

FAQs

Q:

What is the entry criteria for the Sumer Early Careers Programme?

A:

As this role involves studying for professional qualifications, we're seeking candidates with a strong academic background, including a minimum Grade C (or equivalent) in National 5 English and a minimum Grade B in National 5 Maths.

All applicants must already have the permanent right to work in the UK; this programme is not eligible for visa sponsorship.

Q:

What is the application process for the Sumer Early Careers Programme?

A:

Our application process has three stages:

Stage 1: Complete the online application form with your basic information, upload your CV, and provide answers to our initial questions. Applications will be open from Monday 20th October 2025 to Monday 3rd November 2025.

Stage 2: We'll review your application and if shortlisted, you'll be invited to complete an online assessment via our online platform, Canditech. You can expect some video questions, numeracy and comprehension tests. Shortlisting and online assessment invites will be complete by Wednesday 5th November 2025. You will have 7 days from the date of your invitation to complete your online assessment.

Stage 3: Successful candidates will be invited to attend an in-person assessment centre for some collaborative task-based exercises and interviews, taking place on Monday 24th November 2025.

Q:

Do I need to be a school leaver or graduate to apply?

A:

No, absolutely not! We encourage school leavers, graduates and those looking for a change of career. As long as you want to start your journey in our industry and meet the entry criteria we want to hear from you!

Q:

What if I need some adjustments to the recruitment process?

A:

Everyone is unique and we understand that each individual may have distinct needs to showcase their best selves. Our commitment is to offer personalised support, so please let us know in your application how we can support you. Adjustments may include changes such as allowing extra time for tasks, or ensuring accessibility for mobility needs.

Q: When can I apply?

A: Applications for our graduate positions typically open in October each year, while applications for our school leavers generally open in late January.

Q: What if I can't attend the dates of the assessment centre?

A: We understand these dates won't be suitable for everyone, however open roles will be prioritised for those who are able to attend the dates we're providing. If you're unable to attend we will keep your application on file and should future assessment centres be held we will be sure to reach out to see if you can attend one of these instead.

Q: What if I've missed the deadline for applications this year?

A: Please keep a look out on our website in case we have any further opportunities arise this year. Otherwise, you can register your interest for next year via [Register Your Interest](#) | [Sumer Careers](#).

Q: If I'm unsuccessful, when can I reapply?

A: If you haven't passed this time you will need to wait six months before being able to retake the test. You are welcome to apply to multiple firms dependant on your location requirements.

Q: When will I start if I am successful?

A: Our intake joins us in August, but don't worry, we'll make sure you have regular contact between accepting our offer and you joining us!

Q: Do I need to have studied any particular subjects or a specific degree to be considered?

A: A strong academic history is part of our entry criteria, but we don't look for specific subjects. We're passionate about finding the right talent that we can support to build and grow throughout a career with us.

Q:

What training and support will be available?

A:

We partner with a leading training provider who will support you through your technical qualification. In addition to this, you will be enrolled onto our Sumer Academy, a bespoke training journey that covers both technical and soft skills throughout your training with us. You can expect a blend of virtual, in person, and self-led learning to make sure you have every opportunity to reach your full potential.

Q:

If I need to relocate for a role will I receive any financial support?

A:

We don't offer any relocation cost support for this programme. However, if you're successful in obtaining a role we will send you information closer to the time of joining which will include local estate agents, help with rental references and guides on the local area. We don't offer any relocation cost support for this programme.

Q:

If I have any questions during the recruitment process, who do I contact?

A:

Please email your dedicated talent acquisition point of contact, if you're yet to have one assigned, please email recruitment@sumer.co.uk