



21 OCTOBER

FINANCE FAIR

Oxford Town Hall, OX1 1BX

Exhibitors: 14:30–17:30

■ ■ ■

www.careers.ox.ac.uk/fairs



UNIVERSITY OF
OXFORD

THE
CAREERS
SERVICE

About Citadel & Citadel Securities

CITADEL is a leading investor in the world's financial markets. For over a quarter of a century, we have sought to deliver industry-leading investment returns to clients including corporate pensions, endowments, foundations, public institutions, and sovereign wealth funds.

CITADEL SECURITIES is an award-winning global market maker that helps meet the liquidity needs of asset managers, banks, broker-dealers, hedge funds, government agencies, and public pension programs.

Main Locations

London, Dublin, Chicago, New York, Hong Kong

Application Process

Apply for full-time graduate positions and internships via our websites

citadel.com

citadelsecurities.com

Connect with us on:    

INVESTMENT & TRADING

Trade in incredibly competitive markets and capture the most compelling investment opportunities.

QUANTITATIVE STRATEGIES

Transform the global markets through cutting edge algos and technology.

SOFTWARE ENGINEERING

Work side-by-side with quantitative researchers and traders to help write the future of finance.

WELCOME TO THE FINANCE FAIR

This event, organised by the University of Oxford Careers Service, offers you the opportunity to find out about a variety of different career options across the Finance sector.

You will be able to meet a number of major recruiters keen to attract students and graduates to their organisation, compare different organisations and find out about graduate and work experience opportunities. Not all the recruiters participating in this event are giving a presentation in Oxford this year, so this may be your only chance to meet them informally.

Pre-fair talks

13:30-14:15 | Disability @ the Finance Fair.

13:30-14:30 | Researchers @ the Finance Fair.

13:30-14:30 | Alumni @ the Finance Fair.

14:00-14:30 | Routes into Finance for Finalists and Recent Graduates.

Get your CV checked at our CV clinic

Get one-to-one feedback from visiting recruiters!

Just bring your CV and turn up! Appointments are given on a first-come, first-served basis.

Top tips

Use this booklet to plan your Fair tactics:

- Check who is attending and read their booklet entry before you speak to them.
- Plan some questions to ask e.g. what are the pros and cons of their work? Or, what tips can they give you to increase your chances of being selected for work experience or employment?
- Be keen and attentive – first impressions count!
- Talk to as many people as you can.
- Remember to record who you spoke to and key points of your conversations.

EMPLOYER PROFILES

PAGE	EMPLOYER	PAGE	EMPLOYER
4	AB Bernstein	33	Houlihan Lokey
5	Accuracy	34	GMG Ventures LP
6	Alta Advisers	36	HSBC
7	Aon UK Ltd	37	IMC Trading
8	AQR Capital Management	38	Institute of Chartered Accountants in England and Wales (ICAEW)
9	Ardian Investment UK Limited	39	James Cowper Kreston
10	Asian Development Bank	40	LCP
11	BDO LLP	41	Lloyds Banking Group
12	Bain Capital Credit	42	London Stock Exchange Group
14	BFAM Partners	43	Marshall Wace Asset Management
15	BNY Mellon	44	Maven Securities
16	BP	45	Moelis & Company
17	Capital One	46	MUFG
18	Citadel and Citadel Securities	47	Nomura
19	Colchester Global Investors	48	Optiver Services BV
20	d-fine Ltd	50	Oodle Car Finance
21	Deloitte	51	OxFORD Asset Management
22	Deutsche Bank	52	PwC
23	Duff & Phelps	53	Rothschild & Co
24	Energy Aspects	54	Royal Bank of Canada
25	Fidelity International	55	SIG
26	Financial Conduct Authority	56	Sky
27	Five Rings Capital	57	The D. E. Shaw Group
28	Flow Traders	58	XY
30	FTI Consulting LLP		
31	GIC Investments		
32	Glencore		

EMPLOYER	Offer internships	Internships to postdoc researchers or PhD students	Recruiting Postdoc researchers with work experience	Recruiting recent PhD graduates	Entry route: Graduate Training Scheme	Entry route: Direct Entry
AB Bernstein	✓	✓	✗	✗	✗	✗
Accuracy	✓	✓	✓	✓	✗	✓
Alta Advisers	✓	✓	✓	✓	✗	✓
Aon UK Ltd	✓	✗	✗	✓	✓	✗
AQR Capital Management	✓	✗	✗	✗	✗	✓
Ardian Investment UK Limited	✓	✗	✗	✗	✗	✗
Asian Development Bank	✓	✓	✓	✓	✗	✓
Bain Capital Credit	✓	✗	✗	✗	✗	✗
BDO LLP	✓	✗	✓	✓	✓	✓
BFAM Partners	✓	✓	✓	✓	✓	✓
BNY Mellon	✓	✗	✓	✓	✗	✓
BP	✓	✓	✓	✓	✓	✓
Capital One	✓	✓	✗	✓	✓	✗
Citadel and Citadel Securities	✓	✓	✗	✓	✓	✓
Colchester Global Investors	✗	✗	✗	✗	✗	✗
d-fine Ltd	✗	✓	✗	✓	✗	✓
Deutsche Bank	✓	✗	✗	✗	✗	✓
Deloitte	✓	✗	✗	✗	✗	✗
Duff & Phelps	✓	✓	✗	✗	✗	✗
Energy Aspects	✓	✓	✓	✓	✓	✗
Fidelity International	✓	✓	✗	✓	✓	✗
Financial Conduct Authority	✓	✓	✓	✓	✗	✓
Five Rings Capital	✓	✓	✗	✓	✗	✓
Flow Traders	✓	✗	✗	✓	✗	✓
FTI Consulting LLP	✓	✗	✗	✗	✗	✗
GIC Investments	✓	✗	✓	✗	✗	✓
Glencore	✗	✗	✗	✗	✗	✗
GMG Ventures LP	✗	✗	✗	✗	✗	✗

EMPLOYER	Offer internships	Internships to postdoc researchers or PhD students	Recruiting Postdoc researchers with work experience	Recruiting recent PhD graduates	Entry route: Graduate Training Scheme	Entry route: Direct Entry
Houlihan Lokey	✓	✗	✗	✗	✗	✗
HSBC	✓	✗	✗	✓	✓	✓
IMC Trading	✓	✗	✗	✓	✓	✓
Institute of Chartered Accountants in England and Wales (ICAEW)	✓	✓	✓	✓	✓	✗
James Cowper Kreston	✓	✗	✓	✓	✓	✗
LCP	✓	✓	✓	✓	✓	✗
Lloyds Banking Group	✓	✗	✗	✗	✗	✗
London Stock Exchange Group	✓	✗	✗	✗	✗	✗
Marshall Wace Asset Management	✓	✓	✓	✓	✓	✓
Mavern Securities	✗	✗	✗	✗	✓	✗
Moelis & Company	✓	✗	✗	✗	✗	✗
MUFG	✓	✗	✗	✗	✗	✗
Nomura	✓	✓	✗	✓	✓	✓
Oodle Car Finance	✓	✓	✓	✓	✗	✓
Optiver Services BV	✓	✗	✗	✗	✗	✗
OxFORD Asset Management	✓	✓	✓	✓	✗	✓
PwC	✓	✗	✗	✗	✗	✗
Rothschild & Co	✓	✗	✗	✗	✗	✗
Royal Bank of Canada	✓	✓	✗	✓	✗	✗
SIG	✓	✗	✗	✓	✓	✗
Sky	✓	✗	✓	✗	✗	✓
The D. E. Shaw Group	✓	✓	✓	✓	✗	✓
XY	✗	✗	✓	✓	✗	✓

AB Bernstein

Bernstein is the sell-side unit of the Alliance Bernstein Global asset management group. We are widely recognised as Wall Street's premier sell-side equity research and brokerage firm, with a global platform that spans the U.S., Europe, and Asia. Bernstein's research is ranked #1 by clients for overall quality, best original research, and willingness to challenge management. Each year, we welcome some of the best and brightest people to our offices as summer interns and Associates.

www.bernsteinresearch.com

► **LOCATION:** England – South East

► **VACANCIES:** We are looking for between 1 and 3 Research Associates to join us. We look for consummate team players who seek a highly rigorous and collegial environment for their development. Research Associates often advance to Senior Research Associate positions and/or go on to graduate school.

► **INTERSHIPS:** 10 week Summer Internship programme open to penultimate year students, starting July 2020.

► **RECRUITMENT CRITERIA:** We generally prefer students reading economics, engineering or the sciences, or with some prior exposure to accounting and finance, but we consider strong students across all disciplines.

► **APPLICATION PROCESS:**

Please email Victoria Williams at ukresearchopenings@bernstein.com, including details of your course and expected graduation date.

► **TRAINING:** We make a strong commitment to Associate development, and give you opportunities to rapidly gain visibility and incremental responsibility. While our culture is intellectually rigorous, it is also very collegial and fun – Associates participate in a range of activities including philanthropy, development and leadership programs, social events, mentoring and annual on- and off-sites.

► **CONTACT FOR APPLICATIONS:**
Victoria Williams

► **EMAIL:** victoria.williams@bernstein.com

Accuracy

Accuracy is an independent international consulting firm that provides advice to company management and shareholders for their strategic and critical decisions, notably in transactions, disputes and construction and infrastructure projects.

Accuracy's strength is to connect strategy, facts and figures. Our teams are international and multicultural, combining various skills to provide bespoke services to our clients. We recruit our consultants from the best.

Accuracy is present in 14 countries in Europe, North America, Asia, Middle East and Africa and leads engagements all over the world.

The London office, established in 2010, consists of a young, diverse and entrepreneurial team of over 40 professionals. Our team works on global assignments, combining skills across: Financial analysis and modelling; Business and share valuations; Financial and strategic due diligence; Quantitative market analysis; Damages assessment; Complex construction and infrastructure projects; Project management.

For further information, please visit www.accuracy.com.

www.accuracy.com

► **LOCATION:** England – London

► **VACANCIES:** Financial Analyst; Financial Internship; Construction and Infrastructure Advisory Analyst; Construction and Infrastructure Advisory Internship

► **INTERSHIPS:** Financial Internship; Construction and Infrastructure Advisory Internship

► **WORK EXPERIENCE:** You will support our teams by providing technical, analytical and reporting assistance to a diverse portfolio of clients. Day-to-day responsibilities will include researching, analysing and summarising company, financial and market information. You can expect to be involved in valuations, damages assessments, financial modelling and M&A due diligence, each of which will require your work to be summarised in presentations and reports addressed to clients, courts and tribunals.

► **RECRUITMENT CRITERIA:** Outstanding academic record (2:1 or above, expected or achieved) in a quantitative discipline; Strong interest/knowledge in consulting, financial analysis and corporate finance; Exceptional numerical and analytical skills, commercial awareness and attention to detail; Fluency in English, Right to work in the UK, advanced Microsoft Office skills (VBA and other programming skills are an advantage)

► **APPLICATION PROCESS:** By 31/05/2020

► **TRAINING:** As above.

► **CONTACT FOR APPLICATIONS:**
HR Department

► **EMAIL:** applicationsUK@accuracy.com

► **PHONE:** 02038614650

Alta is a single family investment office founded in 1995. We have a team of more than 30 members based in London and advise on a global, multi-asset class portfolio for the benefit of a philanthropic European family. Alta's mission is to support its clients' substantial philanthropic and entrepreneurial endeavours. We aim to generate attractive long-term risk-adjusted returns while maintaining the highest ethical standards.

Alta oversees a long-term oriented portfolio that aims to generate attractive risk-adjusted returns after inflation. Given our clients' multi-decade time horizon, the portfolio has an equity bias to achieve high returns. To provide diversification, it is invested globally across conventional and alternative asset classes that include: public equities, leveraged buyouts, venture capital, real estate, and hedge funds.

► **LOCATIONS:** England – London

► **VACANCIES:**

Investment Analyst: 3 vacancies

Investment Intern (Summer 2020): 2 vacancies

► **INTERNSHIPS:** Alta is looking for outstanding and curious candidates to work closely with the investment team as summer interns. During the six to eight week internship programme you will gain hands-on experience and insights into the role and responsibilities of an investment analyst. The strongest candidates will be extended offers to start as full time analysts in 2021.

► **RECRUITMENT CRITERIA:** We encourage full time applications from undergraduates and graduates from all disciplines. Candidates should expect to receive or have achieved at least a 2:1 from a leading university.

Alta encourages applications from penultimate year undergraduate students from all disciplines for the summer internship program.

Candidates should be intellectually curious, independent-thinking, and hard-working. They should possess good communication skills, be highly numerate, and enjoy working in a team. These attributes, combined with an interest in investment, are essential. Enthusiasm, friendliness, energy, initiative, and humour are also a must!

► **APPLICATION PROCESS:** Please send a copy of your CV and cover letter to cv@altaadvisers.co.uk

► **TRAINING:** We have a successful track record of training and developing new hires out of university. In addition to offering an exceptional learning environment, Alta supports its analysts in pursuing the CFA qualification.

► **CONTACT FOR APPLICATIONS:** Alexander Young

► **EMAIL:** cv@altaadvisers.co.uk

► **PHONE:** 020 7590 5010

At Aon, we draw on the expertise of 50,000 people to help the biggest names in business plan for every eventuality. We are one of the worlds leading insurance broker, provider of reinsurance and human capital consulting organisation. Our size, global network and emphasis on innovation mean where we lead, the industry follows.

www.aonearlycareers.co.uk

► **LOCATIONS:** Nationwide

► **VACANCIES:** Graduate, Intern and Placement Opportunities available in Actuarial, Investment, Insurance and Reinsurance, Cyber, Human Capital Solutions, and Health and Benefits.

► **INTERNSHIPS:** Our nine week long Summer Internship programmes are designed to give you an insight into our business, an understanding of our culture and an invaluable opportunity to help us forge lasting legacies with worthy causes through our Corporate Social Responsibility (CSR) programme. Technical training and business skills will be a core part of your Programme and although an Internship does not guarantee a place on our Graduate Programme, a significant proportion of our Interns have joined as Graduates.

► **RECRUITMENT CRITERIA:** We accept applications from graduates with a 2:1 in any discipline (dependant on programme). You must be numerically very strong and have the desire and ability to excel in a competitive environment where personal communication and analytical skills are key. Building relationships is at the heart of what we do and you'll need to show that you can work collaboratively to develop solutions for our clients.

► **APPLICATION PROCESS:** Our process includes an online application, online testing, video interviews and assessment centres. Applications are now open and due to close in early January 2020, however assessment centres will start in November 2019 so we encourage early applications.

► **TRAINING:** Our Development Programmes will fuel your passion for knowledge and improvement. All new joiners receive centralised training and networking opportunities, including a residential induction. These will help you develop your understanding of all our businesses and improve your general business acumen, equipping you with the professional skills you will need to be successful. We're committed to your ongoing development. That's why we fully support professional study and qualifications.

► **DIVERSITY AND INCLUSION:** You will be valued as an individual and recognised for your skills and the contribution you can make to our organisation. Valuing diversity is not about special treatment; it's about fair treatment for all. We challenge discrimination based on age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

► **EMAIL:** graduates@aon.co.uk

AQR Capital Management

AQR is a global investment management firm built at the intersection of financial theory and practical application. We strive to deliver superior, long-term results for our clients by looking past market noise to identify and isolate what matters most, and by developing ideas that stand up to rigorous testing. Our focus on practical insights and analysis has made us leaders in alternative and traditional strategies since 1998.

At AQR, our employees share a common spirit of academic excellence, intellectual honesty and an unwavering commitment to seeking the truth. We're determined to know what makes financial markets tick – and we'll ask every question and challenge every assumption. We recognize and respect the power of collaboration, and believe transparency and openness to new ideas leads to innovation.

www.aqr.com

► **LOCATION:** England – London

► **VACANCIES:**

2020 Full-time Business Development Analysts: Multiple vacancies

2020 Business Development Summer Interns: Multiple vacancies

► **INTERSHIPS:** AQR's 10 – week internship experience features Quanta Academy Summer Term, a structured learning program consisting of educational, skill-building and networking events. Learning is the cornerstone of our culture and plays an active role in the internship experience — through daily collaboration and interaction with employees at all levels, in workshops and classes, but mostly by working on projects that matter to the many clients we serve.

► **RECRUITMENT CRITERIA:** We actively seek to recruit talented individuals from all academic backgrounds into our summer internship program and full-time analyst positions.

► **APPLICATION PROCESS:** Online application via www.aqr.com/talent

► **TRAINING:** At AQR, the search for knowledge and truth is embedded in our culture. Focusing on both career and personal growth, our employee development QUANTA training programs are designed to help you reach your full potential. Through our QUANTA program, employees gain:

Technical Skills and Knowledge – Increasing your knowledge and technical competency
Leadership and Management – Furthering your career with skills and leadership training
Personal Enrichment – Fostering personal satisfaction and self-discovery

► **CONTACT FOR APPLICATIONS:**

Jackie Wilkins

► **EMAIL:** jackie.wilkins@aqr.com

Ardian Investment UK Limited

Ardian is a world-leading private investment house with assets of US\$90bn managed or advised in Europe, the Americas and Asia. The company is majority-owned by its employees. It keeps entrepreneurship at its heart and focuses on delivering excellent investment performance to its global investor base.

Through its commitment to shared outcomes for all stakeholders, Ardian's activities fuel individual, corporate and economic growth around the world.

Holding close its core values of excellence, loyalty and entrepreneurship, Ardian maintains a truly global network, with more than 600 employees working through fifteen offices.

As an investment business, our most important investment of all is the one we make in our people. We are committed to providing the necessary support to enable talented individuals develop into exceptional professionals. Joining Ardian as an intern will allow you to understand how our business functions at all levels and may lead to an opportunity for permanent hire.

We are looking for dynamic individuals with diverse skills in order to support our growth and prepare for the future.

www.ardian.com/en/human-resources

► **LOCATIONS:** England – London

► **VACANCIES:** Graduate opportunities in Private Equity Investment, Investor Relations, Legal, Fund Finance and Risk. Minimum 6 month internship, with potential for permanent hire subject to performance.

► **INTERSHIPS:** Internship opportunities in Private Equity Investment, Investor Relations, Legal, Fund Finance and Risk. Minimum 6 month internship, with potential for permanent hire subject to performance.

► **RECRUITMENT CRITERIA:** We welcome applications from all degree disciplines (either completed or due to be completed). Prior relevant internship experience is preferred.

► **APPLICATION PROCESS:** Ongoing recruitment throughout the year.

Applicants should send their CV and covering letter to Human Resources, ARDIANUKHR@ardian.com, mentioning department you would prefer to work during the internship.

Competitive salary. Remuneration according to profile.

► **EMAIL:** ARDIANUKHR@ardian.com

The Asian Development Bank (ADB) is a leading finance institution established in 1966, currently with 68 member countries. Our vision is to have a prosperous, inclusive, resilient, and sustainable Asia and the Pacific, while sustaining our efforts to eradicate extreme poverty in the region. We assist developing member countries by providing loans, technical assistances, grants, and equity investments to promote social and economic development. Our headquarters is in Manila with 28 resident missions throughout the region and 3 representative offices in Frankfurt, Tokyo, and Washington DC.

Our professionals with various areas of expertise are committed to work towards promoting inclusive economic growth, environmentally sustainable growth, and regional integration. With employees from more than 60 countries, we create an inclusive work environment where all forms of diversity are valued and respected.

www.adb.org

► **LOCATIONS:** Europe, North America, Asia, Oceania

► **VACANCIES:** International staff vacancies are posted on www.adb.org/careers

► **INTERNSHIPS:** Visit ADB Careers Page

► **RECRUITMENT CRITERIA:** We look for professionals with minimum 6 years' experience, have a university degree, international experience, and with a specialization or core area expertise.

► **APPLICATION PROCESS:** Our HR Business Partners Division evaluates the applications received through the ADB Career and Employment System (ACES) and refers applications to interested departments/offices for further review. Shortlisted candidates will be contacted for preliminary interviews and may be invited to ADB headquarters for a formal interview.

Upon the successful formal interviews, ADB gives a pre-offer to one selected candidate. The candidate will be asked to submit the following documents: diploma, three references, and a medical history form. Since collecting some of these documents may

be difficult and may take some time, you are encouraged to collect these documents in advance.

► **TRAINING:** ADB provides development opportunities to address and develop skills and knowledge needs of staff such as coaching, development leave with pay, learning events, strategy sessions, special leave without pay for study, staff development travel, staff education assistance and membership in a professional association.

► **DIVERSITY AND INCLUSION:** ADB seeks to ensure that everyone is treated with respect and given equal opportunities to work and contribute fully in an inclusive environment, irrespective of individual differences. ADB has earned EDGE Move, the second level of certification for workplace gender equality from the Economic Dividends for Gender Equality (EDGE), becoming the first international financial institution (IFI) to achieve such recognition.

► **CONTACT FOR APPLICATIONS:** Geraldine Marie de Asis

► **EMAIL:** adbemp@adb.org

► **PHONE:** +6326324444

We're big enough to be a major global player, but not so big that we lose sight of the individual needs of our clients. At heart, our work is simple: helping businesses achieve their goals. To do this, we offer a host of different services that include auditing, tax advice, risk management, forensic accounting, business restructuring, corporate finance and more. BDO is one of UK's largest accountancy and business advisory firms providing services to ambitious businesses within the UK and worldwide.

www.bdoearlyincareer.co.uk

► **LOCATIONS:** England - Oxfordshire, London, South East, South West, East of England, East Midlands, West Midlands, Yorkshire and the Humber, North East, North West, Scotland.

► **VACANCIES:** Roles within Audit, Tax, Business Services & Outsourcing and Advisory.

► **INTERNSHIPS:** We offer a 6 week Internship Programme.

► **WORK EXPERIENCE:** Our Insight Day will provide you with an opportunity to speak with a variety of people from the firm including current trainees and members of the recruitment team.

► **RECRUITMENT CRITERIA:** Candidates must have, or be on course for the following grades (or international equivalent):

- A minimum 2.2 degree in any discipline.
- 3 A Levels at grades A*- C, excluding General Studies and Extended Projects.
- A*- C at GCSE in Maths & English Language.

► **APPLICATION PROCESS:** Application Form, Online Tests, Video Interview, Assessment Day. We recruit throughout the year until all our vacancies are filled.

► **TRAINING:** BDO provides graduates all the training they need to attain their professional qualifications, along with extensive practical experience that includes on-site client work.

The firm provides constant support to make sure graduates are never out of their depth.

Depending on what route you take you will get the opportunity to study for either an ACA, ACCA, CFA, CTA.

► **DIVERSITY AND INCLUSION:** We actively promote a fully inclusive culture. Recruiting, respecting and valuing people of all backgrounds – and encouraging open discussion on every kind of issue.

Our commitments to diversity and inclusion are led from the top, through a steering committee made up of members of BDO's leadership team and other highly influential partners and employees.

Above all, we see our diversity as a positive asset. It not only gives us a strong sense of community but, makes us even more effective in serving our range of different clients.

► **CONTACT FOR APPLICATIONS:** Early in Career Team

► **EMAIL:** earlyincareer@bdo.co.uk

Bain Capital Credit



Bain Capital Credit is a leading global credit specialist with approximately \$40.8 billion in assets under management. Founded as Sankaty Advisors in 1998, Bain Capital Credit invests up and down the capital structure and across the spectrum of credit strategies, including leveraged loans, high-yield bonds, distressed debt, private lending, structured products, non-performing loans and equities. Our investment process combines a consulting-based approach to industry, competitor and business analysis with an in-depth examination of a target company's financial performance and capital structure.

Bain Capital Credit has organically grown into a global organization of more than 300 employees operating from a network of offices including Boston, Chicago, New York, London, Dublin, Hong Kong, and Melbourne.

www.baincapitalcredit.com

► **LOCATIONS:** England - London

► **VACANCIES:** Summer Analyst Programme: 2/3 Interns.

► **INTERNSHIPS:** Bain Capital Credit is recruiting for their 10-week Summer Analyst programme. It begins with one week boot-camp training on investing principles run by senior investment professionals. They follow an apprenticeship model and the training continues with ongoing coaching from all levels within the team. Summer Analysts will have two business rotations of 4-5 weeks each.

► **RECRUITMENT CRITERIA:**

Skills:

- Strong quantitative, analytical, and communication skills.
- An interest in business strategy, financial markets, and investments.
- A demonstrated ability to work independently and as part of a team.

Requirements:

- Currently enrolled as an undergraduate students in penultimate or final year, or masters student.

- Must be eligible to work in the UK, for the duration of the programme, without sponsorship or restriction.

- Both a CV and Cover Letter are required in PDF format. CV must include expected graduation month/year and grade.

► **APPLICATION PROCESS:** Please email LondonRecruiting@baincapital.com to receive the application link. Note both a Cover Letter and CV are required for a complete application, in PDF format.

Applications open: 30th September 2019.

Application deadline: 1st November 2019.

Interviews to be held in November and December.

► **CONTACT FOR APPLICATIONS:** Kate Ball

► **EMAIL:** londonrecruiting@baincapital.com

► **PHONE:** 020 7514 5791



Join a team that creates lasting impact

At Bain Capital, we believe that there is a different way for an investment firm to create value. We challenge each other to think and work differently—solving new problems every day to create meaningful and lasting impact for our investors, businesses, communities and for our people.

Our people and shared approach are the key to our competitive advantage and success. Since our founding in 1984, we've applied our insight and experience to organically build one of the strongest alternative asset platforms in the world. Today, our team of over 950 people across 19 global offices invests in private equity, public equity, fixed income and credit and venture capital across multiple sectors, industries, and geographies.

Join a team where you can make a difference and deliver enduring impact.

/// Bain Capital Credit is recruiting for our Summer Analyst Programme, a 10-week internship commencing in July 2020. If you are interested in applying, please email your CV and cover letter to LondonRecruiting@baincapital.com. Application deadline: 1 November 2019.



BainCapital
CREDIT

BFAM Partners

BFAM Partners combines deep Asian market experience with world-class financial expertise and leading-edge technology to generate absolute returns.

BFAM Partners manages capital for both pre-eminent global and local institutional investors. The investment strategy is dedicated to capturing opportunities in Credit, Equity, Rates and Volatility. Founded in 2012 by Benjamin Fuchs, the team has grown to over 90 people in Hong Kong and New York.

Launched in 2017, Shell Street Labs is a dedicated research affiliate to BFAM Partners, providing software and data solutions to an array of problems that arise in complex trading strategies. Its team of scientists use advanced methods in Artificial Intelligence and mathematics applied to Big Data.

www.bfam-partners.com/en/

► **LOCATIONS:** Asia

► **VACANCIES:**

- 2020 Junior Trader (Graduate Entry)
- 2020 Junior Software Developer (Graduate Entry)
- 2020 Junior Scientist (Ph.D. Entry)

Details of all opportunities are available on our career website <https://bfam-partners.workable.com>

► **INTERNSHIPS:**

- 2020 Artificial Intelligence Summer Internship
- 2020 Software Development Summer Internship

Details of all opportunities are available on our career website <https://bfam-partners.workable.com>

► **RECRUITMENT CRITERIA:** Applications are invited from Undergraduate to Post Docs of numerate/ computer science subjects. Min 2:1.

Numerate/ hard science subject areas including Physics, Maths, Computer Science, Engineering, Machine Learning, Artificial Intelligence

► **APPLICATION PROCESS:** 1. CV Shortlisting
2. Online Tests, including ability/ subject matter/ psychological
3. Interviews

► **TRAINING:** Most of the training is on-the-job with live projects under the tutelage of a senior member of staff

Some classroom training is offered based on needs and requirements of the role.

► **DIVERSITY AND INCLUSION:** BFAM is an equal opportunity employer and encourages diversity in its workforce.

► **CONTACT FOR APPLICATIONS:**

Mohit Seth

► **EMAIL:** mseth@bfam-partners.com

► **PHONE:** 34098840

BNY Mellon

A BNY Mellon, originally established as The Bank of New York by American Founding Father Alexander Hamilton, is an investments company that provides investment management, investment services and wealth management solutions to help institutions and individuals succeed in markets all over the world.

As the Investments Company for the World, we are committed to creating an inclusive, sustainable world where people can succeed and economies can thrive.

We strive to help people realize their full potential by leveraging our distinctive expertise to power investment success.

www.bnymellon.com/us/en/careers/campus-recruitment

► **LOCATIONS:** England - London, England - North West, Northern Ireland, Europe

► **CONTACT FOR APPLICATIONS:**
Nazish Arif

► **INTERNSHIPS:** 2020 Summer Analyst positions

► **EMAIL:** Nazish.Arif@bnymellon.com

► **RECRUITMENT CRITERIA:** Undergraduates - 2:1

► **APPLICATION PROCESS:** Online application
- Deadline - 2 December 2019 interview - tbc

BP delivers energy products and services around the world. From finding, developing and producing oil and gas resources, to refining, manufacturing and selling related products directly to customers and on the world's markets. BP's energy products keep the world moving and support a range of vital services. Our challenge for the future is to balance environmental and climate change concerns with the fact that oil and gas will still play a big role. So we continually look to develop innovative ways of lowering emissions, while meeting the world's growing energy needs. It takes a diverse group of talented people to help us create the real change the world needs. From engineers, automotive experts, geoscientists and chemists to accountants, analysts, technologists and traders. Our graduate programmes and internships offer opportunities to make a real contribution. With all the support graduates and students need to achieve their full potential. Our programmes give graduates and interns a platform to become business leaders, leading scientists or ground-breaking engineers. We offer the scope to contribute at any stage of the energy lifecycle from day one, and build a challenging and varied career. Graduates on their two or three-year programmes gain a full range of skills and experience. Our paid 11-week and year-long internships offer hands-on business experience to undergraduates or post-graduates who are about to start the final year of their degree or PhD. BP's diverse and inclusive environment focuses on teamwork, respect and ambition as much as academic achievements. And safety is a priority, as we develop the energy of tomorrow. Want to find out what life as a BP graduate or intern is really like? Visit our website and hear from the people who live it. Or, to find the right role for you, view our degree matcher tool at bp.com/degreematcher.

www.bp.com

► **LOCATIONS:** England - London, South East, Yorkshire and the Humber, North East, Scotland, Europe, Africa

► **VACANCIES:** bp.com/degreematcher

► **INTERNSHIPS:** BP offer 11 week summer internship programmes across Engineering, Science, Business & Trading: bp.com/degreematcher

► **RECRUITMENT CRITERIA:** Students must have achieved or be on track to achieve a 2:1 in their degree.

Maths, Statistics, Computer Science - we offer a Statistical Trading Programme for PhD students.

► **APPLICATION PROCESS:** Application Form, Online Tests, Telephone Interview, Technical Interview, Assessment Centre.

Applications open on 18th September and we recruit on a rolling basis.

► **DIVERSITY AND INCLUSION:**

- Rare Recruitment
- MyPlus Consulting
- SEO

► **EMAIL:** enquiry@bpgraduates.co.uk

We're a finance company with a tech mindset and one of the UK's leading credit card providers. We're on a mission to make finance simpler, more creative and more human. We're #11 in Glassdoor's 'Best Places to Work In The UK' list and we got this recognition by practising what we preach. We offer a flexible, supportive work environment and as a graduate you can expect challenging and interesting work with purpose, the opportunity to make a real impact to our customers alongside like-minded, smart and driven people, just like you.

www.capitalonecareers.co.uk

► **LOCATIONS:** England - London, East Midlands

► **VACANCIES:** Strategy Analyst - 15, Software Academy - 30, Other Analyst roles - 5, Brand & Design - 2, Operations & Risk - 5

► **INTERNSHIPS:** Our 10-week summer internship programme offers you the opportunity to get a taste of life working either in our Strategy Analyst or Software Academy teams. This means real-life work and real responsibility to deliver on a project during your internship. You'll be fully supported with training and development throughout the internship, a dedicated manager and mentor to help you develop and if you do well you'll be offered one of our full time graduate roles when you graduate.

► **RECRUITMENT CRITERIA:** We welcome applications from all disciplines; you'll need to demonstrate strong analytical and mathematical skills and coding if you're applying for a Software role.

► **APPLICATION PROCESS:** Our intern and graduate application process is the same and if you are offered a graduate role after an internship, you won't need to reapply. Application closing dates vary by role so will be specified in the role profiles. You'll be asked to complete an online assessment (plus a coding test if you apply to a Software

role) and will then be invited to do a video interview. For our Strategy Analyst role we will be doing some first round interviews on campus otherwise you'll be invited to do a case study interview then assessment centre. For all other roles you'll be invited to an assessment centre and will do group and individual interviews both technical and strengths based depending on the role.

► **TRAINING:** Whichever scheme you join, our training programme will help propel you straight into action. We'll help you hit the ground running through a tailored programme of development to help you excel in your career.

► **DIVERSITY AND INCLUSION:** We're a member of Inclusive Companies and we've signed up to the Women in Finance Charter to help address gender imbalance in our industry. We were also one of the main sponsors of the Nottinghamshire Pride event for the past 2 years and have several internal networks focused on LGBT, mental health and female groups to support associates across our organisation.

► **CONTACT FOR APPLICATIONS:** Olwen Watson

► **EMAIL:** olwen.merchant@capitalone.com

► **PHONE:** 07766070901



Citadel is a leading investor in the world's financial markets. For over a quarter of a century, we have sought to deliver industry-leading investment returns to clients including corporate pensions, endowments, foundations, public institutions, and sovereign wealth funds. Our global team works to help our clients' capital fulfill its greatest potential across a diverse range of markets and investment strategies, including fixed income & macro, equities, quantitative, commodities and credit. www.citadel.com

Citadel Securities is a leading global market maker, delivering a broad array of fixed income and equity products to banks, broker-dealers, government agencies, corporations, insurers, and sovereign wealth funds. Through innovation and efficiency, the firm provides liquidity with the goal of driving price discovery in more than 35 countries and making markets more competitive, open, and transparent. Since its founding more than 15 years ago, Citadel Securities has cultivated a culture of excellence, assembling the brightest minds in trading, technology, and the sciences to make better markets for a better world. www.citadelsecurities.com

www.citadel.com | www.citadelsecurities.com

► **LOCATIONS:** England - London - Europe - North America - Asia

► **VACANCIES:**

Investment & Trading - Full Time and Summer Internship

Quantitative Research - Full Time and Summer Internship

Software Engineer - Full Time and Summer Internship

► **INTERSHIPS:**

Investment & Trading

Quantitative Research

Software Engineer

► **RECRUITMENT CRITERIA:** Applications accepted from Undergraduates and Postgraduates from a range of degree disciplines.

► **APPLICATION PROCESS:** Online Application, Phone Interview and On Site Interview.

► **CONTACT FOR APPLICATIONS:** Anna Curtis

► **EMAIL:** anna.curtis@citadel.com

Colchester Global Investors is an independent investment management firm offering value oriented, global and emerging market bond management services. Specialisation and focus are key features of our philosophy. Chairman and CIO Ian Sims founded the firm in 1999 and manages money with many prestigious Foundations, Universities, Sovereign Wealth Funds, Pensions and other entities from across the globe. Colchester's headquarters are located in London, with offices in New York, Singapore, Sydney and Dubai. The firm is majority-owned by its employees, allowing constancy of purpose and an alignment of interest between employees and our clients. We currently manage over USD45bn of assets.

www.colchesterglobal.com

► **LOCATIONS:** England - London

► **VACANCIES:** One Graduate Trainee position available on an initial 18-month fixed term contract. If, in the view of the Company the Trainee has met the deliverables and standards required, a permanent position may be available, in either the Investment Management, Dealing or Risk functions.

► **RECRUITMENT CRITERIA:** 2.1 min, Economics preferable.

► **APPLICATION PROCESS:** CV and cover letter to graduate-recruitment@colchesterglobal.com.

Applications are assessed continuously.

► **TRAINING:** Over 18 months a series of four to five rotations across Investment Management, Dealing, Risk and Operations in order to gain and develop a comprehensive overview of Colchester's business. If offered a permanent position, the successful candidate will also have the opportunity to study for a professional certification subsidised by the Company.

► **EMAIL:** graduate-recruitment@colchesterglobal.com

d-fine is a European consultancy firm with 1000 employees, distributed across seven offices in four countries. Our London office in the heart of the City was established in 2005 to deliver services to all our clients in the UK and Ireland. The firm is focused on analytically challenging and quantitative projects, with the aim of designing and developing future-proof solutions for business problems. These solutions are based on extensive practical experience and highly qualified employees with a quantitative and technological background. This combination enables d-fine to efficiently deliver solutions for our clients across a range of commercial and industrial sectors.

www.d-fine.com

- **LOCATIONS:** England – London, Europe
- **VACANCIES:** Consultant, about 5
- **RECRUITMENT CRITERIA:** Examples of some academic backgrounds that are suitable for our consultant roles include Physicists, Mathematicians, Financial Mathematicians, Statisticians, Computer Scientists, and related quantitative sciences. The minimum requirement is a Masters (2:1 and above) and a PhD is considered an advantage.
- **APPLICATION PROCESS:** Go to “Job Portal” on <https://www.d-fine.com/en/career/united-kingdom/overview/>. For London vacancies, fill out the form and upload your CV and cover letter.
- **TRAINING:** d-fine offers a comprehensive training program where you have the opportunity to undertake for example an MSc Mathematical Finance from Oxford University, an MBA or become a CFA Charterholder.

- **CONTACT FOR APPLICATIONS:** Claudia Sievers
- **EMAIL:** claudia.sievers@d-fine.co.uk
- **PHONE:** +442077761000

Deloitte is a business that doesn't just recognise your need to remain curious, but fully embrace it. Here, you'll follow a career path that enables you to be true to yourself. To think bigger, think creatively and deliver real impact. Deloitte is reshaping both the business and technology landscape. From Human Capital and Tax Consulting to Technology and Cyber. We're delivering end-to-end improvement programmes, turning disruption into opportunity, and redesigning the art of Audit through automation – you could be part of it.

www.deloitte.co.uk

- **LOCATIONS:** England – Nationwide
- **VACANCIES:** Please visit our website for further information on our opportunities and vacancies.
- **RECRUITMENT CRITERIA:** We welcome applications from all years and all degree disciplines.
- **INTERNSHIPS:** Please visit our website for further information on our Summer Vacation Scheme.
- **WORK EXPERIENCE:** Please visit our website for further information on our two day insight course, Spring into Deloitte.
- **APPLICATION PROCESS:** Please visit our website for further information about our online application process.
- **TRAINING:** Please visit our website for further information.
- **DIVERSITY AND INCLUSION:** Deloitte's ten Diversity Networks connect people who share affinity indicators such as gender, race, religion, sexual orientation, disability and parenting / caring responsibilities. These networks engage more than 6,000 members from around the UK and provide support and a shared sense of belonging to our people, foster important links with clients and play an important role in connecting with the broader community. They come together regularly to share their plans and collaborate.
- **EMAIL:** studentrecruitment@deloitte.co.uk

Deutsche Bank AG is a German multinational investment bank and financial services company headquartered in Frankfurt, Germany.

www.db.com

► **LOCATION:** England - London

► **RECRUITMENT CRITERIA:** We are open to candidates from all academic disciplines.

► **TRAINING:** Your training starts with an invaluable induction that will give you broad business, technical and product knowledge. Our senior leadership will share their vision for Deutsche Bank with you. You'll gain a thorough grounding in your chosen area while a schedule of networking events will help you start building vital business relationships.

After that, expect to benefit from technical and soft skills training that is fast-paced, interactive and ongoing. At the same time you'll work alongside, and learn from, exceptionally talented colleagues in a friendly, supportive culture where people are open and approachable. It's a combination that will equip you to make an early impact on what we do best – generating inventive, effective solutions for our clients.

► **APPLICATION PROCESS:**

Online Application

Situational Judgement Test

First round interview

Assessment Centre

► **EMAIL:** uk.graduatequeries@db.com

Our professionals balance analytical skills, deep market insight and independence to deliver solid, defensible analysis and practical advice to our clients. As an organization, we think globally. We create transparency in an opaque world, and we encourage our people to do the same. That means when you take your place on our team, you'll discover a supportive and collaborative work environment that empowers you to excel. If you're ready to share your perspective with the world, then you can make a real impact here. This is the Duff & Phelps difference.

www.duffandphelps.com

► **LOCATION:** London - England

► **VACANCIES AND INTERNSHIPS:** Please have a look on the careers website:
<https://careers.duffandphelps.jobs/>

► **RECRUITMENT CRITERIA:** We do accept applications from both undergraduates and postgraduates. Relevant degrees would be: Finance, Economics, Accounting.

► **APPLICATION PROCESS:** In order to be considered for a position at Duff & Phelps, you must formally apply via
<https://careers.duffandphelps.jobs/>

► **TRAINING:** D&P University is an intensive training program that takes place each summer for new hires across the world. This program provides the necessary training to put your education into action, as well as the opportunity to meet and network with peers across the world.

Career Advisors are a key component to the success of all hires. As a new hire – intern or permanent hire – you will be assigned an Advisor, and work with them to create a career path that is best for you.

Professional Certification such as ACA, ACCA, and CFA are highly encouraged, while others are required for certain service lines.

Reimbursement for courses, exam fees, study materials and licensing fees is provided for those seeking such certifications.

► **DIVERSITY AND INCLUSION:** At Duff & Phelps, you'll find a world of professional opportunity and an unrelenting focus on growing our most valuable asset – our people. The work we do depends on diverse and engaged teams. Individuals with unique perspectives and different backgrounds. Professionals who are empowered to do what's best for our clients, our company and their own careers. Our Network of Women (NOW) is just one of the many ways we're making this possible – along with a range of other initiatives that deliver powerful resources and support, and strengthen diversity across the entire organisation.

► **CONTACT:** Nils van de Kerkhove

► **EMAIL:**
nils.vandekerkhove@duffandphelps.com

► **PHONE:** 07771980202

Energy Aspects

An award-winning energy research consultancy specialised in global energy markets. Founded in 2012, we have grown phenomenally and become the gold standard in deep-dive energy analysis and forecasts. Our expert analysts provide in-depth research and forward-looking views on market trends, using extensive data models and a network of high-level industry contacts.

We look at issues from every angle: from OPEC dynamics and deep-water production, to trade flows, the effect of vehicle fleet growth on gasoline demand, sulphur specifications on fuel imports, natural gas pipeline flows, plastics demand and how all this shapes the price of oil and gas. We examine how policy influences the carbon price and the uptake of electric vehicles, and how the weather and deployment of renewable technologies shape natural gas demand and storage numbers.

Our client base is global and spans producers, trading houses, hedge funds, fund managers, private equity firms, banks, refiners, government entities, utilities and industrial consumers. EA analysts provide comments to major media outlets including the Financial Times, the BBC, Reuters, Bloomberg, and CNBC. Headquartered in Canary Wharf, London, we also have offices in New York, Singapore and Houston.

www.energyaspects.com

► **LOCATION:** England – London

► **VACANCIES:** 2020 Graduate Accelerator Programme– 3 places. Two-year rotational scheme developing graduates with little to no commercial experience into outstanding energy analysts.

► **INTERSHIPS:** 2020 Summer Internship Programme– 3 places. Created for undergraduates considering their career paths this 8-week internship will provide practical experience of global energy analysis.

► **TRAINING:** We offer a fantastic opportunity to gain technical skills and global markets understanding, achieved through a mixture of theoretical, interactive and on the job training.

► **DIVERSITY AND INCLUSION:** Energy Aspects is an equal opportunity employer, promoting diversity in its workforce. We are determined that suitable persons will not receive less favourable treatment due to gender, age, disability, religion, belief, sexual orientation, marital status, race, veteran status or any other basis.

► **EMAIL:** graduates@energyaspects.com

Fidelity International

Fidelity International provides world-class investment solutions and retirement expertise to institutions, individuals and their advisers.

We're a privately-owned, value-driven organisation that invests for the future. We've been enriching people's lives since 1969, from young to old, families to businesses, as they save for retirement or other long-term investment objectives.

Whether it's a pension fund, a bank or an insurance company; or helping people with their workplace pension, we offer tailored solutions and services to each one of our clients.

Our success is solely determined by the success of our clients.

earlycareersatfidelity.com/home

► **LOCATION:** England – London

► **VACANCIES:** PhD Quantitative Research Programme

► **INSIGHT WEEK:** Women in Investment Insight Week

► **INTERSHIPS:**

Equity Research
Fixed Income
Multi Asset
Future Leaders Programme

► **RECRUITMENT CRITERIA:** On track for a 2.1 at undergraduate level.

Minimum of ABB (or equivalent) at A-levels

► **APPLICATION PROCESS:**

Online Application
Online Assessment
Video Interview
Face to face or Skype Interview
Assessment Centre

► **TRAINING:** IMC and CFA

► **CONTACT FOR APPLICATIONS:**
Rebecca Tan

► **EMAIL:** rebecca.tan@fil.com

The Financial Conduct Authority is the regulator for UK financial services.

About us: We aim to make financial markets work well for consumers, business and the whole economy.

Our operational objectives are:

- Protect consumers
- Protect financial markets
- Promote competition

Our opportunities: A career with us offers exceptional development and the chance to make a difference. As a graduate or intern, you'll develop expert knowledge as you work with some of the biggest names in finance.

Our two and a half year graduate programme offers multiple rotations and an external secondment. You'll also benefit from bespoke training that complements what you learn on the job.

Our ten-week summer internship offers real insight into both the FCA and financial services. This is your chance to work and learn alongside industry experts as you gain real life experience of what we do. It's everything you need to decide whether a regulatory career is for you.

How do we select? We're looking for bright and inquisitive students and graduates from all backgrounds, across all subjects. We ask for a minimum of a 2:1 degree at undergraduate level.

www.fca.org.uk/careers/early-careers

► **LOCATION:** England - London

► **VACANCIES:**

Graduate programme: Approx. 90 vacancies
Summer Internship: Approx. 30 vacancies

► **INTERSHIPS:** Our ten-week summer internship offers real insight into both the FCA and financial services. This is your chance to work and learn alongside industry experts as you gain real life experience of what we do. It's everything you need to decide whether a regulatory career is for you.

► **RECRUITMENT CRITERIA:** We're looking for bright and inquisitive students and graduates from all backgrounds, across all subjects. We ask for a minimum of a 2:1 degree at undergraduate level.

We typically employ up to 90 graduates and 30 summer interns annually.

► **APPLICATION PROCESS:** All applications are submitted online via our Early Careers webpage
Open: Start of October. Close: End of November for Graduate programmes and end of December for our Summer Internship

► **TRAINING:** We'll make sure you benefit from formal training that complements your practical experience. As part of your development, we'll support you to achieve professional accreditation or additional qualifications.

► **CONTACT FOR APPLICATIONS:**
Marian Bailey

► **EMAIL:** FCA.graduates@fca.org.uk

Opportunities are everywhere. The objective at Five Rings Capital: Find them first and profit from them quickly. We work in teams - quants, developers, traders - continuously designing and optimizing. Strategies are executed rapidly, from insight to implementation often within days or weeks.

Five Rings is a team-first meritocracy built on constant innovation, where motivated, highly analytical individuals can thrive in almost any direction.

fiverings.com

► **LOCATIONS:** England - London, North America

► **VACANCIES:** Software Developers - Five Rings Capital gives responsibility immediately and recognizes contributors rapidly. New hires work closely with senior software engineers, traders, and quants developing trading software in C++ on Linux.

Application development includes implementing trading strategies, connecting to exchanges, designing trader-facing interfaces, and translating mathematical models into software code - all within a distributed system that spans the globe. If you can write great software as part of a team, and are comfortable both learning from and becoming a mentor, you're likely to thrive here.

Quantitative Traders - Five Rings Capital gives people as much responsibility as possible, as quickly as it can be earned. New hires work closely with senior traders - analyzing risks and rewards, exploring new strategies, collaborating with quants and software developers to build and optimize trading models. If you are quantitatively-focused, detail-oriented, and can thrive in a fast-paced environment, the opportunities here are unbounded.

Quantitative Researchers - Quantitative researchers develop trading models and strategies. At Five Rings this is a collaborative process: quants work closely with traders to identify opportunities in the markets we trade

and with software developers to implement models in our trading systems. Candidates must be exceptionally mathematically proficient, fluent with tools such as Python and R, and able to communicate mathematical concepts and research results clearly.

► **INTERSHIPS:** Five Rings offers an intensive summer internship program. The program includes immersion in both hands-on projects and classroom instruction.

Software Developers and immersed in significant enhancements to our production trading system. They will also gain valuable technology knowledge with classroom training. Proficiency with C or C++ and Linux is preferred. Python is a plus.

Trading Interns have exceptional quantitative skills and a quantitative major. They will work closely with the trading team on research and development projects. Must have basic software development skills.

Quantitative Research Interns develop models through quantitative strategies and statistical analysis. Must have exceptional quantitative skills and basic software development skills.

► **APPLICATION PROCESS:** While there is not an application deadline, we encourage you to apply as early as possible! www.fiverings.com/apply.

► **EMAIL:** learnmore@fiveringscapital.com

Flow Traders



Flow Traders is a principal trading firm founded in 2004. We are a leading global technology-enabled liquidity provider, specialized in Exchange Traded Products (ETPs). As a technology company operating in a financial environment, we use our principal technology platform to quote bid and ask prices in thousands of ETP listings. We are also active in other asset classes such as bonds, FX, currencies, cryptocurrencies and similar financial products.

www.flowtraders.com

► **LOCATIONS:** Europe

► **VACANCIES:** Graduate Trader (15), Quantitative Researcher (5), Graduate Software Developer (10)

► **INTERNSHIPS:**

Summer Trading Internship (5)

► **RECRUITMENT CRITERIA:** University degree, preferably in Mathematics, Statistics, Computer science, Engineering, Finance or related.

Demonstrable interest in trading and global financial markets.

Keen interest in IT systems, and an affinity for development languages (C, C++, Python, JAVA, or similar).

Innovative & creative high potential with excellent mental arithmetic and analytical skills; Competitive, communicative and able to deliver under pressure.

A distinct ability to spot arising opportunities and the assertiveness to seize them.

► **TRAINING:** We are looking for creative problem-solvers with a passion for the financial markets, regardless of his or her formal finance and trading knowledge. All Graduate Traders will begin with an extensive 3-month onboarding program, during which they will

learn about our core business, the financial products we trade, the mathematics behind their pricing.

► **APPLICATION PROCESS:** Apply through our website with a CV and convincing cover letter.

A numerical test and a capacity test;

A phone interview with a Recruiter with a focus on motivation and cultural fit.

An interview with a Recruiter and a Trader with a focus on core business knowledge, brainteasers and skills.

A case-study interview in our Amsterdam office, conducted by two Senior Traders.

► **CONTACT FOR APPLICATIONS:**

Barbara Franken

► **EMAIL:** bfranken@flowtraders.com

► **PHONE:** 0031207996672

NOTHING BEATS TRADING



GRADUATE TRADER

SUMMER TRADING INTERN

We are looking for talented individuals with excellent mathematical and analytical skills combined with an interest in global financial markets.

Our Traders manage and optimize our daily positions, formulate innovative trading strategies whilst also developing tools. As a Summer Intern you will learn about our trading strategies, trading system and experience life as a Trader at Flow.

Reach out to us at:

careers.europe@flowtraders.com
flowtraders.com/careers

Flow Traders is an international leading principal trading firm.

FLOW ■ TRADERS



FTI Consulting is a world leading consultancy with over 4,700 employees in 27 countries. In our Economic and Financial Consulting practice, our team of economists, accountants and finance experts provide advice to clients on issues of valuation, corporate strategy and economic regulation. Our practice operates in two main areas: Disputes and Arbitration, and Economic Regulation.

In the context of disputes and arbitration, our work involves applying economic and financial expertise to provide evidence on issues of valuation and the quantification of losses before courts and tribunals worldwide. We have significant expertise in the valuation of businesses, intellectual property, financial products and other assets across a wide range of industries.

In the regulatory context, our team of economists, econometricians and regulatory accountants have experience across regulated sectors including energy, telecoms, transport, water and healthcare. We combine economic theory with commercial judgement to deliver regulatory solutions in these sectors for businesses, governments and regulators around the world.

fticareers.co.uk/graduates/efc

► **LOCATIONS:** England – London, Europe, North America, Asia, Africa

► **VACANCIES:** Our London office looks to recruit at least 15 graduates each year to join as an Economic and Financial Consultant. As a consultant you will: work across a wide variety of industries and project teams, receive extensive in-house training, be sponsored to pursue either the Chartered Financial Analyst or Chartered Accountant qualification, and have opportunities to transfer between our international offices.

► **INTERSHIPS:** 2 We have at least 5 positions for summer interns at our London office each year. The summer internship programme is aimed at penultimate year students.

► **RECRUITMENT CRITERIA:** We welcome applications from both undergraduates and postgraduates from all subject backgrounds.

► **TRAINING:** In addition to extensive in-house training, consultants are sponsored to study for either the CFA or ACA qualification.

► **APPLICATION PROCESS:** To apply for a graduate position, send your CV and a Cover Letter to oxford.recruitment@fticonsulting.com by 14 November 2019. Our interview process takes place in our London office during November and December, successful applicants will attend an assessment day and a separate day of interviews with our senior staff.

► **EMAIL:** oxford.recruitment@fticonsulting.com

GIC is a leading global investment firm with well over US\$100 billion in assets under management. Established in 1981 to secure the financial future of Singapore, the firm manages Singapore's foreign reserves. A disciplined long-term value investor, GIC is uniquely positioned for investments across a wide range of asset classes, including real estate, private equity, equities and fixed income. GIC has investments in over 40 countries and has been investing in emerging markets for more than two decades. Headquartered in Singapore, GIC employs over 1,300 people across 10 offices in key financial cities worldwide.

The GIC Internship Programme (GIP) and Masters Internship Programme (MIP) is a summer/ off-cycle internship that gives you the chance to get a real feel for GIC's culture and work environment – one that embraces learning, teamwork, trust, excellence and meritocracy. If you do well and enjoy GIC, you could have a job ready and waiting for you when you graduate.

The GIC Professionals Programme (GPP) is designed to give you an overview of our business and a foundation for your future. Our 8-months rotation programme begins in Singapore every year, starting in August. You will take part in special projects and day-to-day operations, working closely with colleagues from various departments to broaden your experience and build your professional network. After the rotation programme, you will move into the business area which best suits your ability, skills, and interest.

Opportunities are available in Singapore, London, New York, China, and Japan for the above-mentioned programmes.

www.gic.com.sg

► **LOCATIONS:** England – London, North America, Asia

► **INTERSHIPS:** The GIC Internship Programme (GIP) takes place over 10 weeks during the summer. It gives you the chance to get a real feel for GIC's culture and work environment – one that embraces learning, teamwork, trust, excellence and meritocracy. If you do well and enjoy GIC, you could have a job ready and waiting for you when you graduate.

The Masters Internship Programme (MIP) is a 12 weeks summer/ off-cycle internship that gives Masters students a good feel of working in one of our investment asset classes. If you do well and enjoy GIC, you could have a job ready and waiting for you when you graduate.

► **EMAIL:** graduates@gic.com.sg

Glencore is one of the world's largest global diversified natural resource companies and a major producer and marketer of more than 90 commodities. Our industrial and marketing activities are supported by a global network in over 50 countries. We employ around 158,000 people, including contractors around the world.

Our oil business is predominantly based in the heart of London's West End, New York and Singapore.

www.glencore.com/careers/oil-graduate-scheme

► **LOCATIONS:** England - London, North America, Asia

► **VACANCIES:** The Oil division is offering graduate vacancies in London, New York and Singapore to start in 2020 as part of our Commercial Graduate Programme.

You will be trusted with individual responsibility from day one in a complex and demanding role within Risk, Analytics or Operations.

► **RECRUITMENT CRITERIA:** We look for disciplined individuals who can demonstrate entrepreneurial ability, thrive on logistical challenges and can provide practical solutions to complex problems. Numerical aptitude is important, as is the ability to work well in a team and to think and act independently. We look for people with language skills and cultural awareness too, because diversity is integral to our business.

► **APPLICATION PROCESS:** Applications open on 01 August 2019. Please visit glencore.com to apply by midnight (GMT) on 31 October 2019.

► **TRAINING:** Based within our dynamic oil trading environment our training programme is structured to bring out the very best in you and give you the opportunity to move into front line trader or other key commercial roles.

► **EMAIL:** london.graduates@glencore.co.uk

Houlihan Lokey (NYSE: HLI) is a global investment bank with expertise in mergers and acquisitions, capital markets, financial restructuring, valuation, and strategic consulting.

You will work with a highly talented and dedicated staff of professionals who will give you broad exposure to the many different issues and concerns affecting businesses today. You will research and analyse financial statements, general economic conditions, industry specific conditions and trends, acquisitions and divestitures, and various investment attributes of publicly traded and privately owned companies.

Develop general corporate finance and valuation skills relevant to raising capital, while building a detailed understanding of key developments in the debt and equity capital markets. The group offers a unique opportunity for financial analysts to work on projects that provide exposure to a wide variety of financial advisory and investment banking products and transactions across a variety of industries.

We are interested in candidates from multiple degree disciplines who have a real passion for Finance. The ideal candidate will have prior investment banking experience, a strong work ethic and the ability to work independently in a fast-paced environment. The environment at Houlihan Lokey is collegial and entrepreneurial, and, as such, rewards financial analysts with substantial responsibility and interaction with senior-level professionals.

Strong financial and computer skills, as well as a fundamental understanding of valuation theory, methodologies, and applications, are recommended. Candidates must possess a demonstrated ability to work cooperatively with all levels of staff, strong analytical abilities, and excellent verbal and written communication skills.

We are currently recruiting for both internship (summer and off-cycle) and graduate opportunities in all of our main business areas (Corporate Finance, Financial Restructuring, Financial Advisory, Financial Sponsors Group and Private Funds Group) globally.

www.hl.com/careers

► **LOCATIONS:** Europe, North America, Oceania

► **VACANCIES:** Internship and Graduate opportunities available across all of our lines of business.

► **APPLICATION PROCESS:** Applications should be made through our website www.hl.com/careers and are considered year round. Interview process differs per role.

► **CONTACT FOR APPLICATIONS:** Farirai Nyakudya

► **EMAIL:** FNyakudya@hl.com

GMG Ventures LP

GMG Ventures is a specialist manager that invests in early stage companies at the intersection of technology and media who are seeking to fundamentally re-shape their rapidly evolving industry. This sector focus is a result of our teams' experience and our heritage (our first limited partner being The Scott Trust, owner of the Guardian Media Group). We participate in the first round of institutional funding of a company, thus getting involved right at the beginning of their growth journey.

A career in VC gives you a unique and hands-on opportunity for an exceptional career in finance. VC allows you to be involved throughout the entire investment process giving you a remarkable education in finance whilst working alongside the world's most pioneering founders and start-ups. Responsibilities are highly varied and will include discovering new technologies and consulting on business models and strategy to help find and grow our portfolio companies.

As a Graduate Investment Analyst at GMGV you can expect to be a key member of our collaborative and cohesive team. Some of the activities you would get involved in are:

- Deal origination
- Due diligence
- Deal execution
- Operational support
- Portfolio management
- Financial modelling
- Strategic vision
- Research projects

www.capitalonecareers.co.uk

► **LOCATIONS:** England – London

► **VACANCIES:** 2 x Investment Analyst – Venture Capital

► **RECRUITMENT CRITERIA:**

- Exceptional academic track record and on track for a 1st class degree from a top educational institution, graduating in the summer of 2020 (if you are a masters student this should be your undergraduate result, or if you are a final year student this should be your previous year's result)
- Study of a quantitative based university subject or a quantitative based subject in your last 2 years of school
- Relevant work experience/internship in financial services, consulting or start-up community

- High energy, team player, who has experience of working successfully in team environments
- Language skills are preferred (but not necessary)

► **APPLICATION PROCESS:** Online application form with CV and cover letter attachment.

Applications will close on 31st October 2019 with interviews the following month which will comprise of a case study, 1st and 2nd round interviews.

Start date: September 2020

► **TRAINING:** At GMGV we offer ongoing, bespoke professional development.

► **EMAIL:** recruitment@gmgventures.co

WANT AN EXCEPTIONAL & TRULY UNIQUE CAREER IN FINANCE?

Come and find our stand...

GMG Ventures

A career in venture capital provides involvement throughout the entire investment process, giving you a remarkable education in finance whilst working alongside the world's most pioneering founders and start-ups.

Responsibilities include:

- Deal origination
- Due diligence
- Deal execution
- Operational support
- Portfolio management
- Financial modeling
- Strategic vision
- Research projects

Partnered with **The Guardian**



Around the world, growth is bringing new prosperity; businesses are pioneering new trade routes; new centres of wealth and influence are emerging and HSBC has an important role to play. Throughout its history, HSBC employees have been dedicated to connecting customers to this growth, enabling business to thrive and economies to prosper.

HSBC is looking for new students and graduates who are motivated by this purpose and are dedicated to building a sustainable business for the long-term.

They are looking for collaborative and curious thinkers, with the courage to challenge the status quo and the motivation to make a positive impact for customers and communities.

The HSBC global internship and graduate programmes are designed to harness key qualities within the most talented students and graduates, regardless of what subject they have studied at University.

www.hsbc.com/careers/students-and-graduates/programmes

► **LOCATIONS:** England – London, Scotland, Wales, Northern Ireland, Channel Islands, Nationwide

► **VACANCIES:** Retail Banking and Wealth Management Graduate Programme.

Commercial Banking Graduate Programme.

Global Banking and Markets Graduate Programme.

Global Private Banking Graduate Programme.

► **INTERSHIPS:** Global Banking and Markets Summer Internship Programme.

Global Banking and Markets Spring Insight Programme.

Retail Banking and Wealth Management Penultimate Year Summer Internship Programme.

Commercial Banking Penultimate Year Summer Internship Programme.

► **RECRUITMENT CRITERIA:**

2:1 Degree or equivalent.

300 UCAS points or equivalent.

► **APPLICATION PROCESS :** Application; Online Immersive Assessment; Job Simulator Assessment; Assessment Centre; Offer.

► **DIVERSITY AND INCLUSION:** Rare Recruitment Partnership.

► **CONTACT FOR APPLICATIONS:** Faye Jackman

► **EMAIL:** campus.recruitment@hsbc.com

Making Markets. Making a Difference.

IMC is a market maker and one of the world's leading trading firms. We are mathematicians, makers, and mavens. Traders, technologists, and tacticians. We think globally, commit locally, solve problems methodically and give back seriously. Being smart gets you in the door. Continuously striving for improvement and a restless curiosity will help you succeed.

WHAT WE DO

Being a market maker means being ready to buy or sell securities at any time, facilitating the transfer of risk for market participants. Our highly-automated systems and trading strategies ensure tighter 'spreads' between bid and offer prices, reducing costs for buyers and sellers. Solving complex problems and learning constantly, we've played our part in making financial markets more efficient for almost 30 years.

HOW WE DO IT

We work better when we work together. Of course, with more than 500 people from many cultures and nationalities, working across time zones and locations, teamwork can be its own complex challenge. Good thing we like complex challenges!

The solution: an open, diverse culture built on trust, integrity, and the exchange of knowledge and ideas. And a team of driven, dynamic people empowered to be creative, to communicate openly, and to collaborate. Across offices in Amsterdam, Sydney and Chicago, we encourage our people to learn, improve and innovate, and give them all the support they need to do so.

careers.imc.com/eu/en

► **LOCATIONS:** Europe

► **VACANCIES:** We are currently looking for: graduate traders, trader interns, graduate software engineers, software engineer interns, graduate hardware engineer and data science intern.

► **INTERSHIPS:** During the IMC internship we consider you as an employee of the company. We therefore provide you with real time projects and invite you to all social activities in- and outside of the office. You will be working in a team and will have a mentor that works closely together with you.

You can expect continuous feedback on both your technical skills and personal development.

► **APPLICATION PROCESS:** A CV review, online assessment, video interview, live skype interview and final rounds in our Amsterdam office are part of the recruitment process.

► **CONTACT FOR APPLICATIONS:** Gwen van Scherpenseel

► **EMAIL:** careerseurope@imc.com

► **PHONE:** +31207988400

ICAEW is a world-leading professional membership organisation. We provide qualifications and professional development, share knowledge, insight and technical expertise and protect the quality and integrity of the accountancy and finance profession. Our standards are high, meaning ICAEW Chartered Accountants are always in high demand.

careers.icaew.com

► **LOCATIONS:** Channel Islands, Nationwide, Europe, Asia, Africa

► **VACANCIES:** ACA Trainee.

** As the professional membership body, we are not able to provide the specific number of vacancies offered by our 5000 authorised training employers.

► **INTERNSHIPS:** Summer internships.
12 month internships.

Further information can be found here:
[www.icaewtrainingvacancies.com/
job-search?job_types=internships-slash-
placements](http://www.icaewtrainingvacancies.com/job-search?job_types=internships-slash-placements)

► **WORK EXPERIENCE:** Insight days.

Further information can be found here:
[www.icaewtrainingvacancies.com/
job-search?job_types=internships-slash-
placements](http://www.icaewtrainingvacancies.com/job-search?job_types=internships-slash-placements)

► **RECRUITMENT CRITERIA:** There are no grades required to become an ACA student, however in order to secure a training agreement with one of our 5000 authorised training employers (ATEs) we recommend students achieve a 2:1 in their chosen degree discipline.

► **TRAINING:** Associate Chartered Accountant (ACA)

Certificate in Finance and Business (CFAB) and Business and Finance Professional designation (BFP)

► **APPLICATION PROCESS:** We cannot provide specific deadlines for each recruitment process because vacancies are offered by our Authorised Training Employers. However, a typical recruitment process is as follows:

- Online aptitude test (psychometric test/situational analysis).
- Application form (September, usually a year in advance of start date).
- Phone / video interview.
- Assessment centre.
- Face to face interview.
- Second face to face interview.

► **DIVERSITY AND INCLUSION:** Disability Confident Scheme

► **CONTACT FOR APPLICATIONS:**
Jack Henman

► **EMAIL:** jack.henman@icaew.com

► **PHONE:** 01908 248 331

As a leading firm of accountants and business advisers, James Cowper Kreston's aim is simple – to draw on our experience and expertise to help you achieve real success. Fresh thinking, diverse skills and a sharp eye for the broader picture mean that together, we can really make things happen. What sets James Cowper Kreston apart from the rest of the UK's top accountants and business advisers? Professionalism, flexibility, but above all, passion. Our clients? As varied as our skills, each advised according to their specific needs. We've decades of experience behind us but our knowledge is 'in the now' and our vision trained on the future. Whatever your requirement – be it starting out with a new business venture, flotation or tax planning for the private client – we have the breadth of expertise to help you achieve your goals.

www.jamescowperkreston.co.uk

► **LOCATIONS:** England – Oxfordshire
– South East

► **VACANCIES:** Trainee Accountant-Graduate Level (between 5–10 positions in Oxford, Newbury and Reading).

Internships in Oxford and Southampton.

► **INTERNSHIPS:** We are pleased to offer opportunities for internships for 12 months in our Business Tax and Private Client Tax service lines. This will afford the opportunity for you to gain both useful work experience and a better understanding of the wide variety of tax work which we undertake as a professional services firm. We are looking for people who are hard working and committed and wish to learn whilst undertaking meaningful experience.

► **RECRUITMENT CRITERIA:** Both undergraduates and postgraduates welcome to apply, all degrees will be considered.

► **TRAINING:** A ACA (ICAEW) / ACCA / ACA & CTA Joint Programme.

Training is undertaken with a leading training provider. Over the course of the programme you will cover a full range of business advisory and accounts work, which will both reinforce and enhance your studies and help you to achieve your goal of becoming a qualified accountant and successful business advisor.

► **APPLICATION PROCESS:** Application process opens on 1st October 2019 and closes on 31st December 2019, a selection day will then be held in February 2020.

► **CONTACT FOR APPLICATIONS:**
Rachel McFiggins

► **EMAIL:** rmcfiggins@jamescowper.co.uk

► **PHONE:** 01635 553272

LCP specialises in the areas of pensions, investment, insurance, business analytics, financial modelling, employee benefits and financial wellbeing. At LCP, the work we do involves assessing the risks associated with future events and advising clients on how much money they should set aside now to be able to cover uncertain payments in the future and how that money should be invested. Working with some of the brightest minds in the business means you will get a real feel of what being a consultant at LCP is really like.

www.lcp.uk.com

► **LOCATIONS:** England – London, South East

► **VACANCIES:** Around 35 within our pensions actuarial, investment consulting, DC & financial wellbeing, employee benefits consulting, insurance and business analytics & financial modelling departments.

► **INTERNSHIPS:** Meet the people, see the offices and join in the social scene on a summer internship in London or Winchester for up to 9 weeks with varied and engaging work, training and pay, and a real opportunity to secure a graduate position. 35 places available.

► **RECRUITMENT CRITERIA:** We are looking for at least a 2.1 honours degree (or equivalent) and an A grade in A-level mathematics (or equivalent). Ideally, applicants would also have A-level grades in other subjects equating to a total of 320 UCAS points.

► **TRAINING:** LCP provides comprehensive support for the professional exams and we have an excellent track record of students qualifying quickly. We also have an extensive programme of in-house training. Regular training sessions are held throughout the first three years, covering every aspect of the business. Staff at all levels receive training to keep their technical knowledge up to date and to develop their managerial and presentation skills further.

► **APPLICATION PROCESS:** Online application form followed by an assessment centre. Application deadlines are 15 November 2019 for graduate roles and 28 February 2020 for summer internships.

► **DIVERSITY AND INCLUSION:** We want everyone to fulfil their potential at LCP. We run a number of initiatives to support D&I, including our agile working policy, support for parents and carers at LCP, and our thriving Women's, LGBT+, Multicultural and Wellbeing Networks. We are members of Stonewall, The Diversity Project and various other diversity groups in the industry. We also won the D&I excellence award at the Professional Pensions UK Awards 2019.

► **CONTACT:** Jan Rydell

► **EMAIL:** Graduate.Careers@lcp.uk.com

► **PHONE:** 020 7432 6625

At Lloyds Banking Group, we're redefining financial services, and we're looking for new talent to help our 26 million customers progress in the digital age. Whatever your experiences or background, we'll help you to embrace your passions and strengths – and to discover new ones.

Whether you're interested in building relationships with global businesses, developing the next generation of digital banking or leading community projects, you can help us build the bank of the future.

We encourage individuals from every kind of background to apply. And it shows. Recently, we were named a Times Top 50 Employer For Women, and the number one financial services firm in the 2018 Stonewall Top 100 Employers.

If you're looking for a career with impact – we have a job for you. Discover careers with real impact today.

www.lloydsbankinggrouptalent.com

► **LOCATIONS:** Nationwide

► **VACANCIES:** Please visit our website for further information on our vacancies.

► **INTERNSHIPS:** Please visit our website for further information on our internships.

► **DIVERSITY AND INCLUSION:** The variety and experiences of Lloyds Banking Group colleagues makes our workplace unique, so we encourage people from every kind of background to apply for our roles. It's important for us, and it shows. Recently, we were named a Times Top 50 Employer For Women, the Top Financial Employer in the 2019 Stonewall Top 100 employers list, and a Times Top 100 Graduate Employer.

► **RECRUITMENT CRITERIA:** We accept applications from all degree disciplines.

► **APPLICATION PROCESS:** Please apply online via our website.

► **EMAIL:** lloydsbankinggrouptalent@tmpw.co.uk

London Stock Exchange Group



London Stock Exchange Group (LSE.L) has a long, prestigious heritage that few organisations around the world can rival, dating back to 1698. The financial markets have evolved significantly since then, and LSEG along with it. We have grown to become one of the world's foremost financial market infrastructure and capital markets groups, and a global leader in new financial technology, or FinTech. Headquartered in London, our geographic footprint extends to more than 20 cities worldwide, and more than 50 nationalities are represented by our 4,500-strong workforce.

As we continue to expand and diversify, we are looking for the next generation of talented, ambitious graduates to help us shape the future of LSEG. You will get direct exposure to the exciting developments and innovations happening within finance and technology, putting your problem solving skills to use and challenging the status quo.

Both our graduate and internship programmes offer real responsibility from day one. This means the opportunity to work on critical projects with leading individuals from the world of finance and technology. Underpinning this is a friendly and supportive working environment where work-life balance is both respected and encouraged.

www.lseg.com/graduates

► **LOCATIONS:** England - London

► **VACANCIES:** We are looking to recruit 30 graduates and 30 interns for 2020.

► **INTERNSHIPS:** We offer a 9 week internship programme in the summer to graduates in their penultimate year of study.

► **RECRUITMENT CRITERIA:** We accept applications from all disciplines for our business programmes. For our technology programmes candidates from a STEM background are desirable. Candidates must demonstrate an interest in Technology & Finance.

Candidates applying for the Graduate programme must graduate in 2020 and those applying for the internship programme must be in their penultimate year.

We recruit on a rolling basis and encourage early application.

► **APPLICATION PROCESS:** Apply online at www.lseg.com/graduates

Ability Test

Telephone 1st Round Interview

In Person Assessment Centre

Process is the same for both programmes

► **TRAINING:** Those joining our internship programme will have a week of training and experience two rotations. Graduates joining the programme will have two 6 month rotations and a number of formal training opportunities.

► **DIVERSITY AND INCLUSION:** Bright Networks, SEO

► **EMAIL:** graduates@lseg.com

Marshall Wace Asset Management



Founded in 1997, Marshall Wace is one of Europe's leading Hedge Fund Managers with over \$42 billion assets under management. Our firm is made up of 285 professionals operating from established offices in London, New York, and Hong Kong. We offer graduate programmes designed to give maximum exposure to our business whilst delivering a long term investment in the best people.

Joining into your area of specialism, you will be part of a small cohort of other driven Graduates, developing your knowledge as a cohort over the 16 month structured programme. As our scheme is non-rotational you will gain an invaluable depth of knowledge and will immediately have accountability for crucial work. Put simply - we offer breadth, variety and the support that will enable you to build yourself a strong technical platform from which to launch your career within the firm.

www.mwam.com

► **LOCATIONS:** England - London, North America, Asia

► **VACANCIES:**

Technology Programme:

We are seeking people at the start of their careers who have a passion for technology. To be successful you must be an innovative problem solver who can demonstrate creative use of technology, even beyond your studies.

Based within our development teams, you will hone your software and programming skills whilst getting an understanding of our business and financial markets. You will have the opportunity to work with the latest technologies and learn from some of the best technicians in our sector.

Quantitative Researcher Programme:

We are looking for Quantitative Researchers to join our Systematic Investment teams in London. You are likely to have a research scientist mind-set and be among the top 1% of students at your university. You will become one of the team from day 1 and work in a research position designed for high

calibre, highly numerate individuals who are able to contribute to the development of our quantitative strategies.

Over time you will become involved in creating and optimising systematic trading models. You will also be tasked with delivering on the research agenda and back testing/researching forecasts of asset returns on horizons of hours to years.

► **TRAINING:** Year long graduate programme which includes personal development and training covering the hedge fund industry. Our graduate training is for all new graduate joiners.

► **DIVERSITY AND INCLUSION:** Mentor scheme and charity run initiatives with ARK. Also a 5 figure Give as You Earn scheme.

► **CONTACT FOR APPLICATIONS:** Sean Farrell

► **EMAIL:** s.farrell@mwam.com

Maven Securities

Maven is a proprietary trading organisation formed in 2011. We employ the most talented traders, developers and engineers in the market, executing a diverse range of strategies across global equities and derivatives. Maven has a culture that is relaxed and informal but highly rewarding of strong performance; there's no dress code, plenty of free food and regular social events. We have offices in London, Hong Kong and New York and will be opening a new Chicago office as part of our plans to expand our coverage of derivatives markets. We are proud to be one of the few growth stories in a highly competitive and technology focused industry.

www.mavensecurities.com

► **LOCATIONS:** England- London, Asia

► **VACANCIES:** Graduate Trader: London
Graduate Trader: Hong Kong

► **RECRUITMENT CRITERIA:** We accept applications from final year undergraduates or recent graduates. We are looking for students with outstanding numeracy, attention to detail, ability to problem solve quickly and creatively and strong communications skills. It's desirable (but not required) for applicants to have familiarity with programming languages such as Java, Python, VBA, SQL, R, C++ or C#.

► **APPLICATION PROCESS:** 2020 Graduate Trader Program Process:

- Online application.
- Two online numerical tests.
- One video interview.
- Face to face interviews (in either London or Hong Kong).
- Final Assessment Day (in either London or Hong Kong).

Applications open: Monday 2nd September 2019.

Deadline to apply: Sunday 3rd November 2019

► **TRAINING:** As a Maven graduate you will complete an intensive training program run by our most talented traders including classroom sessions, mock trading, project work and programming course. We will teach you the skills to trade with the latest tools available. You will be executing live trades within 3 months of starting and rotating through a number of desks before you find your ideal team. We aim to give you responsibility for the profit and loss of your book as soon as you are ready. After you have completed your initial training and rotational program you will continue to receive in person and online technical/soft skills training for the duration of your 12 month graduate program.

► **CONTACT:** Kate Elder

► **EMAIL:** kate.elder@mavensecurities.com

► **PHONE:** +442030045695

Moelis & Company

Moelis & Company (NYSE:MC) is a leading global independent investment bank that provides innovative, unconflicted strategic advice to a diverse client base. We assist our clients in achieving their strategic goals by offering comprehensive, globally integrated financial advisory services across all major industry sectors. Our dynamic advisory practice supports clients through all phases of the business cycle through expert capabilities in M&A, Recapitalization & Restructuring, Capital Markets and Financial Institution Advisory. We serve our clients from 19 geographic locations in the Americas, Europe, the Middle East, Asia and Australia.

www.moelis.com/careers

► **LOCATIONS:** England- London, Europe, North America, South America, Asia

► **VACANCIES:** 2020 Summer Analyst, Investment Banking:

- Run across offices in the US, EMEA & APAC regions.
- 10-week generalist programme.
- 1 week of intensive accounting and technical training.

2020 Analyst, Investment Banking:

- Run across offices in the US, EMEA & APAC regions.
- Intensive technical training in New York with the entire analyst class.
- Generalist analyst programme with exposure to a range of products and industries.

► **RECRUITMENT CRITERIA:**

Required Skills & Experience:

- Results driven and able to perform well under pressure and against tight deadlines.
- Strong analytical and numerical skills that put you at ease with financial data.
- Proven team player who is able to effectively interact with a wide variety of internal groups and clients.
- Strong multi-tasking skills.
- Strong Microsoft Office suite (Excel a must).

Education:

- Undergraduate degree from a leading institution.

► **APPLICATION PROCESS:**

1. CV submission.
2. Online Testing.
3. 1st round interview with a VP / ED.
4. Final round interview with an ED & MD.

► **TRAINING:** Summer Analyst: There is an intensive 1-week training programme for all Summer Analysts that covers the fundamentals of accounting and financial modelling. The training is designed so all Summer Analysts are equipped with the necessary tools to succeed in the internship regardless of your academic discipline.

Full-Time Analyst: There is an intensive two-week training programme in New York for Moelis & Company's entire analyst class. The programme is designed to equip analysts with the technical and industry knowledge needed to thrive in Investment Banking.

► **CONTACT:** Hugh Backhouse

► **EMAIL:** EMEA.Recruiting@Moelis.com

MUFG is one of the world's leading financial groups. Headquartered in Tokyo and with over 360 years of history, MUFG has a global network of over 1,800 offices in more than 50 countries, with over 180,000 employees.

Combining our global network and financial strength with a dedication to becoming the world's most trusted financial group, we pride ourselves on exceeding client expectations and building long-term relationships. We support our clients and protect their interests with the highest levels of professionalism and expertise, whilst also serving society and fostering a sustainable vision for growth and change.

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.

By joining MUFG, you'll have the opportunity to enhance your financial expertise and become part of a truly international organisation.

mufg-campus.com

► **LOCATIONS:** England- London

► **VACANCIES:** Our Analyst Programme offers you the opportunity to have immediate exposure and responsibility within the banking industry, whilst simultaneously offering ongoing support and guidance within your role. At MUFG, we want you to show your true potential and initiative, regardless of whether you have a financial background or not. We'll ensure that, through training and experience, you'll gain the skills you need to excel.

► **INTERNSHIPS:** Our Summer Internships are more than just an insight into our business; they're an opportunity for you to build the foundations for a long, rewarding career within the international finance world. Our programme starts off with a week's technical training, which will enable you to gain an in-depth understanding of the products and markets we operate in. Next, you will have the opportunity to work in a number of departments to determine the business area that's best for you.

► **APPLICATION PROCESS:** 2020 MUFG Summer Internship Opportunities - 2 September 2019 to 5 January 2020
2020 MUFG Analyst Opportunities - 2 September 2019 to 17 November 2019

To apply, please visit our site to find out more: www.mufg-campus.com

► **EMAIL:** Early.Careers@int.sc.mufg.jp



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.

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

www.nomura.com/careers

► **LOCATIONS:** England- London

► **VACANCIES:** Investment Banking Full Time & Summer Internship

Global Markets Summer Internship

Technology Full Time & Summer Internship

Operations Full Time & Summer Internship

Risk Full Time & Summer Internship

Finance Full Time & Summer Internship

► **INTERNSHIPS:** 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 10 week spring or summer internship in London or a 3-6 month internship in one of our regional offices.

Internships are available in Investment Banking, Global Markets, Technology, Operations, Risk & Finance.

► **RECRUITMENT CRITERIA:** We accept applications from all degree disciplines - although you will need a minimum 2.1 degree (or equivalent). While your degree subject doesn't matter, you must be numerate, have an interest in finance and a desire to work in the investment banking industry.

► **TRAINING:** As an organization, we are committed to creating long-term opportunities for top talent in this industry and as such invest significantly in your assimilation into Nomura, performance management and career mapping. An intensive training course and continuous on-the-job training and support are designed to accelerate your learning curve and the amount of responsibility you can assume at Nomura.

► **APPLICATION PROCESS:** You will need to complete a short application form, including three motivational questions and attach a copy of your CV - no cover letters!

► **DIVERSITY AND INCLUSION:** Our employee-driven networks encourage connectivity, knowledge sharing and raise awareness of key diversity initiatives and opportunities for greater inclusivity. Our networks are at the heart of key events, such as International Women's Day, LGBT Pride Month, Mental Health Week and cultural festivals, such as Diwali.

► **EMAIL:** eurrecruitingevents-eu@nomura.com

Over thirty years ago, Optiver started business as a single trader on the floor of Amsterdam's European Options Exchange. Today, we are a leading global electronic market maker, focused on pricing, execution and risk management. We provide liquidity to financial markets using our own capital, at our own risk, trading a wide range of products: listed derivatives, cash equities, ETFs, bonds and foreign currencies. Our independence allows us to objectively improve the markets and provide efficiencies for end investors.

With over one thousand Optiverians globally, our mission to improve the market unites us. Thriving in a high performance environment, we pioneer our own trading strategies and systems using clean code and sophisticated technology. We achieve this by attracting, developing and empowering top talent, in order to sustain our future.

www.optiver.com/eu/en

► **LOCATIONS:** Europe

► **VACANCIES:** We have the following full time opportunities for final year students or recent graduates to join us as;

- Traders
- Researchers
- Graduate Software Developers
- Risk Analysts

► **INTERNSHIPS:** We have two 8 week summer internship programmes within Trading and Technology. The programmes are open to penultimate year students studying one of the following subjects or equivalent;

Mathematics, Engineering, Physics, Econometrics or Computer Science

In addition to this we require;

- Excellent numerical and analytical skills
- Fluency in English (Dutch is not required)

► **WORK EXPERIENCE:** We will host an insight day in our Amsterdam office in Spring 2020 for first year STEM students. Please enquire at the fair for more information.

► **RECRUITMENT CRITERIA:** Please check the Optiver website for the specific requirements and application process per role. Kindly note that Optiver is able to provide sponsorship for work visas.

► **TRAINING:** We have a two month training programme for Trading, Research and Risk. For our Technology function, you will mix on-the-job training with classroom learning.

► **APPLICATION PROCESS:** We make use of online and paper tests as part of our assessment process. There are also technical and competency interviews which are either conducted on the phone/Skype or in person. The final stage will be an interview day in Amsterdam, consisting of a mix of tests and interviews. For Trading roles the interview days will be 21st and 22nd November 2019.

► **EMAIL:** Recruitment@optiver.com

► **PHONE:** +31 (0)20 708 7000

CHALLENGES AWAIT YOU AT OPTIVER IN AMSTERDAM

Optiver, a leading Trading company is looking for people to help us solve the ever-changing challenges faced when making financial markets.

For anyone with a scientific mind and innate curiosity, this is a hugely rewarding process.

A job where no two days are the same.
Visit our career's page to find out more.

OPTIVER.COM/JOB-OPPORTUNITIES

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CHALLENGES AWAIT



Oodle Car Finance



Oodle was formed in May 2016 as a disruptor to the Car Finance industry. As you may know, the car finance industry has suffered a bad reputation over the years, linked to the car trade, and so our two founding Directors, Jonny Clayton and Phil Williams decided to create a business that would turn the industry upside down. We have 3 differentiators:

Lend to all – we will lend to all customers, not just prime. We have written our own score-card so are very much in control of who we lend to, along with having a team of Data Scientists using machine learning to continuously assess and improve our risk profile.

Technology – we're using technology to make life easy for both customers and dealers. We have portals that the dealers and customers can access to see their account, upload their documentation and pay off arrears. We're constantly feeding back to the systems teams on how we can operate more effectively, work more smartly, and most importantly, improve the customer experience. We are in the midst of launching an app and website for consumers to get finance and find a car in one easy process.

Create a consumer brand – as you're probably aware, there isn't a consumer brand in the car finance sector. And in fact, there's what's known as brand apathy – customers don't care who their finance is with, as long as they've got the car they want, and the finance terms are acceptable. Often, they think that if they're buying a BMW, their finance is with BMW Finance, but it could be with a host of different suppliers. In response, we are now selling direct to the consumer, both through our website and through a car-crawler called site called Carsnip, that we recently acquired. With our model, the customer sorts their finance first and then we pass them to one of our dealer partners to supply the car.

oodlecarfinance.com

► VACANCIES:

boards.greenhouse.io/oodlefinance

► **INTERNSHIPS:** We have no formal scheme but we are open to discussion on the subject.

► **WORK EXPERIENCE:** We have done in the past and again its something we would definitely consider!

► **RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates.

► **TRAINING:** Absolutely – everyone gets a lot of training in all sorts of ways.

► **APPLICATION PROCESS:** The deadlines can be found online with the Job advert.

► **DIVERSITY AND INCLUSION:** We have a lean-in circle for women at Oodle.

► **EMAIL:** career@oodlefinance.com

OxFORD Asset Management



OxFORD Asset Management is an investment management company with a quantitative focus, based in Oxford, England. We invest and trade world-wide, 24 hours a day. Most of our trading is done automatically by our proprietary algorithms and software. Our team of mathematicians, scientists and engineers work with the latest technologies to develop these algorithms and tools to navigate a wide range of markets. Our team of over 80 includes researchers, who identify opportunities and build our quantitative models and strategies, software engineers, who design the software that drives our investment strategies, and IT infrastructure specialists, who design and support our infrastructure.

We are looking for exceptionally talented individuals who are ambitious and relish a challenge. We value mental flexibility, innovative thinking, and the ability to work collaboratively. Teamwork is as important to us as individual excellence. We are a great team of really smart and friendly people from a wide range of backgrounds. Nobody wears a suit to the office. We're a collegiate group with a flat management structure.

www.oxam.com

► **LOCATIONS:** England – Oxfordshire

► **VACANCIES:** Computer Scientists, Researchers and Summer Interns.

► **INTERNSHIPS:** 10 week internship placements available within our Researcher and Software Engineering teams. Very keen to hear from DPhil students also.

► **RECRUITMENT CRITERIA:** Accept applications from both undergraduates and postgraduates, coming from disciplines including Mathematics, Computer Science, Physics and Econometrics.

► **APPLICATION PROCESS:** Please submit an application form for the relevant role at www.oxam.com

► **CONTACT FOR APPLICATIONS:** Charlotte Grant

► **EMAIL:** charlotte.grant@oxam.com

► **PHONE:** 01865248248

You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of a career with us.

Opportunities for you to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything. And we're proud, based on the opportunity we offer, that students have voted us the number one Graduate Employer in The Times Top 100 Graduate Employers survey for the last 15 years.

www.pwc.co.uk/careers/student-jobs.html

► **LOCATIONS:** Nationwide

► **VACANCIES:** Please see our website for all opportunities. We have graduate roles and internships of varying lengths available.

► **INTERNSHIPS:** Our internships range from 3 day placements to Summer Internships, across all of our Lines of Service. Please see our website for the most up to date information.

► **RECRUITMENT CRITERIA:** Please see our website, criteria can differ across each programme.

► **APPLICATION PROCESS:** Please see our website. The deadlines and process are different for each programme

► **TRAINING:** Please see our website. The training is different for each programme.

► **EMAIL:**
HCCSStudentRecruitment@uk.pwc.com

Rothschild & Co is one of the world's largest independent financial advisory groups. We provide M&A, strategy and financing advice, as well as investment and wealth management solutions to large institutions, families, individuals and governments, worldwide. Having been at the centre of the world's financial markets for more than 200 years we can rely on an unrivalled global network of more than 3,500 talented employees and a track-record of outstanding execution with 50 offices around the world.

www.rothschildandco.com/en/careers

► **LOCATIONS:** England- London, West Midlands, Yorkshire and the Humber; Nationwide

► **VACANCIES:** Graduate and Internship opportunities in the UK and globally.

► **INTERNSHIPS:** Our week-long Spring Programme is aimed at first year students (second year students on a 4-year course). It provides an insight into the Banking and Finance sector, more specifically working at Rothschild and Co as an Investment Banker.

Our 10-week Summer Internship Programme is aimed at penultimate year students. It starts with a week of intense technical training before candidates spend 9 weeks working full time within their allocated sector teams.

► **TRAINING:** All incoming Graduates attend the Global Graduate Training Programme prior to joining their respective teams. The programme provides unrivalled training in the financial concepts you need to be successful, as well as key personal skills such as communication, personal effectiveness and team building. Our Summer Internship Programme also starts with a week of intense technical training to ensure that all Interns are given the support necessary to hit the ground running when they join the desk.

► **RECRUITMENT CRITERIA:** Minimum of 2:1 (or equivalent) from any discipline.

► **APPLICATION PROCESS:** Spring Programme:

- Apply with CV, covering letter and numerical test
- One stage interview process
- Summer and Graduate Programmes
- Apply with CV, application questions and numerical test
- Two stage interview process

Apply for all programmes via our website at www.rothschildandco.com/careers.

► **CONTACT FOR APPLICATIONS:** Graduate Recruitment

► **EMAIL:** gradrecruit@rothschildandco.com

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 are one of the highest rates, best capitalised and most trusted banks globally with a prudent approach to risk management and a high quality, liquid balance sheet. We have a significant presence in Europe, which provides us with the strength and flexibility needed to fully support our clients and employees in the region.

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.

www.rbccm.com/en/careers/campus-recruiting.page

► **LOCATIONS:** England- London

► **INTERNSHIPS:** We mainly offer summer internship opportunities within our 3 main platforms in Europe. These are: Capital Markets, Wealth Management and Investor and Treasury Services. Internships are between 8 – 10 weeks in duration commencing in mid-June and concluding in late August.

In addition to internships we also recruit full time Analysts into our Global Investment Banking team. We also recruit students into our Global Equity Linked Product business on a 12 month fixed term contract (conversion to full time possible).

► **RECRUITMENT CRITERIA:** Our internship and graduate programmes develop talented students to unlock their full potential and turn those critical first steps into a rewarding career within RBC. We look for innovative, motivated team players who are aiming to succeed in a diverse, inclusive and challenging environment. We encourage students from all backgrounds and disciplines to apply and run a fair, engaging process with a variety of assessment stages to ensure we give all applicants the opportunity to excel.

► **TRAINING:** Training depends on the team you join. All of our summer interns will complete some form of Compliance and Diversity training. Summer interns working in the front office

teams will have specific role based training built into the first week or two of their internship. There are also informal workshops, speaker series and lunch and learns with different parts of the business built into the summer programmes.

Full time analysts will receive bespoke training dictated by the platform they join. For example, analysts recruited to Global Markets complete a 'bootcamp' style training programme based in New York in the first 6 weeks of their employment.

► **APPLICATION PROCESS:** All of our 2020 Campus vacancies can be found on our website. To kick off the application process, you will need to register your details including your contact details, education and career history and details confirming you meet our eligibility requirements on our online recruitment system. You will then be required to submit a CV and Application Form. Please note we recruit on a rolling basis, therefore an early application is strongly recommended.

Following submission of your CV and application form, you will be invited to sit a series of short online assessments. Further stages in the assessment process will include a telephone interview and assessment centre.

► **EMAIL:** UKCampusRecruiting@rbccm.com

SIG is a global quantitative trading firm founded with an entrepreneurial mind-set and a rigorous analytical approach to decision making.

We commit our own capital to trade financial products around the world. Building virtually all of our own trading technology from scratch, we are leaders and innovators in high performance, low latency trading.

www.sig.com

► **LOCATIONS:** Europe

► **VACANCIES:** THE QUANTITATIVE TRADER PROGRAMMES

SIG's Quantitative Assistant Trader Internship and Graduate Programmes can be the start of a rewarding and challenging career in trading, as each programme serves as an entry route into a full-time trading position. Our Internship Programme welcomes students in their second and penultimate years of study, while the Graduate Programme is aimed at final years and graduates.

► **INTERNSHIPS:** We offer internships and graduate opportunities.

► **APPLICATION PROCESS:** We open our applications in early September and close in early December. SIG recruit on a rolling basis and strongly encourage early applications.

► **RECRUITMENT CRITERIA:** We look for students with academic backgrounds in Mathematics, Physics, Actuarial Science, Engineering, Computer Science, Economics, and Finance, who are on track to achieve or have achieved a minimum grade of a 2.1.

► **TRAINING:** During the internship you will:

- Work directly with our Quantitative Traders, learning how they make decisions and assess uncertainty in the markets.

- Learn how we make rational decisions by playing poker and mock trading games. Our traders go through similar thought processes while evaluating the expected value of a given trade and deciding how to price risk.

- Find out how we use game theory to hone our skills and apply them to complex financial markets.

- Participate in daily education where you will learn option theory and how to make positive expectancy decisions in the financial markets.

- Work on a specific trading desk and complete a project to help your desk tackle unsolved, live/real-life problems (like analysing trade data, improving efficiency, or creating new tools for traders).

- Develop new skills in the technology tools our Quantitative Traders use, including Python, SQL, and VBA.

Successful interns will be offered a returning role as a Quantitative Assistant Trader. Our internship is held at our Dublin office over 10 weeks in the summer.

► **CONTACT FOR APPLICATIONS:** Mark Fitzgerald

► **EMAIL:** dubcampusrecruit@sig.com

Sky is Europe's biggest entertainment brand, connecting 23.7 million customers across seven countries with products and services they love. What's behind the top-quality shows, innovative tech and must-have packages? Talented, dedicated and supportive people. From software developers to finance professionals. From technical geniuses to marketing gurus. Sky is a place where people from all walks of life get freedom and support to do their best work.

At Sky, you'll do much more than contribute to delivering world-class content. You'll have freedom to think of new ideas. Get support and training to make them happen.

There are so many ways for graduates to make an impact at Sky. Want to learn how to be a business leader? Develop cutting-edge products? Gain skills across the business or become an expert in the specialist area of your choice? The range of graduate programmes here means you have the chance to do all this and more.

Sky also offer lots of insight days and summer internships to help you decide what kind of career would suit you best.

Whatever you do, you'll be working in a fun, fast-moving environment. Surrounded by some of the best people in the industry. Benefiting from on-the-job learning. Enjoying the opportunity to try out new ideas and shape where the business goes next. You'll also get to see and do things here that you simply wouldn't experience anywhere else. Who knows? You might bump into Anthony Joshua in reception or work on a product that changes how millions of people watch their favourite shows.

Joining Sky as a graduate gives you a job you love to talk about. So what are you waiting for?

careers.sky.com/earlycareers

- **LOCATIONS:** Nationwide
- **VACANCIES:** Finance Graduate Programme.
- **INTERNSHIPS:** Finance Summer Internship.
- **RECRUITMENT CRITERIA:** There are no specific subjects required.
- **APPLICATION PROCESS:** Online.
- **CONTACT FOR APPLICATIONS:** Linda Trinh
- **EMAIL:** earlycareers@sky.uk
- **PHONE:** 02079007210



The D. E. Shaw group is a global investment and technology development firm. Founded in 1988 over a small bookstore in downtown New York City, we began with six employees and quickly became a pioneer in computational finance. Since then, we've built a reputation for successful investing based on persistent innovation, analytical rigor, careful risk management, and uniquely talented employees.

Within the D. E. Shaw group, we run on collaboration, not internal competition. Teams work together to share trade ideas, identify and address risks, build tools, and explore new opportunities. Our staff includes world-class mathematicians, economists, physicists, computer scientists, analysts, business-builders, and system architects relying on specialized trading, operational, and compliance expertise developed over 30 years.

www.deshaw.com

- **LOCATIONS:** England - London; North America; Asia
- **INTERNSHIPS:**
 - Quantitative Analyst Intern
 - Software Developer Intern
 - Quantitative Analyst Intern – Ph.D
 - Software Developer Intern – Ph.D
 - Fundamental Research Analyst Intern
 - Proprietary Trading Intern
 - Generalist Intern
 - Quant Systems: Intern
 - Systems: Systems Administrator Intern
 - Systems: Systems Technologist Intern
- **RECRUITMENT CRITERIA:** All majors accepted.
- **TRAINING:** Training varies between roles.
- **APPLICATION PROCESS:** Application submitted via website. First round interviews are typically over the phone, and are followed by in-house interviews with members of the team. No deadlines or exploding offers.
- **CONTACT FOR APPLICATIONS:** Richie Macleod
- **EMAIL:** jobs@deshaw.com
- **PHONE:** 2124038433

XY is an international group specialized in strategic consulting and the control of large estates. Acting as a global organization, the company operates in line with the highest quality standards. XY addresses the needs of UHNWI, large organizations and governments worldwide who seek unbiased services free from conflict of interest. XY established its unique position in the market by introducing a scientific approach to face the challenges and paradoxes of today's financial sector. As a pioneer of Estate Orchestration Technology, XY develops and maintains the systems necessary to finally make transparency and control viable, while operating in line with the highest quality protocols and industry standards. In the field of financial services, XY is among the very first players worldwide who achieved ISO 9001:2015 certification. Authorizations obtained to date in the European Economic Area include the UK Financial Conduct Authority's FCA authorization, and supervision, in Switzerland, by a self-regulatory organization (OAD-FCT) recognized by the Swiss Financial Market Supervisory Authority (FINMA).

www.xy.net

► **LOCATIONS:** England - London; Europe

► **VACANCIES:** Up to 20 per year across our teams of consultants, experts and scientists.

► **RECRUITMENT CRITERIA:** 2:1 min, any discipline. Some roles require candidates with strong numerical skills. Candidates should demonstrate excellent oral and written communication skills in English. Additional fluency in other European languages, such as Italian and German, is considered a plus. Strong problem solving skills, desire and ability to work effectively in a results-oriented environment, great motivation, teamwork attitude and highest ethical standards would be very important to complete the profile.

► **APPLICATION PROCESS:** We are recruiting on an ongoing basis. To apply please send CV and cover letter to recruitment@xy.net

For shortlisted applicants there will be a telephone interview and a 2 to 3 stage face to face interview process.

► **TRAINING:** At XY, top class XY Academy courses complement on-the-job-training in each department. The work environment and the company policies are designed to drive people to succeed while encouraging their professional achievements and personal development on a daily basis. At XY, talents are proud of their reputation for taking work very seriously yet also creating an environment in which everyone can thrive and enjoy a close fellowship.

► **EMAIL:** recruitment@xy.net

3.2 BILLION

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HELP US INCREASE THE AMOUNT WE HANDLE?

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look at everything - it's all about finding
creative ways to make people's lives easier.
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simpler and more human.

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capitalone.co.uk/earlycareers





GLENCORE

An opportunity to excel

Glencore is one of the world's largest global diversified natural resource companies. Founded in the 1970s as a trading company, we have grown to become a major producer and marketer of commodities - employing 158,000 people around the world.

We are looking for graduate trainees to join our oil business as part of our 2020 Commercial Graduate Programme. Our training Programme is structured to give you the opportunity to develop into a commercial role in the business, primarily within Risk, Analytics or Operations.

You will be trusted with individual responsibility from day one in a complex and demanding role, so you will have to work well in a team, but also have the ability to think and act independently. We look for disciplined people who can demonstrate entrepreneurial ability, thrive on logistical challenges and can provide practical solutions to complex problems utilising mathematical and coding capability. In return, you can look forward to an exceptional graduate salary package, a rewarding, challenging role and the chance to learn from some of the world's most successful physical traders.

Take real ownership of your career. At Glencore you'll find it pays off.

For further details please visit [glencore.com](https://www.glencore.com). We will be open to receive applications between 01 August and 31 October 2019 (midnight).

Diversified. Dedicated. Driven