

Careers at CGI

We're creating  
the future.  
Let's create  
it together.

Be part  
of our story.

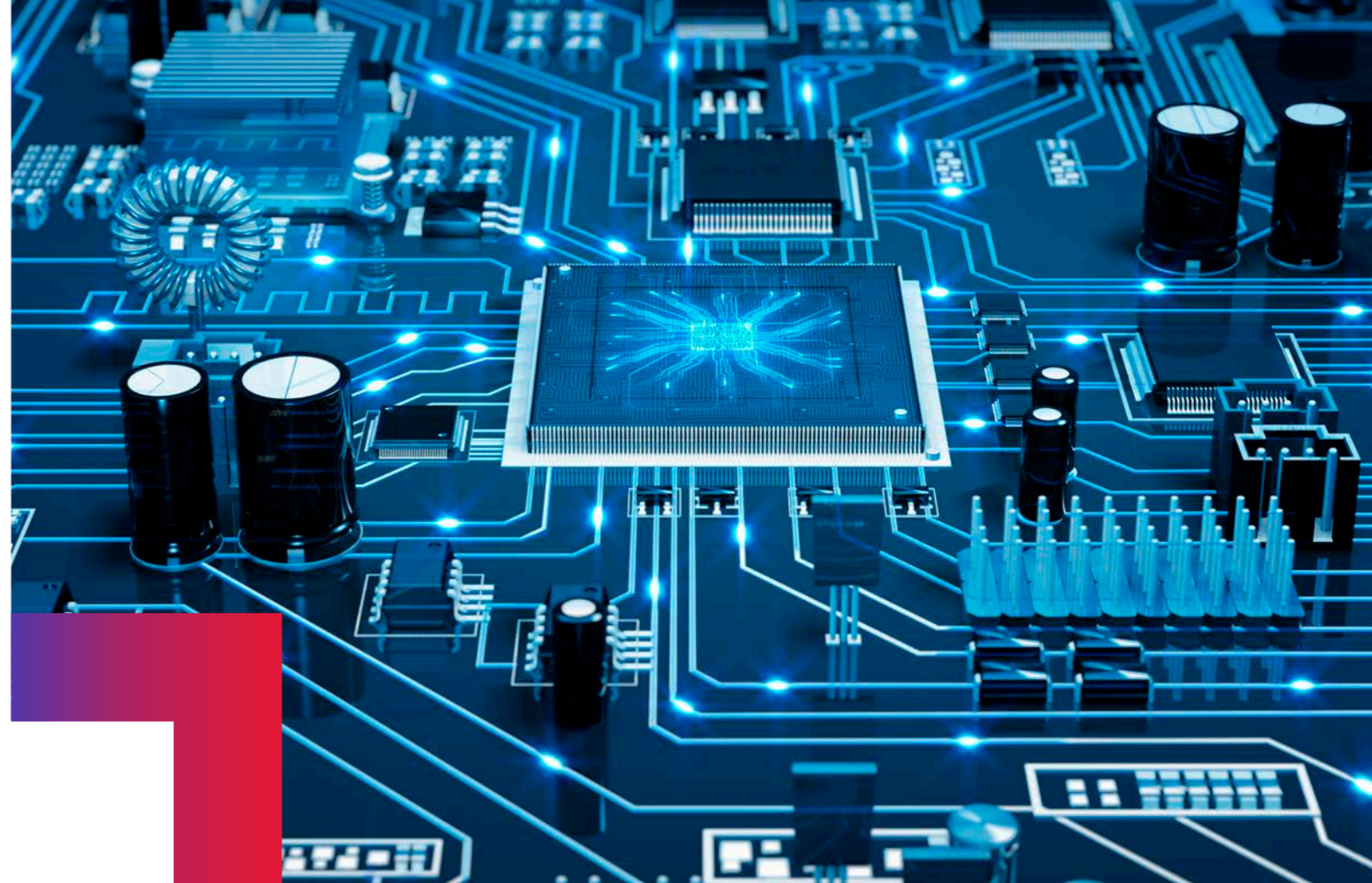
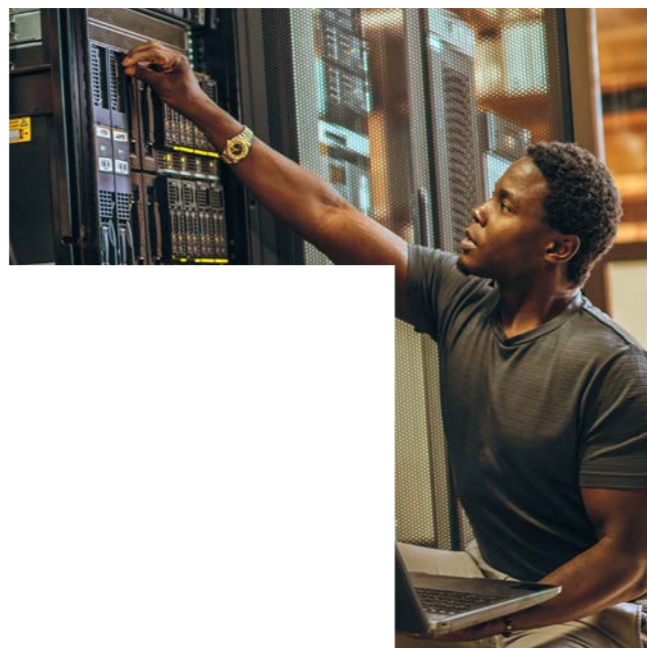


# Each of us is a company owner...

## CGI is unique

Our client commitment is what sets us apart. We sit behind the scenes, working on complex, mission-critical projects that help our clients push boundaries, deliver exceptional products and services, and achieve long-term growth. Our goal is to be the best in our industry.

Our consultants and professionals enable us to be the best. CGI treats each person who joins our company as a company owner, empowered to shape the day-to-day running and evolution of our business. This culture of ownership and pride is what defines and drives us.



# and each of us has a stake in our future.

We call our professionals 'members' – not employees. When you become a member of CGI, we give you the responsibility for creating our future, and we support you every step of the way. You will work on projects that transform lives and society as a whole. Supportive teams, meaningful work and an empowering environment will take you on a career journey of a lifetime.



# Welcome to CGI



The Top Employers Institute recognises our collaborative and progressive work practices, continuing to certify CGI for exceptional workforce planning, career and succession management, culture, learning and development, and leadership development. We're committed to giving you opportunities to work on inspiring projects that stretch and reward your talents, and to giving you a voice. For example, all members have a say in our strategy and business plans through our annual member survey and regular team meetings.

Another important aim of CGI is to protect your work/life balance. Our wellbeing programme and competitive benefits focus on keeping you inspired, engaged and rewarded. In addition, we are committed to giving back to the communities in which we live and work through a wide range of charitable, educational and economic initiatives across the country and globe.

The IT industry is relatively young and constantly evolving. To take advantage of every opportunity, we want to actively encourage diversity in our workplace, including women, minorities and other under-represented groups. Ensuring an inclusive workplace is one of our top priorities.

Whatever stage you are at in your career, we'd love for you to be part of our story and to help us shape the next tech generation."

**Tara McGeehan**  
President of UK Operations

**"It's an exciting time of change in the IT industry. At CGI you'll be part of a diverse team of talented professionals who are opening the doors of the digital world for our clients.**

You'll also be more than just an employee. An overwhelming majority of our members, which is how we refer to our employees, are CGI shareholders. CGI offers a culture of belonging, with stimulating entrepreneurship in a caring environment, giving you a real sense of ownership in all that you do.

# Who we are

Founded in 1976, CGI is one of the few end-to-end IT and business consulting services firms with the scale, reach and capabilities to meet clients' digital transformation needs. Our 80,000 members work side-by-side with clients in 10 industries from more than 400 locations worldwide, to help clients identify, develop and implement effective strategies to meet evolving customer and citizen expectations.

Across the UK, we have approximately 6,000 professionals who deliver industry-leading expertise, strategic service offerings and intellectual property-based solutions that advance our clients' business goals, including in specialised sectors, such as space, cyber security, defence and intelligence, higher education, public justice and safety, emerging technologies and more.

# What we do

We deliver the full spectrum of services to help clients become digital. Organisations in many industries are now demanding an approach to accelerate their return on technology investments.

We leverage our proximity-based client relationships, world-class delivery capabilities and operational excellence to help clients become digital across their enterprises – including their ecosystem of customers and suppliers.

Working closely with clients, we develop end-to-end digital strategies that encompass change management; systems design, implementation and integration; and the use of managed IT and business process services to mitigate cost pressures and fund greater innovation.



# What sets us apart

Our approach is what sets us apart. Our proximity model, supported by our international presence, expertise and services, delivers value for clients.

#### **Client-proximity model:**

CGI organises operations within metro markets where clients have concentrated footprints and empowers local teams to build trusted, in-person relationships.

#### **Global delivery network focused on outcomes:**

Our global delivery model includes onshore, nearshore and offshore delivery capabilities that support client-proximity teams in driving clients' digital evolution.

#### **Operational excellence driven through the CGI Management Foundation:**

Wherever we operate, we align through common policies, principles, processes and frameworks to ensure global consistency.

#### **Industry and technology expertise at the local level:**

Our consultants have a deep understanding of our clients' industries and local business environments, and collaborate across a vast global network.



# Why work at CGI?

CGI's ownership culture is the essence of who we are and fuels our success. Every member has a role in building our company, with the opportunity to make a real difference.

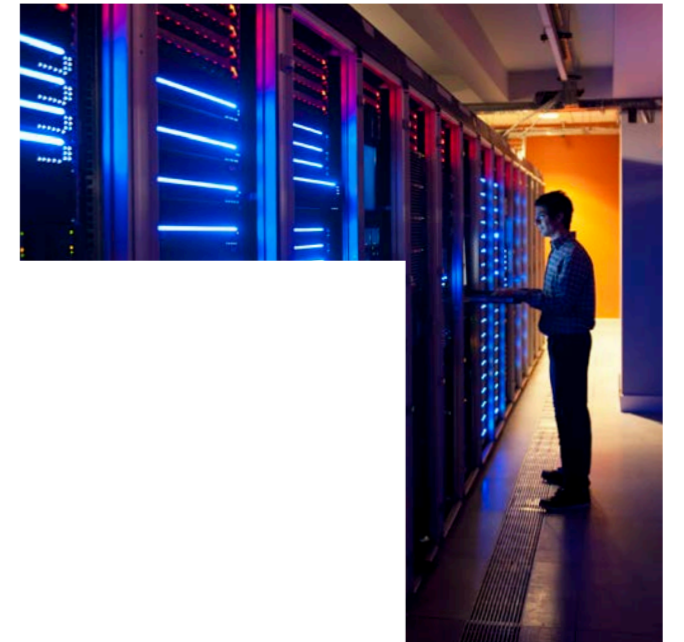
This sense of ownership and pride influences every aspect of our work. It drives client loyalty and shareholder growth, and it creates extraordinary career opportunities for our members.

We are a people-led services company, collaborating to benefit our clients, shareholders and communities through innovative ideas, hard work and outstanding delivery. As owners, we have the power to create the future.

## The CGI Constitution

CGI's Constitution is a reflection of our Culture. The Constitution is made up of the common Dream, Vision, Mission and Values that drive us as we strive together to build a global IT and business consulting services leader. With frameworks and programmes founded upon this Constitution, CGI's consultants and professionals have the opportunity to participate in the life and development of their company, which, in turn, results in client loyalty and shareholder growth.

Read more about our Constitution by visiting [cgi.com/culture](https://www.cgi.com/culture).



# How we are making a difference



We support intelligence-led policing that better meets the challenges of 21st century crime.



We deliver an end-to-end fuel payments system that enables Shell's customers to manage their commercial fleets across the world.



Thanks to our remote monitoring, Adept Power Solutions can now rapidly alert suppliers and customers when one of their standby power solutions has an issue.



We partner with Defra to help them exploit Earth Observation data and prepare for future challenges.



## Tim, Digital Consultant



"As a growing, global business, there are bags of opportunity at CGI. I have had the opportunity to work across a wide variety of sectors during my time here, bringing the latest technology to clients, addressing real business needs. There is also a genuine commitment to share ideas and knowledge between members. I have posted questions about really niche areas, not really expecting to get anything back, only to have experts from India and Finland call me within the hour! The culture here is like no other."

## Our promise to you

### Great career opportunities

CGI is committed to supporting your career growth. We offer excellent opportunities to take your career to the next level through professional development, including certificate and management training.

### Empowering environment

At CGI, your work is what you make of it. Our work environment empowers members to shape their careers based on their professional interests and to take on new responsibilities.

### Supportive teams

Collaboration has always been part of the way we work. By working together as a team, we develop professionally and achieve our full potential.

### Valuable benefits

From medical to profit sharing to share purchase plans and more, we provide a wide range of benefit programmes to ensure the wellbeing of you and your family.

### Meaningful work

We support the IT backbones of clients in critical sectors like health and government. Working for CGI gives you the opportunity to work on important and challenging projects that directly benefit people's lives.

### Financial strength

At CGI, your work is what you make of it. Our work environment empowers members to shape their careers based on their professional interests and to take on new responsibilities.



## Spike, Support Manager

"CGI has worked with the MOD for over 40 years and we employ hundreds of ex-services personnel and reservists. As a veteran I am proud that CGI recognises the extraordinary skills military personnel develop whilst putting their lives on the line. Not only do we actively recruit people like me, but we have a busy Armed Forces Community where we support each other and celebrate occasions such as Armed Forces Day."

# Taking care of our members

At CGI, we go the extra mile to take care of our members and their families.

## Health

### Medical, dental and vision benefits

Select from a range of medical, dental and vision coverage to suit the needs of you and your family.

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### Oxygen programme

Our health and wellbeing programme, offering resources and support to all our UK members.

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### Member Assistant Programme (MAP)

Free and confidential counselling and support services for personal or professional challenges – for members and their families.

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### Trained mental health first aiders

A network of trained members who provide immediate support to their peers.

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### Cycle to Work programme

Will you commute to work by bike? If so, we will help to fund a new bike.

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### Check4Cancer

Personalised cancer screening, diagnostic services, genetic counselling and testing are all available for you and your spouse/partner.

## Financial

### Pension plan

Choose a core contribution of between 3-8% of your salary. We contribute up to 10% dependent on your contribution amount.

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### Share Purchase Plan (SPP)

Purchase CGI shares on a monthly basis. We match your contributions up to a maximum of 3% of your salary.

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### Member discounts

You have access to savings with hundreds of retailers all year round.

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### Insurance coverage

A variety of insurance packages to cover: travel, income protection, life assurance and more.

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### Profit Participation Plan

Share in CGI's success through our incentive plan linked to base salary.

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### Car lease

Enjoy excellent discounts and make significant tax and NI savings through our professional fleet management company.

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### TechScheme

Update your technology and spread the cost with the latest products from brands such as Apple, HP and Samsung.

## Social

### Flexible time off

Buy, or sell, up to five days of annual leave, to suit you. Members receive 25 days' holiday, plus bank holidays, as standard.

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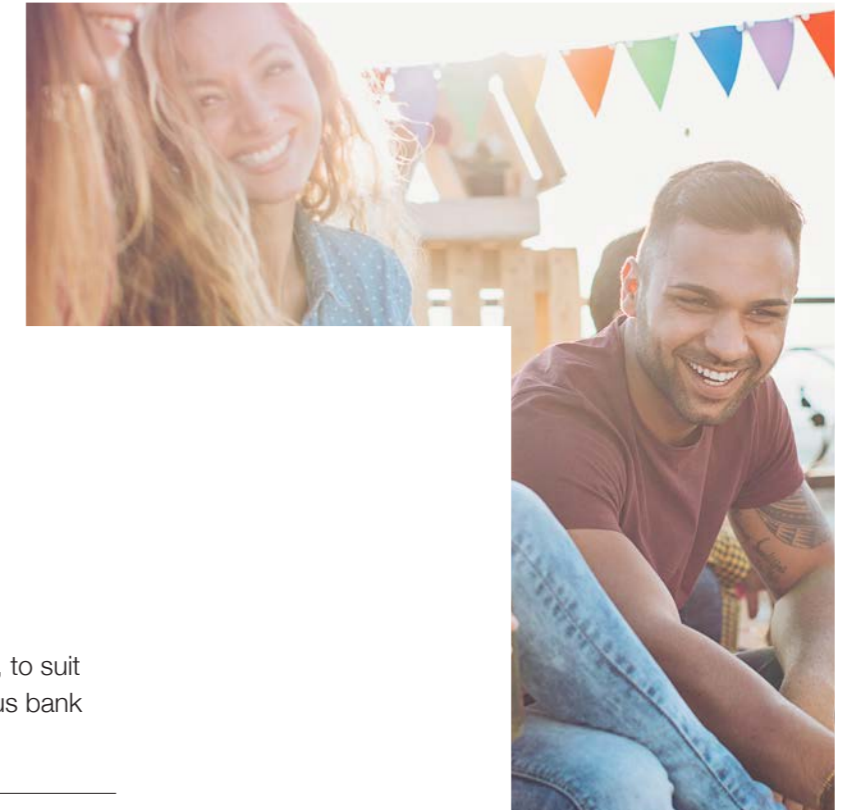
### Location champions

Every office has a Location Champion Team, which organises fun and social events for your office.

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### Sports and Social Club (SSC)

For £5 a month, you can join our SSC, which organises sports and social events for our members.



## Abbie, Business Development and Marketing Analyst

“After studying English Literature at University, I joined CGI's Space, Defence and Intelligence team in 2018. This was quite a leap, as I was originally considering a career in publishing! I contacted the careers team about graduate positions and they were really helpful. The whole process was amazingly quick – I had my interview in August and received my offer in under two weeks. I love my role here; I have a plan for my professional development and the benefits like the Share Scheme and Pension Plan mean that even now, at the start of my career, I can start to think about planning my future, which is all really exciting!”

# Promoting diversity and inclusion

CGI is committed to increasing diversity and inclusion at all levels of our company. Women, minorities and other under-represented groups contribute significantly to the culture and success of our company. We strive to create equal opportunities for the next tech generation.

Here are a few examples of the diversity initiatives we are proud to support:

- Bring Your Whole Self to Work
- International Women's Day
- Bring Your Daughter to Work
- Workplace adjustments programme
- Women's network
- BAME (Black, Asian and Minority Ethnicities) network
- Gender pay gap report
- Parental support community
- LBBTQ+ and allies network



We are also a Disability Confident employer, committed to recruiting, retaining and supporting our current and future members with disabilities and health conditions to work to the best of their ability.



## Maxine, Director, Cyber

"CGI works hard to support women in tech. For example, we've set up a support network where women can talk about developments in the industry, and where they can connect with leaders across the business. We're actively involved in industry events that promote women in IT and engineering. From personal experience, I know that CGI has supported my own career development every step of the way."



## Emma, Contracts and Commercial Consultant

"CGI has given me the opportunity to keep up my passion for volunteering and raising money for charity through CSR events. I have been heavily involved with Bring Your Daughter to Work days by organising the coding session using recycled laptops."

# Taking care of our communities

CGI understands that our business affects our stakeholders – clients, members and shareholders – as well as our local communities, the environment, our supply chain and our partners' ecosystems. We are responsible for ensuring that we have a positive impact on our stakeholders and society as a whole.

**Corporate social responsibility is one of our six values, and to be recognised as a caring and responsible corporate citizen is one of our strategic goals. In partnership with clients, our priorities for this goal are to:**

- Encourage and educate more people to improve their technical and business literacy
- Benefit the wellbeing of our communities
- Support environmental and economic sustainability

**We engage in a large number and variety of initiatives across the UK to achieve these priorities. Here are just a few highlights of our UK programmes:**

- Women of CGI
- Bring Your Daughter to Work
- STEM@CGI (Science, Technology, Engineering and Math programme)
- Equipment and training for communities in Malawi in partnership with the Glasgow City Council
- Data processing support for the UK's Modern Slavery Transformation Unit
- Tree planting for the No Planet B Programme

## Dream Connectors

The CGI Dream Connectors programme deepens our commitment to serving our communities. Each year, after a company-wide vote by our consultants, selected projects receive CGI support, which includes access to IT, facilities, funding and CGI volunteers.





# Be part of our story.

## #ExperienceCGI

Whether you are taking your first step on the career ladder, returning to work or looking for a career change, we would love you to be part of our story. A career with CGI offers you a truly exciting future.

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Apply online at: [cgi.com/uk/careers](https://cgi.com/uk/careers)



CGI UK Students



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