



Put your career
on the right path.

Bell

Careers at Bell:

World class opportunities

As you plan your future after graduation, I invite you to consider a career with Bell, Canada's largest and most dynamic communications company.

Founded in 1880, Bell has deep roots in the economic and social growth of the country, connecting Canadians to each other and to the world with advanced networks and the latest communications products.

Today, Bell has transformed into the leader in the growth services of communications: Internet, Wireless, TV and Media. Our team is focused on a clear goal – for Bell to be recognized by customers as Canada's leading communications company – and we have the strategy of broadband investment and innovation leadership to achieve it.

We've made incredible progress in recent years, regaining the top spot in a highly competitive Canadian communications industry. Bell's new wireless and fibre networks are ranked as the country's best. We spend more on new networks and R&D than any provider to deliver wireless, TV, Internet and business communication innovations available from no one else. Bell Media remains Canada's premier multimedia company, and Bell has become Canada's largest provider of both TV and Internet services.

The Bell team also stands out in the community with the groundbreaking Bell Let's Talk mental health initiative, a dedication to corporate responsibility and sustainability recognized on an international level, and support for culture and sports from the Toronto International Film Festival and Festival d'été de Québec to the Canadiens, Raptors and Maple Leafs.

Bell is leading Canadian communications forward, and we'll keep our momentum rolling by welcoming talented new team members like you. Bell employs 50,000 Canadians across every province and territory, offering careers in every discipline in communications and business. We offer extensive learning and career growth opportunities in line with our dedication to leadership and innovation in all that we do.

I believe you will have the opportunity to make the most of your talents at a re-energized Bell, and hope you will consider joining us to write the next chapter in Canadian communications leadership.



George Cope
President and Chief Executive Officer
BCE Inc. & Bell



Why join Bell

Bell is an amazing place to work, where you have the opportunity to collaborate with many of the smartest and most talented people in the industry, and to expand your knowledge, develop your skills and find a role that absolutely grabs you.

At Bell, you can challenge yourself in a vast range of highly sophisticated environments, including marketing, finance, IT, technology, sales, HR, legal and regulatory affairs, retail, sports management and media. You may also have the possibility to work on international supply agreements and global roaming relationships by traveling to these destinations.

You won't find a better place to get started than Bell.

Find meaningful work. The skills you develop at Bell have real-world applications, and your work has the potential to impact millions of Canadians every day:

- Bell Media creates content that entertains, informs, engages, and inspires audiences.
- Millions of mobility customers enjoy Bell's wireless network, which is among the best in the world and the largest and fastest in Canada.
- Bell's new fibre-to-the-home network, a multibillion dollar project utilizing latest-generation Internet and TV technology, gives consumers access to unprecedented speed and quality.
- 96 of Canada's top 100 business, as ranked by the Financial Post, run on Bell.



Broaden your horizons. Bell is far more than a phone company. We do business through The Source, Virgin Mobile, CTV, TSN and many others. We also own part of the Toronto Maple Leafs, the Raptors, Toronto FC, the Toronto Argonauts and the Montreal Canadiens, and we're changing the technological landscape with innovations like Fibe™, LTE Advanced and incredibly sophisticated analytical programs.

Grow your network. Connect with customers and mentors, as well as other Bell employees through a number of initiatives.

Think green. Bell has a comprehensive vision for fostering sustainability and responsible growth, connecting communities, and safeguarding the environment. For instance, Maclean's and Sustainalytics regularly include Bell in their list of Canada's Top 50 Socially Responsible Companies.

Support mental health. Bell Let's Talk is a national charitable program that promotes mental health across Canada with the Bell Let's Talk Day anti-stigma campaign, and with significant funding for community care, research and workplace best practices.

Work for a leader. Bell has been recognized as one of Canada's Top 100 Employers in 2016 by Mediacorp Canada and as one of Montréal's Top Employers, for the fourth consecutive year.

Bell's brand promise is "Today just got better", and every team member is committed to delivering on that promise. From the era of Alexander Graham Bell to today, we have kept our entrepreneurial spirit and our thirst for the next big thing. Being 136 years young allows us to learn from the past while always looking toward the future – a future that will be shaped by our next generation of leaders.

If you're a smart and curious team player, you could become one of those leaders.





Committed to your success

Aiming to be recognized by customers as Canada's leading communications company, Bell is committed to finding and developing the next generation of leaders. We therefore invest a lot of time and resources to create growth opportunities for new grads like you.

Bell's Graduate Leadership program is the best in the country: in 2016, it was named Best Grad Program at the TalentEgg National Campus Recruitment Excellence Awards. In 2015, Bell won in the Best Campus Recruiting Program category.

In 2016, 139 new grads attended our annual grad summit. The summit was a resounding success: 99% of the grads saw it as a chance to learn directly from George Cope, our CEO, and a number of senior executives, who spoke about their business responsibilities, careers and life lessons in a unique and intimate setting.

Find your way, faster. Our mentorship programs help you create your own growth plan. Take advantage of this amazing opportunity to connect with and learn from our leaders.

Stay close to the action. Bell is a truly Canadian company, where new grads nationwide can gain insight and knowledge directly from our executive leadership; the head office is always within reach, as are exciting advancement opportunities.

Easily transition from the university life you love. Hang out with other grads, be part of a vibrant community and never stop learning!



Find your perfect fit at Bell

The Graduate Leadership program gives new grads like you the perfect opportunity to kick-start your career, learn from Canada's leading communications company and secure a permanent position – either right after graduation or upon completion of a rotational program.

We're looking for kind, smart, curious, passionate team players who are:

- Natural leaders
- Go-getters and self-starters
- Creative problem solvers
- Technology lovers
- Continuous learners

Have a look at our programs and find your perfect fit at Bell. Openings are available in several Canadian cities, and new grads can apply to three programs. Start dates vary depending on the program, from January to September 2017.

If you have what it takes and are ready to deliver on our promise, "Today just got better", we want you to join our team.

Apply now at
bell.ca/campustocareer





Bell Consumer Markets and Media Management Leadership program

New grads in this program have the opportunity to work with the hottest technologies, marketing techniques, and big data to drive change that will move the business forward. Help our teams to deliver the best customer experience as you explore different areas of the business, such as Bell Mobility, Bell Residential and Small Business, Customer Experience, Bell Media, Virgin and The Source.



Locations

- Toronto
- Barrie
- Montréal



Program structure

- 18 months rotational program
- Permanent position after rotational program



Rotations

- 1 LEARN FROM THE CUSTOMER 360°**
4 months
- 2 LEARN THE BUSINESS**
7 months x 2



Why join us?

- Find your passion by rotating through the broadest variety of functions and business units within Bell.
- Liaise with cross-functional teams to build outstanding products, services and marketing campaigns.
- Develop new skills and experience to drive your career success.
- Expand your network as you work with the brightest minds in the industry.
- See the impact you can have by pitching innovative solutions.
- Identify opportunities for improvement and growth with our one-to-one mentoring.



“At Bell, you have the opportunity to make a tangible impact on the company early in your career; it’s challenging, incredibly rewarding and fun.”

– Austin, Western University

“Bell’s new grad program helps you become a well-rounded leader.”

– Anokhi, York University



What you can do

- Marketing
- Advertising
- Analytics
- Strategy
- Product Development
- Customer Operations
- Sales
- Retail



Operations Management program



The Operations Management program is an opportunity for new grads like you to join the Field Operations team, which works with the hottest technologies, such as Fibe, and drives change. Help our teams deliver the best customer experience on time, every time.



Locations

- Toronto
- Montréal
- Halifax
- St. John's
- Fredericton
- Moncton
- Saint John



Program structure

- 28 months rotational program
- Permanent position after rotational program



Rotations

- 1 LEARN ABOUT TELECOM AND LEADERSHIP**
1 month
- 2 LEARN THE BUSINESS**
2 x 9 months
- 3 LEARN TO LEAD AND LEVERAGE YOUR EXPERTISE**
9 months



Why join us?

- Gain leadership skills by managing a team of approximately 20 members.
- Grow with extensive hands-on and classroom training and development.
- Experience exclusive opportunities to network with peers and Bell's leadership team.
- Benefit from our one-on-one Executive mentoring program.
- Acquire critical business, operational and technical skills to accelerate your progression.



“Bell helps new grads develop key leadership skills by giving them the opportunity to take on a variety of roles.”

– Karl, HEC Montréal

“The grad program's comprehensive support system facilitates the transition from school to career.”

– Sara, McGill University



What you can do

- Front Line Operations
- Strategic Planning
- Project Delivery
- Workforce Analytics
- Process Optimization
- Contract Management



Finance Approved Training Office program (ATO) and Business Finance program



The Finance team delivers insightful financial information and analysis to foster forward thinking and influence decision making. It also recognizes the diverse skills and interests of grads like you, which is why it has two Grad Leadership Programs for new graduates interested in launching their careers in Finance with Canada's leading communications company.

First, the Finance ATO program offers rotations, so you can gain the practical experience required to become an accounting professional. Approved by CPA Ontario, the program helps students obtain their Chartered Professional Accountant (CPA) designation.* Alternatively, the Business Finance program is for new grads from a range of educational backgrounds who are passionate about Finance but are not necessarily pursuing their CPA designation.

* Subject to certain conditions, as outlined by CPA Ontario.



Location

- Toronto



Program structure

- ATO: 30-month rotational program, which meets the minimal practical experience requirement. Permanent position after rotational program.
- Business Finance: Permanent position from Day 1.



Rotations – ATO program

	Stream 1	Stream 2
1	Internal Audit and Risk Advisory	Internal Audit and Risk Advisory
2	Finance Operations / Controller's Group	Finance Operations / Controller's Group
3	Finance Operations / Controller's Group	Internal Audit and Risk Advisory



Why join us?

- Benefit from full reimbursement of professional preparation programs, exam fees and study leave.
- Gain industry experience and deliver on special projects.
- Seize designation and specialization opportunities.
- Receive mentorship from a Finance expert.
- Network with other grads and seasoned professionals.
- Get a head start in management.



“I love working at Bell because of the culture. We always strive to be better than yesterday.”

– Duke, Concordia University

“I’m very proud to work for Bell, an industry leader that truly cares about you as a person and gives you opportunities to develop your skills and realize your full potential.”

– Ghita, Université de Montréal



What you can do

- Corporate Finance
- Finance Operations



Human Resource Leadership program

As a new grad in the HR Leadership program, you will have the opportunity to work with teams across all of the Bell companies. You'll play a critical role in building a talent advantage, driving employee effectiveness and enhancing organizational efficiencies.



Locations

- Toronto
- Montréal



Program structure

- 21 months rotational program
- Permanent position after rotational program



Rotations

- 1** LEARN FROM THE CUSTOMER 360°
3 months
- 2** LEARN THE BUSINESS
6 months x 2
- 3** LEARN WHERE YOU WANT TO LEAD
6 months





Why join us?

- Find your passion through multiple HR rotations.
- Learn how to identify top talent from Bell's recruitment specialists.
- Build your project management skills.
- See the impact you can have by pitching innovative solutions.
- Develop your customer service skills and learn about our products and services on our front lines.
- Network with our community of grads and with team members throughout the company.



"I love working at Bell, because I can contribute and make change happen, right before my eyes."

– Sara, McGill University

"I love having the opportunity to meet Bell's executives and present my work to them; I get to defend my ideas, which allows me to develop my critical thinking and leadership skills."

– Saad, Université de Sherbrooke



What you can do

- Talent acquisition
- Talent development and management
- Team building
- HR and business unit support



Bell Media program

The Bell Media program offers an unparalleled introductory experience to media. New grads like you have the opportunity to learn on the job in all technical areas of radio, media production, including news, entertainment and sports, and gain a better understanding of programming, digital media and marketing. Bell's goal is to recruit and develop the next generation of leaders through experiential learning; don't miss out on your chance to become well versed in all aspects of media.



Locations

- Toronto
- Montréal



Program structure

- 24-28 months rotational program
- Permanent position after rotational program



Rotations

Entertainment, news, sports, radio

1

LEARN THE BUSINESS
12-14 months

2

LEVERAGE YOUR EXPERTISE
12-14 months



Why join us?

- Grow at Canada's premier multimedia company with leading assets in TV, radio, out-of-home and digital media.
- Learn about all aspects of content creation from experts in the media industry.
- Create content for all Bell Media platforms which will inspire audiences nationwide.
- Understand the impact of digital technology on media.



"I have an amazing support system with the huge network of grads."

– Audrey, University of Toronto

"I enjoy feeling the impact of my work – long lasting impact is what my daily job about. At Bell we build a world of connected possibilities."

– Ahmed, Université du Québec



What you can do

- Produce TV, radio or digital content
- Work on live broadcasts and events
- Create content and features
- Write scripts



Business Intelligence program

Bell's Business Intelligence (BI) specialists manage and optimize the data, insights and tools used to define our direct marketing contact strategy. They also analyze customer behaviour, automate business insight processes, and drive marketing campaigns and optimal business decisions. The Business Intelligence program is your opportunity to get customized, extensive training in all BI learning areas – we like to call it Bell's Data Scientist University.



Locations

- Toronto
- Montréal



Program structure

- Permanent position from Day 1





Why join us?

- Join the BI team with the largest and richest data set in Canada.
- Gain experience with Canada's most evolved BI applications and technologies.
- Develop your project management skills and analytic capabilities.
- Help analyze big data, and work with key people in all Bell's business units and functions to create valuable insights and opportunities.
- Create and design new data models and analysis.



"I like working at Bell, because whether you're managing a team, working with big data or doing strategic planning the people and training are always great."

– Faraz, York University

"The Graduate Leadership Program was a priceless opportunity. I gained hands-on experience in the telecom industry and developed critical leadership skills."

– Maliha, McGill University



What you can do

- Data collection, generation and analysis
- Opportunity identification
- Data-driven insight contribution
- Project management
- Application of leading edge AI thinking to key development programs



Network Engineering program

Bell invests billions in the world's latest technologies, and being a part of the Network team will give you the opportunity to work with cutting-edge global platforms sometimes months, if not years, before commercial launch. You'll also directly contribute to the health of Canada's digital infrastructure as you influence how people and businesses communicate, become more productive and deliver entertainment.



Locations

- Toronto
- Montréal
- Halifax
- St. John's
- Fredericton
- Moncton
- Saint John



Program structure

- Permanent position from Day 1





Why join us?

- Work with the latest technologies on Canada's largest network.
- Operate at the forefront of network development, both in wireline and wireless.
- Get a full-time job right out of school.
- Learn from the very best in the industry.
- Benefit from leadership and technical training opportunities.



What you can do

Explore fields like wireline, wireless, broadcast and TV, and get involved in the following:

- Technology development and planning
- Engineering
- Project management
- Network operations and implementation
- Surveillance, maintenance and support



“Bell has it all: 136 years of history, the newest technology, the fastest speeds and, most importantly, amazing people!”

– Raisa, Waterloo University

“At Bell, I get the coaching I need to have a real chance at success; the people here are passionate and knowledgeable, and don't hesitate to share that knowledge.”

– Jean-Édouard, Polytechnique Montréal



Information Technology program

The Information Technology (IT) program is an exciting opportunity for new grads like you to launch their careers with Canada's leading communications company. The IT team develops and integrates solutions, so Bell can provide services to residential and business customers nationwide. Team members also manage Bell's IT infrastructure, and ensure service availability for its systems and more than 700 applications. Don't miss your chance to work on cutting-edge, enterprise-grade solutions utilizing the latest technologies from best-in-class vendors!



Locations

- Toronto
- Montréal



Program structure

- Permanent position from Day 1





Why join us?

- Work with innovative and advanced technologies in such areas as mobility, nScreen, Web, Business Intelligence and Big Data.
- Deliver on transformational IT projects.
- Support IT and business unit partners.
- Develop your technical skills and learn best practices in marketing, procurement, business processes and more.
- Network with some of the most influential leaders in the industry.



“I love working at Bell because it’s fast-paced and competitive. New grads have many opportunities to drive change and develop innovative solutions.”

– Layla, Ryerson University

“Bell encourages its employees and takes their careers and personal development to heart, which pushes me to challenge myself and attain my objectives.”

– Luis, École de technologie supérieure



What you can do

- Project management
- Business and system analysis
- Wireless, application and solution management



Bell Business Markets program

Bell is Canada's premiere Information and Communications Technology company, and its Business Markets branch serves other companies and organizations nationwide. As a member of the Business Markets team, you will have the opportunity to work with the country's largest voice, data and wireless network, as well as provide end-to-end solutions in the following areas: Internet, private networks, broadcast services, voice and unified communications, data centres, contact centres, security and mobile solutions.



Locations

- Toronto
- Montréal
- Halifax
- St. John's
- Fredericton
- Moncton
- Saint John



Program structure

- Permanent position from Day 1



Why join us?

- Work with Canada's top companies and organizations.
- Thrive in a fast-paced environment utilizing the latest technologies.
- Learn from the very best in the industry.
- Benefit from our one-to-one mentoring.
- Grow with our comprehensive training and development program.



“The best part of Bell's new grad program is the on-boarding, with exclusive training, conferences with company leaders and continuous career support.”

– Alexandra, McGill University

“I love working at Bell! I get great support from my Leader, work with a wonderful team, and enjoy amazing flexibility that makes it easy to balance my work and personal life.”

– Daniel, Ryerson University



What you can do

- Project and product management
- Marketing management and marketing communications
- Technical specialist in applications, Web, networks, security solutions, data centres, contact centres, system administration
- Business intelligence and analytics
- Pre-sales engineering
- Sales



Which program is right for you?

Apply now at bell.ca/campustocareer



Graduate Leadership Program	Location
Bell Consumer Markets and Media Management	Toronto Barrie Montréal
Operations Management	Toronto Montréal Halifax St. John's Fredericton Moncton Saint John
Finance Approved Training Office and Business Finance	Toronto
Human Resources	Toronto Montréal
Bell Media	Toronto Montréal
Business Intelligence	Toronto Montréal
Network Engineering	Toronto Montréal Halifax St. John's Fredericton Moncton Saint John
Information Technology	Toronto Montréal
Bell Business Markets	Toronto Montréal Halifax St. John's Fredericton Moncton Saint John

If you're interested in...	University discipline
Exploring the hottest technologies, marketing techniques and big data in areas such as marketing, advertising, product, pricing and distribution.	<ul style="list-style-type: none"> • Business • Engineering • Science • Mathematics • Technology Management
Focusing on leadership development through the management of large operation teams and projects, and data analysis.	<ul style="list-style-type: none"> • Business • Engineering • Science • Technology Management • Computer Science • Mathematics
Obtaining your accounting designation and /or gaining practical financial experience.	<ul style="list-style-type: none"> • Business
Building a talent advantage, driving employee effectiveness and enhancing organizational efficiencies across Bell	<ul style="list-style-type: none"> • Human Resources • Business
Working at Canada's premier multimedia company in various areas, including radio, television and digital content.	<ul style="list-style-type: none"> • Radio • Television • Arts • Media • Journalism
Analyzing big data and providing actionable insights; partnering with business stakeholders to seize opportunities.	<ul style="list-style-type: none"> • Engineering • Science • Mathematics • Computer Science
Working in wireline, wireless and network architectures; discovering the latest technologies.	<ul style="list-style-type: none"> • Engineering • Science • Technology Management
Interpreting business needs, gathering requirements and developing architectural models to drive IT initiatives and support Bell.	<ul style="list-style-type: none"> • Engineering • Science • Business • Technology Management
Working with Canada's top businesses and helping define how communications will evolve and how business will get done.	<ul style="list-style-type: none"> • Business • Engineering • Science • Arts and Humanities • Technology Management

How to get started

Application process

- Apply through bell.ca/campustocareer
- Apply for up to three positions. Indicate your preferred position and location.
- Postings close on Thursday, September 29, 2016.

Selection process

The selection process may involve:

- Video-based screening interview
- Behaviour-based interview
- Case study interview

Two additional steps for Bell Media program:

- Personal essay submission
- Demo reel submission

Offer process

- Offer letters will be sent out in October and November.
- If you have any questions during the interview process, email grad.program@bell.ca

Apply now at
bell.ca/campustocareer





Bell your career
just got
better

Apply now at bell.ca/campustocareer

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