CAREERS IN COMPUTING

TUESDAY 23 OCTOBER

EXHIBITORS FROM 15:00-17:30

MATHEMATICAL INSTITUTE, OXFORD
Ready to build the platform of tomorrow right now?

We’re building the world’s most trusted information network for financial professionals. Our 5,000+ engineers, developers, and data scientists are dedicated to advancing and building new solutions and systems for the Bloomberg Terminal in order to solve complex, real-world problems.

Bloomberg.com/careers

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Organised by the Careers Service, the Careers in Computing Fair offers you the opportunity to meet a wide range of IT & Computing employers. The graduate employment record of Oxford’s undergraduate and postgraduate students is exemplary. However, we often hear from employers that they find it hard to meet our students, and often hear from students that they find the process of making career choices challenging. We hope that today’s event will bridge this gap.

As an Oxford student with skills in computer science there are a large number of organisations keen to recruit you! We hope that this event gives you the opportunity to meet employers and explore your career ideas.

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.

Information for disabled students

Get advice in our event before the fair from 14.00: “Engaging with Organisations as a Disabled Student” (register in advance on CareerConnect).

If you need any assistance accessing the fair, let us know at the fair, or contact us beforehand on 01865 274646 or reception@careers.ox.ac.uk.

We’re Alfa, a leading provider of software and services to the global asset finance industry. Alfa Systems is at the heart of some of the largest and most innovative companies in the sector, such as Bank of America, Barclays, and Mercedes-Benz. Established in 1990 and with over 300 employees worldwide, we are headquartered in London with projects all over Europe, the US and Asia-Pacific.

We employ only the most talented and motivated people to develop Alfa Systems, implement it to our customers’ specifications, and take their business forward. When asked why they like working for Alfa, our team always talk about the vibrant, supportive, inclusive culture. Life at Alfa is rich and varied, with frequent events and socials complementing an excellent work-life balance which includes a sponsored volunteering programme. Diverse, creative and hardworking, Alfa employees enjoy a highly competitive benefits package and continual support for further training and development.


VACANCIES:
- Implementation Analyst
- Junior Software Engineer

RECRUITMENT CRITERIA: We accept applications from undergraduate students, postgraduate students and all degree subjects. We look for A’s and B’s at A level or equivalent and a 2:1 or above.

TRAINING: In your first week at Alfa you will learn all about our company, our industry, our product, and the technologies we use. Sessions are delivered by your new colleagues at every level of the organisation.

In the following weeks you progress into a more dynamic learning environment. In this “hands on” phase of induction you learn to deliver real business value and have impact. We see induction as the foundations of your career. Once these have been established, how you choose to professionally develop is up to you.

Every employee is unique and has different learning needs, which is why we let our employees decide what is best for them.

APPLICATION PROCESS: Apply online by uploading your CV and covering letter. If shortlisted, you will be invited to take part in a short telephone interview. If successful there are two more stages: an HR interview and a final interview with members of the Operational Board. We assess applications on an ongoing basis so the sooner you can apply, the better.

CONTACT FOR APPLICATIONS: Katie O’Reilly

EMAIL: CareersUK@alfasystems.com

PHONE: 020 7588 1800

www.alfasystems.com
Arista Networks was founded to pioneer and deliver software-driven cloud networking solutions for large data center storage and computing environments. Arista’s award-winning platforms, ranging in Ethernet speeds from 10 to 100 gigabits per second, redefine scalability, agility and resilience. Arista has shipped more than 15 million cloud networking ports worldwide with CloudVision and EOS, an advanced network operating system. Committed to open standards, Arista is a founding member of the 25/50GbE consortium. Arista Networks products are available worldwide directly and through partners.

Arista Networks Ireland

LOCATIONS: Europe

VACANCIES:
- Graduate Software Engineer x 10
- Intern Software Engineer x 10

Arista Networks Ireland is looking for great Graduate Engineers interested in product development in C/C++ and Go to join the team in Dublin, Ireland, advancing the Software Defined Networking (SDN) revolution.

What kind of projects might I expect to get involved in?
- Writing Linux user space and kernel code to allow 32-bit drivers to DMA 64-bit virtual memory spaces using both Intel and AMD IOMMU controller.
- Accessing ASIC registers over SPI bus, SMBus, PCIe and I2C, to direct and modify packet flows, to implement high-resolution timers, to identify and analyze network congestion, optimizing TCAM layout and utilization, and aggregate and load balance traffic over multiple layer 2 ports.
- Development of routing protocol agents (for BGP, OSPF, ISIS) in C/C++ within a Fedora Linux embedded environment. Coding of fault-tolerant, concurrent agents capable of handling the demands of future data centres where high performance and high availability are basic requirements. Fully automated, developer owned, Python based, continuous test harness with 100s of devices under test at any one moment.

What kind of people do we hire?
Those who love coding, are creative problem solvers, passionate about new technologies, good team players and enjoy constantly being challenged.

APPLICATION PROCESS: Please forward your CV directly to eokelly@arista.com. Alternatively forward me on your LinkedIn profile.

CONTACT FOR APPLICATIONS:
Emer O’Kelly
EMAIL: eokelly@arista.com
PHONE: 00 353 1 649 1904

www.arista.com/en/
ArgosTech is shaking things up in a big way and we’re looking for the next generation of inventors and innovators to join us. Our Software Engineering graduate scheme offers you all the training and development you’ll need in order to plan, code, test and analyse the retail revolution, while our fast-paced startup-style work environment means you’ll be experimenting all the time. You’ll be working with a team of designers, testers and engineers who have changed the way people shop. Millions of customers use Argos, so your code will have an instant impact on users’ experiences all over the UK. Come and build the future of retail with us at ArgosTech.

**LOCATIONS:** England – London, South East  
**VACANCIES:** Software Engineering – 10 hires across London and Milton Keynes.  
**RECRUITMENT CRITERIA:** 2.1 from any STEM degree.  
**TRAINING:** Graduates will be given the autonomy to decide a variety of rotations within ArgosTech – anything from Data Engineering to Personalisation & Trading Platforms.

You’ll also be provided with a training budget which is yours to spend on anything of your choosing – as long as it’s beneficial for tech self development. In the past, graduates have attended web development conferences or online Python courses, it’s up to you!

**APPLICATION PROCESS:** Applications are live from 3rd September 2018 and will close on 17th November.

Candidates will be invited to a phone interview which will comprise of a 20 minute catch up about their passion for technology, their motivations for joining Argos, and an exploration of their academic background and work experience. If successful, candidates will then be asked to complete a technical test via HackerRank.

If candidates reach over a certain percentile, the penultimate stage is to spend 15 minutes creating a video profile – which will ask candidates 3 questions including a ‘technology elevator pitch’.

The final stage assessment centre will be in the last week of November, where candidates will take part in a series of group tasks, tech challenges and an interview. They will also get to meet current graduates.

**CONTACT FOR APPLICATIONS:** Eleanor Franceys  
**EMAIL:** ella.franceys@wisergraduates.com  
**PHONE:** 07741 454 620

www.techgraduates.argos.careers

When we started Beamery we wanted to shake up the status quo in recruitment, where dated processes alienate candidates and dissatisfy employers. Now, we’re one of the fastest growing companies in the UK, and our platform brings predictive marketing and data-science to recruitment, empowering clients like Facebook, Shop Direct and Continental to treat candidates like customers.

Transforming talent starts with our own people. Beamery is a strong, diverse team of curious people – creatives, engineers and problem solvers who want to find a purpose in their work. We learn every day, work hard and play to win... within normal business hours. And then we go home. Sound like you?

**LOCATIONS:** Europe, North America  
**VACANCIES:** We’re looking for brilliant students to become integral members of the BeamTeam through our Graduate and Intern programs across the Engineering and Product departments.  
**INTERNSHIPS:** For penultimate year students we run an internship program over the summer, which gives an insight into working at a tech company and helping to build our software product from day one.

**RECRUITMENT CRITERIA:** We’re interested in brilliant people, not just brilliant degrees. Here, you’ll test your problem solving ability and creativity as well as your intellect. We don’t ask for specific grades or specific subjects, just an insatiable curiosity, a passion for your craft and a real care for the small stuff. However, these are technical roles and a background in software engineering or computer science will make you best fitted for these roles.

**TRAINING:** Curiosity is one of our key company values. We encourage continued learning and development, and have unlimited budget for additional training if it benefits your role.

Our graduate program focuses on a rotation between engineering departments, and an initial training period for you to get up to speed on our tech stack, before jumping in and getting your hands dirty.

**APPLICATION PROCESS:** Please send Cover Letter and CV to recruiting@beamery.com  
Or, visit pages.beamery.com/hub/page/graduate

**CONTACT FOR APPLICATIONS:** Milo Abel  
**EMAIL:** recruiting@beamery.com  
**PHONE:** 07930 316 199

www.beamery.com
Born in 1981, Bloomberg is the world’s primary distributor of financial data and a top news provider of the 21st century. A global information and technology company, we use our dynamic network of data, ideas and analysis to solve difficult problems.

Our customers around the world rely on us to deliver accurate, real-time business and market information that helps them make important financial decisions. At Bloomberg, we are guided by four core values that are the foundation of our continued success: innovation, collaboration, customer service and doing the right thing.

We harness the power of data and analytics to organize, understand and improve our world. It’s our purpose. Come find yours.

**LOCATIONS:** England – London

**VACANCIES:** We offer multiple Software Engineering Graduate opportunities.

Based in our new central London HQ, you’ll receive bespoke training to give you the knowledge and skills needed to have a successful career at Bloomberg.

**INTERNSHIPS:** We also offer multiple Software Engineering Internships opportunities.

Based in our new central London HQ, you’ll receive training before moving into a team to embark on projects which have real impact for our customers.

**RECRUITMENT CRITERIA:** We welcome applications from all disciplines, in particular Computer Science, Engineering or related technology subjects.

Programming experience in C, C++, C#, Java or Python is required.

**TRAINING:** We offer bespoke training programmes to our Engineers to equip them with the knowledge and skills needed to have a successful career/internship at Bloomberg.

**APPLICATION PROCESS:** Applications are made online followed by a Technical Phone and In-house interviews.

**EMAIL:** entrylvl_eng@bloomberg.net

**www.bloomberg.com/careers/technology/engineering**

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Capital One are one of the UKs top credit card providers supporting millions of customers. Money influences everyone in some way, shape or form and it’s our common purpose to ensure this influence is a positive one on our customers’ lives.

We were founded on the belief that technology and information could transform the industry. Still led by our founder with that vision, we continue to transform at pace to bring the best to our customers and help them succeed.

Our team is full of smart, driven people with heart who are working together to develop the next big things. We’re proud to be recognized as one of the Best Places to Work in the UK 2018 by Glassdoor.

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

**VACANCIES:**
- Analytics & Consulting - Business Analyst (20), Data Analyst (4), Finance Analyst (2), Data Science (2)
- Software Engineering (20)
- Graduate Leadership Programme (5)

**INTERNSHIPS:**
- Analytics & Consulting - Business Analyst (10), Finance Analyst (2)
- Software Engineering (15-20)

**RECRUITMENT CRITERIA:** We accept applications from all disciplines but for most programmes STEM subjects are preferred due to the analytical or technical nature of the roles.

**TRAINING:** Our Early Careers Program is designed to balance equipping you with skills to be successful whilst allowing you the space to work on real problems when you join. In the first weeks, you’ll get insight to key elements of our business, meet inspirational leaders and grow your skills. Your manager will help grow your career, you’ll have a mentor to support you in your role and a buddy who’s been in your shoes recently.

Depending on the programme you join, you will rotate around different roles and departments over the first 2 years to give you insight into different projects and help develop your skills and business understanding.

**APPLICATION PROCESS:** The application process for graduate and interns is the same. Applications open on 10th September and will close on 11th November 2018.

After uploading your CV you’ll be invited to complete reasoning or technical assessments depending on the role you’ve applied to. If you are successful at this stage you’ll complete a one-way video interview and a digital case study for Analyst roles. The final stage is an assessment centre with some positions having a final interview before offer.

**CONTACT FOR APPLICATIONS:** Amy Furnival

**EMAIL:** ukgraduaterecruitment@capitalone.com

**www.capitalonecareers.co.uk/early-careers**
Ensoft Ltd

Ensoft develops software that connects the world. The Internet depends every single day on the code we write. It’s challenging work that matters. It’s also fun – excelling at writing complex software is what we enjoy.

We’ve grown by taking a few of the best Oxbridge graduates each year, who have then built careers with us by learning from our world class development organisation. It’s an ideal environment for bright, creative people with an interest in software. Ensoft is a very successful business and all employees share in this.

We also offer an excellent work environment with flexible hours and distractions like table football, pool and table tennis. Our very active social scene ranges from weekly breakfast and cinema trips, to fell walking and weekends in places like Stockholm and Valencia.

**LOCATIONS:** England - South East

**VACANCIES:** About 4–6 graduate software engineers, but we will always consider exceptional candidates. £40,000 graduate starting salary rises in line with performance, plus discretionary bonus, profit share, pension and other benefits.

**INTERNSHIPS:** We take up to two summer internships, £25,000 pro rata.

**RECRUITMENT CRITERIA:** Any numerate discipline. Computer Science is one of the key disciplines we target in order to recruit summer interns, or graduates, who want a career developing software.

**TRAINING:** Your computer science knowledge and coding expertise will be applied to Internet-scale complex systems, and we’ll train you in world-class software engineering.

Our extensive induction course covers the industry, networking protocols, software development practices and design/programming skills. This is tailored to each individual’s needs and expertise.

Thereafter, there is an ongoing mentor scheme and a two-year ‘certification’ syllabus to ensure comprehensive training. Everyone is encouraged to take responsibility early on and get involved with all aspects of our work developing into senior design or project leader roles.

**APPLICATION PROCESS:** Send a CV to recruitment@ensoft.co.uk by midnight on Wednesday 21st November 2018. You can get reminders nearer the time by following us on Twitter (@ensoftuk) or Facebook (ensoftuk). Interviews on Thursday 29th and Friday 30th November 2018 in Oxford. For micro-internships please apply via the Careers Service.

**CONTACT FOR APPLICATIONS:** Lynn Wilton

**EMAIL:** recruitment@ensoft.co.uk

**PHONE:** 07940 519 314

www.ensoft.co.uk

Want to change the world?

Connect it
Help write software that connects the world

Ensoft
Create • Solve • Collaborate
£40,000 graduate starting salary
Internships £25,000 pro-rata
Email us a CV by Weds 21st Nov
Entrepreneur First has pioneered a new model for company creation. We fund exceptional individuals to find a cofounder from a cohort of top scientists, engineers, developers and industry experts. Cohort members build their own tech companies from scratch by: forming a founding team, refining an idea, creating a company and accessing our extensive investor network to grow.

EF currently runs full-time programmes in London, Singapore, Berlin, Paris and Hong Kong. We are backed by Reid Hoffman (founder of LinkedIn), Demis Hassabis (founder of Deep Mind) and Peter Thiel (founder of Paypal & Palantir) amongst others, and so far we have created over 150 companies collectively worth almost $1.5B. Apply to our next programme to begin your tech startup journey.

**LOCATIONS:** England – London, Europe, Asia

**VACANCIES:** We have cohorts that start in April and October in London, Berlin and Paris (100 and 50 + 50 people respectively) and cohorts that start in July and January in Singapore and Hong Kong (100 and 50 people respectively).

Being on the cohort is a full-time job and is therefore not something you can do part-time or as an internship.

**RECRUITMENT CRITERIA:** Anyone can apply to join the programme as long as you are eligible to work on your startup full-time for the duration of your time at EF.

We look for people who are:
1) Smart. You are highly intelligent, able to problem solve and learn quickly.
2) Skilled. You are able to contribute work of value to an early stage company.
3) Insightful. You are able to think laterally and generate unique (even counter-intuitive) solutions to known problems.
4) Committed. You want to be an entrepreneur and have the resilience to push through the inevitable adversity.

If you believe you have these four characteristics then we want you on the cohort. We want to be an instrumental part of your entrepreneurial journey.

**APPLICATION PROCESS:** We have a simple but rigorous selection process. You fill in our online application form at www.joinef.com/apply and, if you successfully pass application review, you will be invited for a 30–40 minute in-person interview. We will make our decision based on the strength of this interview.

**CONTACT FOR APPLICATIONS:** Sonia Maciuszewicz

**EMAIL:** sonia@joinef.com

[www.joinef.com](http://www.joinef.com)
FTI Consulting is one of the pre-eminent consulting firms in the world. Our experts advise on a variety of reputational, financial and regulatory matters, and are able to help across all stages of the business life cycle, from growth to closure, and from crisis to investment.

Our Technology Practice helps clients meet any e-discovery challenge with confidence, working with clients to find clear and effective solutions, while our Data & Analytics practice helps clients who need an in-depth analysis of large, disparate sets of financial, operational and transactional data.

**LOCATIONS:** England - London

**VACANCIES:** Graduate Consultants

**RECRUITMENT CRITERIA:** Minimum of 2.1 degree from a top university. For Data and Analytics role, a degree in Computer Science or equivalent is an advantage.

Attention to detail, languages desirable, excellent written English, computer literacy including ability to code (Data and Analytics only).

**TRAINING:** We will give you the opportunity and the support to develop into an industry-leading consultant. You’ll work side-by-side with experts on a wide variety of complex high-profile projects at multiple stages in the project life cycle, allowing you to apply your skills and intellect to significant, and often critical, business issues. We will guide you in gaining certifications and recognised achievements such as SQL, programming languages and data visualisation. We have a global network of offices, as well as global clients, which gives you the opportunity to work overseas and to help grow our practices early in your career.

**APPLICATION PROCESS:** The deadline for applications is 31 December 2018. Please apply at www.fticareers.co.uk

In addition to submitting your CV, please ensure that your covering letter gives us an insight into you, what makes you tick and why you believe you would be a good fit with FTI Consulting, and your suitability for the practice area to which you are applying. Additional application requirements can be found on our website.

www.fticonsulting-emea.com

G-Research is a leading quantitative research and technology company. By using the latest scientific techniques, we produce world-beating predictive research and build advanced technology to analyse the world’s data.

**LOCATIONS:** England - London

**VACANCIES:** We offer graduate programmes and summer internships to students studying towards a 2:1 or above in either a Computer Science/Computer Science with Maths degree.

**INTERNSHIPS:** We offer summer internships to students studying towards a 2:1 or above in either a Computer Science/Computer Science with Maths degree.

You will be working with evolving legacy systems and taking on projects in a number of new research fields. The role will also involve enhancing and supporting the existing trade technology platform and associated toolset, as well as designing and implementing high quality code to work with large data sets.

We are open to offering internships to postdoc researchers or PhD students.

**RECRUITMENT CRITERIA:** We accept applications from postgraduate students. Ideally you will have experience using an object orientated programming language – preferably C#, Java or C++ – as well as an appreciation of good software architecture, core programming techniques and data structures.

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

**CONTACT FOR APPLICATIONS:** Beth Gorman

**EMAIL:** graduates@gresearch.co.uk

www.gresearch.co.uk
Ghyston is an independent software house based in Bristol. We develop outstanding software for forward thinking businesses, using a variety of technologies. We cover every aspect of software builds, from consultancy to large development pieces, to support and maintenance of code.

We are technology agnostic and all developers work across the full tech stack. To support continuous learning we have regular internal knowledge sharing sessions, as well as external training, and mentorship.

We foster a collaborative and fun work culture at Ghyston, and have a full and varied programme of social events outside of work, making for a close and supportive team.

Training: Graduate developers typically join us in the September after they finish university. They start off with our in-house training programme which covers key technologies and project processes. From here they will quickly start working within project teams on customer-facing projects, each lasting from a few weeks to many months.

Application process: If you would like to join our team, please complete our quick online application form as soon as possible. There are three stages after this:
- Online aptitude tests.
- Phone interview - working through problems with one of our developers.
- Face to face interview - half a day in our office, working through some problems with members of our team.

Contact for applications: Emily Hill
Email: recruit@ghyston.com
Phone: 0117 325 7500

The Goldman Sachs Group, Inc. is a leading global investment banking, securities and investment management firm that provides a wide range of financial services to a substantial and diversified client base that includes corporations, financial institutions, governments and individuals. Founded in 1869, the firm is headquartered in New York and maintains offices in all major financial centers around the world.

At Goldman Sachs, you will have many opportunities to make an impact. The unique perspectives that our people bring to the firm and their shared passion for working on projects of great global, economic and social significance, help drive progress and create results.


Application process: As listed on the Goldman Sachs Careers Website.
Email: GSCAMPUSSRECRUITINGLD1@ny.email.gs.com

www.goldmansachs.com/careers
GSA Capital

GSA is a collaboration of approximately 180 people. For over a decade we have worked together creating and applying innovative technologies to solve problems in the investment management industry. Over 60% of our staff work in research or on developing technology necessary to enable and monetise our research. We are an eclectic mix of mathematicians, scientists, programmers, economists and a great deal more. We live by the scientific method in building quantitative models that analyse and predict real world behaviour. We implement algorithms based on these models to systematically invest in markets. At GSA we reward people based on merit and excellence, not necessarily on experience. We avoid the bureaucracy of larger organisations, and keep our management structures flat. People who work here enjoy a culture of trust, innovation and scientific rigour. It’s a friendly, open place where people are motivated because they enjoy what they’re doing.

LOCATIONS: England - London, North America
VACANCIES: Opportunities available for Software Engineers, Algorithm Developers, Systems Engineers and Quantitative Strategists. Students of all academic levels from the following and any closely related disciplines including Computer Science, Engineering, Mathematics, Statistics, Physics, Economics and Empirical Finance are welcome to apply.

INTERNSHIPS: Summer internships and off cycle internships for undergraduate and postgraduate students interested in software development and quantitative research are available all year round.

We are open to offering internships to postdoc researchers or PhD students.

www.gsacapital.com

J.P. Morgan

When you work at J.P. Morgan, you’re not just working for a global financial institution. You’re an integral part of one of the world’s biggest technology-driven companies. In 16 strategic technology locations worldwide, our team of more than 50,000 technologists design, build and deploy everything from enterprise technology initiatives to big data and mobile solutions, as well as innovations in electronic payments, cybersecurity, machine learning and cloud development. We’re partnering with FinTech and Silicon Valley tech firms to deliver cutting-edge solutions to our clients and customers. Our $10.8 billion annual investment in technology enables us to hire people to create innovative solutions that will not only transform the financial services industry, but also change the world.

LOCATIONS: England - London, South West; Scotland; Europe
VACANCIES: J.P. Morgan have internship and graduate vacancies available.

INTERNSHIPS: Internships are open to 2020 and 2021 graduates. J.P. Morgan accept all degree backgrounds for our internships. We are open to offering internships to postdoc researchers or PhD students.

WORK EXPERIENCE: J.P. Morgan offer an insight week known as ‘Spring Week’, which gives students the exposure to various business areas, lectures from senior staff members and the chance to work on a case study with experienced employees and other team members. Additionally, at J.P. Morgan we frequently run diversity initiatives to attract students from all majors and backgrounds.

RECRUITMENT CRITERIA: A well-rounded academic background is important — a 2:1 Bachelor’s degree (or equivalent) in your undergraduate degree is preferred; you should be in your penultimate year of study and be available to start on the Full-time Graduate Program in September 2020.

TRAINING: J.P. Morgan offer structured graduate programmes combined with relevant industry training.

APPLICATION PROCESS: The application deadline for graduate and internship programmes is midnight on Sunday 25 November 2018.

EMAIL: emea.campus.recruitment@jpmorgan.com

www.jpmorgan.com/careers
IMC Trading

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.

- Locations: Europe
- Vacancies: Graduate Software Engineer and Software Engineer Intern.
- Internships: What We Look For:
  - Students in (pen)ultimate year of Software Engineering, Computer Science or related degree;
  - Strong analytical skills and desire to solve complicated problems programatically;
  - Must have proficient experience in a programming language (Java or C++ preferred);
  - Willingness to interact and work closely with non-engineers in a constantly changing environment;
  - Interest in financial markets is a must, but no prior knowledge or experience is required;
  - Available for a minimum of 12 weeks;
  - Starting dates are flexible.
- Recruitment Criteria: No specific grades or subjects required.
- Training: Global traineeship where you’ll be visiting either Chicago or Sydney.
- Contact for Applications: IMC Recruitment
  - Email: careerseurope@imc.com
  - Phone: +31 20 798 8400

www.imc.com/careers/graduates
Jane Street is a quantitative trading firm with a unique focus on technology and collaborative problem solving. Our trading is based on our own proprietary models and on our busiest days, we engage in over a million trades. With offices in New York, London, and Hong Kong, Jane Street is a trading firm that operates around the clock and around the globe, trading a wide range of financial products.

Technology is at the core of how we approach trading, and we consider ourselves as much a technology company as a trading firm. We use OCaml (a statically typed functional programming language) as our primary development language.

Our key to success isn’t brand recognition, but people. Our growth comes from hiring and training amazing people and giving them the tools they need to innovate. The environment at Jane Street is open, informal, intellectual and fun. You can wear a t-shirt and jeans to the office every day, the kitchen is stocked full of complimentary food, there’s a gym and a games room onsite, and discussions are always lively. Teaching and learning are central activities at Jane Street through classes, mentoring and discussion.

📍 LOCATIONS: England – London
📍 VACANCIES: We offer full time positions in software development, quantitative trading, business development, and research.
📍 INTERNSHIPS: We offer internships in software development, quantitative trading, business development, and research.
📍 RECRUITMENT CRITERIA: Computer Science, Physics, Mathematics, Engineering, and other quantitative subjects are preferred, however, we do accept applications from all education backgrounds. No finance experience is necessary.

📍 APPLICATION PROCESS: Applications are open all year round. Please submit your CV online via our website. A cover letter is not required, however, you have the option to add further information about yourself in the comments section of the application.
📍 CONTACT FOR APPLICATIONS: Sam Price
📍 EMAIL: sprice@janestreet.com
📍 PHONE: 020 3787 3358

www.janestreet.com

For 17 years, Liquidnet has revolutionized the way the world invests. Spanning 45 markets across the globe, our network connects the world’s biggest investors to the world’s biggest investment opportunities. We’re bold. We’re creative. We’re growing.

We’re passionate about the power of technology to change the lives of our customers and the world beyond. Liquidnet prides itself on standing at the nexus of Wall Street and Silicon Valley. But, with fewer than 500 employees globally, Liquidnet is more like a start-up than any dusty old bank or overgrown tech giant. It’s a culture where everyone has an opportunity to make a difference.

We’re looking for people who are smart, accomplished, and friendly. If that’s you, we’d love to talk to you about working with us.

This is an opportunity to join a fast paced, innovative Fin-tech company with a bold vision and strategy. Liquidnet is going through a double digit growth period and if you want to be part of this journey, then apply for a role at liquidnetcareers.com or reach out to our recruiters in London at ukcareers@liquidnet.com.

📍 LOCATIONS: England – London
📍 VACANCIES: Liquidnet has 15 graduate roles available in the UK within technology in 2019.
📍 INTERNSHIPS: We know that we are at our best when we cultivate an ongoing exchange of fresh ideas and seasoned perspectives. Everyone is expected to contribute—including our summer interns. Designed to provide meaningful purpose to our organization, we have built our intern program to attract and develop the next generation of Liquidnet. Recruiting for summer interns in the UK commences in October with offers out and accepted early in the new year. The action packed program begins at the end of June and runs for 10-12 weeks. We recruit students currently pursuing an undergraduate degree as well as grad-level talent. The key areas where we seek intern-level talent are Technology, Sales, Trading and Product.

📍 TRAINING: Employees are given everything they need to achieve success. From “Swimcamp” where you’re immersed in all things Liquidnet, to ongoing training and development, you’re supported throughout every step of your career.
📍 APPLICATION PROCESS: Please apply direct on our website or reach out to our recruiters at ukcareers@liquidnet.com on or before 18/01/2019.
📍 CONTACT FOR APPLICATIONS: Ian Quill
📍 EMAIL: ukcareers@liquidnet.com
📍 PHONE: 020 7614 1740

www.liquidnet.com
Man AHL is a pioneer of systematic trading, bringing a scientific, empirical mind-set to investing. We mix mathematics, computer science, statistics and engineering with terabytes of data to understand and seek to predict financial markets.

Man AHL’s teams are active users of Python and its full scientific stack including NumPy, SciPy, Pandas and Scikit-learn. We are also committed to promoting a flourishing Python ecosystem and growing the community around open source projects. Man AHL sponsors the monthly PyData and Machine Learning meetups in London, and our developers contribute to a number of significant open-source projects. We have also open-sourced our time-series storage engine: Arctic, as well as our data visualisation and automated reporting package: PyBloqs.

**LOCATIONS:** England - Oxfordshire, London

**VACANCIES:** Quant Developer x 3

**INTERNSHIPS:** We offer summer internships, to run between 10–12 weeks, based in our head office in London.

We’re looking for candidates with a genuine passion for technology and a flair for creative problem solving. We will give you a project to showcase these skills, and support you as you gain valuable career experience. Your contribution will help us in our aim to ensure that leading edge technology keeps our business at the forefront of its field.

Requirements:
- Currently studying for a degree in Computer Science, Mathematics, Engineering, Physics or a related technical discipline.
- A passion for technology and exceptional programming skills. Please include links to any relevant content (e.g. github) on your application.
- Experience of working with Python.

We are open to offering internships to postdoc researchers or PhD students.

**RECRUITMENT CRITERIA:** We accept applications from undergraduates and postgraduates. We would expect a 2.1 and above from a degree in Computer Science, Mathematics, Engineering, Physics or a related technical discipline.

**APPLICATION PROCESS:** For all our roles, internships or permanent graduate positions, our candidates complete a three stage process consisting of a technical homework, pair programming and competency based interview.

All applications must be sent directly to milly.parrott@man.com, or you can apply online via our website.

**CONTACT FOR APPLICATIONS:** Milly Parrott

**EMAIL:** milly.parrott@man.com

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Metaswitch is the world’s leading cloud based communications software company. Our award-winning solutions power more than 1,000 worldwide service provider networks.

We design and develop commercial and open-source software solutions. We package our software into products that are redefining consumer and business communications while transforming communication networks.

**LOCATIONS:** Work from Home, England - London, East of England, West Midlands, North West; Scotland

**VACANCIES:** We are recruiting talented and motivated graduates, post graduates and Interns from any degree discipline to join us as Engineers. You don’t need any experience – just have an interest in technology and be willing to take on big challenges!

**INTERNSHIPS:** We offer internship opportunities.

**RECRUITMENT CRITERIA:** You will have a great academic background (all A grades at A Level and a good degree in any subject), and be looking to build your career in a company full of really smart people who love solving problems and working together in a collaborative and innovative environment.

**TRAINING:** Your assigned mentor will set aside 20% of their time for your training in your first year. Supported by that commitment, you will have the freedom and flexibility to drive your career in the direction and at the speed that you choose. You won’t follow a fixed rigid program. You’ll have your own individual training plan, tailored to your specific needs and objectives.

**APPLICATION PROCESS:** Our application process is as simple as submitting your CV to www.metaswitch.com/careers-graduates or alternatively you can send your CV over to emma.watts@metaswitch.com.

**CONTACT FOR APPLICATIONS:** Emma Watts

**EMAIL:** emma.watts@metaswitch.com

**PHONE:** 020 8366 1177

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www.metaswitch.com
Founded in 1997, Marshall Wace is a leading global alternative investment manager specialising in long/short equity. We combine fundamental investing with systematic and quantitative strategies to deliver returns from a range of investment solutions. We are one of the world’s largest alternative asset managers with over 240 employees working in London, New York, and Hong Kong. We are an equal opportunities employer and believe that the work environment should be professional, supportive and respectful. Clear policies and procedures are in place to meet these objectives.

Our history is one of continuous development and innovation, from being the creators of the MW TOPS Alpha Capture System, to the extensive use of proprietary systems throughout our investment and operations environment.

In a challenging industry we seek to be competitive by bringing together people from diverse backgrounds and providing them with the systems, data, technology, and work environment they need to succeed. Our culture enables innovative ideas to surface from all areas of the firm and to be executed quickly. MW TOPS is an exceptional example of how innovation within Marshall Wace has created a unique investment solution for clients. This strategy has driven many areas of the firm to improve efficiency, and key processes and controls.

- **LOCATIONS:** England - London
- **VACANCIES:** Quantitative Researcher - 5
- **TRAINING:** 1 year tailored training programme.
- **APPLICATION PROCESS:**
  - Online application through Cornell Partnership
  - Written Test and Information Evening
  - Assessment Centre
- **CONTACT FOR APPLICATIONS:** Richard Giles
- **EMAIL:** Richard.Giles@cornellpartnership.com
- **PHONE:** 020 3786 7233

www.mwam.com

What brings us together sets us apart

www.mwam.com/graduates
Morgan Stanley is more than a leading financial services firm. With offices spanning 42 countries and talented, passionate people bringing excellence and integrity to everything we do, the firm is truly global. Throughout the firm’s history, diverse and talented individuals have worked together to develop our new ideas and groundbreaking financial products. There is no typical person at Morgan Stanley. Our people come from a wide variety of backgrounds and interests but they are all high achievers who share integrity, intellectual curiosity and the desire to work in a collegial environment. Individuality is prized and people are encouraged to be themselves.

► LOCATIONS: England – London
► VACANCIES:
  • Technology Full Time Analyst
  • Technology Industrial Placement
  • Technology Summer Analyst
  • Technology Spring Insight
► INTERNSHIPS: The four day Technology Spring Insight Program runs in our London office in April 2019. The program gives an overview of our Technology Division and the different areas within it.

The 10-week Technology Summer Analyst Program in London runs from early/mid-June through early September. The Program provides a real-world, project-based experience that will demonstrate firsthand what it is like to be a technologist for a top financial firm.

Technology Industrial Placement Interns are recruited for 4, 6 or 12 months in London and for 12 months in Glasgow, starting in June. Based on their skills, students are placed into different areas of the business, making sales, or otherwise impressing.

► RECRUITMENT CRITERIA: You are on track to achieve a minimum 2.1 honours degree (United Kingdom) or equivalent. Ideally you are pursuing a degree in computer science, computer or electrical engineering, mathematics, physics or a related technology/science/engineering discipline.

► TRAINING: Technology Full Time Analysts attend a 15-week global program which includes an orientation to the Firm, intensive technology training and an introduction to proprietary technologies, and culminates with a four-week group project.

► APPLICATION PROCESS: CV – Cover Letter – Online Testing – Technical Telephone Interview – Assessment Centre (Interpersonal Interview, group exercises, 2 technical interviews).

► EMAIL: tech-gradrecteam-eu@morganstanley.com

Netcraft is a world-leading internet services company based in Bath, England. We provide anti-cybercrime services for nearly three hundred customers worldwide, including large internet companies (e.g. Microsoft, Netflix), banks (e.g. HSBC, BNP Paribas), retailers (e.g. Visa, Marks and Spencer), cryptocurrency exchanges and wallet providers (e.g. Coinbase, Blockchain) and the British Government. Additionally, Netcraft performs security tests of websites & mobile applications, especially those that handle sensitive financial data, such as banks & shops. Our services protect some of the worlds most important institutions, & our phishing site feed is consumed by Google, Mozilla, Apple, Opera, and Microsoft. In the UK we work with the National Cyber Security Centre to provide highly automated countermeasures against all kinds of cybercrime.

Our working culture:
• Intellectually challenging work. We’re always trying to stay one step ahead.
• Have your voice heard. We rely on all employees to come up with great ideas for improvements and new services.
• Performance-based bonuses. Bonuses are awarded for gaining competence in different areas of the business, making sales, or otherwise impressing.
• Free lunch. Fuel your brain.

To find out more, take a look at our recruitment booklet: www.netcraft.com/about-netcraft/jobs/NetcraftGraduateBooklet.pdf

► LOCATIONS: England – South West
► INTERNSHIPS: We want to recruit high performing software developers to join our team in Bath, England. We welcome internship applications from first and second years & also offer graduate opportunities. Projects involve working on a range of commercial services extending Netcraft’s network exploration & internet security services.

► RECRUITMENT CRITERIA: Important attributes for successful candidates:
• A keen interest in network security, data mining, or web based user interfaces
• Demonstrable programming ability and experience
• Prior experience with any of MySQL, Perl, Python, Rails, Git, Puppet, Amazon Web Services, Javascript, CSS, or Unix systems programming would be helpful
► EMAIL: cv@netcraft.com

www.morganstanley.com/campus/technology

www.netcraft.com
Newton isn’t like other consultancies, or other employers. We hire people with unusual spirit, personality, bravery and belief. We go to extraordinary lengths to support you and build your belief. We also offer you far more responsibility than other employers would even countenance. The fact is, if you don’t limit yourself, we don’t limit you. Our philosophy is quite simple: we demand better, for our people and for our clients.

**LOCATIONS:** England, Scotland, Nationwide

**VACANCIES:**
- Operations consultant
- Digital solutions consultant
- BST Grad roles
- IT Grad Roles

**RECRUITMENT CRITERIA:** During your Newton application process, we’ll be looking for:
- Be highly numerate with a logical mindset and strong analytical and conceptual skills (this doesn’t mean you must be an engineer or a mathematician!)
- Be strong, effective communicators at all levels with the ability to build and sustain relationships
- Have an exceptional ability to spot relevant points in an ocean of information and draw insights
- Thrive on early responsibility and be self-motivated and driven to succeed
- Have the ability to work effectively as part of a team, with a collaborative approach
- Be flexible and adaptable
- Self-awareness and the willingness to receive and act on feedback
- Excellent education with top results (not necessarily in a STEM subject).

**APPLICATION PROCESS:**
- Come meet us – Hear more about us by attending an event near you.
- Apply online or at one of our events.
- Make an online video interview.
- Selection day – This is a whole day of exercises. It’s a great chance for us to get to know you, and how you think.
- Come have dinner – This is your chance to grill us, meet the senior team and make sure Newton is the right choice for you before the final interviews.
- Final interviews – We’ll ask questions about your background and discuss why you want to join.

Applications close at the end of January 2019.

**CONTACT FOR APPLICATIONS:** Recruitment Team

**EMAIL:** graduates@newtoneurope.com

**PHONE:** 01865 301 600

**www.newtoneurope.com**

We’re Ocado Technology. We are responsible for developing in-house almost all of the software that powers ocado.com, the world’s largest online-only grocery retailer, including their end-to-end ecommerce, fulfilment and logistics platform.

Our technology estate is very broad and deep: real-time control systems, robotics, vision systems, machine learning, simulation, data science, forecasting systems, routing systems, inference engines, big data and many more.

We are engaged in an ambitious project to rewrite from scratch our end to end software platform to run in the cloud, refresh all our technology stacks and wipe out our accumulated technical debt. We have also developed a new modular and scalable hardware platform for building our highly automated warehouses, we call them Customer Fulfilment Centres (CFCs), the next two of which are under construction.

The combination of these software and hardware platforms is what we call the Ocado Smart Platform (OSP), which we will use to put some of the largest bricks and mortar retailers around the world online using our disruptive business model.

Our software engineering opportunities suit high achievers with analytical minds, who enjoy creative problem-solving and find satisfaction in seeing complex projects through from start-to-finish.

As well as looking out for the best and brightest, we’re also looking for people who reflect our values – people who can learn fast through experimenting; who are autonomous through taking ownership and driving innovation; who are collaborative and work well in high-performing teams. We value trust, honesty, and craftsmanship. We’re all about innovation and refusing to accept the status quo, so if you’re keen to push the limits of your learning – and our technology – we want to hear from you!

**LOCATIONS:** England - South East

**VACANCIES:**
- Graduate roles 20
- Internships 20

**INTERNSHIPS:** We offer summer, 6 month, 12 month internships.

**TRAINING:** We have our own Academy, run by our very own Dean Of Learning, to encourage in house training, tech talks and coding days.

**RECRUITMENT CRITERIA:** All applications accepted.

**APPLICATION PROCESS:** We have lots of applications and so we have to work on a first come, first service basis. Opens 1st September and is usually filled by January.

**CONTACT FOR APPLICATIONS:** James Pryor

**EMAIL:** james.pryor1@ocado.com

**ocadotechnology.com/ interns-graduates**
Optiver Services BV

Optiver is where trading and technology join forces. We build high-performance, low-latency trading systems and algorithms that are constantly evolving. With 12 datacenters and thousands of servers world-wide we run tens of thousands of trading components, responding to changes within microseconds.

All of our systems are developed in-house, predominantly using C++, C# and Python.

In our pursuit of excellence every move we make is a deliberate one. We look for technologists who care deeply about every line of code written, who understand the impact of their decisions and seek immediate feedback on their work.

- **LOCATIONS:** Europe
- **VACANCIES:** Graduate Software Developer, Junior Site Reliability Engineer.
- **INTERNSHIPS:** During the 8 week Technology summer internship, you will work directly with highly-skilled and driven engineers who will support you on your path to becoming a seasoned technologist ready for any future challenges.

Examples of potential areas that you can focus on are:
- The performance of our systems – profiling and optimizing our software and hardware
- Our pricing – delving into option pricing theory and improving our mathematical models and algorithms
- Our data analysis – turning huge amounts of data into useful information

**RECRUITMENT CRITERIA:**
- Studying in the field of Computer Science, Engineering, Information Systems or equivalent
- Proficiency in C++, C# or Java;
- Knowledge of Python is a plus;
- Ambition to grow through training and on-the-job development;
- To be a team player with solid communication skills.

**TRAINING:** As a graduate software developer you will be joining our Tech Starters Program, which will provide you with the unique opportunity to develop your technical and soft skills, enhancing your knowledge on trading and our business. You will be guided along the way by a senior developer assigned as your mentor. This is a great opportunity to jump start your career in technology.

**APPLICATION PROCESS:** Apply via our website with a CV and cover letter. The first step after applying will be an online (HackerRank) test assessing your programming fundamentals.

**EMAIL:** Recruitment@optiver.com
**PHONE:** +31 (0)20 708 7000

www.optiver.com/eu/en/

OxFORD Asset Management

OxFORD Asset Management is an investment manager with a quantitative and technological focus. Our team of mathematicians, scientists and software engineers develop proprietary algorithms using the latest technologies and trading software to invest on a global scale. By analysing a range of data and information, we exploit relationships among financial instruments such as stocks, futures, and currencies.

We work with the latest technologies to build computational models of financial markets, which trade the Fund's portfolio. We tackle problems with an open mind, and draw inspiration from a vast array of sources. We encourage a culture of innovation and craftsmanship, and embrace a philosophy of continual improvement with rapid feedback on personal contributions. OxFORD offers a comprehensive and flexible benefits package, including competitive salary and performance related bonus, private healthcare, pension and life assurance.

- **LOCATIONS:** England – Oxfordshire
- **VACANCIES:**
  - Quantitative Researcher
  - Software Engineer
  - Summer Internship
- **INTERNSHIPS:** OxFORD Asset Management is seeking outstanding individuals to join our Summer 2019 internship programme. If you enjoy working collaboratively within a highly experienced team, then we would like to hear from you. We tackle real-world problems and get to the root of high-level challenges. We keep an open mind and focus on clear thinking that leads to elegant solutions. We promote a culture of innovation, craftsmanship, improvement and refinement.

As an OxFORD intern, you’ll learn about the technologies we use and join our internal seminars, presentations and events. You will work with our analysts and researchers in tackling problems in areas such as data engineering, visualisation, and exploring relationships between a variety of data sources and financial instruments.

If suitable, your work may be passed onto our live systems, where you can see your work in action. Many of our interns later join us in a full time position.

**RECRUITMENT CRITERIA:** We welcome applications from undergraduates, graduates and doctoral students.

**APPLICATION PROCESS:** Please submit CV and Cover Letter online at www.oxam.com.

**CONTACT FOR APPLICATIONS:** Charlotte Grant
**EMAIL:** charlotte.grant@oxam.com
**PHONE:** 01865 248 248

www.oxam.com
Today’s critical institutions don’t just protect public safety or provide vital goods and services—they also deal with astonishing amounts of data. At Palantir, we build software that lets organizations integrate and analyze their data to solve problems they couldn’t before. For example, we’re helping our customers combat terrorism at home and abroad, investigate and prosecute financial fraud rings, offer more credit to retail banking customers, manufacture products faster and more safely, and fight violent crime in the world’s great cities. And we’re just getting started.

Palantir Technologies Inc


Vacancies:
• Forward Deployed Software Engineer, Internship
• Forward Deployed Software, New Grad
• Software Engineer, Internship
• Software Engineer, New Grad

Internships: Palantir interns apply their knowledge to real-world problems, shape the company, and learn from those around them from day one. We require a minimum of 12 weeks for internship opportunities.
• Forward Deployed Software Engineer, Internship
• Software Engineer, Internship

Recruitment criteria: Computer Science preferred; STEM subjects

Application process: We accept applications on a rolling basis.

Email: oxford@palantir.com

www.palantir.com

QuantSpark

QuantSpark is a data science consultancy that specialises in developing tools to support strategic decision-making in the public and private sectors.

Our work spans across both the private and public sector, with clients including the United Nations, FTSE100 companies, and Private Equity firms. You could be working on projects such as decision-support analytics, defence and intelligence analysis, customer churn modelling, call centre optimisation, or open-source intelligence work.

Our close-knit inter-disciplinary teams consist of strategy consultants, computer scientists, data analysts, developers, and industry experts.

Locations: England – London

Vacancies: As an Analyst at QuantSpark, you will learn how to apply the best approaches from strategy and data science. You will support our rapidly-growing team in our day-to-day activities including data analysis, modelling, presenting to clients, building data visualisations, front-end development, advanced research, and writing thought-pieces. The exact mix will depend on your background and what we’re busy with at the time!

We are expanding rapidly, and looking to hire throughout the year. Please mention when you’d be available from in your cover letter.

Internships available.

Work experience: We offer work experience opportunities.

Recruitment criteria: We welcome applications from anyone with a flair for structured thinking and analysis, a real passion for technology, and an ambition to improve commercial and public-sector decision-making. We’re looking for people with a creative and robust approach to solving problems and learning new approaches – as long as you have this, you could have majored in any subject.

Application process: To apply, please email recruitment@quantspark.com with a copy of your CV and cover letter detailing why you’re interested in a career at QuantSpark, and why you’d make a good addition to our fast-growing team.

Contact for applications: Kate Minor

Email: recruitment@quantspark.com

Phone: +44 (0) 20 3008 4318

www.quantspark.com
Founded in 1992, Rebellion® is one of Europe’s leading independent game developers and comic book publishers. The studio’s flagship Sniper Elite games series leads the way for authentic stealth and sniping gameplay with more than 10 million units sold worldwide. Whether it’s the breathtaking intensity of Sniper Elite 3, the face-hugging terror of Aliens vs. Predator or the grindhouse frenzy of Zombie Army Trilogy, the Oxford-based studio is known for creating stand-out games that thrill players.

- LOCATIONS: England – Oxfordshire
- INTERNSHIPS: Internships available
- APPLICATION PROCESS: rebellion.com/jobs
- CONTACT FOR APPLICATIONS: Andy Dowley
- EMAIL: vacancies@rebellion.co.uk
- PHONE: 01865 792 201

www.rebellion.com
Smarkets

We began as a small group of investors and engineers who saw the potential to apply financial trading principles to the online betting world. With that in mind, we set out to make a difference in the industry by developing a platform focused on honest, user-centered trading. Since 2010, over £8billion has been traded on the Smarkets platform. Almost 70% of our team work in engineering and/or data science related roles, so we’re truly an engineering led business.

The Smarkets platform is written predominantly in Python, Erlang and C++ and relies heavily on asynchronous programming techniques. Our software stack is built around Linux, Kafka, Flask, Postgres, Docker, Git and Kubernetes.

For more information and an inside look at Smarkets, checkout our webpage and our Glassdoor reviews:

www.glassdoor.co.uk/Overview/Working-at-Smarkets-EI_IE730464.11,19.htm

Softwire

Softwire was founded on a simple idea: to create the best possible environment for building software.

We deliver innovative, high quality software solutions in a broad range of markets and our clients vary from small start-ups to household names such as the BBC, Channel 5 and Google DeepMind. The working environment is relaxed and friendly and there are many opportunities to engage in pro bono and charitable work too. This is why we have featured in the top 25 of The Sunday Times Best Small Companies to Work For in each of the past eight years, always as one of the top few software companies.

We are looking for graduate software developers and interns who want a challenging role in our highly successful and growing company. Our staff are among the smartest in the industry and they grow with us, learning diverse technologies and pursuing the type of work they find most interesting.

We offer a superb all-round package, including starting salary of £36,000 (London), with half of our profits distributed to staff as bonus. Permanent roles are available in London, Manchester and Cambridge.

www.softwire.com
Stroz Friedberg is part of Aon’s Cyber Solutions – a group that brings together cyber experts across Aon’s business units to help clients manage the financial and technical aspects of cyber risk holistically. As one of the largest brokers of cyber insurance in the world, Aon is a leader in risk quantification and transfer services. Aon Cyber Solutions offers the ability to react to cybersecurity incidents, proactively assess digital risk, and remediate technical vulnerabilities. Together, Aon Cyber Solutions is uniquely positioned in the market to provide a comprehensive set of services to assess, test, improve, quantify, transfer, and respond to cyber risks.

**LOCATIONS:** England - London

**VACANCIES:** Cyber Associate Graduate Program - Full-time.

**INTERNSHIPS:** The Cyber Summer Associate Program is a ten-week internship in one area of our cyber practices. You will be working on client engagements learning key skills in information and physical security: digital forensics; pen testing; incident response and proactive advisory.

**RECRUITMENT CRITERIA:**
- Bachelor’s Degree in Computer Science or other relevant STEM subject.
- Creative problem solving abilities.
- Strong written and oral communication skills.
- Demonstrable interest in computer system hardware and software.
- Familiarity with mobile device operating systems including iOS and Android.
- Knowledge of computer networking technologies.
- Proficiency with C++, C#, Python, or SQL—Assembler languages are a plus.

**TRAINING:** The Cyber Associate Program is a 9-month rotational program where you will be immersed in our proactive and reactive services. You can expect to learn skills in the key areas of information security: digital forensics; pen testing; and trade secret protection; incident response (i.e. working with an organization in response to a cyber-attack); and security advisory (i.e. proactively identifying vulnerabilities and remediation). Your work will support our goal to maximize the health of an organization, ensuring its longevity, protection, and resilience.

**APPLICATION PROCESS:**
- Cyber Associate Program Application deadline - 12th of November Assessment Centres - November - January
- Cyber Summer Associate Program Application starts - December Assessment Centres - February

**CONTACT FOR APPLICATIONS:** Victoria Clark

**EMAIL:** victoria.clark@aon.com

Are you a problem solver? Do you have a passion for coding?

Our **Cyber Associate Program** is a 9-month rotational program, where you will be immersed in our proactive and reactive services. You can expect to learn skills and work alongside leading experts in digital forensics, pen testing, incident response and security advisory.

To find out more about the program come find us in the **Cyber Security** section at the Computing Fair.

For further information please contact Victoria Clark at victoria.clark@aon.com

www.strozfriedberg.com
StarLeaf is a global company with representation on every continent and offices across the world. Founded in 2008, StarLeaf has grown into a major player in its field, due entirely to the talent and dedication of our team members.

Our culture is one of collaboration, inclusion, creativity, and support. This permeates everything we do, across all our teams and all our operations. We believe everyone at StarLeaf has a part to play in our success, and that everyone should be rewarded for their contribution to this success.

The Role:
As an Intern in one of our software engineering groups, you will be assigned an experienced software engineer as your mentor and be given a desk within the group. We will identify a project suited to your level of experience that will deliver a feature or a tool that is directly applicable to our business. We will aim to make your experience as an intern as close as possible to that of a full-time member of our team, so that you gain a valuable understanding of how a software engineering team functions in a commercial environment whilst, at the same time, we develop your skills in any object-oriented language and apply innovative thinking and transferable skills to solve new challenges.

• Strong communication skills.
• A passion for technology.
• A desire to learn and to take ownership of your projects.
• An aptitude for learning and solving complex problems.
• An ability to interpret complex data using a variety of mathematical techniques.

APPLICATION PROCESS: We are recruiting Software Engineers now for our 2019 Graduate intake. We are hiring for our Cambridge and Watford offices. Recruitment is ongoing, we are interviewing students now that can start with us in 2019. Please apply now to express an interest.

www.starleaf.com

Tessella is the Analytics World Class Center of the Altran Group. We are scientists and engineers who enjoy solving the real-world technical challenges faced by industry-leading companies at the forefront of science and technology. Using a combination of deep domain knowledge and technical expertise, including data science, analytics and software engineering, we work with our clients to find new ways to unlock the value held within their data, enabling better-informed business decisions.

We are looking for talented science, mathematics and engineering graduates and postgraduates to join us. You will have the opportunity to apply the knowledge you have gained during your studies and use a range of skills to create, develop and deliver solutions that make a difference in the world. You will learn new domains and technologies and apply innovative thinking and transferable skills to solve new challenges.

We are proud of our culture, where a proactive attitude, supportive colleagues and commitment to continuous learning are all valued. The wellbeing and engagement of all staff is our priority and we work in a collaborative environment with a good work–life balance. We offer an excellent salary and benefits package, including a range of fixed and flexible benefits, which staff can tailor to fit their needs. We also support flexible working requests where possible.

The CONTACT FOR APPLICATIONS: Dan Bardsley
EMAIL: daniel.bardsley@starleaf.com
PHONE: 07896 963 432

www.starleaf.com

www.tessella.com
Tibra is a world-class diversified trading firm whose story started in 2006 when a group of young traders and developers near Sydney, Australia decided they could challenge and beat some of the world’s most successful trading firms at their own game.

Our founders’ ambition to make their mark, back their skills and judgement and shape their own future has defined Tibra’s culture and success ever since.

This conviction and desire to grasp an opportunity has helped Tibra grow into a business of more than 100 people operating in the world’s most advanced financial markets from offices in Sydney and Austinmer in Australia, Hong Kong, Dubai and the City of London.

**Knowledge & Skills Required:**

- Basic knowledge of options pricing theory, quantitative models and probability theory
- Programming experience (C++, Python, Java, C#, C or similar)
- Development and Optimization of financial and price information
- Analysis of large volumes of real world competitive markets, designing and analysing algorithms, exploring financial market’s structure, and contributing to the continual evolution of our quantitative trading strategies.

**Key Responsibilities:**

- Assist in the evolution and implementation of the firms trading strategies
- Analysis of large volumes of real world financial and price information
- Development and Optimization of algorithms
- Be a reliable quick thinker who can work under pressure
- Solid written and verbal communication skills
- Team player but can work independently and unsupervised
- An excellent problem solver who can contribute innovative ideas

**INTERNSHIPS:** The internship lasts for eight weeks across the summer and provides a valuable insight into our Trainee Quant Trader graduate position.

**APPLICATION PROCESS:** You will be required to submit your CV and transcript on the company website. Following this psychometric testing links will be sent out before an assessment centre and final interview.

**EMAIL:** sarie.kannemeyer@tibra.com

**LOCATIONS:** England – London

**VACANCIES:** This role presents an excellent opportunity for a Graduate to get exposure to real world derivative pricing and quantitative finance methods. You will perform cutting edge research on the most competitive markets, designing and analysing algorithms, exploring financial market’s structure, and contributing to the continual evolution of our quantitative trading strategies.

**APPLICATION PROCESS:**

1. **Students can visit our website.** Following this psychometric testing links will be sent out before an assessment centre and final interview.
2. **Payment is competitive.**
3. **Contact for Applications:** Anneke Guhn
   - PHONE: +498921589966
   - EMAIL: recruiting@tngtech.com

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**TNG Technology Consulting**

TNG Technology Consulting is a value-based consulting partnership focused on high-end information technology. We support our customers with up-to-date tools and innovative ideas. Our mission is to analyse and solve strategic as well as routine, though complex, IT problems for our customers. As we rely on teamwork and fast communication, each customer can access the knowledge pool of the whole company. Our goal is hire only the best. Our people have the freedom to grow and the responsibility to do so. We believe that a rational and cooperative collaboration between ourselves and our customers is both achievable and mutually beneficial.

**LOCATIONS:** Europe

**VACANCIES:** We are constantly looking for experienced specialists as well as recent graduates with a proven academic record who wish to join TNG as IT-Consultants. The main focus lies in the area of Agile Software Development, but we also cover the areas of Artificial Intelligence, DevOps and Cloud Technologies.

**INTERNSHIPS:** For students of scientific and technical programmes with a proven academic record, we regularly offer internships. Start and duration of internships with us are flexible and stipulated individually. Payment is competitive.

**WORK EXPERIENCE:** Students can visit our company once a month during one of our open training days.

**RECRUITMENT CRITERIA:**

- Passion for IT;
- Experience in software development; university degree from a scientific, technical programme;
- Willingness to work in a dynamic, customer-oriented project environment.

**TRAINING:** We offer continuous training, so to always be at the cutting edge of technology. Four times a month, we organize our so called ‘Techdays’, where all co-workers meet at our headquarters and can take part in a wide range of talks, workshops, and reading groups. In addition, we host a major conference (www.bigtechday.com) once a year and encourage our co-workers to attend external training and conferences.

**APPLICATION PROCESS:**

1. **Students can visit our website.**
2. **Further information about the application process can be found here:** www.tngtech.com/en/for-applicants/go
3. **External training and conferences.** Four times a month, we organize our so called ‘Techdays’, where all co-workers meet at our headquarters and can take part in a wide range of talks, workshops, and reading groups. In addition, we host a major conference (www.bigttechday.com) once a year and encourage our co-workers to attend external training and conferences.
4. **Contact for Applications:** Anneke Guhn
   - PHONE: +498921589966
   - EMAIL: recruiting@tngtech.com

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**www.tibra.com**

**www.tngtech.com/en**
TPP is a market leading UK based IT company, dedicated to delivering innovative software solutions to the UK healthcare industry. After 21 years of success, we now operate on an international scale with projects ongoing across the Middle East and China.

TPP has been consistently recognised as an outstanding graduate employer. In 2014 and 2015 we placed first in The Sunday Times 100 Best Small Companies To Work For. Most recently, we were named ‘Top Company For Graduates To Work For’ 2016/17 by The JobCrowd.

**LOCATIONS:** England – Yorkshire and the Humber

**VACANCIES:** TPP have the following vacancies available (no limit):
- Software Developer
- Software Developer Summer Internship 2019
- Graduate Analyst
- Graduate Analyst (Mandarin Speaker)
- Account Manager
- Account Manager (Mandarin Speaker)
- Marketing & Communications
- Marketing & Communications (Mandarin Speaker)
- Technical Operations
- Software Support Analyst

**INTERNSHIPS:** TPP is offering paid internships for summer 2019 (£2,000 per month) for university students who will be going into their final year. Working alongside our Software Developers you’ll get the opportunity to work on exciting new projects, developing cutting-edge healthcare software. Our interns typically join us for 12 weeks but we are flexible on duration and start dates.

**RECRUITMENT CRITERIA:** All our roles have different criteria, please check our website for further details

**TRAINING:** We offer on the job training for all our roles.

**APPLICATION PROCESS:** Please apply through our website.

**CONTACT FOR APPLICATIONS:** Aimee Foulds-Carr

**EMAIL:** careers@tpp-uk.com

**PHONE:** 0113 2050082

www.tpp-uk.com/careers

**STARTING SALARY:** £45,000

**ROLES INCLUDE:**
- Software Developer
- Business Analyst
- Marketing & Communications
- Account Manager
- Technical Operations

**NO EXPERIENCE REQUIRED**

www.tpp-uk.com/careers
About us: G-Research is a leading quantitative research and technology company. We use scientific techniques, big data and world-class technology to predict future movements in financial markets, and we develop the platform to deploy these ideas globally across multiple asset classes. We offer a dynamic, flexible and highly stimulating environment where good ideas are prized rewarded.

Opportunities available: We have internship opportunities available for those in their penultimate year of their degree and graduate roles for those in their final year.

Graduates sought: We are looking for individuals completing a degree in Computer Science or Computer Science and Mathematics.

Graduate salary: Highly competitive.

Application advice: To apply, please visit our website: www.gresearch.co.uk/vacancies
INNOVATION IS POWERFUL

JOIN US AND CREATE WORLD-LEADING TECHNOLOGY

CONTACT:
Join us: ocadotechnology.com
Contact us: technologyjobs@ocado.com

WE’RE PUTTING THE WORLD’S RETAILERS ONLINE USING THE CLOUD, ROBOTICS, AI, AND IOT