

# Welcome to our Trainee Programme



**SURREY  
PENSION  
TEAMS**  
TRAINEE  
ROTATION  
PROGRAM



**Surrey  
Pension  
Team**

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Providing our customers with  
a better tomorrow

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# Introduction to the Programme



The Surrey Pension Team is committed to developing its workforce and recognises the importance of growing our own talent.

The Trainee Programme is an integral part of this ethos, and we have had real success in many of our Trainees going on to secure promotions in various teams within the Fund.

We are proud to offer such a fantastic opportunity that will combine on-the-job experience with formal training opportunities, as we continue to nurture future talent within the Local Government Pension Scheme industry.



# The Purpose of the Programme



## **Structured Training and Induction**

The programme starts with a six-month training and induction period to equip trainees with essential skills and knowledge required to carry out core responsibilities.

## **Hands-on Rotational Experience**

Trainees rotate through various functions for one to three months to gain practical experience and contribute meaningfully.

## **Career Development Focus**

The programme supports personal growth and career progression through defined roles and performance conversations.



# Rotation Areas & Additional Opportunities



## **Diverse Department Rotation**

Trainees rotate through key departments, such as, Investment, Governance, Finance, Operations, and Digital to gain broad organisational insights.

## **Customer Operations Experience**

Working within Customer Operations teams enhances understanding of data quality, service delivery, and customer engagement processes.

## **Alternative Assignments**

When not on rotation, trainees assist with processing tasks, key casework, and targeted projects to ensure continuous development, as well as supporting the whole team with a flexible resource capacity

## **Structured Growth and Support**

The programme includes ongoing performance discussions fostering personal growth and supporting trainees' professional journeys.