



Insights Graduate Opportunities

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Who are we?

Insights is a Learning and Development company which aims to change the world through the power of self-awareness.

We are a global leader in providing innovative and engaging solutions for personal and organisational development.

We help individuals, teams and leaders discover their unique strengths, preferences and styles. Empowering them to communicate seamlessly, collaborate effectively, and achieve peak performance.

Our purpose is to create a world where people truly understand themselves and others and are inspired to make a positive difference in everything they do.





Our product is in

31
languages

In over

51
countries

And was used by

650k
people last year

And this is still
just the **start**.

With new services to build,
more countries to launch in
and people to support,
it's an exciting time
to be at Insights.

What is the **Insights Graduate Programme?**

Our graduate programme specialises within specific areas of the business to help launch your career. You'll also be part of a global Early Careers community at Insights and share a common graduate experience that includes:

- **Three-to-six-month rotations** within different departments
- Working with stakeholders from **around the world**, and across all areas of the business
- Getting a **deep understanding** of how our business operates
- Receiving **mentorship** and joining a supportive **network of graduates**
- Manager and leadership **development opportunities**

What are the **finer details?**

All our programmes are permanent opportunities.

<i>Start date</i>	September
<i>Programme duration</i>	Two years
<i>Requirements</i>	We consider applications from all universities and any relevant degree background
<i>Locations</i>	Dundee (hybrid, three days a week on site)

What **types of opportunities** are available?

Our opportunities are growing; here are some examples...

Software engineering is within our Product Technology department where you would be working and learning within a multi-disciplined team on modern technology stacks, agile ways of working and building on our customer products. The programme of work will ensure a well-rounded experience of the overall Product Lifecycle.

People team (HR) are essential for looking after our business and enabling Insights' most valuable asset – its people. At its core, our People team is there to support, nurture and develop our colleagues around the world. This comes in many different ways, including recruiting great new talent, providing Learning and Development opportunities for existing colleagues and working on initiatives to continually improve our company's culture.

Product Management is within our Customer and Digital function which includes the Product and Learning Communities, Product Technology, Customer and Digital Change Management, Marketing, Future Experiences and Research and Design teams. The programme of work will ensure a well-rounded experience of overall Product Management with a pathway to a potential career as a Product Manager.



Meet our **Early Careers Learning and Talent Partner**



Hello there, my name is Henry and I'm the Early Careers Learning and Talent Partner.

My role is to support everything related to graduate programmes at Insights.

It's my job to recruit, help onboard and continue to support graduates throughout their entire programme and it's my mission to make sure you have the very best experience.

What do our grads **think?**

“ I’m enjoying working with different teams within my field and I feel the work is really interesting and meaningful. The programme is a great opportunity to learn and expand my skillset. ”

– **Emma, Product Management Graduate**

“ The graduate programme has exposed me to a wide variety of new experiences and learning opportunities. I feel challenged but also supported in my career growth. ”

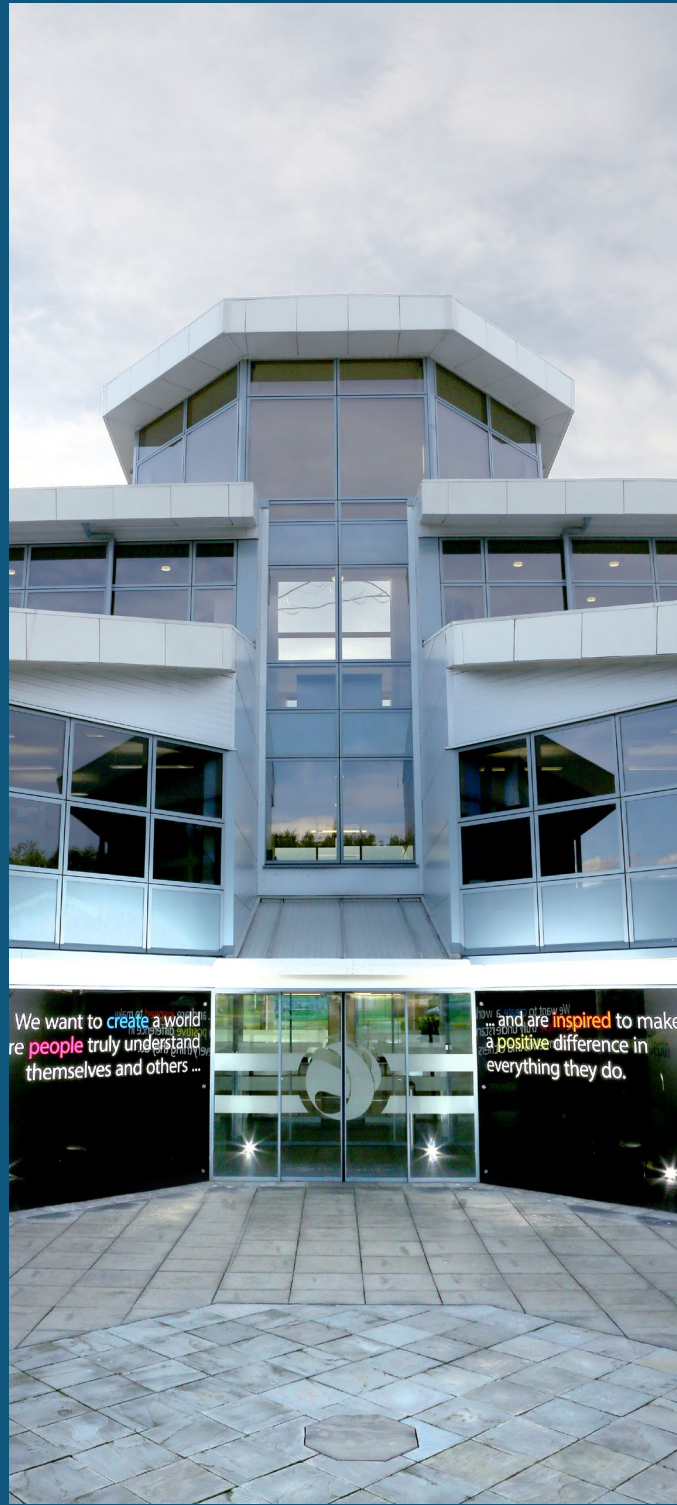
– **Maddy, People Graduate**

“ It’s cool that we get to experience Insights products and use them for our personal development. Also, the culture here encourages me to ask questions, contribute ideas and take ownership of projects. ”

– **Anton, Software Engineering Graduate**

Some of **our grads...**










How do we invest in graduate learning and development?

Learning and development is **what we do**

As an Insights Graduate you'll be plugged into a supportive and dynamic team who will be there to help you grow.

-  From day one, you will have a **structured learning journey** and be given **real work** that makes an impact.
-  You will receive a full **Insights Discovery profile** and regular **coaching**.
-  You will become part of the **Insights Early Careers community**, which includes other graduates who work in offices worldwide to share your experiences with.
-  You will have the opportunity to participate in our **manager development programme**.
-  We are invested in your professional development and have a culture of **promoting from within**.

Becoming **Inclusively** Insights

Everyone is welcome at Insights. We want to create a world where people truly understand themselves and others, and are inspired to make a positive difference in everything they do.

We're dedicated to creating a space where you belong – that means accepting you for who you are now and supporting you on your journey towards whoever you want to become. It all starts within. Our colourful solutions help people see themselves and others in a new light and we love encouraging our diverse global community to experience the transformational power of Insights Discovery.

Through listening and learning, we will continue to foster the connections that matter to build a more inclusive culture. It is in our nature to nurture.

We have developed an organisation which puts care for our people, inclusion, belonging and wellbeing at the heart of our approach. We're strengthened by a community where we work together to co-create a culture that celebrates difference and welcomes everybody.

We love learning. We want to be better tomorrow than we are today and we're up for the journey. Unapologetically human, undoubtedly individual. Colourful to our core.

To be discovered, register your interest [here](#).

Before applying for a role at Insights, please review our [Recruitment Privacy Policy](#)

What do we **offer?**

Hybrid working

35 days annual leave

Aviva **Healthcare** Support

Employee **Assistance** Programme

Volunteer days

Cycle to work scheme

Gym and other retail **discounts**



www.insights.com