



This job description outlines some of the responsibilities a graduate may undertake on the **Finance Graduate Programme**. These duties are not expected from day one; they reflect the skills and experience graduates will develop and demonstrate throughout the programme.

Job Overview

Location of role: Reading, London. Flexibility will be required and travel across other Centrica locations is likely.

Full time: 37 hours per week

The Finance Graduate Programme develops core finance skills through a structured three-year programme consisting of three rotations across key areas of finance. Graduates will support the business through financial analysis, control, reporting and decision-making.

The programme provides full study support towards a recognised professional qualification, ACA or CIMA, preparing graduates for future leadership roles in finance.

Key Accountabilities

- Complete structured rotations across finance teams to gain varied functional and technical experience.
- Work towards a professional qualification, CIMA or ACA, with full study support.
- Contribute to the development and improvement of financial processes and reporting tools.
- Participate in finance transformation projects that create efficiencies, including process automation.
- Support the preparation of financial reports and forecasts across business units.
- Assist with variance analysis and provide insights that help explain financial performance.
- Partner with operational teams to support commercial decision-making.
- Work in line with internal controls, policies and regulatory requirements.

Key Competencies/Core Capabilities required to perform the role

- **Analytical thinking** – interpret financial information, identify trends and use evidence to support clear conclusions.
- **Accuracy and attention to detail** – produce reliable analysis, reports and forecasts while working within financial controls.
- **Commercial awareness** – understand how financial performance supports business priorities and decision-making.
- **Collaboration** – work effectively with finance colleagues, operational teams and stakeholders across the business.
- **Communication** – present financial information and insights clearly to both finance and non-finance audiences.
- **Learning agility and ownership** – embrace professional study, respond positively to feedback and take responsibility for delivering high-quality work.
- **Continuous improvement** – look for opportunities to simplify, improve and automate financial processes and reporting.

Key Stakeholders

Stakeholders will vary depending on the placement. Graduates may work with cross-functional teams including Finance, Commercial, Strategy, Operations, Tax, Treasury, Audit and Risk, as well as senior leaders across Centrica's business units. Engagement may take place through Microsoft Teams, email, meetings and face-to-face events.

Education and Certifications required to perform the role

- Degree level, with required academic attainment confirmed through the recruitment process.
- Commitment to completing a recognised professional qualification, ACA or CIMA.
- No prior full-time work experience is required.

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