



# CENTRICA

## GAINING AN EDGE IN GRADUATE RECRUITMENT



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**Rebecca Morrill,**  
head of technical accounting at Centrica

- Began offering ACA training in 2009
- Offered alongside CIMA and ACCA
- Aim to increase their graduate recruitment pool
- Flexible training options suits their business needs
- Experience gained across the business
- Helps provide competitive advantage

## ACA TRAINING GIVES CENTRICA AN EDGE

Since 2009, members of Centrica's graduate finance programme have been able to study for the ACA. 'We were keen to introduce the ACA alongside the CIMA and ACCA qualifications that we currently offer,' says **Rebecca Morrill**, head of technical accounting at Centrica. 'We want to attract new graduates into the organisation – people who may otherwise have thought about joining a professional services firm to obtain the ACA, but are attracted by gaining direct industry experience. We believe this could give us an edge in the graduate recruitment market.'

## ATTRACTING ADDITIONAL RECRUITS

Centrica has doubled the size of its graduate finance programme to 10 participants. Offering the ACA was seen as a possible way to increase the graduate applicant pool. 'It's too early to say what impact offering the ACA has had, but a number of candidates going through the assessment centres were certainly asking about it,' says **Rupert Sanderson**, Centrica M&A with responsibility for the graduate finance programme.

The programme is a three-year scheme which gives participants the opportunity to experience various parts of Centrica's business. 'We are expecting our students to apply their studies to developing their commercial expertise within our organisation, which is at the forefront of the fast-paced energy industry,' he says.

## TUITION OPTIONS TO SUIT BUSINESS NEEDS

The flexibility of ACA tuition options has made a positive impression. 'We offer a combination of weekend and evening tuition for the Professional Stage exams,' says Morrill. 'In the final year we propose offering a full time approach. It's about ensuring the study leave is appropriate and comparable to what we offer for CIMA and the ACCA.'

## SUPPORTING CENTRICA'S GROWTH

**Nick Luff**, Centrica's group finance director, adds: 'We are developing our graduate scheme to support the growth of the business and are delighted to offer the option of the ACA to extend our reach to prospective candidates.'

## CENTRICA FACTS

- Established in 1997 following demerger of Centrica from British Gas plc
- Top 30 FTSE 100 company with growing energy businesses in the UK and North America
- Leading integrated energy company
- Over 34,000 employees worldwide
- 20 million customers on both sides of the Atlantic
- Largest installer of energy efficient products in the UK