

Graduate AI Engineer

A serious engineering role for playful, curious builders.
Around here, we call them the **AI Ninjas**.

Compass Group UK&I is one of the country's biggest people serving businesses, looking after millions every day across hospitals, schools, workplaces, stadiums and communities. This role is built for graduates with a **startup brain**. People who spot messy problems, move fast, write real code, ship prototypes and turn AI into products people actually use.

This is not a prompt writing role.

It is for builders who wire up APIs, cloud, serverless, LLMs, interfaces, automation and agentic workflows, and make things happen.

**Big company scale. Startup energy.
Real problems. Real users. Real
impact.**

Competitive

starting salary, shared openly

London or Birmingham

your call

Hybrid

we trust your time

Build from day one

no waiting your turn

Senior leaders

right beside you

Real Git repos

genuinely welcome

Bring your CV. Bring your GitHub. Bring the weird side project you cannot stop tinkering with.

FTSE 100

part of Compass Group

£46bn

group revenue

5.5bnmeals served worldwide each
year**55,000+**

colleagues across UK&I

You will build for one of the largest people serving businesses in the country. Real reach, real responsibility, from your very first sprint.

Why this is different

In a lot of graduate roles, you wait. You shadow. You slowly earn permission to touch anything real.

Not here.

From day one you work alongside senior leaders across Compass UK&I and help shape AI for genuine operational challenges. The kind that affect frontline teams, customers, patients and students every single day. You will not be hidden three layers from the problem. You will be right next to it.

Why not Big Tech?

Because here you will not be one graduate lost in a giant machine.

You get access, ownership and a mission from the start. You will build AI products in a business where food, support services and people operations happen at enormous scale.

You still get the serious engineering: cloud, APIs, serverless, LLMs, security, cost, latency and scale. And you get something rarer. **The chance to see your work improve real lives, fast.**

THE MISSION

Build AI that makes everyday moments better

Every day we help feed and care for millions of people in hospitals, schools, workplaces, stadiums and communities across the UK and Ireland. Your job is to build AI that makes those moments better. Faster service, less waste, kinder experiences, smarter decisions. We build AI responsibly, with privacy, security and the people it serves always front of mind. Find the signal in the noise and build things that genuinely help.

Healthcare

Build AI tools that help teams improve service, speed, quality and experience in sensitive environments.

Education

Create better experiences for students, staff and service teams across schools and universities.

Workplaces

Use AI to make everyday services smarter, smoother and more personal for people at work.

Operations

Automate manual effort, cut waste, sharpen insight and free frontline teams to focus on what matters.

WHAT YOU WILL BUILD

- LLM powered applications with real users and real business outcomes.
- APIs, integrations, microservices and automation workflows.
- Serverless and cloud native prototypes that can grow into production.
- Multi agent workflows and orchestration patterns.
- Simple, useful interfaces that make AI accessible to everyday teams.
- Solutions that respect tokens, latency, cost, privacy, security and scale.

WHO WE ARE HOPING TO MEET

- A background in Computer Science, Software Engineering, Data Science or a related field, or a self taught route you can show us.
- A GitHub, GitLab or personal repo with real code. Work in progress is absolutely fine.
- A builder who has played with LLM APIs, cloud tools, serverless or automation.
- Someone curious enough to break things and thoughtful enough to fix them.
- A person who can explain trade offs, not just produce a demo.
- Bonus points for agents, orchestration, RAG, interface builds or workflow automation.

Not sure you tick every box? Apply anyway. The best builders often underestimate themselves, and we would hate to miss you. If you are curious and you love to build, we want to hear from you.

NOT THIS

"I wrote a clever prompt once."

MORE THIS

"I built a working app, wired it to an API and deployed it."

EVEN BETTER

"Here is the repo. Here is the architecture. Here is what I would improve."

No corporate theatre. No endless buzzword bingo.

The assessment

We will give you a real world problem and ask you to design, explain and partially build an AI driven solution. Use the tools you would actually use. Show us how you think and what you can create.

We care about your code, your architecture, your judgement and your ability to learn. **Perfect is not required.**

Evidence of building is.

HOW WE WILL GROW YOU

You will not be thrown in and left to sink. We invest in you from week one, with real structure around the freedom.

01 · FOUR WEEKS OF TRAINING

Start strong, certified for life

A structured programme from day one, with recognised industry certifications you keep for life.

02 · A REAL GRADUATE PROGRAMME

A cohort building alongside you

Part of the Compass UK&I Graduate Programme. Structure, support and people growing with you.

03 · SECTOR ROTATIONS

See where AI lands

Rotate across our sectors and see how AI lands in healthcare, education, workplaces, sport and leisure and more.

04 · MENTORED THROUGHOUT

Guided by our CTO and CDAO

Learn directly from the leaders shaping AI across Compass UK&I, with progression based on the impact you make.

WHAT YOU GET

- **Competitive** starting salary, shared openly because you deserve to know it.
- A **permanent role** from day one, not a fixed term scheme with an uncertain ending.
- Direct mentorship from our CTO and CDAO, plus senior technology and sector leaders.
- Four weeks of structured training and industry certifications.
- Real ownership and the freedom to experiment, prototype and challenge how things work.
- Progression based on impact, not on waiting your turn.

Your working style

You think like an entrepreneur inside a business with real reach. You move from idea to sketch, sketch to prototype, prototype to feedback, and feedback to something genuinely useful. You are playful with ideas, serious about delivery and allergic to pointless complexity.

THE ESSENTIALS

- A 2:1 or above, or a genuine equivalent in qualification or experience.
- Graduating by summer 2026, or recently graduated and ready to start in September.
- The right to work in the UK.
- Comfortable coding in at least one modern language, with a repo you can show us.
- Based in or happy to relocate near London or Birmingham for hybrid working.

How to apply

Send us your CV, a link to your GitHub, GitLab or personal repo, and a short note about the project you are proudest of. Need an adjustment to take part in the process? Just tell us and we will make it work.

Closing date: 23/06/2026

Apply to: <https://www.compass-careers.co.uk/members/modules/job/detail.php?record=220509>

Graduate **AI Engineer**

Part of the Compass UK&I Tech Graduate Scheme. Internally, we call this group the **AI Ninjas**. A small, high energy cohort using AI, software and cloud to solve problems that matter.

Show us what you have **built.**

Send us your CV, your Git repo and the project you are proudest of. If your repo tells a better story than your CV, we definitely want to hear from you.

Start Sept 2026 · **Location** London or Birmingham, hybrid · **Programme** Graduate technology

Compass Group UK&I is an equal opportunities employer. We are building a place where everyone can do their best work and feel they belong, and we warmly welcome applications from people of every background, identity and route into tech. If you need any reasonable adjustments at any stage of the process, let us know and we will support you.