2027 Technology & Change Graduate Programme

Role	2 Year Graduate Programme	**Location**	London
Department	Rotational - Transformation & Change OR IT pathways	**Duration**	2 Years - opportunity to apply for a permanent role upon conclusion

About Arch Insurance International

- Arch Insurance International, part of the Arch Capital Group, is a market-leading insurer located in the UK. We provide a range of property, casualty, and specialty insurance for corporations, professional firms, and financial institutions across the UK, Europe and Internationally, with a significant presence in the Lloyd's and London Underwriting market.
- Arch Insurance recognises the need to be a digital insurer and as such has shifted focus from traditional technology initiatives to agile driven digital initiatives, leading the commercial & specialty insurance space. Arch offers an entrepreneurial work environment that empowers the individual and encourages constant learning and growth.
- People are at the centre of everything we do at Arch, and we are passionate about investing in the future talent of the insurance industry and providing early career paths where everyone can thrive. Our range of UK early careers programmes include summer internships, commercial insurance apprenticeships and graduate programmes.

Technology & Change Graduate Programme

- Our Technology & Change Graduate Programme gives you the opportunity to build specialist skills in either IT or Transformation & Change, while gaining exposure to key areas of the business and benefiting from training and development opportunities. You'll have the tools, experiences, and support you need to thrive.
- All graduates will complete a central Operations rotation to build a solid understanding of the business. You'll then choose to specialise in either IT or Transformation & Change, with each pathway consisting of three rotations.

Which pathway should I choose?

Information Technology

Ideal if you're curious about how technology powers the business. You'll rotate across key IT teams, gaining broad exposure to the IT function from Day 1, with a dedicated IT mentor supporting your development and helping you explore different areas of technology.

Transformation & Change

Perfect if you're interested in how organisations evolve and improve. Through rotations across Transformation, Business Solutions and Process Excellence, you'll gain hands-on experience of delivering change, improving processes and turning business needs into practical solutions.

Why should I apply?

- Are you a graduate, or current final year University student looking for an exciting graduate opportunity within a market leading insurer located in London? If so, Arch's 2-Year Tech & Change Graduate Programme could be for you!
- At Arch Insurance, we're dedicated to investing in the next generation of talent. That's why our Early Careers Programmes are designed to do more than just open doors - they're built to launch meaningful, impactful careers in the insurance industry. From day one, you'll be empowered to contribute, grow, and make a difference.
- *The programme will commence September 2027, and we welcome applications from current final year students/graduates from <u>any</u> degree discipline.*

Rotations

<u>Information Technology Pathway</u>

1. **Software Development & Engineering**

Experience the end-to-end development lifecycle, from understanding requirements and designing solutions through to development, deployment and ongoing improvement, including exposure to modern engineering practices and AI-enabled development tools.

2. **IT Service Delivery & Operations**

Gain practical experience of how technology services are managed and supported day-to-day, with exposure to incident and problem management, change and release management, service performance oversight and continual improvement, using ITIL principles to help deliver reliable and resilient services.

3. **Architecture**

Learn how business needs are translated into technology solutions, working with architects to understand solution design, system integration, and the principles that shape our technology landscape. Understand cybersecurity principles, and Arch's approach to maintain technology resilience & security

<u>Transformation & Change Pathway</u>

1. **Transformation**

Get hands-on experience of delivering business change. You'll work alongside experienced Project Managers, supporting live projects through planning, reporting and risk management, while contributing to Continuous Improvement initiatives.

2. **Business Solutions**

See how ideas become solutions that make a difference. You'll work alongside Product, Analytics and Technology teams, building experience in business analysis, process improvement, product development, testing and data, while supporting real change across the business.

3. **Process Excellence**

Discover how businesses improve the way they work. You'll build experience in Lean and Process Excellence, using process mapping, data analysis and continuous improvement techniques to solve problems, streamline processes and support real improvement projects.

Support

- The Graduate Programme journey will provide you with:
  - An enriched experience of the different business areas within Arch
  - Knowledgeable mentors
  - The knowledge and skills required to be successful
  - Learning and development opportunities
  - A dedicated buddy (existing graduate)
  - Support and time dedicated to studying towards professional qualifications

Graduate Programme – Key Dates

- **Monday 2nd November 2026**: Application window opens
- *Successful applicants will be contacted & invited to an assessment centre by 21st December 2026*
- **Early 2027**: Assessment centre & interviews
- **Monday 20th September 2027**: Graduate Programme start date