

## Technology Engineering Graduate Scheme

**Salary** – £47,000 + fantastic benefits

**Locations** – Nationwide, historically in Edinburgh, Leeds, Manchester, London and Bristol. A mix office and home working with our hybrid working policy.

**Qualifications** – Choose from various qualifications to boost your career. Work to a personal learning plan that matches your interests and goals.

### Build Tech That Millions Rely On

With 22 million digitally active customers and a tech transformation underway, we're not tinkering at the edges. We're reinventing how banking and finance works – and as a Technology Engineering Graduate, you'll be right at the heart of it.

We're one of the biggest investors in technology, putting up to £3bn a year into new tools, apps, platforms and new ways of working. We've set ourselves the challenge of building banking that's safer, smarter, and simpler for everyone.

This is where theory meets action. You won't just code – you'll create, test and deploy solutions that millions rely on every day. You'll focus on engineering, development, and deployment – the practical build of the solutions that bring ideas to life.

One important note: **if your passion lies in AI and machine learning, this isn't the scheme for you.** Those roles sit within our **Data Science and AI Graduate Scheme.**

You could work on:

- Software Engineering – coding in Java, Python, C#, JavaScript, Kotlin, Swift.
- DevOps – building pipelines and automating releases.
- Quality Assurance – testing, refining and improving customer journeys.

This isn't work experience. This is work that matters - from improving mobile banking journeys to strengthening customer security – and delivering value to millions every day.

### What your work could look like

- Building new app features.
- Automating processes to save thousands of hours.
- Engineering the cloud infrastructure that keeps us running.
- Stress-testing customer journeys.
- Collaborating on solutions that make banking safer and simpler.

### Your skills toolkit

You will work to be:

- **Engineering-ready** – skilled in coding, testing, and delivering at pace.
- **Cloud-certified** – with industry-recognised accreditations such as GCP.
- **Agile-minded** – comfortable working in sprints, squads and labs.
- **Customer-focused** – building tech that meets real needs.
- **Collaboration-driven** – experienced in cross-functional teamwork.

Along the way, you'll take part in hackathons (sponsored by the likes of Google and Microsoft), showcase your skills at awards, and even help shape the future of the scheme itself through graduate feedback and innovation challenges.

### Requirements

#### What you need to apply

- A degree in any subject area from any university.
- Knowledge of at least one modern programming language or framework.
- A genuine passion for technology and the drive to keep learning.