

STUDENTS & GRADUATES

Entry Level Technology and Consulting Recruitment Team Visa Sponsorship Policy – as at September 2019



Accenture's approach to recruitment is underlined by our core value of Best People and our principle of meritocracy. In short, Accenture seeks to attract, develop and retain the best talent for our business and to foster a fair, positive and inclusive environment. With that in mind, we welcome applications from all candidates, regardless of nationality or right to work status.

Notwithstanding that, Accenture is of course bound by UK immigration rules, which place some restrictions around our graduate and undergraduate programmes, including for our **2020/2021** intake.

Accenture must consider current UK immigration rules and obligations for our entry level roles. In particular, where visa sponsorship is required, Accenture will need to consider the role and pool of applicants in the context of the UK government's Resident Labour Market Test (RLMT). Broadly speaking, in order to progress with applications from those requiring visa sponsorship, Accenture must be able to demonstrate that it is not able to staff the advertised role with suitably qualified resident workers or that the candidate fulfils all the criteria required to be exempt from RLMT (e.g. those switching from Tier 4 General, those making a Tier 2 visa application whilst in the UK). In our FY19, all graduate Consulting roles were filled by individuals who were qualified resident workers or otherwise exempt from RLMT and therefore on this basis we are unable to accept applications for our Consulting roles from those who are subject to RLMT.

There are a number of criteria you would need to meet in order to be exempt from the RLMT. In order to understand more detail about visa sponsorship, please read on:

All applicants

If you are a national from or hold one of the following and will continue to do so after your anticipated employment date, you currently have the right to work in the UK without sponsorship from Accenture and you should apply to any of our graduate programmes. If successfully offered a position you will be responsible for ensuring that you continue to be eligible to work in the UK for the length of time you are employed by Accenture:

- British citizen
- EEA national* please see section relating to Brexit implications
- UK ancestry visa
- Those who hold the right to reside in the UK indefinitely e.g. Indefinite Leave to Remain
- Partners who have no working restrictions on their visa – Spouse visa, EEA2 Residence Card as the Spouse of an EEA national, Tier 1 Partner or Tier 2 Partner, Right of abode with no working restrictions

This list is not exhaustive, if you are uncertain of your right to work in the UK without sponsorship from Accenture please review the UK Visas & Immigration website for more information www.gov.uk/government/organisations/uk-visas-and-immigration

Tier 4 General student visa holders – Graduate intake

If you hold a valid Tier 4 General student visa and can satisfy one of the following, you are eligible to apply to any of our graduate and undergraduate positions and your application will be progressed through our selection process as normal:

- You will complete and pass, with an issued result, a UK recognised bachelor or master's degree, prior to your start date, and you studied this course at a UK institution that is a UK recognised or listed body, or an education provider which holds a license for sponsoring students under Tier 4 of the Points-Based System.
- You previously completed and passed a UK recognised bachelor or master's degree, whilst holding a valid visa for the UK and now hold a Tier 4 General visa. You must have studied for the eligible award at a UK institution that is a UK recognised or listed body, or an education provider which holds a license for sponsoring students under Tier 4 of the Points-Based System. For example, you graduated from a bachelor's degree in **2018** and following this secured a Tier 4 General extension to study a master's degree that you will graduate from in **2019**. Please note you should have continuous leave for this option i.e. any gap between your previously issued Tier 4 General visa and your current Tier 4 General visa should be no more than 28 days. If your second visa was issued outside of the UK, you must have applied for your visa within 28 days of the expiry of your previous visa.
- You have completed at least 12 month's study in the UK toward a PhD, prior to your start date, and you studied this course at a UK institution that is a UK recognised or listed body, or an education provider which holds a license for sponsoring students under Tier 4 of the Points-Based System

Please note that you will need to apply for your visa in the UK before your current visa expires, and you can only submit your application from 3 months prior to the expected end date of your course. You will not have an option to apply outside the UK as this would make your application subject to RLMT which may not be satisfied for entry level roles. Please note, once you submit your tier 2 application, you will be unable to leave the UK until you have your new visa.

Please do ensure you familiarise yourself with the qualifying criteria for Tier 2 General, including the exemption from the Resident Labour Market Test as a recent graduate from a UK university and the rules relating to switching your status from Tier 4 General to Tier 2 General. There are a number of factors which may impact your availability to commence employment, particularly for those studying for a Master's degree. Please review the UK Visas & Immigration website for more information www.gov.uk/government/organisations/uk-visas-and-immigration

Tier 4 General student visa holders – Summer Vacation Scheme / Industrial Placement intake

If you are studying a degree level course in the UK and you hold a valid Tier 4 General student visa and can satisfy one of the above criteria you are eligible to apply to any of our undergraduate positions and your application will be progressed through our selection process as normal. Please note that prior to your start date you will need to obtain written confirmation from your university

regarding term dates – you will only be able to participate in our Summer Vacation Scheme if the dates coincide with your university summer vacation.

Tier 1 General Visa Holders - Graduate intake

If you hold a valid Tier 1 General visa and will continue to do so after your anticipated start date you are eligible to apply to any of our graduate positions and your application will be progressed through our selection process as normal.

Tier 5 Youth Mobility Visas - 2018 Graduate intake

If you hold a Tier 5 Youth Mobility visa and will continue to do so after your anticipated start date you will be eligible to apply for any of our graduate and undergraduate positions. Your application will be progressed through our selection process as normal. However, please note that Accenture cannot guarantee an offer of Tier 2 sponsorship in order for you to continue in employment beyond the expiry of your Tier 5 youth mobility visa, as this application would be subject to the Resident Labour Market Test which may not be satisfied for entry level Consulting roles.

Existing Tier 2 visa holders - 2020 Graduate intake

We are not able to offer any graduate vacancies for 2020/ 2021 to individuals who currently hold a Tier 2 General / ICT visa. Where a Tier 2 General visa is held, for Accenture to take over your Tier 2 sponsorship in order for you to commence in employment with us, this application would be subject to the Resident Labour Market Test, and entry level Consulting roles typically do not pass this test. Where a

Tier 2 ICT visa is held, there are restrictions that prevent you from changing sponsor in the UK.

I do not have the right to work in the UK, what does that mean for me?

If you do not hold a valid Tier 4 General student visa, or cannot satisfy the requirements stated above, we are unable to accept your application as we expect to fill all Consulting roles from the candidates above.

I am an EEA national and I am proposing to apply to one of Accenture's graduate recruitment programs – how will "Brexit" impact my application?

Until the UK leaves the European Union, applicants from EEA countries can continue to live and work in the UK. You should therefore select Option 1. We are closely monitoring the impact of Brexit and we will communicate with you as necessary if anything changes.