

Careers at BII



British International Investment is the UK's development finance institution and impact investor. We're at the centre of the UK Government's international financing offer. With a mission to solve the biggest global development challenges, we aim to create a virtuous circle of investment and impact.

**what
matters
most?**



Investment and Impact Graduate Analyst

Role specifics

Reporting to	Graduate Manager
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Location	London
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Duration	26 months
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At BII, we offer people the chance to do meaningful work, take on real challenges and be part of something special, because that's what matters most.

About BII – A development-focused mission is at the heart of what we do.

British International Investment (BII) is the UK's leading development finance institution, wholly owned by the UK Government. We've been at the forefront of supporting companies that help developing and emerging countries grow for the last 76 years. Our primary mission is to address global development challenges through strategic investments that promote sustainable and inclusive economic growth.

BII focuses on catalysing economic development, creating jobs, and building resilient economies in some of the world's most complex and underserved markets. We invest in businesses and projects that prioritise inclusive development, environmental sustainability, and innovation.

We currently partner with over 1,600 businesses in emerging economies, and we have total assets of £9.9 billion. We work with our investee partners to support them to succeed and grow impactful businesses.

Our approach is characterised by rigorous investment standards, high governance principles, and a commitment to delivering measurable development impact.

We foster a collaborative and intellectually stimulating work environment that values curiosity, innovation, and professional growth. Our culture balances high performance with a strong emphasis on wellbeing, ensuring our employees can achieve their full potential while contributing to our mission.

Your Journey Starts Here: The Graduate Analyst Programme at BII

Ready to make an impact? Our two-year Graduate Analyst Programme is your launchpad into the world of international development. You'll rotate across two core areas, Impact and Investment, gaining hands-on experience, international exposure, and the chance to shape real change.

What to Expect

The two-year programme is designed to empower and support analysts in aligning their passions and strengths with BII's mission and purpose. You'll kick off with an eight-week immersive training programme designed to set you up for success. Then, it's time to explore:

- **12 months in our Impact Group:** We have dedicated impact specialisms including Responsible Investing, Gender and Diversity Finance, Climate Change, Development Impact and Impact Management. On the programme you will find yourself in any one of these teams. You'll help evaluate how our investments drive positive economic, environmental, and social outcomes, and contribute to a globally recognised impact framework. Impact is at the heart of what we do, and our team has developed a world-class approach to impact management aligned with international standards.
- **12 months in an Investment Team:** Dive into sector-focused investing across Financial Services, Infrastructure & Climate, and Industries, Technology & Services (ITS). In this rotation you will be assigned to and focus on a specific sector and asset class. Whether it's equity, debt, or funds, you'll be part of the action—supporting private sector growth and delivering sustainable returns.

- **International Travel:** Across the two years you will have the opportunity to travel to the countries we invest in and see the real impact of our work.

Each rotation is unique and different, with no guarantees which team you will find yourself in. After completion of the programme, you will have gained unique exposure to our organisation and have the potential to be considered for a position within the Impact group or an Investment team.

About the role

What you'll be doing

Working within the Impact team, your responsibilities might include:

- **Assess Development Impact:** Work closely with impact and investment colleagues to define impact objectives and guide investment decisions
- **Develop Sector Strategies:** Ensure our strategies align with our impact frameworks and drive consistency
- **Create High-Quality Dashboards:** Conduct research for each investment, and produce informative dashboards.
- **Compile and Analyse Data:** Assist in gathering, validating and analysing impact data.
- **Address Environmental and Social Issues:** Identify and mitigate risks related to our investments' environmental and social impacts.
- **Evaluate ESG Impact:** Assessing how a business impacts the environment and the wellbeing of its staff and the wider society.
- **Improve ESG Credentials:** Develop and monitor action plans to enhance the environmental, social and governance performance of our investees.
- **Innovate and Contribute:** Be part of ground-breaking thinking and guidance notes on new and emerging, environmental and social topics.
- **Journey to Net-Zero:** Supporting the delivery of the net zero and adaptation and resilience pillars of our climate change strategy.
- **Gender Lens Investing:** Identifying and monitoring the gender and diversity case across the investment lifecycle.

During your Investment team rotation, you could find yourself:

- **Investment Analysis:** Analysing new investment proposals and deal opportunities, including supporting on and conducting financial analysis/modelling, valuation exercises, and market research.

- **Due Diligence** Assisting senior team members with the due diligence on a specific company, sector, and country.
- **Research:** Undertaking research into regions, countries and specific sectors on an ad-hoc basis. This will include providing support to sector mapping exercises.
- **Project work:** Performing discrete project work around sector mapping to identify potential opportunities and to help the Investment team develop these into projects.
- **Portfolio Management:** Supporting senior team members on post-transaction management of portfolio companies.
- **Reporting:** Assisting in the creation of reports, which will be presented to the Investment Committee for approval.

About you

What we're looking for

- **Passionate Changemakers:** individuals with a deep interest in, and passion for, creating impact, development finance, and emerging economies.
- **Technical Proficiency:** Excel and PowerPoint skills.
- **Analytical Excellence:** Aptitude for analytical thinking and problem solving.
- **Exceptional Communicators:** Strong interpersonal and communication skills.
- **Curious Minds:** Intellectual curiosity and forward-thinking approach to the future of development finance.
- **Strategic Awareness:** A solid understanding and appreciation for our objectives, five-year strategy, and dual mandate.

Eligibility Criteria

- A minimum 2:1 undergraduate degree in any subject area.
- The permanent right to work in the UK.
- Bachelor's degree - Graduated no earlier than **2025**.
- Master's programme - Graduated in **2026** or **2025** (you must have graduated from your Bachelor's degree no earlier than **2024**).

Benefits

- The starting salary for the programme is £47,500 (with an increment after completion of the first rotation)
- Learning and development opportunities, including a structured professional and technical skills training programme

- Buddy & mentor scheme
- International travel
- 38 days annual leave, including bank holidays
- Pension scheme
- Mental wellbeing support, including psychological coaching, and talking therapies
- Private medical insurance
- Health screenings
- Remote GP, virtual physiotherapy, and medical second opinions
- Cycle to work scheme
- Interest free season ticket loan
- Access to Employee Assistance Programme – providing you with access to 24-hour confidential telephone counselling and a comprehensive online source of information on a range of issues, including mental health

Our cultural values

We look for team members who aspire, as we do, to work at our best and to be:

- Impact-led and commercially rigorous
- Tenacious in the face of challenges
- Collaborative and caring

British International Investment is committed to diversity and inclusion and welcomes all applicants regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or educational background.

How to apply

Recruitment process & timelines

1. Complete your application form. Includes basic questions, i.e., personal details, education history, etc.

*Applications open on **29th September 2025** and will be reviewed on a rolling basis and may close earlier than anticipated. We strongly encourage you to submit your application as soon as possible to ensure that you don't miss out on being considered for the programme.*

2. Online assessment & video interview. The assessment will follow a situational judgement format and assess financial literacy. The video interview will assess your motivations for applying to BII and our Graduate programme.

*We will be reviewing online assessments and video interview responses and yes, real people do watch and assess your video interviews. To ensure fairness and authenticity, we **strongly discourage the use of AI tools** during this stage. Candidates found to be using AI-generated responses will be automatically withdrawn from the process. We want you to be authentic and get to know the real you, your motivations and interest in our programme. You will be notified by **mid-November** if you've been successful and secured a place at the assessment centre.*

3. In-person Assessment Centre. We will be running an assessment centre as the final stage of the process, held at our head office in Victoria, London. The day will include three exercises: group exercise, case study and interview (not necessarily in this order). The day is designed to assess both your technical skills/knowledge, as well as your motivations for applying to BII.

*The assessment centre will be a full day, taking place on the **28th November** in our London office. The use of AI at the assessment centre is prohibited. Post assessment centre offers will be made early December.*

4. Offer. Following the assessment centre, you will be notified by early December if you have been successful in securing a position on the graduate programme. The programme will start **August 10th, 2026**.