

How to apply

Disability confident

We are committed to ensuring all candidates applying to the FCA have the opportunity to perform to the best of their ability. If you have a disability, long term health condition, mental health condition, are on the Autistic Spectrum, or have a specific learning disability and require any disability related adjustments for any part of the recruitment process, please contact our disability partner EmployAbility on +44 7852 764 684 or by email at info@employ-ability.org.uk.

As part of our commitment to being an inclusive employer, we are also a signatory to the Government's Disability Confident Scheme. This means that, if you meet the minimum criteria for the job, we guarantee you an interview before you complete the online tests.

Graduate and summer internship programmes

Submit application form

During this initial stage, we'll confirm whether or not you meet the minimum requirements for our programme. We'll ask you to give details of your education and any previous work experience you may have had.

Online tests

If your initial application meets our requirements, we'll ask you to carry out a series of online tests, including:

- Situational Judgement Test (SJT)
- Numerical and Logical Reasoning Test

We strongly encourage you to practise beforehand by taking online tests like these, and to read the instructions carefully when it comes to the real thing.

Motivational questionnaire

Next, you'll be invited to fill out a motivational questionnaire. This will ask for your reasons for applying to the FCA and your chosen programme area. We'll also ask you to demonstrate some wider commercial awareness by explaining the FCA's role within financial services.

Telephone interview

We'll then ask you to undertake a 30-minute telephone interview which will cover your motivation, values and competencies. Again, we'll ask you to tell us in more detail why you feel you're suited to a career at the FCA and what you feel you can bring to the organisation. We'd encourage you to look online for sample competency-based interview questions to help you prepare.

Assessment centre

This is the final stage of the process. Our assessment centres last half a day and consist of four exercises. Here, you'll undertake an analysis task, an interview, a group exercise and an interactive exercise.

Useful tips

We look for our values in all candidates. Please bear them in mind, especially during your telephone interview and at the assessment centre. When you are asked for examples, try to give ones which relate to you and how you demonstrate them.

Our values represent the culture we aspire to every day, guiding us, building trust and helping us achieve our objectives. [Find out more about our values.](#)