

<b>Job title</b>	Graduate Trainee – Digital
<b>Department</b>	Digital
<b>Grade</b>	4
<b>Contract</b>	Permanent
<b>Location</b>	London

## About the Department

The Digital department is leading a transformation of Avios Group Limited (AGL) into a digitally-optimised, loyalty products and services business. This goes beyond technical enablers and includes an evolution of our business model, ways of working, processes and goals. The Digital department is responsible for managing and coordinating product management, business transformation and new venture growth.

## At a Glance

As part of the new 18-month Digital Grad programme, you will have the opportunity to work in 2-3 different Digital Product teams (called Squads), such as those that build products to enable customers to collect and spend Avios, as well as supporting our digital transformation efforts and activity across Avios.

Based in our new Digital office in London, this programme will give you the opportunity to work closely with various Digital teams and stakeholders across Avios and the International Airline Group (IAG). You will play a key part in these teams and will get involved in exciting projects and new initiatives helping you to learn valuable skills to kick-start your career with Avios.

This programme is designed to draw out the best in you. We give you the opportunities to develop your capabilities and reach your full potential. Our Graduates have roles that come with real responsibility. Your development and contribution during the programme will help shape your future. We will then support you at the end of the programme to help you find your ideal role within Avios.

## What You Will Be Doing

- Work closely with and support the Digital Squads on day-to-day activities to drive product enhancements
- Hands-on experience and great exposure to product development/management
- Opportunity to grow your digital and loyalty industry knowledge, expand your skills and share your ideas, thoughts and experience with our Leadership team
- Help us to identify and research exciting opportunities for adopting new technologies and tools to solve existing customer needs and predict future challenges
- Plenty of opportunity to collaborate and work with a wide variety of colleagues across various departments such as Commercial, Finance, People and Data, as well as the wider IAG Group
- Learn how to work & deliver products in an agile/iterative environment
- There may also be the opportunity to support other business transformation/new venture projects, or work in other teams

## What We Are Looking For

- Recent graduate, or university student expecting to achieve at least a 2:1 degree (or equivalent) in any degree discipline
- Demonstration of achieving excellence either within education or outside of the classroom
- Creative, collaborative and **curious** thinker – keen to bring new ideas to Avios
- **Passionate** about delivering customer value
- Self-motivated and proactive with the ability take the **lead** on activities and prioritise demanding workloads/projects
- **Brave** - looks for opportunities to innovate and comfortable with ambiguity and change
- Hunger to learn and develop with a genuine interest in digital technologies, as well as travel/loyalty industry
- A problem solver and collaborator who loves a good challenge
- Confidence to work autonomously with the ability to keep many plates spinning at once
- Ability to make decisions and gather information from a variety of sources (internal and external)
- Strong interpersonal & communication skills - enabling you to communicate confidently and effectively with colleagues at all levels and externally with partners & suppliers
- Strong leadership potential and motivated team player who takes pride in everything you do
- Previous work experience would be beneficial (this can be made up of internships, placements, or part/full-time work experience) – ideally within a commercial, customer-facing or digital/agile environment
- Spanish language skills may be beneficial, but is not an essential skill
- Some travel to other Avios offices will be required during the programme (mainly Heathrow and Gatwick), and some international travel may also be required depending on the projects
- Must have the eligibility to live and work in the United Kingdom - **documented** evidence of eligibility will be required from candidates as part of the recruitment process.

### What we can offer you

- A tailored induction programme, as well as ongoing development opportunities and support throughout the 18-months
- Competitive base salary of £27,500 on a permanent contract
- Annual bonus award (dependent on Company & Individual Performance) up to 22% of annual salary
- Company Pension with Aviva (company contribution of 5%, minimum employee contribution of 4%)
- Private Health Care with Bupa
- Travel Insurance
- After 6 months' service, you will be eligible to unlimited standby and premium standby fares for you and your nominees on the full BA network and numerous other partner airlines
- Exciting global travel industry discounts including flights with hotels, rail, cruises & tour operators also available through travel providers
- Discounts on BA flights and holidays from day one for you, your friends and family
- New Joiner Avios/Birthday Avios/Thank you Avios
- 25 days annual leave, plus 2 days charity leave
- On completion of the programme, you are expected to proactively apply for a role within Avios - full support will be provided by Avios to help you secure your ideal role

**Closing date:** 25<sup>th</sup> April 2019