

# Graduate AI-Enabled Leadership Programme (5 Years)

**DEPARTMENT:**

Human Resources

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**E:** [info@finsysapps.com](mailto:info@finsysapps.com)

**W:** [www.finsysapps.com](http://www.finsysapps.com)

Enterprise House  
67 High Street  
Northallerton  
DL7 8EG

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## Programme Vision

Our **Graduate AI-Enabled Leadership Programme**, is an industry first, and is designed to attract, develop, and retain exceptional graduates from a variety of academic backgrounds by offering a prestigious, AI-enabled, structured pathway through finance, technology, sales, marketing consulting, and commercial disciplines—**producing future leaders and senior consultants for Finsys Apps**.

At Finsys Apps we are excited by the opportunities that AGI will offer, and the limitless potential of ASI. We see a decentralised holacratic future where every employee is a leader, and every leader is a CEO, with their own team of AI agents, advisors and experts, delivering powerful, cost-effective, and transformative solutions to our clients.

## Programme Positioning

- Selective intake (exceptional, top-tier graduates)
- Deep integration of Artificial Intelligence across every discipline
- Clearly defined progression and salary bands
- Fully funded professional / chartered qualifications
- Real client responsibility from Year 1
- Mentorship from senior Finsys Apps staff
- Strong employer brand: *"Finance, Technology, AI — Delivered Together"*

## AI Philosophy at Finsys Apps

AI training will not be delivered as a separate module — rather, it will be embedded into how finance is analysed, how systems are built, how projects are delivered, how marketing campaigns are designed, and how sales are won.

Graduates will learn to:

- Use AI tools safely, ethically, and commercially
- Automate analysis, documentation, testing, and reporting
- Design AI-enabled ERP solutions for clients
- Evaluate AI ROI and governance implications
- Build internal AI accelerators and IP

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Core principles:

- Human-led, AI-augmented delivery
  - Security, governance, and client data protection
  - Commercial value over novelty
  - Repeatable AI-enabled methodologies
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## Programme Structure Overview

Year	Focus	AI Integration Level	Outcome
Year 1	Business, Systems & AI Foundations	AI User & Analyst	Commercially aware, AI-enabled consultant-in-training
Year 2	Advanced Rotations & Client Delivery	AI Practitioner	ERP-capable associate consultant
Year 3	Specialisation Choice	AI Specialist in Track	Specialist pathway entry
Year 4	Professional Qualification + Responsibility	AI-Embedded Leader	Senior associate / consultant
Year 5	Charter Completion + Leadership	AI Strategy Contributor	Fully billable specialist / future leader

## Year 1 – Core Foundations (All Graduates)

**Objective:** Build deep understanding of finance, ERP, AI, and commercial operations.

### AI Core Curriculum (Compulsory)

- Introduction to AI, LLMs, automation, and data models
- Prompt engineering and structured querying
- AI for analysis, documentation, and reporting
- Responsible AI, ethics, and governance
- Data security and client confidentiality in AI usage



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Graduates must demonstrate AI-assisted outputs in every rotation.

## Rotations (8–10 weeks each)

### 1. Finance & Accounting (AI-Enhanced)

- Financial statements (P&L, Balance Sheet, Cash Flow)
- Management accounting & budgeting
- AI-assisted variance analysis
- AI-generated management commentary
- Forecast modelling using AI tools
- Understanding AI's role in audit and compliance

**Application:** Build an AI-assisted monthly board pack.

### 2. ERP Systems & Business Processes (AI-Aware)

- Core ERP modules and workflows
- Data structures and reporting
- AI-driven process optimisation
- Automation within ERP environments
- AI use cases in finance, CRM, and supply chain

**Application:** Design an AI-enabled ERP improvement proposal.

### 3. IT: Development & Administration (AI-Augmented)

- Software development lifecycle
- AI-assisted coding and debugging
- Automated test generation
- AI for documentation and knowledge management
- Cloud environments and AI services integration

**Application:** Build a small AI-integrated feature or automation.

### 4. Sales & Marketing (AI-Driven)

- AI-assisted lead scoring
- Persona development using data insights
- AI-generated campaign drafts
- Proposal drafting acceleration
- CRM automation

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**Application:** Develop a targeted AI-enhanced marketing campaign.

#### 5. Project Delivery & Consulting Skills (AI-Supported)

- Requirements gathering
- AI-assisted workshop summaries
- RAID log automation
- Risk pattern recognition
- Professional communication refinement

**Application:** Deliver an AI-supported project initiation pack.

## Year 2 – Advanced Rotations & Client Exposure

**Objective:** Move from AI user to AI practitioner in live engagements.

Graduates are expected to actively deploy AI in billable work under supervision.

### Key Applications

#### ERP Consultancy & Implementation

- AI-assisted data migration checks
- Automated configuration documentation
- Intelligent testing scripts
- AI-generated training materials

#### Finance Consulting

- Predictive forecasting models
- KPI anomaly detection
- AI-driven dashboard commentary
- Working capital optimisation analysis

#### IT Delivery

- API generation assistance
- Integration mapping using AI tools
- AI-enabled monitoring and diagnostics

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### Commercial & Sales Support

- AI-driven pricing models
- Deal risk scoring
- Competitor analysis using AI research tools

### PMO

- Automated reporting packs
- AI risk heatmaps
- Timeline optimisation modelling

### Formal Certifications (Year 2)

- ERP vendor certification
- AI foundation certification (vendor-neutral)
- Data analysis / BI qualification

## Year 3 – Specialisation Choice (AI-Embedded Tracks)

Graduates select a pathway. 70–80% of time is spent developing deep AI capability within the chosen discipline.

### PATHWAY 1: IT Development & Technical Consulting (AI Engineering Track)

**Focus:** AI-enabled ERP architecture and development

- Advanced coding with AI pair programming
- Building AI integrations into ERP systems
- API and automation design
- AI model evaluation and governance
- Internal tool/accelerator development

#### Qualifications:

- Cloud AI certifications (Azure/AWS AI)
- Advanced ERP technical certifications
- Optional postgraduate AI modules

### PATHWAY 2: Finance & Accounting (AI-Driven CFO Advisory Track)

**Focus:** Financial transformation through AI

- Predictive forecasting models
- AI-enabled cost optimisation
- Intelligent cashflow modelling



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- Scenario planning automation
  - Controls and compliance automation

**Qualifications:**

- ACA / ACCA / CIMA (fully funded)
- Data analytics certification

**PATHWAY 3: Project Management (AI-Optimised Delivery Track)**

**Focus:** AI-enhanced project leadership

- AI-based schedule optimisation
- Risk prediction modelling
- Automated reporting governance
- Data-driven delivery improvement
- Programme-level analytics

**Qualifications:**

- PRINCE2 Practitioner
- AgilePM / Scrum Master
- APM chartership pathway

**PATHWAY 4: Sales & Marketing (AI Revenue Acceleration Track)**

**Focus:** AI-powered growth and positioning

- Predictive pipeline analytics
- AI-driven segmentation
- Proposal automation systems
- Market trend analysis
- Account intelligence frameworks

**Qualifications:**

- CIM or equivalent
- Professional sales certifications
- Advanced negotiation training

## **Years 4–5 – Mastery, Qualification & AI Leadership**

**Objective:** Produce chartered, commercially strong specialists who lead AI-enabled transformation for clients.

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## Expectations

- Completion of professional / chartered qualification
- Leading workstreams or full engagements
- Designing AI-enabled client solutions
- Mentoring junior graduates in AI usage
- Contributing to Finsys Apps AI IP and accelerators

## Advanced AI Competencies

- AI governance frameworks for clients
- ROI modelling for AI investment
- Designing automation roadmaps
- Building repeatable AI consulting methodologies
- Thought leadership and industry speaking

## Governance & Safeguards

- Formal AI usage policy
- Data security training
- Client consent protocols
- Regular AI ethics reviews
- Internal AI innovation forum

## Graduate Value Proposition

This programme positions Finsys Apps as:

- A finance + ERP + AI transformation specialist
- A destination for ambitious, analytical graduates
- A firm that blends chartered professionalism with cutting-edge technology
- A business building future AI-enabled consulting leaders

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## Salary Guidelines

### Year 1 – Graduate Consultant

**Title: AI Graduate Associate**

- Base Salary: **£26,000 – £29,000**
- Bonus: Up to 5%

### Year 2 – Associate Consultant

**Title: ERP & AI Associate Consultant**

- Base Salary: **£31,000 – £35,000**
- Bonus: 5–10%

### Year 3 – Specialist Consultant

**Title: AI-Enabled Specialist Consultant**

(Specialisation: IT / Finance / PM / Sales)

- Base Salary: **£38,000 – £45,000**
- Bonus: 10–15%

### Year 4 – Senior Consultant

**Title: Senior AI-Enabled Consultant**

- Base Salary: **£48,000 – £58,000**
- Bonus: 15–20%

### Year 5 – Chartered Specialist / Engagement Lead

**Title: Chartered AI-Enabled Consultant**

- Base Salary: **£60,000 – £72,000**
- Bonus: 20–25%
- Total Comp Potential: **£72,000 – £90,000**

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## Post-Year 5 Progression (Regional Leadership Track)

- Engagement Manager: £75k–£90k
- Practice Lead: £85k–£100k
- AI Transformation Lead: £90k+

*Finsys Apps does not just implement ERP systems — it develops leaders of AI-augmented finance and technology, delivering world-class best practices to our clients.*