British International Investment

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?

British International Investment

Investment and Impact Graduate Analyst

Role specifics

Reporting to	Graduate Manager
Location	London
Duration	26 months

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 development finance institution, wholly owned by the UK Government. 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.

Our approach is characterised by rigorous investment standards, high governance principles and a commitment to delivering measurable development impact. Our team consists of highly skilled and passionate professionals dedicated to making a tangible difference globally.

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

Build a career in impact investing while helping businesses grow, create jobs and respond to global challenges. Our Graduate Analyst Programme is your launchpad into the world of international development. Over 26 months, you will rotate through our Investment and Impact teams, work on real projects, learn from experienced professionals and see how finance can support stronger, more inclusive and sustainable economies. If you are curious, analytical and motivated by international development, this is an opportunity to build your career while contributing to work that matters.

What to expect

Your programme begins with eight weeks of structured training, giving you the technical knowledge, professional skills and organisational insight you need to get started. You will then complete two 12-month rotations:

- **12 months in our Impact Group:** You'll join one of our specialist teams, which cover responsible investing, gender and diversity finance, climate change, development impact and impact management. You could help set impact objectives, analyse environmental and social data and assess whether an investment is delivering meaningful outcomes. You'll learn how BII applies a globally recognised impact-management approach aligned with international standards.
- **12 months in an Investment team:** Dive into sector-focused investing across financial services, sustainable industries, power, trade and digital infrastructure. During this rotation, you will be assigned to one of our five Investment teams. Whether it's Capital Markets, Financial Services Debt or Equity, or Telco and Telecoms, you'll gain experience in areas such as financial analysis, market research, due diligence, portfolio management and investment reporting.
- **International exposure:** You may have opportunities to visit the markets in which BII invests, helping you connect your day-to-day work with its real-world context and impact.

Each rotation is unique, and there is no guarantee which team you will join. After completing the programme, you will have gained valuable exposure across our organisation and may 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 be to:

- **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:** Assess how a business affects the environment, the wellbeing of its staff and wider society.
- **Improve ESG credentials:** Develop and monitor action plans to enhance the environmental, social and governance performance of our investees.
- **Innovate and contribute:** Contribute to ground-breaking thinking and guidance notes on new and emerging environmental and social topics.
- **Journey to net zero:** Support the delivery of the net-zero, adaptation and resilience pillars of our climate change strategy.
- **Gender-lens investing:** Identify and monitor the gender and diversity case across the investment lifecycle.

Working with Investment teams, you could be involved in:

- **Investment analysis:** Analysing new investment proposals and deal opportunities, including financial analysis, valuation, market research and commercial assessment.
- **Due diligence:** Assisting senior team members with due diligence on specific companies, sectors and markets.
- **Sector and market research:** Researching companies, sectors and market trends to help teams identify opportunities and assess investment potential.
- **Project work:** Carrying out sector-mapping projects to identify potential opportunities and supporting Investment teams in developing these into live projects.
- **Portfolio management:** Supporting senior team members with post-transaction management of portfolio companies.
- **Reporting:** Assisting with reports and investment materials for senior review and Investment Committee approval.
- **Dashboards and investment insights:** Conducting research and producing clear, informative dashboards to support investment analysis and decision-making.

About you

What we're looking for

You do not need previous experience in development finance. We are interested in your potential, motivation and willingness to learn.

Purpose-driven graduates: Individuals with a strong interest in development finance, emerging economies and investing for sustainable growth.

Technical proficiency: Excel and PowerPoint skills.

Analytical excellence: Aptitude for analytical thinking and problem-solving.

Effective communicators: Strong interpersonal and communication skills.

Curious minds: Intellectual curiosity and a forward-thinking approach to the future of development finance.

Strategic awareness: A solid understanding of BII's objectives, five-year strategy and dual mandate.

Check your eligibility

To apply you must:

- Have, or expect to achieve, at least a 2:1 undergraduate degree in any subject.
- Have the permanent right to work in the UK (please note, we're unable to accept Graduate or Student visas for this programme).
- If applying with a bachelor's degree, have graduated in 2026, or be graduating in 2027.
- If applying with a master's degree, have graduated in 2026 or expect to graduate in 2027, and have completed your bachelor's degree no earlier than 2025.

Benefits

- Starting salary of £47,500, with an increase after the first rotation
- Learning and development opportunities, including a professional and technical skills training programme
- Opportunities for international travel
- Buddy and mentor scheme
- 38 days' annual leave, inclusive of public holidays

- Pension scheme
- Private medical insurance
- Mental wellbeing support and resources
- Cycle-to-work scheme and interest-free season-ticket loan
- Access to an Employee Assistance Programme

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 and timelines

1. **Application**
   Complete a short application form covering your personal details, education and eligibility. You will also complete a written response to a motivation-based question, so we can learn more about you and your interest in the programme.

   *Applications open on **28 September 2026** and will be reviewed on a rolling basis, so they may close earlier than anticipated. We strongly encourage you to submit your application as soon as possible to avoid missing the opportunity to be considered for the programme. If you are planning to attend one of our insight events, we recommend submitting your application afterwards.*

2. **Online assessment and video interview**
   Complete an immersive online assessment covering behavioural and cognitive skills. We will assess areas including learning agility, relationship building, communication, mission orientation, analytical judgement, problem-solving and adaptability. You'll also be asked questions that require a video response. We're interested in getting to know you, your motivations, how you approach situations and how you communicate. The assessment takes approximately 50 minutes and includes a feedback report.

   *We will review online assessments and video interview responses, and yes, real people do watch and assess your video interviews. You will be notified by **mid-November** if you have been successful and secured a place at the assessment centre.*

Assessment integrity

We want to hear your own ideas and understand your authentic motivation. Candidates should therefore complete all assessed responses independently. AI-generated responses are not permitted and may result in withdrawal from the process.

3. **In-person assessment centre**
   Successful candidates will attend a full-day in-person assessment centre at BII's London office on **27 November 2026**. The day will include a group exercise, case study and interview. It is designed to assess both your technical skills and knowledge, as well as your motivations and interest in BII and our graduate programme.

4. **Offer**
   Final outcomes will be shared in early December. The programme begins on **9 August 2027.**