of our Marketing teams. These include Brand Marketing, where you’ll see how we keep the public aware of Sky products; Trading, where you’ll find out what it’s like to deal directly with our customers, either through online or direct marketing messages; and Strategy and Insight, where you’ll discover all the research, analysis and insight that highlights marketing opportunities and drives our overall strategy.

Testing your communication, teamworking and time management skills to the full, this role will see you involved in a range of projects. This could include everything from developing brand marketing campaigns and planning digital marketing projects, to making the most of our digital inventory and taking responsibility for weekly email campaigns to our customers.

Love the sound of Marketing but not in your final year?
Go to skystartingout.com for details of our 11-month Marketing placement.

Procurement

Delivering brilliant entertainment, products and services to over 11 million customers is no easy feat. And at Sky, we're always live. So we depend on our Procurement teams to source the most diverse range of products and services imaginable; from telecoms to fleet transportation and broadcasting equipment. And this is where you'll come in, making sure everyone we work with has all the right tools to deliver the game-changing products and services we're known for.

Joining us as a graduate in the team, you'll rotate through four placements over this three-year development programme. You'll work across the three functional procurement areas within Technology and Entertainment, Operations Enablement and Group (which includes our Corporate and Marketing operations). You'll experience the full breadth of work, while working towards your full Chartered Institute of Purchasing & Supply (CIPS) qualification, giving you a complete grounding in all things Procurement. You'll take the lead in negotiating with suppliers, working closely with the internal teams at Sky to identify opportunities to improve the way we do things.

We'll look to you to create new strategies, be an excellent communicator, team player and be someone who always believes in better and delivers on that promise.



To apply, you'll need to have completed, or be on track to finish, your undergraduate degree from any discipline.

Programme Management

With things moving as quickly as they do at Sky, it's vital that we have a brilliant team of change professionals. People who investigate, analyse, deliver and report on best-in-class projects that change the game for our customers.

This could be how we answer the phone, send a bill or even solve a technical query. Whatever the project, our people make a real and valuable difference to how we attract and retain our customers and ultimately grow our business. On our Programme Management graduate programme, you'll be right in the thick of it.



Working as both an Analyst and Project Manager, you'll help us balance commercial success, customer satisfaction and employee engagement. It'll be a challenge, but one where you'll get underneath the skin of our business and drive change that enables our teams and employees to deliver an outstanding customer experience - however our customers choose to interact with us.

As an Analyst you'll be applying intellectual and analytical rigour to challenge change initiatives and business stakeholders. And as a Project Manager, you'll be championing customer needs as well as building and developing relationships with key stakeholders. You'll ensure everything runs to schedule in successfully delivering projects. You'll meet business objectives with the customer at the forefront of it all. Rotating across different departments, you'll hone skills in both areas before deciding on a career path. We'll provide you with support and training including the opportunity to study for either an ISEB or PRINCE2 qualification.

We want to offer the best service in the country so we're looking for self-starting, motivated individuals to support this journey who'll make a real business impact from day one.

To apply, you'll need to have completed, or be on track to finish, your undergraduate degree from any discipline and have a real passion for driving change projects.

Property

Property at Sky has never been so exciting: over 24,000 employees, working across an estate of over 150 UK and Ireland based properties, ranging from broadcast centres, offices and contact centres to our very own wind turbine. We're here to make sure the environment is not only functional and fit for purpose, but that it encompasses the game-changing approach we take to all our work. It's a challenge we love rising to.



On this two-year programme, you'll have full support to complete your Royal Institution of Chartered Surveyors (RICS) APC qualification and have the opportunity to rotate across the three core areas that make up our Property Service Group.

You'll gain experience in the full Property value chain - from Real Estate to Workplace and finally through to Service. You'll be involved in everything from getting the best out of our site development plans and supporting Workplace projects through to planning exciting seasonal treats for our staff: things like on-site ice rinks so our colleagues have the best possible experience at work. You'll play a vital role in ensuring our services are slick, efficient and cost effective. A confident communicator, you'll have the ability to bring plans to life, make exciting ideas a reality and deliver seamless support for our sites across the UK and Ireland.

You'll have great attention to detail and be an excellent communicator with an ability to work closely with key stakeholders to understand their requirements and strive to make them happen.

To apply for this programme, you must be either on track to complete or have completed a RICS APC accredited degree.

Software Engineering Academy

If you're looking to get ahead in Software Engineering, these are the programmes for you. Here, you'll help create the next generation of products for Sky and change the way over 11 million people view and access great entertainment. On this revolutionary seven-month programme, four weeks' training will give you a complete grounding in software engineering principles, Java development, test-driven development and continuous build and integration.

This will perfectly prepare you for one of two roles within the Academy. As a Developer you could be using your experience of developing software applications, open source technologies and Agile methodology to develop key Sky websites, such as Sky.com or software for Sky News, My Sky, NOW TV and Sky Go, as well as internal projects.

Or is DevOps more your thing? No problem. Join the teams that provide a wide range of support and deployment related activities to all development, QA and release management teams. This exciting opportunity will see you working as part of a team responsible for planning and executing the integration of services into a complex cloud and data centre environment in an efficient, secure and cost-effective manner.

Whichever role you choose, your ability to pick things up quickly and work as part of a team will be key and you'll be expected to make a real impact from day one – producing and supporting software that fully contributes to our future success.



As with most of our programmes, any degree discipline is accepted but here we need to see a real passion for all things Technology and a familiarity with Agile working methodologies and open source technologies.

Strategy

What channels should we launch next? What technologies should we be investing in? How much should we be charging our customers? How should we work with global tech giants?

In a fast-changing marketplace, these are some of the big questions we need to answer to keep hold of our industry-leading position. And you'll help us answer them.



To apply, you'll need to be on track or have achieved at least a 2:1 in your undergraduate degree.

Our Strategy teams work closely with the CEO and other senior executives to shape our strategic direction and then carry this through to execution. They offer advice on issues ranging from developing a customer proposition and choosing channels and content to invest in, to assessing where our growth opportunities are and how new technologies can make a difference to our business. It's a vital team and working here will fully test your communication, analysis skills and your ability to make things happen.

On this two-year programme based in Osterley, West London, you'll be working primarily in the Strategy Group where you'll develop a broad and in-depth knowledge of the Technology, Media and Telecoms (TMT) sector. You'll learn core strategy principles and communication skills through a mix of formal and on-the-job training. During the programme you'll work on a wide variety of cutting-edge projects across the breadth of Sky activities, including TV, broadband, calls, mobile applications, betting, advertising, production and commissioning, and rights negotiations.

Previous graduates have worked on the Premier League rights auction, new channel launches and the optimal pricing and packaging for our TV services.

Technology

Imagine developing the systems that beam amazing entertainment into more than one in three UK and Irish homes. The infrastructure that delivers online and mobile content to millions of customers whenever they want, wherever they are. The technology underpinning broadband so fast that everything else seems like dial-up. These are the pioneering technologies that our graduates have already helped us bring to our customers.

But what will you think of next?



"The best thing
about my job?
Being at the cutting
edge of Broadcast
Technology."

- Aaron

Join us in either West London or our Scotland headquarters near Edinburgh and you'll be on a structured two-year programme that starts with a seven-week induction to help you get started with ongoing development opportunities throughout the programme.

Your induction is followed by four six-month rotations across Analysis, Development, Testing and Operations. You'll get to show your genuine passion for technology and get your hands on real projects that matter to our business.

Recently, graduates have been involved in the launch of new channels, ongoing development of Sky Go, Sky AdSmart and NOW TV, as well as the technology behind services used by our customers and on-screen Sky Sports commentators. Through practical, on-the-job training and support, you'll become a fully-rounded Technology professional.



Whatever your degree discipline we want to hear from you. Show us your passion for Technology and why you want to be at the forefront of delivering game-changing developments.

Rewards and Benefits

When you join, you'll have access to the fantastic range of benefits on offer. These include:

Ongoing Structured Development - whatever your programme you'll have access to centralised development opportunities to further build your skills.

Through our My Sky Rewards package you'll also receive:

Free Sky+HD, Broadband and discounted Talk - with all the extras thrown in.

Sky Choices - savings on travel season tickets, mobile phones and shopping through retail vouchers.

Healthcare and Dental Plans - your health is important to us so we provide you with competitive healthcare and dental plans.

Sky Pension Plan - you'll automatically be enrolled into the Sky Pension Plan after you've been with us for three months. There's also free life assurance and ill health cover.

Sky Share Save scheme - you can choose to make regular savings which are used to buy shares; and should our share price rise, you'll receive the difference.

You'll also be entitled to 25 days' annual leave, which will increase the longer you stay with us, and have access to a range of flexible working options, depending on your role.

This is just a snapshot of what we offer. For the full view of life at Sky, go to skystartingout.com



Applying to Sky

The most important thing to remember in every application is that we want you to be yourself. Let your personality come through whenever you're talking to us; try and be as relaxed and comfortable as possible. This is your chance to find out about us and our chance to find out about you.

When you apply for a role with us, you'll go through the structured process detailed below. Visit our website to find out more about how to get the most out of every stage and the behaviours we value in our people.



Submit online application form.



Receive confirmation email.



Online test.
(this only applies to people applying for the Finance, Strategy and Software Engineering Academy Programmes).



Telephone interview.



Assessment centre.



Offer.



skystartingout.com

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 twitter.com/skystartingout

It's our people that make Sky the UK and Ireland's leading entertainment company.
That's why we work hard to be an inclusive employer, so everyone at Sky can be their best.