

# Early Careers Recruitment – 2026 opportunities at Isio

## FAQs

### Thinking about building your career at Isio?

This FAQ document gives insight to how to apply, when and any other questions you might have before you hit the apply button.

### When are you open for applications?

We open our intern, industrial placements and graduate programmes each September.

Our apprenticeship roles open in January.

### What's the deadline to apply?

We aim to close roles 8 weeks after they have posted, but dependant on how many applications we receive, we might close a little earlier or keep them open for longer.

### What are the entry requirements?

For ourll our intern, industrial placement and graduate programmes, we require candidates to be on track to obtain a 2.1 in their degree.

If you are applying to an Actuarial & Consulting programme, you will also need to have an A or B at Maths A-level if you have studied a non-numerate degree.

For our apprentices, you will need to be on track for achieving 3 C's at A-level and for the Actuarial & Consulting apprenticeship, you will need to have a Maths A-Level. Due to the eligibility criteria outlined as part of the apprenticeship levy, we are not able to accept applications from graduates onto our apprenticeship programme unless explicitly stated in the job description.

### What is the application/recruitment process?

We have a 4-stage application process which outlined in detail on our [Early Careers Page](#)

### What if I don't get the grades required for the role I am offered?

Don't panic, let us know as soon as possible and we will discuss with you on an individual basis, discuss with the business area you are joining and confirm the outcome as soon as possible.

### What is the salary?

We offer a competitive salary which will share with candidates who apply.

### How will I be supported for the professional qualification?

Some programmes require you to complete the professional qualification associated with that profession. We offer all colleagues a comprehensive and competitive study support package which includes:

- Study leave
- Study materials
- Study Support Manager
- Time off for exams
- Exam reward
- Subscription to the professional body

### **I have already graduated, left school or thinking of a career change – can I apply?**

Yes! As long as you meet the eligibility criteria for the programme you are applying to, then we welcome your application.

### **How can you support me with an adjustment to the process?**

If you require a reasonable adjustment to be made for any reason at any stage of your recruitment process, please email [hearelycareers@isio.com](mailto:hearelycareers@isio.com) and a member of the early careers recruitment team will be in touch to find out how we can support you.

### **I'm not sure what role I want to apply for, can I apply for more than one?**

In short, no. We strongly encourage you to take some time to read our job descriptions in detail, come and meet with us at our campus events either at your university or at one of our virtual webinars before blanket applying to everything we have on offer.

When reviewing your applications we are looking for specific motivation and career aspirations. Take the time to research and make a choice on which one suits you best.

### **Do you use AI to screen your candidates?**

No, every candidate is reviewed by a member of the early careers team.

### **Can I use AI to help me with my application?**

At Isio we embrace AI and look for ways to create innovation for our clients and colleagues. However, don't rely on AI to write your application for you. AI generates the same answers, and it becomes clear if it has been used to produce your application on your behalf, especially at interview.

Use AI to help you, not replace you. Use it proofread your draft, check for errors or give you feedback. We want to see you in your application, what makes you unique and your personal motivations, AI will give you a generic response that doesn't stand out. You do!

### **How do I get feedback on my application?**

Due to the volume of applications that we receive, we are unable to provide individual feedback until you are at the final face to face interview stage. However, if you haven't been successful in your application here are some potential reasons why:

- Not being eligible for the role applied for based on current stage in education
- The information provided does not indicate an applicant has achieved/is on track for the academic requirements
- The standard of written communication is not at the level we are looking for - this relates to both spelling, punctuation and grammar
- Unable to demonstrate motivation for the role, career or professional qualification
- Non completion of online assessments

### **Do you offer visa sponsorship?**

#### **2026 Graduate and Apprenticeship Programmes**

Unfortunately, we are unable to provide visa sponsorship for this position. You must be able to work in the UK without the need for visa sponsorship now and in the future for your application to be considered for the Graduate and Apprenticeship programmes.

#### **2026 Summer Intern and Industrial Placement Programmes**

Summer intern and industrial placement programmes at Isio are a pathway to Graduate programmes at Isio. We are unable to provide visa sponsorship for our Graduate programmes. Therefore you will need to be able to work in the UK without the need for visa sponsorship now and in the future for your application to be considered for a Summer intern or Industrial Placement programme at Isio as it is a pathway to a Graduate programme at Isio.

