
The aim of this guide is to deepen your understanding of careers in banking and investments. With the help of professionals working in the industry, we hope to expand your knowledge in every respect, from the variety of financial services to the lesser known roles in which you could specialise; from the UK’s financial landscape beyond the City to the global hotspots in which you could develop your career; from working life at intern to senior level, and the corresponding pay packets at each step of the way.

Once you’ve taken in the panorama of possibilities, you can stake your claim within it. The Employer Directory at the back of this guide is the perfect place to start.

Best of luck!
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WHY WORK IN BANKING?

Whether you want projects that challenge you, the opportunity to travel or to quickly climb the ranks, a career in banking can provide it – as long as you can prove yourself capable.

First question – what is banking? The answer – probably not what you think.

Diversity of opportunity
As the financial hub of the world, the UK offers some of the most diverse and exciting jobs in banking. There is an array of opportunities available in any one of the numerous banks that are headquartered here. In addition to more conventional banking roles, economists, statisticians, IT professionals and government relations teams, for example, are some of the leading professionals within their field, all of whom are based right here in the UK.

Our banking industry employs around half a million people and, as banks are increasingly establishing presences in cities outside of London, there are opportunities right across the UK. Our latest research showed banking jobs in Leeds, Manchester and Edinburgh grew more than anywhere else in the UK.

There are particularly great opportunities for women, ethnic minorities and people from more disadvantaged backgrounds. Banks are keen to find talent wherever it might be and fully appreciate the improved performance diverse teams generate.

As the UK continues to hold its position as the world’s leading financial services sector, so too does the UK’s financial technology sector, or ‘fintech’ as it’s widely known. UK fintech has a workforce of over 60,000 employees – that’s more than Singapore, Hong Kong and Australia combined, and last year generated £6.6 billion in revenue.

A global career
Banking is international in nature and there are many non-UK banks in the City of London and in Canary Wharf. These, together with banks that have branches or offices abroad, offer excellent opportunities for travelling and working in other countries. Competition for entrants at graduate level is intense though, with many of the bigger companies recruiting through internship programmes, so an early chat with the bank(s) of your choice will be essential. These are some of the best internship programmes around, particularly as they are paid. Visit the Inside Careers website to learn a little more about different banks and their ethos, available jobs and entry requirements.

Fast progression
Banking is a fast-paced and exciting profession which, because of its international presence, now offers many different working hours. There are plenty of opportunities for career progression; staff members are encouraged to take responsibility and promotion is based on performance. A career in banking can lead to high responsibility roles more quickly than in many other professions.

Good salaries and great benefits
Although salaries can vary depending on the job, responsibility, performance and location, a career in banking offers competitive salaries and excellent benefits.

Apart from bank holidays, new staff can expect around 23 days’ holiday a year. This will usually rise according to length of service and seniority to around 30 days. Where staff are required to work outside normal office hours they may be entitled to overtime pay and/or time off in lieu.

Where a more formal shift arrangement is in place, a shift allowance could form part of their pay. Managers’ roles often include some out of hours work for which no extra payment is made, with the salary reflecting the additional hours worked.

Some management roles offer the choice of a car allowance or a company car even if regular travel doesn’t form a major part of the job and private health insurance can sometimes be included in the overall remuneration package too. Larger banks often provide sports and social facilities for their staff and some even have their own sports ground.

Finally
Banking is a profession that offers a huge variety of opportunities as well as the possibility of early responsibility, rapid career progression and good pay and benefits. It’s also a challenging profession that looks to its talented new workforce to help boost the economy and restore public faith in the industry. For those willing to accept the challenge, the rewards will be great.

To read about banking salaries & benefits turn to p. 20.

Henrietta Royle, Chief Operating Officer, joined the BBA in October 2014. She is responsible for the internal management of the BBA and works closely with the Chief Executive on a range of special projects.
INVESTMENT BANKING IN A NUTSHELL

Investment banks are a particular type of financial institution that primarily work in ‘higher finance’, helping large organisations access the capital markets to raise money for expansion or other needs. Here, we will look at how an industry that is integral to the UK economy generates income, some of the risks involved and the various areas of graduate work.

What do investment banks do?
A typical investment bank will engage in some or all of the following activities:

- Raise equity capital (e.g. helping to launch an Initial Public Offering (IPO) or creating a special class of preferred stock that can be placed with refined investors such as insurance companies or banks).
- Raise debt capital (e.g. issuing bonds to raise money for large scale projects).
- Insure bonds or launch new products (e.g. credit default swaps).
- Provide expert corporate finance advice (e.g. deciding how much debt or equity might be needed, and on what terms to suit the needs of both the issuer and potential investors) and distribute new issues of securities with investors.

Two main areas of interest in investment banking for graduates are typically Mergers & Acquisitions (M&A) and Proprietary Trading.

MERGERS & ACQUISITIONS
M&A refers to the consolidation of multiple companies. A merger is a combination of two companies to form a new one. An acquisition is when one company buys another, but no new company is created.

PROPRIETARY TRADING
This refers to when a bank trades on its own account to generate in-house profit. This may involve taking analytical positions within limits which are carefully calculated and controlled in order to prevent exposing the bank to dangerous levels of risk. In recent years, the growth of this aspect of investment banking has led to increased risk-taking and in some cases substantial losses.

Having access to substantial amounts of capital is essential to help finance large-scale expansion or development; selling securities to a wide range of investors and, if necessary, across several markets in different countries is an effective way to raise large amounts of capital, without any investors being left open to too much risk.

Investment bank structure
THE ‘BUY SIDE’ AND ‘SELL SIDE’
Investment banks are often divided into two departments: the ‘buy side’ and the ‘sell side’. The ‘buy side’ works with pension funds, mutual funds and hedge funds and assists the investing institutions in maximising their returns when trading/investing in securities like stocks and bonds. The ‘sell side’ typically refers to selling shares of newly issued IPOs, placing new bond issues, engaging in market making services, or helping clients facilitate transactions. Market making consists of holding shares in order to enable trading – being in a position to both bid for and sell shares.

FRONT OFFICE
Many investment banks’ activities are also organised into three categories – front office, middle office, or back office services. Front office investment bank services typically involve direct engagement with clients and market participants. Activities include M&A, Corporate Finance and Professional Investment Management for institutions or high net worth individuals, Professional Analysis of companies and markets and Investment Strategy Formulation.

MIDDLE OFFICE
Middle office investment bank services include specialist activities like treasury, compliance with government regulations and restrictions for professional clients as well as risk management. They also include Capital Flow – monitoring the money coming in and out of the firm; which determines the amount of capital the company needs to keep available so that it doesn’t get into financial difficulty. This feeds back into the front office activities by deciding the scale of what they can do.

BACK OFFICE
Back office investment bank services include the operational activities that enable banks to operate efficiently. They handle things like trade confirmations, ensuring that the correct securities are bought, sold and settled for the correct amounts. They are also responsible for the software and technology platforms that allow the traders to do their job, making sure that they are the latest models and functional as well as creating new trading algorithms and more.

For more information on technology in finance go to p. 12.

The future for graduates
Investment banks are often global, well-known brands such as Bank of America Merrill Lynch, Barclays, BNP Paribas, Deutsche Bank, Goldman Sachs and UBS. Responsible for raising and transacting huge sums of money around the world, investment banking can generate substantial consequences, both positive and negative, and therefore has been seen as both the most attractive and the most destructive area within the financial services industry.

Investment banking is constantly under scrutiny in the press, often garnering negative coverage. The people that tend to succeed in investment banking are cool under pressure, resourceful, innovative and able to keep a level head in intense situations.

As Europe’s largest international banking centre, roughly half of European investment banking activity is conducted in London. Participants play a key role in the business world and the financial rewards for those who are successful can be considerable as it is one of the best paid areas in finance, but the competition and pressures of work combined with long hours can be strenuous. Job satisfaction and security can be affected by the state of the market with cycles of boom and bust. It is essential that those who work in this sector remain aware of economic trends, market conditions and risk management.

Constantly in a state of flux, the future growth and expansion of the investment banking industry will bring with it a wealth of exciting opportunities and possibilities for the right graduate.
AN INTRODUCTION TO FINANCIAL PLANNING, ADVICE & WEALTH MANAGEMENT

According to the House of Commons Library, household debt as a percentage of gross disposable income was 143% in the final quarter of 2015. With more people living longer without having planned for their future, financial planning should be an essential part of everyone’s toolkit.

What is financial planning?
Financial Advice, Financial Planning and Wealth Management have a shared aim – securing the financial future of a client, whether ‘the client’ is one person, a couple or a business.

Financial planning is all about people. This is one of the particularly rewarding aspects of the sector. The best financial planners work with their clients over decades to plan and secure a financial legacy for the client and their family. In doing so, they become good friends as well as trusted advisers.

A client’s financial planning needs will change over time to reflect and prepare for lifestyle – travelling, having children, marrying, inheriting money and perhaps buying a property in the earlier years; in later years, pension planning, paying off a mortgage, transferring wealth to children and maybe even travelling again at retirement. A client’s financial plan will change in harmony with the planned events, and can also respond to unexpected situations from lottery wins to illnesses.

A career in financial planning is hugely rewarding, in every sense of the word. Helping people plan and achieve their life goals over many decades, using a range of financial products, offers tremendous satisfaction as well as great career and earnings potential. It delivers incredible client variety and the flexibility to work for a small or large organisation anywhere in the country. For many, it is the ability to deal directly with people and create success that offers most satisfaction.

However, as the introduction shows, the UK does not currently enjoy a strong record of personal financial capability. The current level of personal debt stands in excess of £1.6 trillion, or more than £45,000 per taxpayer. While not all debt is bad (think mortgages), many people struggle to get on top of their finances – even those who have considerable wealth can be asset-rich and time-poor and need to receive high-quality advice. This is just one example of where a financial planner plays an important role.

Where can I work?
Some financial planners work with clients in a particular region; others specialise in sectors. For example, there are companies based in and around Aberdeen that work exclusively with those in the oil sector. Equally, there are companies that specialise in advising footballers and other sportspeople about the challenges of their job (short career, limited transferable skills, limited financial capability). Naturally, many companies have professional clients such as CEOs, lawyers, accountants and directors.

The sector has many small to medium-sized enterprises (SMEs) as well as some well-known larger companies such as Hargreaves Lansdown, Killik and St James’s Place which have billions of pounds of assets under management.

Roles in financial planning
The most common entry point in a financial planning company is as an Administrator – even as a graduate. This role gives you the tools to understand how the business is structured and offers access to everyone in the business so you can build your relationships and product knowledge.

The next step for many is the role of Paraplanner. A Paraplanner is an office-based professional who researches the financial markets to find the best products for a client, based on their meeting with a client-facing financial planner. For those who particularly enjoy working with data, a career in paraplanning is becoming more common; indeed, some businesses outsource this part of their work to specialist companies such as Par-Sols.

Paraplanners take a professional qualification that proves their technical knowledge, as well as giving them the ability to progress to a client-facing role should they wish.

Being a client-facing financial planner is the aim of many who enter the sector. Meeting the client, understanding their needs and appetite for financial risk, as well as seeing the results of advice given over many years, is extremely satisfying. Financial planners must hold at least a Level 4 qualification such as the CII’s Diploma in Regulated Financial Planning.

Further professional development
Increasingly advisers (and indeed some paraplanners) are taking higher-level professional qualifications and seeking Chartered status. Strong links exist between accountancy, law and financial planning and that link with Chartered professionals offers a compelling reason to work towards this. For those who want to specialise at an academic level after completing professional qualifications, there are also postgraduate degrees in financial planning and wealth management from Cass Business School in London, or Manchester Metropolitan University.

Exemptions and credits
While nearly every graduate must complete the licence to practise qualification in full, CII credits are available to those holding a degree in the following disciplines:

- Accounting
- Actuarial Science
- Business
- Economics
- Finance
- Law
- Management
- Mathematics
- Statistics

However, the sector is open to graduates from any discipline. While it is important to be comfortable working with numbers, it is just as important (some companies would argue more important) to have strong communication skills – particularly if you aim to be a client-facing financial planner.

Networking
Finally, in a people profession, networking is an essential part of business. Whether using your LinkedIn profile to connect with practitioners, or going in person to CII member-only networking events, it is never too early to make connections – and give yourself more visibility with recruiters.

Casper Bartington is the CII’s Relationship Manager for Education.
THE AGE OF FINTECH

The fintech industry is one of the fastest growing industries in the world with many areas, such as Silicon Roundabout in London, springing up to cater to the huge amount of new start-ups. Fintech ultimately challenges the outdated and traditional banking conventions, creating innovative technology to improve clients’ and companies’ user experience.

**So what exactly is fintech?**

Many of the large financial institutions are burdened by legacy IT systems leaving them with technology which doesn’t lend itself to innovation. This slows down internal technology restructuring, ultimately affecting the end user’s experience. The inability to enhance or amend systems or even introduce new technologies into these financial institutions means that often, as customers, we are the ones who feel the brunt of this lack of progress.

Fintech is an emergence of new businesses which are underpinned by technology and who are not afraid to challenge the convention or regulation of financial services. Banking has been marred by a series of technology failures, mis-selling scandals and corruption highlighted over the last ten years. Customer distrust has enabled businesses to emerge that change the status-quo of banking by focusing on specific products in banking.

Using technology in the financial services sector to solve problems and improve the overall customer experience will always be seen as a form of innovation. The use of data mining and presenting data in a new and unique way will usually come from small, splinter groups with technology savvy banks, like Atom and BBVA, bringing this modernisation into their corporate technology offering by purchasing smaller fintech challengers.

**Fintech is all around**

Examples of fintech can now be seen on a day to day basis. Transport for London’s Oyster card uses Near Field Communication (NFC) technology to facilitate customer payments for journeys. This cutting-edge technology has also been introduced to debit and credit cards, mobile phones and wearables, making it even easier and more convenient for customers to travel and make purchases.

Fintech companies are now starting to use open source and open application programming interfaces (API) that can connect their existing core banking infrastructures, including transfer to friends, via phone numbers, Twitter and faster payment services. This means innovation is no longer restricted to the bank’s internal IT department and third parties can create new and inventive ways of presenting what used to be mundane data.

Fledgling fintech companies offer the chance to work on inventive ground-up IT and creative projects with competitive salaries and, potentially, lucrative stock options.

Established companies are also increasingly using NFC, with Starbucks developing their own mobile payment system. This now has 19 million active mobile users in the USA alone and the app launched last year is now reaching 8 million transactions per month.

**Why consider a career in fintech?**

Fintech is a major source of investment, in 2015 the global fintech industry grew by 75% to $22.3 billion, and the investment into European companies more than doubled by 120%.*

Sixty-two percent of the investments went to European and Asian companies, meaning many new start-ups and lots of job opportunities for students and graduates.

However, it’s not always about ping pong tables, free pizza or sleep pods. Fledgling fintech companies offer the chance to work on inventive ground-up IT and creative projects with competitive salaries and, potentially, lucrative stock options.

Fintech employees need to have analytical and mathematical skills, as well as a passion for technology. An entrepreneurial attitude, project management skills and team working capabilities are also important, particularly in start-up firms. Good communication abilities are also vital, as you will be working with people across many business areas. Establishing and maintaining strong relationships will work in your favour in years to come.

**Skills and qualification**

Students and graduates from a range of disciplines including economics, finance, technology, government policy, regulation and strategy can go into fintech. Ideally, as long as you have a 2:1 or above, fintech companies will take your application into consideration. It’s vital that candidates are up to date with social and customer trends as this helps employees understand how innovation can accelerate change in the financial sector.

**Fintech challengers**

Fast growing, new companies challenging large traditional banking organisations. These companies focus on customer experience; offering effective and fast solutions to their problems.

**IPOs**

An initial public offering (IPO) is the first sale of stock to the public from a private company.

**Venture capital (VC) firms**

Venture capital consists of firms that provide high risk capital that supports organisations which will hopefully provide a high return. Venture capital firms offer funding to entrepreneurial projects.

**UX specialists**

User experience specialists make sure customer satisfaction is high by improving the ease of use and effectiveness of a product.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/ban

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*Accenture, Fintech and the evolving landscape: landing points for the industry, 2016.

Anne-Marie is the Head of People Experience at Atom Bank Plc, the UK’s first digital only bank launched in 2016.
ROLES IN FINANCE

With so many different entry points into banking for graduates, it helps to carefully consider and plan your first career move. This article expands on some of the different areas in banking that graduates could work in, helping you to assess your options and decide where to specialise.

**Trader**
Trading is a very technical role requiring analytical ability as well as keen instincts and knowledge of the markets. Traders price and execute trades, undertaking transactions in bonds, currencies, equities options or futures with traders at commercial and investment banks or large institutional investors, creating complex structured products. Trades are made for short and long term gain, either buying investments for a return over a long period or trying to ‘beat’ the market. Traders try to balance their portfolio and offset risk by dealing in different investment types.

Strong diagnostic ability is essential for this role, as well as passion, energy and dedication to an occupation that will involve long working hours and high levels of responsibility from an early stage. Having the ability to think on your feet and learn on the job in an extremely fast-paced environment is also key.

**Fund Manager**
Also known as investment or asset managers, fund managers make investment decisions on behalf of their clients. They buy and sell shares, bonds, and other assets in order to increase the value of their clients’ portfolios. Fund managers can work for independent companies, divisions of banks (including investment banks), institutional clients (such as pension funds, hedge funds and insurers), or for private individuals. When compared to other areas of banking and finance, wealth management is an area that has been resilient to economic downturns.

**INSTITUTIONAL VS. PRIVATE**
Institutional fund managers usually handle far larger sums of money than fund managers investing on behalf of private clients and this is therefore generally seen as the more prestigious area of fund management. Private client fund managers deal with wealthy individuals. The amount of responsibility for the portfolio will vary from total decision-making powers to simply being responsible for tailoring the funds to suit the client.

**HEDGE FUND MANAGEMENT**
This is an area that has seen massive growth during the last two decades, with London becoming Europe’s hedge fund capital. Hedge funds are investment portfolios which seek to improve returns from a given level of risk or, more likely, reduce risk for a given level of returns. This is done by mixing traditional investment methods with newer shorter-term derivative techniques to neutralise the effects of market conditions. Originally regarded as ‘alternative investment’, hedge fund management has now become a mainstream investment method in its own right.

In addition to a great deal of expertise and knowledge of the markets, fund managers need a lot of self-confidence and credibility so that clients have faith in their decisions. This is especially vital when the market indices are falling and the portfolio may not be performing as well as expected.

**Sales**
Sales people are the middleman between traders and clients, taking orders and negotiating rates with clients on behalf of the traders. Hours are long, and those working in sales will spend a lot of time on the phone to clients, with whom they will often develop strong relationships. Work in sales doesn’t involve long-term projects: it begins when markets open and ends when they close, with new projects every day. The environment of the trading floor is high-octane, dynamic and very efficient. It can be stressful, but many working in the industry find it practically addictive and thoroughly enjoy what they do.

**Client Adviser**
Also known as relationship managers, client advisers provide specialised services for wealthy individuals, such as portfolio management and estate planning. The most important aspects of the job are building and maintaining long term relationships with clients as well as keeping up to date on developments in the financial markets in order to understand and anticipate trends. Client advisers are involved in financial planning and dealing, especially when acting for clients who like to take more of a risk.

In investment banks hours are long and job security is initially low, although this increases with time. The atmosphere can be highly competitive and networking skills are important for career progression. Rewards for client advisers can include some of the most generous pay in the finance industry.
Risk management

Risk management within banking is about the identification, assessment, prioritisation and management of risks that can arise in an industry that is in a constant state of flux.

The compliance department makes sure that all company employees know the rules and regulations and abide by them.

There are many different types of risk within financial services and so this role can be extremely varied. Some are employed within trading and investment banking areas, where expertise in statistics and financial modelling helps to set trading limits and constraints. Other areas of focus can include risk management of large or new projects, risk assessment within the insurance sector, planning for business continuity in the event of a disaster, and managing technological risks.

Strong risk management is more important now than ever before with international heightened concerns around terrorist and geopolitical activities.

Compliance Officer

The financial services industry is highly regulated, with local and international laws and regulations invariably shaping business activities within the UK and abroad. Legal, compliance and risk management roles help to ensure that businesses and their staff remain compliant with the substantial amount of rules and regulations, as well as any contractual issues and internal business strategy. Compliance and legal specialists can operate in-house or on an outsourced basis.

The compliance department makes sure that all company employees know the rules and regulations and abide by them. They have heavy liaison with HR departments to ensure that all necessary training is carried out and that staff documentation is kept up to date. Compliance staff must investigate any suspected breaches of the regulations and provide any information to the regulator that is demanded. The role requires a particular type of sensitivity.

Operations Analyst

Traditionally a back office role, operations deal with the administration required after a trade has been made. If this area is not working effectively, there is potential to lose any capital generated by the trade. Operations is increasingly recognised as fundamental to a firm’s profitability and central to its risk management.

This sector has seen a recent boom in the use of IT. Transferring assets from seller to buyer and payment from buyer to seller used to take several weeks, but now takes three days or less. Speed and technology have become vital because of the huge increase in the number of trades taking place on a daily basis. However, much of the technology can only be used on the simplest of trades. Many are now extremely complex, often taking place across international borders.

For more information on technology in finance go to p. 12.

The outsourcing of operations is becoming progressively more common, as firms demand more operational support. The increase in trade volumes, the complexity of the trades and the rigid regulations imposed on firms mean that exciting opportunities can be found here.

The UK FINANCE INDUSTRY

The City of London is a global centre for financial services, but opportunities to develop a career in finance are spread throughout the UK – and abroad. Compare and read about financial centres on the domestic and global stages.

The finance sector directly employs more than one million people in the UK, and supports the employment of a further million professionals in associated services.

According to the Global Financial Centres Index (GFCI) produced by the Z/Yen Group, a leading think tank in the City of London, New York and London are still the traditional financial centres of the world. This year London remains slightly ahead of New York. Asian centres have narrowed the gap with three out of the top five global financial centres in the world being in Asia. The City of London has long been the ‘face’ of the UK finance sector and this does not look likely to change anytime soon.

However, this perception of the City masks the fact that over two-thirds of the UK’s financial services employment is distributed across key districts such as Belfast, Bristol, Cardiff, Edinburgh, Glasgow, Leeds and Manchester. The UK is highly regarded for the breadth of its financial services and depth of specialisms, which are pitched across these and other financial hubs.

While London’s top investment banks will continue to lure many of the most ambitious finance professionals, opportunities abound in several thriving financial centres across the UK and Ireland, each with its own configuration of services and specialisms.

Scotland

Scotland boasts a strong foothold in banking and financial services, and has long been held as a major European centre of excellence in asset servicing. The country is renowned for its expertise across the full spectrum of investment management, which encompasses securities servicing, investment accounting and performance measurement. Its presence in the insurance market is even greater, with

Opportunities abound in several thriving financial centres across the UK and Ireland, each with its own configuration of services and specialisms.
around 25% of the UK workforce in general insurance, life assurance and pensions operating out of Scotland.

**West Midlands and the North West**
Manchester, Liverpool and Chester make up the bulk of this region’s finance sector. Manchester is the capital of the North for banking, retail finance, wealth management, insurance, accountancy and management consultancy, and offers niche specialisms in corporate finance, ethical finance and global custody.

**Leeds**
Like Scotland, Leeds is a key centre within the UK’s insurance sector, providing the full scope of services therein. Much of the rest of the city’s financial services activities revolve around its expertise in accountancy, banking, stockbroking and venture capital.

**Wales**
Wales has a significant presence in a number of key sub-sectors, including asset finance, fund administration (including wealth management), mortgage administration, securities trading and insurance.

**Northern Ireland**
When compared to the world’s leading financial centres, Northern Ireland is furnished with sizeable cost-saving differentials, attracting the middle and back office operations of a multitude of multinationals. Many of these activities overlap with the country’s strong financial services technology presence, which include software development, infrastructure support and analytics. Belfast is the number one destination globally for financial technology Research and Development (R&D) investment.

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**The Commonwealth of Nations**
The shared history of the nations that make up the former British Commonwealth, as well as the commonalities of language, business practice and law, permits a relative ease of passage for the UK finance professional. Representing a third of the world’s population, membership provides ready access to huge financial markets. The modern Commonwealth’s big three in economic terms – Australia, Canada and India – have been important settlements for young investors looking to make their names abroad.

Largest of the member states, Canada is currently home to four of the top 30 cities in the GFCI – Toronto, Montreal, Vancouver and Calgary. Each comes with a unique composition of services and varying levels of access to foreign markets.

**The Middle East**
The Middle East has long been a home from home for British expats in finance. The Gulf Cooperation Council (GCC) countries of Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates have been especially welcoming hosts. Dubai is currently the leading GCC centre in the GFCI. Attractive salaries and splendid climates have given rise to solid communities of British emigrants within the Gulf financial centres.

Asia
As the GFCI table shows, Asia has the best showing of elite financial centres, with Singapore coming third and the three centres ranked in the top five, outstripping both Europe and North America.

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**Working abroad can offer huge earning potential, and demonstrates a level of ambition that can boost your professional standing.**

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<th>GLOBAL FINANCIAL CENTRES INDEX (GCFI) SPRING 2016</th>
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Source: Z/Yen Group (zyen.com), March 2016

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Mark Yeandle is the Associate Director of Z/Yen Group. He is the lead author and co-creator of the Global Financial Centres Index (GFCI).
SALARIES & BENEFITS

The financial rewards for working at a leading banking institution are substantial, with six-figure incomes attainable before you reach your thirties. Read on to learn about the rewards culture in the banking sector.

The jobs are competitive, the work is demanding – it naturally follows that the rewards of the banking industry are among the most lucrative in the world.

According to the High Fliers’ Annual Review of Graduate Vacancies and Salaries 2016, graduates entering investment banking can expect to receive a starting salary in the region of £47,000 – the highest median starting salary in 2016 out of all sectors. Banking and finance is also third from the top of the list with an average starting salary of £36,000. High Fliers report that investment banking salaries increased 4.4% from last year which works out at around £2,000!

The benefits across the finance sector are substantial, with year-end bonuses sometimes including student loans, national insurance and income tax. However, it is especially important for graduates to note that the annual salary provided by an employer is not the actual amount paid into a bank account each month. There are a number of payments that will be deducted from a monthly salary to work put in or results achieved.

Bonuses typically start at a fraction of basic salary, starting from 10% for entry-level analyst roles but these percentages climb with career progression. In front office roles, bonuses often increase exponentially, with the senior-most staff known to cap their years off with up to 200% of their salaries.

The other customary benefits may seem slight in comparison, but they still make for attractive furnishings to reward packages. They can include low-cost travel season ticket loans, social events, gym memberships, bike schemes or golden hellos.

To use a salary calculator visit: www.insidecareers.co.uk/ban

Once a graduate secures a job within this industry, they will start to pay back their student loan. GOV.UK states that if a graduate started university before 1 September 2012, they will only start repaying their loans when their income is over £17,495 per annum. If they started after this date, their loans will only start repaying once a graduate secures a job within this industry, they will start to pay back their student loan. GOV.UK states that if a graduate started university before 1 September 2012, they will only start repaying their loans when their income is over £17,495 per annum. If they started after this date, their loans will only start repaying.

For further insight into the distribution of salaries across some front office roles, take a look at the table above. It gives details of the average salaries attached to key positions, and shows the curve of salary maturity as you progress in your career, plus potential bonus percentages.

Source: Michael Page, The Outlook for 2016: Front office banking and asset management, www.michaelpage.co.uk
EDUCATION & SKILLS

Securing an internship or graduate job in the banking sector is as tough as it’s ever been despite the recent increases in roles across the sector. Recruitment volumes are now higher than the pre-recession peak, but with volumes of applications rising, competition is considerable. So what do you need in order to get your foot on the first rung of the career ladder?

What degree do you need?
High academic achievement is essential for entry into banking for virtually all employers. It is also standard for companies to ask for 300-320 UCAS points (that’s BBB-ABB at A level), but things are starting to change with some employers looking for potential rather than pure academic achievement.

Most companies are interested in graduates from all degree backgrounds – you don’t necessarily need to have a finance, economics or mathematics related degree in order to be considered. In fact many employers are now increasingly looking for different degree disciplines as this provides more diversity of thinking within their workplaces. Employers will invest considerably in your training and development, and will expect your degree to demonstrate your intelligence, analytical ability and drive more than career-specific training.

Essential skills
Academic achievement is important, but it’s not everything. One of the most important things all recruiters will be looking for is a keen interest in financial markets. Being well informed about the industry in general, as well as the specific organisation you are applying to, and having the ability to form your own opinions about current issues affecting the industry is crucial. In order to set yourself apart, you will also need to show you have:

• Commercial awareness
• Leadership qualities and interpersonal skills
• Initiative and enterprise
• Analytical ability and a talent for problem solving
• Influencing skills and the ability to negotiate
• The ability to be inquisitive and research topics thoroughly
• Resilience
• Strong communication skills.

Try to think of separate examples of how you have demonstrated these abilities as part of your degree, extracurricular activities and work experience, as you are likely to be asked to write about this during the application process.

While you are still at university, undertaking voluntary work or getting involved with a society can be a good way to show you have a wide range of skills from project management through to financial planning and can be a fantastic avenue to find out about opportunities and meet people in the industry.

Languages
Although by no means a necessity, a second language is also very desirable, particularly as investment banks recruit on a global scale.

Despite strong competition for most roles, banks can actually struggle to fill very niche positions, so if you happen to have the language skills and interests a particular role demands, it can put you in a very strong position as a candidate.

Experience
Work experience can be crucial to getting that first job: not just as a way of learning more about the industry and gaining new skills, but also to demonstrate your commitment to a career in banking. Many graduates are offered jobs or internships as a direct result of a summer internship or a spring insight week they’ve carried out with a firm.

To maximise your chances of securing a job in this competitive environment, previous work experience is important. In fact, candidates will often have completed multiple internships before leaving university. If this is an area that you are serious about entering, you need to be thinking of lining up some work experience as soon as you can.

Lastly, a genuine hunger for joining the industry as well as demonstrating the energy, enthusiasm, confidence and imagination which is needed in order to succeed in investment banking will ensure that your application will stand out.

Jane Clark, Head of Graduate Resourcing at Barclays tells us what she looks for in top candidates:

‘A well written application form and CV is key to winning you that first interview. If possible, engage with the company you are applying to via events and career fairs at your university and mention this in your application. Such events will also give you the opportunity to network and meet with current employees who will be able to answer your well researched questions.

Graduates should enhance their applications by demonstrating real-life experiences outside formal education, such as travel, hobbies, university groups and societies or volunteering. When completing applications also make sure that your responses are specific to the organisation. This will demonstrate that you have a genuine desire to join that company and show you have invested extra time to differentiate yourself from other candidates.

More and more employers are moving towards video interviews as part of their recruitment process and you will need to treat this the same as if it was a face to face interview. Make sure you have undertaken your research, practiced your responses and ensure you will not be disturbed whilst you are completing your video interview.

Lastly, a genuine hunger for joining the industry as well as demonstrating the energy, enthusiasm, confidence and imagination which is needed in order to succeed in investment banking will ensure that your application will stand out.’
THE BANKING APPLICATION PROCESS

With financial organisations increasingly searching for individuality and difference in order to remain innovative and stand out from other organisations, the banking application process is unsurprisingly rigorous. Find out what to expect and how to prepare.

Banking and finance in the City of London has changed enormously over recent years. With more focus on developing a diverse workforce than ever before, financial institutions are no longer purely a place to head to with an economics or finance degree. As well as a huge focus on developing their gender diversity ratios, increasingly these organisations are looking for students from a wide range of degree disciplines. The idea is that in order to remain innovative and at the forefront of what they do, they must recruit and nurture a more varied workforce. Financial institutions are becoming more open-minded and are thinking more broadly about what their graduates can bring to the table.

So, as long as you have achieved or are on track to achieve a 2:1 or equivalent in whatever discipline you are studying, combined with an interest in finance or a passion for the markets, now is the time to consider a career within the financial sector.

Deciding where to apply

Get out and meet as many companies as possible. Attending finance career fairs are a great way to meet people and get a feel for the organisation.

Attending networking events can also aid your decision. You can get a feel for the culture and underlying personality of the company which just cannot be felt through a website. It will also give you a point of reference for when you attend interviews. If you can impress in person at a campus event your subsequent application may well catch the eye of a recruiter.

Remain open-minded. There is no doubt that the large international investment banks have excellent, well-established graduate programmes. However, try not to get bogged down with only having to secure a role at these huge institutions. These are not the only organisations that have interesting programmes, and it might actually suit your personality better to be part of a smaller firm.

Think openly about the type of role you are applying to within the organisation. While the front office/business facing roles are often the ones with the big draw, there are lots of other different roles that are incredibly challenging and interesting.

Go to p. 14 or online to read more about banking roles.

Start early!

The very best way that you can secure yourself a full-time graduate role is to have completed an internship or a spring week at that organisation. Not only will you have completed what is effectively a ‘working interview’ to find out whether it’s the right organisation for you, but you will have also started to build your networks early which will be invaluable for your later career development. For more information on work experience opportunities turn to page 26. Be sure to make your application early.

Many organisations recruit on a rolling basis, which means that almost as soon as their applications have opened, recruiters begin screening and telephone interviewing.

The recruitment process

Before you sit down and start your online application you need to be clear in your mind why you want to work for that particular organisation. The motivation of an individual is very clear to a recruiter, even at application stage.

Be yourself. Think about what you enjoy doing and why you have hobbies. Try to think of ways that these things have helped you develop skills over time.

TELEPHONE AND VIDEO INTERVIEWS

Increasingly large finance companies are using video interview technology as an additional stage for candidates to pass through. Take it seriously – dress appropriately for the video recording. If in doubt, wear something that you feel is appropriate for a face to face interview or a day in the office. Your personal appearance will speak volumes about how seriously you are taking it.

Have a positive attitude – remember that those assessing you will potentially be your future peers or managers.

Check there is nothing inflicting on the camera view and that your background is clear of too much personal clutter. Where possible, try to sit up straight, against a clear background. Sometimes the questions can come quickly so be prepared for this and try not to be flustered. You will be given some practice questions so make good use of these and get to grips with the style and speed of the video interview technology before the real thing. Finally – practice! You can ask a friend to film you talking on camera prior to completing the video interview.

The assessment process

An assessment centre is usually made up of some or all of the following: written tests, assessment, numerical testing, group exercise, interviews and presentations.

Be clear on your motivations. You may well be lucky enough to be interviewing at a number of organisations but you will need to ensure that you come across as fully committed to that particular one if you are going to secure yourself a job offer.

Before you attend try to find three solid reasons why you specifically want to work for that company. For example: what deals have they been involved in that have inspired you? Which key senior figures work there whom you are impressed with and what in particular is it about their business structure or business projections that make it a good opportunity?

Show your personality. This really is key at an assessment centre. Try to remember that organisations do not want a graduate class full of people that are the same. They want to see lots of different types of personalities, talents and abilities. Do not be held back by trying to be what you think the interviewer wants you to be. Ultimately, they want to find out who you are and what makes you tick. They want to find out whether they can work with someone like you, so try to be yourself.

Finally, have a positive attitude – remember that those assessing you will potentially be your future peers or managers. Focus on being positive and don’t think about trying to compete with others. Ensuring that you come across better or have more impact than the person next to you really won’t get you anywhere. Just focus on yourself and all the great things that you can bring to the organisation.

Laura Howlett is the Resourcing Manager at ICAP. Since graduating she joined ICAP as a Graduate Recruitment Co-ordinator, and has most recently become the Resourcing Manager responsible for all lateral and graduate hires in London.
INTERNSHIPS & WORK EXPERIENCE

Find out why work experience in the banking industry can make a huge difference, what kinds of work experience are available to you, and what to do if you’ve left it too late.

Many firms in the banking sector will fill a significant portion of their full-time places with interns from previous years. In fact, internships, spring insight weeks or work experience, are often considered a prerequisite to finding a graduate role or internship within the sector.

Internships & placements

Every spring and summer, the population of the City and Canary Wharf dramatically increases as hundreds of interns try to navigate their way to their designated skyscraper. Who are they? How do you become one? Why should you want to?

From your perspective, the only true way to know whether a career option is the right one is to test it out. The best way is in the form of a spring week, placement or summer internship. These are normally aimed at first year and penultimate-year students, but some firms also accommodate graduates on to their schemes.

Spring insights offer you the opportunity to gain a broad understanding of an organisation and where you might fit in, whereas 9-10 week internships allow you to prove yourself in a chosen area of a bank, in the hope of you returning the following year as a full-time graduate. Securing a spring insight or internship is an ideal way of getting a real flavour of what the work is actually like and, importantly, whether the culture of the organisation is really for you.

Summer internships or off-cycle internships (September–November, January–March) offer participation on a structured programme for penultimate-year students. Internships can be up to ten weeks in length but off-cycle internships can be up to nine months, providing a real in-depth understanding of an organisation. There will usually be a mixture of financial markets training, on-the-job experience, project-based activities and networking opportunities for you to learn more about the people you may work with. You can generally expect some form of appraisal during this time to ascertain whether you would be a good fit for a graduate role. Similarly, by participating in such a programme, you can decide whether this is the career or organisation for you.

Testing each other out in this way has proved so effective that it is now seen as one of the most reliable routes to a graduate role within the banking sector. You should therefore expect a rigorous application process, followed by a video or telephone interview and often culminating in an assessment centre. You are expected to be focused and to have prepared as thoroughly for the interview process as you would for a permanent role. The good news is that internship schemes are often paid very competitively.

In an effort to source the best talent, firms are reviewing applications and holding assessment centres earlier and on a rolling basis, so waiting until the deadline can often be too late. Give yourself a real advantage and be one of the first to apply when application windows open in August or September. This will put you on the front foot and give you the opportunity to research the organisation thoroughly and prepare for the recruitment process.

Insight courses

For students typically within their first year or for those students who missed out on an internship, there are still options. Though not as in-depth, you can gain a broad understanding of certain roles, firms and their people through insight days/weeks/workshops. These provide you with an overview of the kind of work you will potentially do as a graduate.

They could involve a range of activities including trading games, case studies, presentations, work shadowing and panel discussions. All are aimed at giving you a realistic insight into some of the opportunities available and are great for clarifying the main differences between various departments. Although they tend not to offer the opportunity for ‘real work’, the exercises are designed to be as authentic and interactive as possible.

People with previous experience will have an advantage – they can often demonstrate more clearly their motivation and knowledge of the industry.

In recent years, the banking industry has started to offer insight weeks or structured spring programmes. These are usually, but not exclusively, for first-year students, so do your research carefully to ensure you are eligible. If in doubt, ask! Spring programmes often act as a feeder to summer internship opportunities and will help you to decide which area you should apply to.

Go to p. 34 or online to read internship profiles.

Some firms offer shorter versions of the week-long programme (1-2 days) which are run on a more frequent basis throughout the year. These allow you to build networks and meet people doing the jobs that might potentially interest you. Though investment banks may look very similar on the outside, the internal structure, people, values and culture of every firm are unique. This is a great platform for you to assess where you might fit best without taking up too much of your time, maybe in order to choose a shortlist of companies to apply to for internships.

Employers normally ask students to submit a CV and covering letter and due to the large volumes of applications received for a limited number of positions you are likely to be asked to participate in a telephone or a video interview. This will help employers understand your suitability for the programme, academic background, career motivations, and extra-curricular activities. You won’t get paid for coming to an insight event, but could get your travel expenses and accommodation reimbursed.

None of the above

So if you have left it too late, did not realise that you could do an internship or have only just done enough research into finance to decide it’s the career for you, how is it best to proceed? People with previous experience will have an advantage – they can often demonstrate more clearly their motivation and knowledge of the industry. However, if you have done all your research, been to the company presentations, followed the financial press regularly for the past few months, come up with your own opinions and ideas on the markets, and are really committed to a particular career, you can still succeed.
Look to differentiate yourself with your enthusiasm and passion for your chosen career path and remain open to other opportunities in similar fields. Demonstrate that you have an active interest in the area through research or an interest in a particular financial topic or company. Some organisations offer online games on their websites which can help build your commercial awareness or other important skills and can help demonstrate your interest and abilities. Know the ins and outs of major financial news, but also be curious and think around subjects to develop your own ideas.

In an effort to source the best talent, firms are reviewing applications and holding assessment centres earlier and on a rolling basis.

Remember how many applications and candidates are seen through the hiring process, many of whom are tempted to regurgitate directly from the financial press or corporate websites – not a good idea!

Any work experience
In order to show you have the transferable skills employers are looking for, you should aim to show work experience of some kind. This may have been a part-time job in a hectic call centre, challenging voluntary work you undertook at home or abroad, a treasury role in a university society or discipline displayed in sport. If you feel you are equipped to be in trading, for example, it is up to you to demonstrate this to your assessors by showing you can apply what you have learnt to the role they are looking to fill. Work experience of many kinds can help you develop these skills. It conveys motivation, an ability to deal with practical scenarios and potentially commercial acumen.

Preparation is vital for any assessment event, especially if you are competing with people who have relevant experience. ●

Jane Clark is the Head of Graduate Resourcing and Development at Barclays.
GRADUATE SCHEMES

There are many finance graduate schemes out there, but what makes banking graduate schemes stand out from other sector programmes? Applications close sooner and the competition to gain a place on a scheme is notoriously tough, but the benefits and opportunities available are some of the best around.

Graduate schemes are the number one reason people attend university – to get a job that requires a degree. Though the banking industry is changing and the attention has somewhat split to recruit more school leavers, graduate schemes are still a big focus for banks with HR teams dedicated to finding the best graduates out there.

Banking organisations have a number of different kinds of graduate schemes, from analyst to technology roles, or from trader to sales roles. Each scheme is designed to get graduates on their desired career ladder within the competitive banking industry. Graduate schemes offer a dual focus of developing talent and initiating recruits into the corporate culture. They allow an in-depth understanding of the banking profession with structured training in place to help support candidates throughout the scheme. Some schemes will also have a rotational programme in place, allowing graduates to experience different areas within a bank before selecting their preferred area.

Having an idea of what type of banking graduate scheme you are interested in is essential before applying for a position. Graduate schemes, particularly in banking, are rigorous and require passion and determination. Coming straight out of university, you’ll have to successfully balance working full-time with your own personal commitments and sometimes working extra hours. Additionally, schemes often last 1-3 years, so you will have to be 100% committed.

Where to find a graduate scheme

The majority of large investment banks offer a range of graduate schemes. High Fliers’ The Graduate Market in 2016 has found that graduate vacancies within the industry are also increasing year-on-year. For 2016, banking and finance employers are aiming to recruit 1,509 graduates (31.4% change from last year), adding 361 vacancies.

Get ready!

Applications for graduate schemes tend to open in September so being prepared before you graduate is vital. Many graduates now apply to graduate schemes as soon as they begin their final year of university. The deadlines for schemes can close as early as October, but some can stay open till December and January. You can also find schemes with rolling deadlines but beware; this doesn’t mean you can leave your applications until the last minute. The schemes close as soon as a suitable candidate is found.

Requirements

Competition for graduate schemes is tough and the banking industry as a whole is also extremely competitive. Completing an insight and/or internship before a graduate scheme can significantly increase your chance of landing a job. Some banks offer successful interns a graduate job straight after their internship. Investment banking is at the top of High Flier’s list of ‘Percentage of vacancies filled by graduates who had already worked for the employer’, with 77%. Thirding coming on this list is banking and finance with 52%. Work experience can also help you decide what kind of role you want to apply for in the future.

It’s clear that candidates applying to graduate schemes must hold a degree, but many banks also require a minimum UCAS score of at least 280 points. In regards to what degree subject you have studied, the requirements have changed significantly in the past few years. Many banking organisations are now looking for graduates specialised in areas other than numerical based subjects. Subjects such as English and languages are ideal for banks who want to recruit candidates with good communication skills. As long as you have at least a 2:1, most banks will accept your application.

Soft skills are also highly sought after. Showcasing your organisation skills, adaptability and problem solving abilities will work in your favour. Working on a society’s committee board is often an effective way of displaying these skills.

Application process

The banking application process is extensive. There are a number of stages involved after your initial application has been accepted. Successful candidates may be required to complete phone or video interviews and are then usually invited to an assessment centre comprised of numerical, verbal and group assessments. Make sure you are 100% prepared for such assessments by completing practice tests and mock interviews with friends and family.

Benefits

Graduate schemes offer many benefits to those who are talented and passionate enough to secure a place. The salary can range from £35,000-£56,000* and is the highest average graduate starting salary available in the UK, compared to other industries. The majority of banks also have their own tailored benefits package to attract graduates. From free gym membership to performance related bonuses, there are a huge range of amazing benefits out there.

Banking graduate schemes are highly respected and offer candidates the highest quality of training. At the end of certain schemes candidates can walk away with a sponsored CFA qualification which other non-graduate jobs cannot offer.

Graduates will also have the opportunity to travel on certain schemes. As part of Royal Bank of Canada’s graduate scheme, initial training can take place in New York or Toronto. Rotational graduate schemes can also take you around the UK and even to other countries. If you’re looking for early responsibility, fast career progression and travel opportunities, then financial graduate schemes are the perfect option for you. Just remember, if you are set on applying for schemes start to prepare as early as possible to help you stand out from the strong competition.

*High Fliers’ The Graduate Market in 2016

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Source: The Guardian UK 300: top investment banking and investment employers, 2016/17
INTERNSHIP PROFILES

Investment Banking & Capital Markets Summer Analyst – Credit Suisse

Technology Summer Intern – Nomura
INVESTMENT BANKING & CAPITAL MARKETS SUMMER ANALYST – CREDIT SUISSE

I am a Credit Suisse Steps to Success Scholar, currently in my final year at Cambridge University, reading Economics. As a Credit Suisse Scholar, I’ve completed two short internships in the Investment Banking and Capital Markets Division and in the Global Markets Division, prior to a ten week summer internship with the Leveraged Finance and Sponsors Group.

Monday
I arrive at the office at 9:00 and begin reading my emails for updates on the existing projects I’m staffed on. One of my main projects with an Analyst, Vice President and Managing Director requires a transaction comparison (a summary and comparison of relevant deals). The Analyst sits down with me to discuss which deals to include, then I spend a couple of hours compiling the information into a presentation slide. I draw information from a range of sources: Google searches and formal databases e.g. FactSet and Thomson Reuters. It’s important to keep track of where your numbers were found, so your Associate can easily review and verify your work. The rest of the morning consists of a variety of ad-hoc requests and meetings.

The rest of the day consists of modelling and comparison of relevant deals. The earlier project involving transaction comparisons picks up again and one of the Analysts requests help to finish off the presentation before a conference call tomorrow morning.

Wednesday
The night before I sent the presentation to Prestech (Credit Suisse’s in-house editing service) which needed formatting and received the amended version by 9:00. I soon realise my Vice President had sent a mark-up of changes in the document for the Credit Suisse internal team to evaluate.

Thursday
Today, one of the Associates staffed on a separate deal with me, is travelling to Paris on a business trip but he needs my help whilst he’s away. I am to help with a risk assessment document for the Credit Suisse internal team to evaluate.

Another task was to update our model using the Industry team’s forecasts. These forecasts create a base case scenario of the company’s future financial performance. Therefore, we will be able to project how quickly the company will de-lever (pay off its debt) given the debt structure we have designed. The earlier project involving transaction comparisons picks up again and one of the Analysts requests help to finish off the presentation before a conference call tomorrow morning.

The internship was incredibly busy but it meant I’d learnt a huge amount once it was over.

Friday
One of the Associates returns from his business trip and we review the background search I conducted earlier in the week. Other ad-hoc requests are completed in the morning.

Most of the team are out of the office by 18:00 to have leaving drinks with an Associate who is moving back to Credit Suisse’s office in Switzerland. Later, I meet up with other IBCM interns and explore the London nightlife. Plus, I don’t have to come in this weekend!

Overall experience
The internship was incredibly busy but it meant I’d learnt a huge amount once it was over. It is important to take on as much work as you can, but learn to manage expectations when you are too busy on other projects.

I accepted the offer to join the Leveraged Finance and Sponsors Group and I began graduate training in July 2016. ☝
Why did you choose to do an internship?
I believe internships can be really important to students or recent graduates; it gives you first-hand experiences which you are unable to learn from a classroom or text book. However, you have the opportunity to apply knowledge that you have learnt at university in a role that not only gives you a clearer perspective on what role and department you would like to work in once graduated but also highlights which areas you may not be so suited to working in on a full-time basis.

How did it tie in with your overall career plans?
As a recent graduate from Loughborough University I managed to secure a place on the summer internship which enabled me to roll straight onto the graduate scheme without having to reapply the year after. The ten week internship enabled me to see if this was a company and working environment that I wanted to continue working in and start my career at.

What was the application process like?
There were two main stages to my application after I’d submitted my online forms; the first was a first round competency interview with the business, followed by a longer assessment centre. The assessment centre involved a further interview, a group exercise and an individual presentation.

For anyone thinking about a technology role in banking, I’d recommend taking some time to understand the industry as a whole. It’s important to get a sense of how current world events might be having an impact on the industry, and on Nomura more specifically. You’ll also need to be prepared to answer questions around Nomura’s core competencies and give some thought to how you structure your answers (perhaps using the STAR technique). Finally, I’d encourage you to ask questions during your interviews and to be confident, interested and friendly!

My role gave me a lot of exposure during my internship, allowing me to work within support, development and business analyst functions and projects.

What attracted you to your role?
My internship and subsequent graduate offer was within the Service Operations team of the Infrastructure division. I was really interested in this role as it allowed me to not only learn about technology in Nomura but also the reliance on specific applications within the corporate side of the company. The team interacted with many other IT divisions across the bank including our production support teams, application developers and front office technologists. My role also gave me a lot of exposure during my internship, allowing me to work within support, development and business analyst functions and projects.

What were your main duties?
My ten week internship was split into two roles:
- First five weeks: Initially I worked in Service Operation’s Incident Management team, where I assisted in facilitating the cross technology and inter business division first line incident management service (i.e. a technology based incident where its severity is decided upon factors such as financial or reputation). I would assist in facilitating calls between the relevant teams and ensure root causes were provided.
- Second five weeks: In the second half of my internship I worked within Service Operation’s IT Service Management team. My role within the team was to help support and develop the service management software (ServiceNow).

What were the most important things you learnt from the internship?
I think the most valuable thing I learnt from my internship is the importance of networking and also how you can never ask a stupid question! If you are asking questions it shows that not only are you willing to expand your knowledge but you also have an interest in your role and the company.

What skills did you acquire or improve during your internship?
For me there are some key skills that I think are relevant for this kind of role and industry; analytical skills are really important whether you are analysing the users of a system or understanding the logic behind the systems themselves. An entrepreneurial flair is something that is really valued at Nomura, and demonstrating initiative and drive can help interns assume more responsibility than they would otherwise. A passion for technology is obviously essential, so it’s really important to be able to discuss your motivations and be engaged throughout the internship. Finally I would say that I really grew in confidence during the internship, and gaining that sense of what it is really like to work in a technology role is absolutely invaluable in your early career!
GRADUATE PROFILES

Global Investment Banking Analyst – Royal Bank of Canada 40

Mining Analyst – Rothschild 42

Graduate UK Cash Sales – UBS 44

Investment Banking Analyst – Lazard 46
GLOBAL INVESTMENT BANKING ANALYST – ROYAL BANK OF CANADA (RBC)

Why did you join RBC?
I attended an RBC networking event in Oxford at the start of my third year of university, and found that I really liked the people whom I met. I had no prior experience in investment banking, but was encouraged to apply on the basis of the positive comments I had read and heard regarding RBC’s culture (as per the famous “RBC nice” epithet) and its growth trajectory, both here in Europe and internationally.

What was the graduate programme like?
Upon joining in the July after graduation, we undertook eight weeks of comprehensive training, including four weeks in Toronto. This training was a great way to get people from non-financial backgrounds, such as myself (my academic focus was philosophy), up to speed, but it was also good fun and an excellent way to build networks within my intake across RBC’s global network of offices.

Our programme is rotational, so I began my first year with five months in our Infrastructure team, working on M&A, debt and equity financing situations. The team is one of the largest in Europe, so I was able to get exposure to a wide variety of live situations.

My second rotation, and eventual permanent placement, was in the Debt team, covering Leveraged Finance, Acquisition Finance and Syndication. The best things about this role are the way that we provide product support across sectors (I have worked on everything from diamond mining to household waste management) and the way that we are exposed to market trends in both the high yield and leveraged loan spaces.

The team’s role is to originate and structure debt financings, often supporting a private equity firm in a Leveraged Buyout ("LBO") of a target company, and then to sell this debt into the bank and institutional markets. As an analyst, my main responsibilities are financial modelling, including assessing businesses on a variety of credit metrics, due diligence on companies to which we propose to lend, and the preparation of internal credit papers. I also support the team throughout the negotiation of documentation for a deal.

What makes RBC different?
I have had a great few years working at RBC. We’ve been able to close some important deals, and I’ve certainly learnt an awful lot about the world of finance.

My biggest piece of advice is to be confident and ask lots of questions. Make sure you do your preparation about the firm and why you want to work for them and be enthusiastic and engaged.

Tips & tricks
BEFORE THE INTERVIEW
• Research the organisation and the industry within which it operates
• Research the role you are applying to and its function within the business
• Think about what you find interesting about the role and the organisation
• Remember that interviewers don’t just want to hear stories about what you have done, but also see that you have reflected on these experiences.

DURING THE INTERVIEW
• Don’t launch straight into your answers – it’s OK to take a moment to think about what you want to say
• Structure your answers – use the STAR method
• Show that you can listen as well as speak
• Be enthusiastic and show interest – ask lots of questions at the end
• Relax and try to enjoy it!

GROUP EXERCISES
Group exercises are very hard to prepare for as the nature and type of activity that you will be performing is varied and unpredictable, however assessors will want to check if you can:
• Work as part of a team
• Work with others under stressful conditions
• Communicate well with others
• Influence others
• Problem solve as a group.

I have had a great few years working at RBC. We’ve been able to close some important deals, and I’ve certainly learnt an awful lot about the world of finance.

My biggest piece of advice is to be confident and ask lots of questions. Make sure you do your preparation about the firm and why you want to work for them and be enthusiastic and engaged.
MINING ANALYST – ROTHSCILD

I graduated from Imperial College London with a first in mathematics and then went on to complete a master’s at Cambridge in Theoretical Physics. After I finished my master’s I interned in a variety of financial institutions ranging from commercial banks to research institutions, including a summer internship at Goldman Sachs in investment banking. I joined Rothschild through the graduate programme into the Global Financial Advisory (GFA) division and after two months training I then started work straight into the Mining team at Rothschild.

FIVE DAYS IN THE LIFE OF AN INVESTMENT BANKING ANALYST

Day 1 – Live transaction

On this day you will most likely be working on several projects at once, of which one or two will be live transactions. A large amount of time will be spent liaising with lawyers, accountants, other advisors and clients; investment banks take the lead on deals and so clear communication between all the involved parties is important. Most of the day will also be spent in internal meetings, where the deal team will discuss next steps and priorities. Live transaction days tend to be the most exciting and will definitely keep you on your toes throughout the day.

TIPS

• Carry a note pad with you everywhere and make sure you write down every task, no matter how small the task seems you do not want to miss anything.
• Keep calm and keep your deal team informed of your progress, it is important to flag potential difficulties early on.
• Even though there will be time pressure make sure anything that gets sent to the client has been triple checked; it is better to be five minutes late than wrong.

Day 2 – Valuation, financial analysis and creating presentations

This is the day when you will develop the skills necessary for an analyst; it is your day to do financial modelling, valuation and presentation creation. This is also the day when you should ask as many questions as possible and try to develop your analytical skills. Financial analysis and valuation will vary depending on the type of deal and client you have, for example in the Mining team you will work with asset models rather than an LBO model.

TIPS

• Stay organised, this applies to prioritising tasks as well as keeping your excels and folder structures clean.
• Stay focused on the task, you want to avoid mistakes that could be time consuming later on.
• Make sure you understand all the outputs, if necessary you should be able to explain where every number has come from.
• Ask questions, your Associate or AD will always be willing to help.
• Before creating a presentation from scratch make sure you have asked around and looked around the main drive for a template or a precedent presentation, it will definitely save you a lot of time.

Day 3 – Pre-presentation day

This is the day and night before a client meeting and it is usually for a management presentation or a pitch. Most of the day is spent collating feedback and sticking to tight deadlines. Throughout the day you will have to process comments and circulate drafts to the team.

TIPS

• This is usually the most manic day so keep calm and ask for help from your team if required.
• Keep on top of deadlines; if necessary politely chase for feedback on presentations.
• Try to process mark-ups and comments as quickly as possible so you keep the momentum going on the presentation.
• As you go along save multiple versions of the presentation throughout the day as you may need to revert to an earlier version at any point.
• Book a printing slot.
• Triple check the final presentation, pre and post printing.

Day 4 – Client meetings

Before the client meeting there are likely to be multiple internal team meetings so that everyone is on the same page. During the day you will be taking notes, answering questions and providing admin support to the rest of the team. I find client meeting days to be the most exciting as you meet a huge range of clients and most of the time you are meeting the key decision makers in the company, it provides strong exposure early on in your career.

TIPS

• This is the day that understanding all the outputs will come in handy; different clients focus on different things so you could end up discussing one number for half an hour.
• Following on from the above make sure you are mentally prepared to answer questions.
• As an admin point make sure you take notes and always carry a spare hard copy of the presentation.

Day 5 – Quiet day

There are days when your deals are quiet and I would recommend making the most of these days.

TIPS

• Organise your diary and emails, if you have a quiet day use it to sort out admin tasks.
• Use the day to focus on development, for example if you know you’re going to have a quiet day book yourself in for training courses.
• Try to organise coffees or lunches on the quiet days, that way you keep in contact with your graduate class and you can develop your network.
• Take the chance to go home on time, there will always be a hectic day around the corner so make the most of your downtime.

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Tanvi Nikita Vikas Raje
London
University of Cambridge
MA Mathematics with Theoretical Physics
For graduate jobs, internships & placements visit www.insidecareers.co.uk/ban

My experience with UBS began in 2013 when I took part in the UBS Insights Week with Equities Sales as my main area of interest.

Students on my degree course often have a greater level of early career awareness than average, and so when a friend in the year above suggested I apply, it seemed like a good opportunity to try out an unknown industry which was totally alien to me. I had a great experience on UBS Insights Week, and was able to secure a place on the 2014 summer internship, where I completed rotations in a couple of sales roles, before eventually being hired to the UK Cash Sales team – my present role.

Ultimately there is one common denominator when comparing everyone’s sales interactions, and that is they all share conviction!

Why banking?
To an extent my bio shows you how and why I got into banking in the first place – I took an opportunity to try out an unknown industry. That said, perhaps what is more relevant is why I have seen it through to graduate level and not been tempted away by alternatives such as consulting. I would put this down to a combination of the role and the people at UBS. We’ve all heard horror stories of banking, either relating to the working hours or the culture, and while early starts on the desk can be tough at times, the challenges of the role and the willingness of more experienced co-workers to help you develop understanding and style go a long way to compensate.

What do you actually do?
I tend to describe Cash Sales as different to most other sales roles – rather than selling a product where technical understanding is your significant point of difference, a Cash Salesperson is essentially the seller of ideas. Much of my day to day is therefore spent:
- Reading company news and updates
- UBS Research
- Finding stories that are important and relevant to stocks, and then getting to grips with my analysis.

Naturally there are also routine tasks which fall to the desk junior, for instance compiling the general morning email, but these have given me an early taste of responsibility as well as great exposure which is really invaluable.

You’ve mentioned style a bit, what do you mean?
Sales people, especially in the Cash world, will have different styles in the same way they have different personalities. When I started, I spent time listening into people’s conversations with clients, and it quickly became apparent that you do not have to be the stereotypical, assertive stockbroker to succeed. Ultimately there is one common denominator when comparing everyone’s sales interactions, and that is they all share conviction!

Is there anything that sets UBS apart?
The answer to this is an honest yes. On a macro level, the selective strategy taken by management has helped maintain our market-leading position within Cash and Derivatives, as well as to become pace-setters in newer areas within Equity Finance and Prime Brokerage. On a micro level, UBS offers something different at all levels of entry:
- Applicants for first year programmes can apply for the Insights Week or try for a place on the Horizons programme which offers great opportunities for travel and charity work.
- While rotations are not a new concept, those offered as part of the graduate scheme are set apart from those in other banks where the ultimate aim is to learn things that can help in your hired role, rather than spend a year fighting for a job. As part of the rotational program I have had two enjoyable months with the Global Equity Finance team, working with products I did not even know existed before I made the move. It’s given me experience I know will benefit me later down the line.
- Outside of my formal work, UBS are also sponsoring my CFA examinations, giving me the chance to continue formal education while learning skills that will help me in my career.

What are the hardest elements of the job?
The early starts within Sales are definitely positive here is that I have an earlier finish than some. I can factor in having a social life, studying for exams, and staying active after work. Beyond this, my daily challenge is making sure I have read enough of what’s important each day to really get what’s going on. If you don’t make the effort in the morning your day can easily fall off-pace, and this can be problematic over time.

Do you have any advice on how to get into the industry?
Getting a spring insight week or internship is a real boost to anyone aspiring to work in finance. From the employer’s perspective they offer an extended interview where they get to know your strengths and whether you would fit into the organisation through seeing how you work in a team. But the real positive is that as an intern you get to experience what it would be like to work at a firm full time, and make your own mind up as to whether you actually want to.

If you can only apply to a graduate programme, more will be expected of you in terms of how proactively you have read up on finance and current news, but ultimately the same decision about fit and competence is made just in a shorter interview and assessment centre format.

My last piece of advice is to show genuine interest and curiosity. Even if you weren’t born holding a copy of the Financial Times, your capacity and desire to learn can go a long way.

Go to p. 30 or online to read more about graduate schemes.
INVESTMENT BANKING ANALYST – LAZARD

NAME Alice Walker
LOCATION London
UNIVERSITY University of Oxford
DEGREE MEng Engineering Science

London living
I am not a city person at heart so I was apprehensive about moving to London, especially coming from a farming background. Studying at university gave me the chance to broaden my knowledge and life experience and then the internship at Lazard convinced me that it was the right move for me personally and professionally. There are a lot of opportunities that I saw available not only changed my perspective on the industry but also on London as a whole – it offers a never-ending learning curve that suits the dynamic and the ambitious.

Why Lazard?
I heard about Lazard through a friend who spoke very highly of the firm and its culture. I was a little nervous about the challenges waiting for me after my graduation! Although some disbelief! I actually had a job ready and waiting for me after my graduation! Although I was a little nervous about the challenges of the role, having the job offer allowed me to concentrate completely on my studies during fourth year, without the pressure of applications and interviews.

What was the application process like?
The application process comprised of a series of ‘hurdled’ assessments including: written application questions (that were interesting and challenging to answer), online verbal and numerical tests, assessment exercises and then interviews.

Although it was quite a lengthy process, I appreciated getting to know the company culture and meeting a good range of people from the London office. When I was offered the internship, I was truly delighted and had no hesitation in accepting.

Tell us about the internship
The ten weeks were fascinating and gave me a real insight into the firm and the day to day work. The teams were very supportive and provided interesting yet challenging work. This made our experience authentic and really helped us prepare for the assessment presentation at the end of the internship – where you are given the opportunity to apply for a job as a graduate analyst commencing the following year.

When I received the phone call offering me the graduate analyst role, I was filled with so many emotions – relief, excitement and some disbelief! I actually had a job ready and waiting for me after my graduation! Although I was a little nervous about the challenges of the role, having the job offer allowed me to concentrate completely on my studies during fourth year, without the pressure of applications and interviews.

What skills are useful for your job?
An analyst requires a range of skills; numbers form the basis of every valuation, but strategic thinking is just as important. On the whole you need to be open to working long hours, working in teams and be prepared to adapt to tasks as they’re given to you, taking pride in every piece of work you produce.

The main responsibility is to support the senior bankers in marketing ideas and executing deals. This includes researching and consolidating market and sector data, identifying trends and benchmarking performance metrics. Analysing financials and preparing presentations are key areas of our role, designing the slides so that the information is displayed in an engaging and accessible manner.

What have you enjoyed about your role?
Since starting in July 2015, I have worked on marketing materials for new clients, options analyses for potential clients, strategic reviews for existing clients and private sell-side mandates. Deals are very opportunistic, and can arrive like buses – you focus on marketing and pitching for a while, then execution work can come all at once.

It has been great to work with colleagues from a variety of academic backgrounds – not everyone is a maths or economics undergraduate at Lazard. From my Engineering Science degree, I had relevant and transferable skills to offer and I felt I could contribute from day one. I have also had the right training and guidance to support me in areas where I felt I needed development or further insight.

A typical day
Describing an average day is tricky, there really isn’t such thing. After arriving at 09:00, days vary from back-to-back meetings, both internal and client-facing, to a purely desk-based day working on marketing materials, a sell side information memorandum, or valuation analysis.

The pace of life takes some getting used to and sometimes I find myself wondering where the time goes. Day to day tasks.Good Luck! as an investment banking analyst soon become second nature, but the specific detail around each task changes with every new company or project. There is a good balance of the familiar and the new and unique – especially whilst working on live deal tasks where the work is bespoke and tailored to the transaction and the client.

What are the most challenging parts of the job?
You feel the largest amount of pressure when there is a lot happening all at once and you have urgent deadlines to meet whilst making sure the details are perfect. With experience, you manage the pressure and stress so it motivates you to deliver results. It’s a collaborative environment so help is never far away and everyone around you understands the pressure.

It has been great to work with colleagues from a variety of academic backgrounds – not everyone is a maths or economics undergraduate at Lazard.

The biggest challenge sometimes is maintaining the work/life balance during busy periods. The evenings can be long but the weekends are a great chance to catch up with friends and family and, of course, get back to the country to ride the horses!

Do you have any advice for those looking to move into the industry?
Firstly, don’t worry about picking the ‘right’ degree, we all come from a range of subjects. Secondly I would definitely recommend an internship in the industry; it’s a ten week trial giving you the best real life banking experience. And lastly, talk to as many people in as many different banks as possible. The work may be similar wherever you go, but the culture, style and location of each working environment is really what sets each bank apart. Good Luck!  ●
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Tatyana joined Barclays in spring 2009 as an intern and then followed onto the Quantitative Associate Graduate programme. She started in commodities, initially working in structuring and later moved to a sales role working with institutional clients. In 2014 Tatyana joined the Rates Sales team working with a large number of institutional investors trading fixed income products and was recently promoted as a Director within Rates Sales.

Originally from Siberia, I studied Mathematics in Russia, completed a Master’s in Quantitative Economics and Finance in one of the top ranking engineering schools in Europe and I am now working as a sales person at Barclays, looking after business with sophisticated investors.

I have a quantitative academic background and I’m fluent in Russian, English and French. I enjoy working in a diverse and dynamic environment, learning something new every day.

Why did you choose a career in the industry?
I have always had a quantitative mind-set and enjoy dealing with numbers. Having earned degrees in Mathematics from Novosibirsk State University in Russia and at École Polytechnique in France, I wanted to use my numerical and analytical skills in my job.

I was also fascinated by the world of finance and felt that working in an investment bank would give me a helicopter view of the global economy and markets and would keep me up to date with what is going on in the world.

What do you enjoy most about your job?
A sales job, in my view, is a perfect combination of quantitative and interpersonal skills. On a daily basis I have access to vast amounts of information on what is happening in the world and using my knowledge and judgment, I then filter out the relevant pieces that would add the most value to my clients. This gives me great opportunities to learn from and collaborate with my colleagues in our Trading and Research teams as well as my clients.

Being a sales person means that I have great responsibilities managing client relationships – making sure that only the best services are provided to clients throughout our franchise. At the same time, it is a very rewarding job where you can see directly how the value you are adding enhances your client’s business performance.

What is a typical day like for you?
My day starts early, going through global news and economic data. I condense this into a summary in order to provide concise updates to my clients. In my area, main trading activity picks up in the middle of the morning and goes on till around 15:00.

A good academic background, hardworking attitude, ability to work as a team and drive to learn new things are absolutely crucial in the finance industry.

It is crucial for the sales person to stay concentrated as the day can become very busy with many clients requiring attention simultaneously, so good multi-tasking and time management skills are essential in making sure we provide the best service to our clients in all situations. The day normally calms down towards 16:00, when I use the opportunity to call or meet some of our clients to discuss any trade ideas, business opportunities or just have a friendly conversation in a more relaxed environment.

Do you have any advice for anyone wanting to get into the industry?
Finance has been and will always be a world of opportunities for people who work hard, are curious and have the drive to achieve ambitious goals. From my personal experience, it is essential to invest time and effort into your education if you are looking to join the world of finance and banking.

A good academic background, hardworking attitude, ability to work as a team and drive to learn new things are absolutely crucial in our industry. Many opportunities in finance are created by people who take initiatives, so being curious, ambitious and open to taking on new challenges will help start and develop your career. Last but by no means least – new financial professionals joining the industry must have the right attitude and values to help our clients achieve their goals in the right way.

DIRECTOR IN RATES SALES – BARCLAYS
HEAD OF DIGITAL – FIDELITY INTERNATIONAL, UK

Digital guru and legend in his own mind, Ian Hood has been responsible for creating and driving through delivery of web and mobile experiences for Fidelity International’s UK business. He has now amassed 15 years and counting e-commerce, web design, mobile, online and digital experience across three large financial services corporate companies and one financial services ‘digitally born’ start up.

IAN HOOD

2015
Joined Fidelity International as Head of Digital for their UK business.

2009 – 2015
Joined RSA Insurance Group as Head of E-Business for their direct to consumer brand MORETH>N. Promoted to Group Chief Digital Officer in 2012.

2006 – 2009
Joined a new financial services start up called swiftcover.com as Head of E-Commerce customers before being sold to Axa Insurance.

1998 – 2006
Left ITT L&U and joined Direct Line Insurance as Senior Underwriter, joined the online division of the business in 2001 as Online Sales & Service Manager.

1989 – 1998
Joined ITT L&U the UK arm of a US owned insurer as a Trainee Property Underwriter and worked my way up to Senior Underwriter.

1989
Left college after studying Business & Finance.

Supported by a hugely experienced and talented management team and over 60 digital professionals, my responsibilities include the strategic direction of Fidelity UK’s digital arm and delivery of that strategy through various direct and matrix functions: creative and interaction design, content, analytics, product management, technology, channel proposition and marketing.

The responsibility of the team includes everything for our external clients in the direct to consumer, financial advisor, wholesale and workplace investing space. We also support internally across customer experience teams, internal communications teams, HR etc. as an internal service to help those areas with certain skills such as design and visualisation.

My direct teams’ main skillset is understanding our user’s needs by following what’s known in the trade as a User Centred Design (UCD) process, designing, developing, measuring, monitoring and iterating the businesses’ web and mobile experiences continuously to constantly strive to improve the end user experience, resulting in us driving down the business costs and driving up the business sales and revenues through the online channels.

We’ve only started to tackle these issues in earnest relatively recently as an organisation and therefore there is a long way to go before we get to the standard we aspire to be at in this space. Being a digital function responsible for online experiences, technology and client behaviour, we are evolving all the time so we have to run to keep up in some areas, but that is why my role is so challenging and diverse.

I chose a career in digital because I wanted to progress the size and scale of my role and in my previous profession of insurance underwriting I’d reached as high as I could go. I could see the internet was going to be a dominant force in consumer and business life and therefore jumped at the chance to learn and develop this new area back in 2001.

I moved around different organisations over the years in order to gain different perspectives. However, I always stayed in my roles for several years, seeing what I started through before moving on, leaving that team and business in a better position than when I joined with clear direction, measurement, processes and skills – organised to deliver ever better online experiences for the company’s customers.

Work hard, be dedicated, committed, reliable and loyal and you’ll soon be progressing through the ranks!

What do you enjoy most about your job? I get to work on strategy for the whole UK business as part of the executive committee and work with a team of highly motivated, clever and very experienced peers to help run the UK business. I also get to lead and work on the strategy for my own area (where are we heading as a team and where are we leading the business in terms of the future when it comes to web and mobile) as well as design how the team will work and operate, the roles within the team, what the team should be working on – so every element of designing, leading and building a great team!

Creating this allows me to see the delivery of that strategy through the unique skills my various team members possess. They deliver a lot of great improvements for our clients and when you see nice feedback coming in and the dial moves in the right direction after improvements your team has made, this gives a real sense of achievement and pride that you have impacted someone’s experience of your brand and business in such a positive way.

What are the current challenges the industry faces? The challenge I am closest to in my role is changing consumer behaviour and advancements in technology. Customer expectation of brands is increasing all the time with regards to how they choose to access a brand’s services through multiple devices and browsers. This means we have to be externally focused and close to how our clients interact with us, what they want from us and also inventing new innovative products and services on behalf of our clients.

Do you have any advice for anyone wanting to get into the industry? Digital in the finance industry is a creative, diverse and ever changing career. It’s an in demand area for virtually every business in virtually every sector in virtually every country and region – many of my team have moved into asset management and financial services from other sectors. It’s a secure career for a long time to come and one where you can change sectors quite easily too so I’d highly recommend it as a career.

Go to p. 12 to read more about fintech.

Check out the various college courses and degree courses in the space of e-commerce, design, interaction design, human computer interaction and technology then join either a small agency or client side in a business either through a graduate programme or internship or as a trainee in your chosen discipline. Work hard, be dedicated, committed, reliable and loyal and you’ll soon be progressing through the ranks!
**HEAD OF PLANNING & EXECUTION – RBS, COUTTS & CO.**

Having always loved solving problems and dealing with numbers, Katie left the world of Philosophy and Physics to join the Private Banking division of the Royal Bank of Scotland in 2007. From then on she worked her way up the firm to become Head of Planning & Execution of the Lending & Capital Management team, managing a number of different responsibilities.

I look after operational risk and day to day business management within our Private Banking division. I previously studied Philosophy and Physics at university – I’ve always been interested in problem solving and numbers. However I’ve never really been that techie, so the relationship building within my job makes it the ideal mix for me. There’s always going to be technical problem solving in every role, so building upon these skills is important, but bear in mind the real focus is one of building client relationships, particularly those that have been hugely successful in the business. The real mixture of responsibility makes my role really exciting.

**How did you get into banking?**
To get into the industry I joined a graduate scheme after university; something that gave me the qualifications which would help me progress further and ensured I always had something to fall back on. It was important for me to consider the support on offer, as well as the experience I would gain from my first role after university. The graduate scheme offered me the perfect mix of challenge with the support from line managers and my buddy.

**What do you most enjoy about your role?**
What I enjoy most about my role is helping people and playing a critical part in their work; I touch many parts of the business so there is a lot I can do to improve and make an impact. We are incredibly client focused so every day the work we are doing is helping to grow and make an impact. We are incredibly client focused so there is a lot I can do to improve and make an impact. We are incredibly client focused so every day the work we are doing is helping to grow relationships even further.

All of our areas of the bank, although vast, are connected. My work allows me to leverage this and my network further. I am always working with new people and linking in with new areas of the bank. What I also love about my role is that I constantly use my brain, but in a different way to academia. I’ve had opportunities to work in other countries too; it certainly keeps me on my toes!

**What do you think are the biggest challenges you face in your role?**
A career in banking is a lot more accessible than people think. There are more opportunities now, and the skills you need mix both numeracy and relationship building so it’s a really great platform to start your career particularly after academia. You will be working with smart, intelligent, driven colleagues and supported by your colleagues and seniors. This is in abundance here.

**What is your average working day like?**
Day to day, I’m interacting with a lot of people; even though I work in Private Banking I also link into wider banking which allows me to widen my network which is really important as you start to work your way up the career ladder.

An average day for me is spent in working groups progressing projects and updating my team on what is happening inside and outside of the bank. I have two teams that report to me so I spend a lot of time in team meetings. It makes my days incredibly varied and exciting.

**Is it true that you have no free time working in a bank?**
I have time to cycle to work every day. I see the importance of fitting in exercise when you can. I’m reasonably bad at stopping my diary getting out of hand, but it’s all about managing expectations. There’s no need to work overtime if you manage your time well.

We have a strong focus on wellbeing, and speaking up if you are feeling your free time outside of work is being challenged. You always work better when you feel motivated and supported by your colleagues and seniors.

**What is your advice to someone considering a career in banking?**
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**JOB FINDER**

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INVESTMENT MANAGERS

We are an active, long-term, global, multi-asset investor focused on enabling more people to harness the power of investing to meet their financial goals. By combining investment insight and innovation with robust risk management we have become one of the largest asset managers in Europe, managing £493 billion in assets as of the end of December 2015. We employ about 2,350 people around the world and operate out of 21 countries.

Our objective is to employ people with world class talent who will enable us to maintain our leading position in the asset management industry.

We are proud to foster a high-performance culture, which means that we seek to recruit and retain people who are not only technically-skilled but also globally-minded, innovative and able to leverage their unique perspectives and life experiences to support our success as a company.

Employing the best people from the widest possible talent pool is at the heart of our strategy to deliver excellent quality services to our diverse client base.

No. of employees 2,351
Offices recruited into London
International opportunities Yes

JOB OPPORTUNITIES

Disciplines recruited from A number of disciplines, in particular Finance, Economics, Mathematics and Engineering
✓ GRADUATE JOBS✓ INTERNSHIPS✓ PLACEMENTS✓ INSIGHTS✓ SCHOOL LEAVER SCHEMES
No. of graduate jobs 10
Benefits 27 days’ holiday, healthcare, pension scheme, season ticket loan, performance bonus, shareplan and childcare vouchers
Graduate application deadline No deadline
UNDERGRADUATE OPPORTUNITIES No. of undergraduate opportunities 15
Undergraduate application deadline June 2017

HOW TO APPLY

Application method Online, by email, CV & covering letter and application form
Contact information www.axa-im.com/en/careers
E: julia.burge@axa-im.com

Bank of America Merrill Lynch

Bank of America is one of the world’s leading financial institutions, serving individual consumers, small and middle-market businesses, large corporations and governments with a full range of financial and risk management products and services. Our purpose is to make financial lives better.

Bank of America Merrill Lynch is the marketing name for the Global Banking and Markets businesses. Combining our local knowledge and global expertise, we offer products and services across Global Corporate and Investment Banking, Global Markets and Consumer Card. In Europe, the Middle East and Africa we have offices in 21 countries serving the needs of individual, corporate, institutional and government clients.

Being a responsible business is integral to the success of our employees, clients and stakeholders, which is why we’re committed to making a difference in the communities in which we live and work. Our efforts focus on youth employment, environmental sustainability, arts and cultural investments and responsible business practices.

Our goal is for each employee to have the best possible experience with us throughout their career. This is why we offer everyone the highest level of training and mentoring support. Furthermore, our commitment to diversity, our communities and the well-being of our employees, brings numerous opportunities for all employees to participate in initiatives that help make Bank of America Merrill Lynch a great place to work.

No. of employees 265,000
Offices recruited into London, Dublin, Chester and various locations across EMEA
International opportunities Yes

JOB OPPORTUNITIES

Disciplines recruited from All degrees considered
✓ GRADUATE JOBS✓ INTERNSHIPS✓ PLACEMENTS✓ INSIGHTS✓ SCHOOL LEAVER SCHEMES
No. of graduate jobs 200+
Benefits Competitive number of days’ holiday, healthcare and pension scheme
Graduate application deadline See website
UNDERGRADUATE OPPORTUNITIES No. of undergraduate opportunities 200+
Undergraduate application deadline See website

HOW TO APPLY

Application method Online
Contact information www.baml.com/campusEMEA
E: graduate.recruitment@baml.com
T: 0207 996 3528

For graduate jobs, internships & placements visit www.insidecareers.co.uk/ban
**Who we are**
Barclays is a transatlantic consumer, corporate and investment bank offering products and services across personal, corporate and investment banking, credit cards and wealth management, with a strong presence in our two home markets of the UK and the USA.

With over 325 years of history and expertise in banking, Barclays operates in over 40 countries and employs approximately 130,000 people. Barclays moves, lends, invests and protects money for customers and clients worldwide.

By joining you can expect immediate responsibility, whichever part of Barclays you’re in. Your development will focus on building your strengths through challenging work, collaborative projects, and looking at things from a new perspective. Supported by colleagues and outstanding training, you will also feel encouraged to take the initiative, be flexible and own the work you do.

**More about us**
Barclays has a long tradition of innovation. We were the first bank to introduce ATMs, debit cards and contactless payment. Digital remains at the heart of the business, with significant investment cementing our position as the digital market leader. Across personal, corporate and investment banking, credit cards and wealth management we have created solid foundations upon which you can grow.

At Barclays, our people reflect more than just a bank, they reflect the world. So we’ve taken great care to foster a culture that will welcome and involve you whatever your background.

**Who we are looking for**
Barclays offers a remarkable breadth of career opportunities for undergraduates, graduates and postgraduates from all backgrounds and degree disciplines. As well as a strong academic record and a commercial outlook, graduates coming into Barclays need to express their ideas and learn quickly.

To find out more and to apply visit www.joinus.barclays.com

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**BNP PARIBAS**

The bank for a changing world

BNP Paribas Corporate & Institutional Banking (CIB) is a leading European investment bank. CIB is part of the BNP Paribas Group, a financial institution with international scale and a strong tradition of serving both individuals and companies. With close to 200 years of experience, the Group can trace its origins back to 1848. Today’s BNP Paribas is built on the merger between Banque Nationale de Paris (BNP) and Paribas (formerly Banque de Paris et des Pays-Bas) in 2000.

Spanning across 57 countries with over 25,000 employees, BNP Paribas CIB is a globally recognised leader across capital markets, advisory and financing. The Group’s “Top Employers Europe 2016” certification reflects the fact that 83% of our employees are proud to work for us. We strive to take on-board different viewpoints, value individual expression and give our employees freedom, responsibility and room to grow. As a graduate, you’ll be hired to a specific desk which means that from the beginning you’ll have real responsibility and will be able to envisage your career in the longer-term.

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**COMPANY DETAILS**

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**HOW TO APPLY**

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Citi, the leading global bank, has approximately 200 million customer accounts and does business in more than 160 countries and jurisdictions. Citi provides consumers, corporations, governments and institutions with a broad range of financial products and services, including consumer banking and credit, corporate and investment banking, securities brokerage, transaction services, and wealth management.

Citi’s success is driven by its exceptional people – their passion, dedication and entrepreneurship – and it will be people just like you who will shape its future. At Citi, learning doesn’t stop at graduation and there are many ways to embark on a rewarding career path, enjoying the global opportunities and long-term training and development initiatives experienced by over 240,000 employees worldwide.

Citi offers full-time, placement and internship opportunities across a number of its business areas, including Investment Banking, Corporate Banking, Capital Markets Origination, Markets and Securities Services, Treasury and Trade Solutions (TTS), Private Bank, Risk Management, Human Resources, Operations and Technology. Citi also offers Insight programmes enabling students in their first year (or in their second year of a four year course) to experience first-hand the Citi culture and environment. Graduates interested in this industry with drive, commitment and a passion for learning are encouraged to apply.

This is the opportunity to be part of an exciting period in the development of the global financial services industry, working with the brightest minds to drive responsible, positive change across the organisation, the banking industry, and beyond.

**Commerzbank**

Commerzbank is a leading international commercial bank with branches and offices in more than 50 countries. The core markets of Commerzbank are Germany and Poland.

With the business areas Private Customers, Mittelstandsbank, Corporates & Markets and Central & Eastern Europe, its private customers and corporate clients, as well as institutional investors, profit from a comprehensive portfolio of banking and capital market services.

Commerzbank finances more than 30% of Germany’s foreign trade and is the unchallenged leader in financing for SMEs. With its subsidiaries Comdirect and Poland’s M-Bank it owns two of the world’s most innovative online banks.

With some 1,050 branches and approximately 90 advisory centres for business customers Commerzbank has one of the densest branch networks among German private banks. In total, Commerzbank boasts approximately 16 million private customers, as well as one million business and corporate clients. The bank, which was founded in 1870, is represented at all the world’s major stock exchanges. In 2015, it generated gross revenues of almost 9.8 billion euros with approximately 51,300 employees on average.

**How to apply**

Application method
Online
Contact information
www.oncampus.citi.com

**Company Details**

- **No. of employees**: 240,000
- **International opportunities**: Yes
- **Office recruited into**: Across EMEA
- **Disciplines recruited from**: All degrees considered
  - **GRADUATE JOBS**
  - **INTERNSHIPS**
  - **PLACEMENTS**
  - **INSIGHTS**
  - **SCHOOL LEAVER SCHEMES**
- **No. of graduate jobs**: 150+
- **Benefits**: Competitive number of days’ holiday, healthcare, pension scheme, season ticket loan, gym membership, performance bonus and social events
- **Graduate application deadline**: 11 November 2016
- **Undergraduate opportunities**: 200+
- **Undergraduate application deadline**: Summer Internships – 9 December 2016
  - Spring Insights – 13 January 2017
  - Placements – Ongoing

**Job Opportunities**

- **Undergraduate opportunities**: c. 50 per year
- **Benefits**: 25 days’ holiday, healthcare, pension scheme, golden hello, season ticket loan and gym membership
- **Graduate application deadline**: Applications open all year round
- **Undergraduate application deadline**: Applications open all year round

**Company Details**

- **No. of employees**: 51,000
- **International opportunities**: Yes
- **Office recruited into**: London
- **Disciplines recruited from**: Finance, Business Studies, Economics, Maths, Physics and Engineering
  - **GRADUATE JOBS**
  - **INTERNSHIPS**
  - **PLACEMENTS**
  - **INSIGHTS**
  - **SCHOOL LEAVER SCHEMES**
- **No. of graduate jobs**: Up to 25
- **Benefits**: 25 days’ holiday, healthcare, pension scheme, golden hello, season ticket loan and gym membership
- **Graduate application deadline**: Applications open all year round
- **Undergraduate opportunities**: c. 50 per year
- **Undergraduate application deadline**: Applications open all year round

**Application method**
Online and CV & covering letter
Contact information
www.commerzbank.com/career

**How to apply**

Application method
Online and CV & covering letter
Contact information
www.commerzbank.com/career
E: campusrecruitment@commerzbank.com
T: 020 7475 5009
Credit Suisse is a leading global wealth manager with strong investment banking and asset management capabilities. Founded in 1856, Credit Suisse has expanded to be a global force employing over 45,000 people in 50 countries. With new leadership, a new strategy and a streamlined global organization, we are set for growth. We partner across businesses, divisions and regions to create innovative solutions to meet the needs of our clients – and to help our employees grow. It is a high priority for us to continually invest in our employees by providing ongoing opportunities for training, networking and mobility. Join us and let’s shape the future of Credit Suisse together.

For further information about Credit Suisse, please visit www.credit-suisse.com.

**COMPANY DETAILS**

No. of employees
- Over 45,000

Offices recruited into
- Global

International opportunities
- Yes

**JOB OPPORTUNITIES**

Disciplines recruited from
- All degrees considered

- GRADUATE JOBS
- INTERNSHIPS
- PLACEMENTS
- INSIGHTS
- SCHOOL LEAVER SCHEMES

No. of graduate jobs
- Various

Benefits
- Competitive number of days’ holiday and other competitive benefits

Graduate application deadline
- Rolling basis – see website

UNDERGRADUATE OPPORTUNITIES

No. of undergraduate opportunities
- Various

Undergraduate application deadline
- Applications open 1 August 2016

**APPLICATIONS**

Application method
- Online

Contact information
- www.credit-suisse.com/careers

For graduate jobs, internships & placements visit www.insidecareers.co.uk/ban
Who we are & what we do:
Fidelity International offers world-class investment solutions and retirement expertise. As a privately owned, independent company, investment is our only business. We are driven by the needs of our clients, not by shareholders. Our vision is to deliver innovative client solutions for a better future. We invest $273 billion globally on behalf of clients in Asia-Pacific, Europe, the Middle East, and South America. Our clients range from central banks, sovereign wealth funds, pension funds, large corporates, financial institutions, insurers and wealth managers, to private individuals.

Why Fidelity:
Our commitment to integrity, innovation and excellence, coupled with the ability to charter our own course, are what make us truly unique.

This also means we invest in rewarding and recognising the contribution of the individuals and teams who deliver on our promise to provide a better future for our clients. You’ll be encouraged to take responsibility for the development of your skills through a combination of hands-on work and structured training. And you’ll be paired with a mentor who’ll be on hand to offer advice and support whenever you need it. It’s this mixture of pro-activity and guidance that makes our graduate programmes stand out in the marketplace.

Opportunities:
We offer a multitude of rewarding career opportunities that will recognise and develop your skills and help you fulfil your potential. On the investment side, our graduate opportunities reach across Equities, Fixed Income and Fidelity Solutions. The business side includes; European Sales and Marketing, Operational Management, Business Management, HR and Technology. We also offer the chance to experience other countries and cultures on one of our international rotations – so if you speak a second language, that could prove a real asset when working with us.

Here’s the deal
ICAP is a financial markets, technology and risk solutions business. We partner with the market to develop innovative, critical solutions that become industry standards.

We are a billion-dollar company, with approximately 4,300 employees in 32 countries. We provide market-leading broking services to a huge variety of clients, including all the major investment and commercial banks. This means matching buyers and sellers in the wholesale markets for interest rates, credit, commodities, foreign exchange, equities, equity derivatives and shipping, in deals worth approximately $1.3 trillion a day. We also offer a wide range of post-trade risk mitigation and information services, providing data and helping organisations reduce operational and systemic risk in their markets.

Our offer is complex and highly specialised, our clients’ expectations high. To keep delivering, to keep adapting, to keep improving, we need an ever-more diverse range of knowledge and personalities – from experts in the different post trade services to outstanding voice and electronic brokers. Our range of entry-level opportunities are designed to deliver these capabilities, as well as provide ICAP’s leaders of the future.

Whichever division you join, you’ll find our flat structure and down-to-earth attitude provides an unusually high level of exposure to both senior management and the full breadth of our business. With such access, you’ll have every chance to prove your worth, get noticed and rise swiftly to the top.

All our opportunities call for proactive selfstarters with a keen interest in working in global financial markets. They also call for strong, resilient, engaging personalities. We are an extraordinarily ambitious organisation that thrives on innovative and entrepreneurial thinking. We’re looking for quick thinkers who have belief in their own ability, and who are comfortable adapting to change.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/ban
Lazard

Lazard is the world’s leading independent financial advisory and asset management firm. We serve clients with thoughtful advice and effective solutions to strategic and financial matters. Founded in 1848, we operate in 42 cities across 27 countries around the world.

Working at Lazard provides all the opportunity and excitement of working for a global institution, but with the intimacy of a relatively small firm.

We are looking for exceptional students and graduates to join us for the following opportunities:

Analysts
Analysts are a key contributor in all aspects of our advisory work, with direct exposure to our senior bankers and trusted advisors. You will be supporting our transaction teams by conducting financial analysis and modeling, company and industry sector research, creating and preparing client presentations, interacting with clients, and experiencing and contributing to real projects.

Analysts are assigned to different sector or product teams according to the business need at the time of joining. As part of the Analyst programme, typically three years in length, you will have the opportunity to rotate through various teams to ensure you gain experience across a number of different disciplines and sectors, as well as gain exposure with a range of senior bankers. Global secondment opportunities are available depending on business needs.

Summer Internship (for penultimate year students only)
Our ten week Summer Internship programme is an excellent way of gaining a better understanding of the nature of our business and the culture of our firm in an Analyst role. Our aim for your internship with us is to give you with specialist knowledge of your chosen area. Structuring a programme is designed to hone your negotiation and networking abilities as well as equip you with specialist knowledge of your chosen area.

Morgan Stanley

Our business
Morgan Stanley is more than a leading financial services firm. With offices spanning 41 countries and talented, passionate people bringing excellence and integrity to everything we do, the firm is truly global. Throughout the firm’s history, diverse and talented individuals have worked together to develop our new ideas and groundbreaking financial products.

Our people
There is no typical person at Morgan Stanley. Our people come from a wide variety of backgrounds and interests but they are all high achievers who share integrity, intellectual curiosity and the desire to work in a collegial environment. Individuality is prized and people are encouraged to be themselves. What you are interested in and how you approach the world will determine your individual career path at Morgan Stanley.

Our interns
We all know and recognise the value add of work-experience and we, therefore, offer internships that give promising penultimate-year students the chance to experience one of our nine key business areas in an enjoyable and intellectually challenging way. In addition to our ten week summer programmes, we also run industrial placements and off-cycle internships, plus give you the opportunity to join us for a look behind the scenes at one of our insight events. While allowing you to experience Morgan Stanley and our culture firsthand, internships and industrial placements also serve as the #1 pipeline for our full time programmes.

Our graduates
Like our Internships, the Morgan Stanley Graduate Programme is open to students who demonstrate the entrepreneurial drive, team working and communication skills needed to take our business forward. The structured programme is designed to hone your negotiation and networking abilities as well as equip you with specialist knowledge of your chosen area.
MUFG

As one of the world’s leading financial groups, Mitsubishi UFJ Financial Group (MUFG) has more than 2,250 locations in 40 countries, with over 150 years of industry experience. We offer stability in an ever-changing market and provide services to high-profile clients on a global scale.

We’re looking for ambitious, driven individuals to join our team, and help us to become the world’s most trusted financial group. With graduate schemes and internships available around the world, you will have the opportunity to learn from some of the best experts in the industry.

Our leading banking arm, offers a 21 month programme, during which you’ll get to rotate through multiple business areas. With an intensive boot camp in Japan and the freedom to engage with various disciplines, you’ll be able to pinpoint your interests and determine where a career with MUFG could take you.

Alternatively, our group’s premier Securities Business runs a 12 month programme for graduates who know exactly what direction they want to take. Whether its global markets, investment banking or corporate functions, you’ll get to develop your skills and experience in areas that matter to you. Our reach extends across the globe, and with us, you’ll regularly interact with senior management and get to take on real responsibility.

This is an opportunity to enhance your financial expertise and become part of a truly international organisation. Whatever programme you choose, you’ll receive tailored training and be involved with a range of challenging projects. From the moment you arrive, we’ll be dedicated to supporting your growth, and actively help you shape the foundations of a long and rewarding career with us.

To apply, please visit our site to find out more: www.mufgcampus.com

Global possibilities with an approachable and inclusive culture: it truly is a better balance in banking.

NOMURA

Nomura is an Asia-headquartered financial services group with an integrated global network spanning over 30 countries. By ‘Connecting Markets East & West’, Nomura services the needs of individuals, institutions, corporates and governments through its three business divisions: Retail, Asset Management, and Wholesale (Global Markets and Investment Banking). Founded in 1925, the firm is built on a tradition of disciplined entrepreneurship, serving clients with creative solutions and considered thought leadership.

At Nomura, internships are the perfect preparation for a subsequent full time role. We offer a range of graduate and internship programmes across three key areas; investment banking, global markets and corporate infrastructure. Internship opportunities can include a ten week spring or summer internship in London or a three to six month internship in one of our regional offices.

For further information about Nomura, please visit www.nomura.com.

JOB OPPORTUNITIES

Disciplines recruited from All degrees considered
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ INSIGHTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs 30

Benefits 25 days’ holiday, healthcare, pension scheme, study support, season ticket loan, bike schemes, gym membership and social events

Graduate application deadline 27 November 2016

UNDERGRADUATE OPPORTUNITIES

No. of undergraduate opportunities 25

Undergraduate application deadline 9 January 2017

HOW TO APPLY

Application method Online, CV & covering letter and application form

Contact information www.mufgcampus.com

COMPANY DETAILS

No. of employees 140,000

Offices recruited into London, New York & Hong Kong

International opportunities Yes

COMPANY DETAILS

No. of employees 27,000

Offices recruited into EMEA, Asia & America

International opportunities Yes

JOB OPPORTUNITIES

Disciplines recruited from All degrees considered
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ INSIGHTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs Various

Benefits 26 days’ holiday, healthcare, pension scheme, golden hello, study support, flexitime, season ticket loan, bike schemes, gym membership, performance bonus and social events

Graduate application deadline See website

UNDERGRADUATE OPPORTUNITIES

No. of undergraduate opportunities Various

Undergraduate application deadline See website

HOW TO APPLY

Application method Online, CV & covering letter and application form

Contact information www.nomura.com/europe/careers

E: eurrecruitingevents-eu@nomura.com

T: 020 7102 9303

Contact information

T: 020 7102 9303

E: eurrecruitingevents-eu@nomura.com
RBS is an exciting place to work. We believe there’s a right way to do business and we’ve created a fair, open, honest culture that will value your passions and help you achieve your full potential. Get ready to drive positive change as you rise to the challenge of harnessing your potential to create a dynamic career and a better bank for our customers.

Regardless of the course you are studying and the year you’re in at university, we have a range of roles open to you. Our programmes are broken into our five core business areas: Corporate & Institutional Banking, Commercial & Private Banking, Personal & Business Banking, Services and Core Functions. Whichever part of our hugely diverse organisation you choose to join, you’ll find us working together towards one common goal: to make RBS stronger, smarter, simpler and more sustainable for our customers.

Our programmes offer you the chance to do more than learn. We’ll value your suggestions, stretch you from the word go and give you every opportunity to make your mark. So if you have the talent, vision, fresh perspective and energy to help shape our business, a career with us is a challenge that can inspire and empower in equal measure.

We expect all our employees to make a real contribution to RBS. And we’ll give you all the tools and support you need to deliver. You can look forward to exposure across various business areas, early responsibility, exceptional training and the chance to develop invaluable transferable skills. Not to mention colleagues, buddies and managers who will encourage you to share your opinions and ideas so you can reach your full potential, faster.

Rothschild is one of the world’s largest independent financial advisory groups, employing approximately 2,800 people in 40 countries around the world. We are family-controlled and independent and have been at the centre of the world’s financial markets for over 200 years. From our historical roots in Europe we have developed a unique global footprint. Today we have full-scale advisory businesses across the world, including locally staffed offices in China, Brazil, India, Russia, the United States of America, the Middle East and Asia Pacific.

We provide strategic, M&A, wealth management and fundraising advice and services to governments, companies and individuals worldwide. There are four main arms to our Group – Global Financial Advisory, Wealth Management & Trust, Merchant Banking and Institutional Asset Management – as well as specialist financial businesses.

Respect for diversity and an inclusive culture are both central to our success. That is why we attract, develop and retain the industry’s brightest minds. We strive to create an inclusive culture that encourages the highest standards of quality, professionalism and ethics.

We hire the most talented individuals, from a diverse range of backgrounds, cultures and experiences. This diversity enables us to generate innovative and creative ideas and to consider all angles, and deliver the best possible solution for our clients whatever their financial goal, and wherever they are situated.

**COMPANY DETAILS**

**RBS**

- No. of employees: 96,000+
- Offices recruited into: Edinburgh, London, Manchester and Birmingham
- International opportunities: Yes

**Rothschild**

- No. of employees: 2,800
- Offices recruited into: London, Leeds, Manchester and Birmingham
- International opportunities: Yes

**JOB OPPORTUNITIES**

**RBS**

- Disciplines recruited from: All degrees considered
  - GRADUATE JOBS
  - INTERNSHIPS
  - PLACEMENTS
  - INSIGHTS
  - SCHOOL LEAVER SCHEMES
- No. of graduate jobs: 335
- Benefits: 28 days’ holiday, healthcare, pension scheme, study support, flexitime, season ticket loan, bike schemes, gym membership, performance bonus, social events and value account
- Graduate application deadline: Rolling deadline
- UNDERGRADUATE OPPORTUNITIES
  - No. of undergraduate opportunities: 500+
  - Undergraduate application deadline: Rolling deadline

**Rothschild**

- Disciplines recruited from: All degrees considered
  - GRADUATE JOBS
  - INTERNSHIPS
  - PLACEMENTS
  - INSIGHTS
  - SCHOOL LEAVER SCHEMES
- No. of graduate jobs: Various
- Benefits: Competitive number of days’ holiday and other competitive benefits
- Graduate application deadline: Various
- UNDERGRADUATE OPPORTUNITIES
  - No. of undergraduate opportunities: Various
  - Undergraduate application deadline: Various

**HOW TO APPLY**

**RBS**

- Application method: Online and application form
- Contact information: www.yourpassionyourpotential.rbs.com

**Rothschild**

- Application method: Online and application form
- Contact information: www.rothschild.com/careers
  - E: gradrecruit@rothschild.com
  - T: 020 7280 1895
Royal Bank of Canada

Royal Bank of Canada is a premier investment bank that provides a focused set of products and services to institutions, corporations, governments and high net worth clients in over 100 countries.

We understand that the first steps in any career in finance are critical. With that in mind, we have the right formula to provide you with the opportunities and professional development you need to turn those first steps into a rewarding career.

You’ll be part of a company with a superior financial track record, credit rating and reputation. In fact, we maintained a high credit rating throughout the recent financial crisis.

Working at one of the world’s leading investment banks means you will benefit from the breadth of opportunity, depth of resources and quality of training that comes from our size, experience and strength. It will also give you the chance to work regularly with world class clients and colleagues.

In short, we provide the essential components to get your career off to a great start.

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UBS

UBS draws on over 150 years of heritage to serve private, institutional and corporate clients worldwide. They are present in all major financial centres, employing around 60,000 across more than 50 countries. UBS aims for excellence in all that they do, and this begins with their employees.

Who are they looking for? People with intelligence, integrity and drive. People with experience, or are eager to learn. People who are able to do good things for their clients, make a positive impact on their business, and help them as they continue to transform their firm.

Interested in Wealth Management, Investment Banking, Asset Management or Retail & Corporate Banking? Or how about IT, Legal, Compliance, Risk, Operations, HR or Marketing? At UBS, a world awaits. UBS offers talented individuals a wide range of programmes; from first year Insights or Horizons, through to Summer Internships, Industrial Placements and Graduate opportunities.

UBS programs are designed to be a springboard for talented students and graduates like you. If you are serious about your career and interested in international finance, UBS offers a stimulating, collaborative environment with opportunities to achieve success across many disciplines. So look around. Get to know them. Wherever you are in your academic career, UBS invites you to make your future a part of theirs.

Not an economics or business major? Don’t worry – as long as you have drive and creativity there’s a position at UBS to inspire and challenge you.

UBS takes pride in attracting a wealth of diverse backgrounds into a world of career possibilities. Where will your UBS career take you?

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COMPANY DETAILS

Royal Bank of Canada

No. of employees
80,000

Offices recruited into
London

International opportunities
Yes

UBS

No. of employees
60,000

Offices recruited into
Global

International opportunities
Yes

JOB OPPORTUNITIES

Disciplines recruited from
All degrees considered

- GRADUATE JOBS
- INTERNSHIPS
- PLACEMENTS
- INSIGHTS
- SCHOOL LEAVER SCHEMES

No. of graduate jobs
Up to 100

Benefits
25 days’ holiday, healthcare, pension scheme, golden hello, season ticket loan, gym membership, performance bonus and social events

Graduate application deadline
6 November 2016

UNDERGRADUATE OPPORTUNITIES

No. of undergraduate opportunities
Up to 100

Undergraduate application deadline
See website

Application method
Online

Contact information
www.campus.rbccm.com

UBS

Disciplines recruited from
All degrees considered

- GRADUATE JOBS
- INTERNSHIPS
- PLACEMENTS
- INSIGHTS
- SCHOOL LEAVER SCHEMES

No. of graduate jobs
300

Benefits
25 days’ holiday, healthcare, pension scheme, study support, season ticket loan, bike scheme, gym membership, performance bonus, social events and relocation allowance

Graduate application deadline
6 November 2016

UNDERGRADUATE OPPORTUNITIES

No. of undergraduate opportunities
250

Undergraduate application deadline
31 December 2016

Application method
Online

Contact information
www.ubs.com/graduates

E: sh-ubs-campusrecruiting@ubs.com
| Company | No. of employees | Offices recruited into | Disciplines recruited from | International opportunities | Graduate jobs | Internships | Placements | Insights | School Lawyer | No. of jobs | No. days holiday | Benefits | Application deadline | No. of opportunities | Application deadline | How to apply | Further info (page) |
|---------|-----------------|-----------------------|---------------------------|----------------------------|----------------|-------------|------------|---------|---------------|------------|-----------------|----------|-------------------|-------------------|-------------------|--------------|----------------|}
<p>| INVESTMENT MANAGERS | 2,351 | London | Finance, Economics, Mathematics &amp; Engineering | ✓ | ● | ● | – | – | – | 10 | 27 | ● | ● | – | ● | – | No deadline | 15 | June 2017 | Online, CV &amp; covering letter, email and application form |
| Bank of America Merrill Lynch | 265,000 | London, Dublin, Chester &amp; EMEA | All degrees considered | ✓ | ● | ● | ● | ● | – | 200+ | – | ● | ● | – | ● | – | – | – | – | See website | 200+ | See website | Online |
| BARCLAYS | 130,000 | Global | All degrees considered | ✓ | ● | ● | – | ● | – | 300 | 25 | ● | ● | ● | ● | ● | ● | Applications open from September | 400 | Applications open from September | Online |
| BNP PARIBAS | c. 189,000 | Nationwide | All degrees considered | ✓ | ● | ● | – | ● | – | See website | 26 | ● | ● | ● | ● | ● | ● | Depends on programme | See website | 30 November 2016 | Online, CV &amp; covering letter and application form |
| Citi | 240,000 | Across EMEA | All degrees considered | ✓ | ● | ● | ● | ● | – | 150+ | – | ● | ● | – | ● | – | – | – | – | 11 November 2016 | 200+ | Depends on the role | Online |
| COMMERZBANK | 51,000 | London | See profile | ✓ | ● | ● | – | – | – | &lt;25 | 25 | ● | ● | – | ● | – | – | – | – | Applications open all year | c. 50 | Applications open all year | Online, CV &amp; covering letter |
| CREDIT SUISSE | 45,000+ | Global | All degrees considered | ✓ | ● | ● | ● | ● | – | Various | – | – | – | – | – | – | – | – | – | See website | Various | Applications open August 2016 | Online |
| FIDELITY INTERNATIONAL | 7,000 | London, Kent &amp; Surrey | All degrees considered | ✓ | ● | ● | ● | ● | – | c. 30 | 23 | ● | ● | ● | ● | ● | ● | From October 2016 | c. 30 | December 2016 | Online |
| ICAP | 4,300 | EMEA, APAC &amp; Americas | All degrees considered | ✓ | ● | ● | ● | ● | ● | See website | – | – | – | – | – | – | – | – | – | End of November 2016 | See website | January &amp; February 2017 | Online |</p>
<table>
<thead>
<tr>
<th>Company</th>
<th>No. of employees</th>
<th>Offices recruited into</th>
<th>Disciplines recruited from</th>
<th>TYPE OF OPPORTUNITIES</th>
<th>Graduation Opportunities</th>
<th>Undergraduate Opportunities</th>
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<tbody>
<tr>
<td>Lazard</td>
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<td>+20 25 • • • • • • •</td>
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<td></td>
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<td>EMEA, Asia &amp; America</td>
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<td>Various 26 • • • • • • •</td>
<td>See website Various See website</td>
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<td>Nationwide</td>
<td>All degrees considered</td>
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<td>335 28 • • • • • • • •</td>
<td>Rolling deadline 500+ Rolling deadline</td>
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<td>Various – – – – – – –</td>
<td>Various Various Various Online &amp; application form</td>
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<td>Royal Bank of Canada</td>
<td>80,000</td>
<td>London</td>
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<td>✓ • • • • •</td>
<td>&lt;100 25 • • • • • • • •</td>
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<td>✓ • • • • •</td>
<td>300 25 • • • • • • • •</td>
<td>6 November 2016 250 31 December 2016 Online</td>
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