29 OCTOBER

CAREERS IN COMPUTING FAIR

Mathematical Institute, OX2 6GG
Exhibitors: 15:00–17:30

www.careers.ox.ac.uk/fairs
Make your **mark.**
Shape your **future.**

With our **Internship Programme**
Do you have what it takes to discover hidden relationships in dynamic financial markets? Find out during our 8-week paid summer internship programme.

- Run your own projects researching real world data
- Work and learn alongside experienced quants
- Get the chance to be offered a place on our Graduate Scheme

**or our** **Grad Scheme**
Begin your journey at our beachside headquarters in Austinmer, Australia.

- Structured graduate training programme
- Ongoing external and in-house courses
- Challenging, dynamic and innovative work
- Generous relocation package

Have you got what it takes?
Test yourself at [www.tibra.com](http://www.tibra.com)

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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 chance to meet employers and explore your career ideas.

Pre-fair talks
14:00-14:45 | Disability @ the Careers in Computing Fair.
14:00-15:00 | Researchers @ the Careers in Computing Fair.
14:00-15:00 | Alumni @ the Careers In Computing Fair.

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.

We are aigaming.com, an Oxfordshire startup that delivers artificial intelligence development education via online and real world competitions, for companies such as Microsoft. We are expanding rapidly and are looking for graduate, placement and intern applicants for roles including outreach, development and event delivery. If you would like to join a local, dynamic, cutting edge company, please email us on careers@aigaming.com.

www.aigaming.com

► LOCATIONS: England - Oxfordshire
► VACANCIES:
• Outreach Officer - Schedule and prepare events with 100s of students worldwide
• Event Delivery - Run hackathon events at universities and colleges
• Python and C# Developers - Develop games and challenges and work on our gaming platform
► INTERNSHIPS: We offer internships during every holiday, as well as micro-internship opportunities. We limit intern numbers to ensure we can work closely with you on real world projects that will improve your skills.

► RECRUITMENT CRITERIA: We accept applications from undergraduates and postgraduates.
► SUBJECT AREA FOR PHDS/POSTDOCS: All areas of artificial intelligence or education technology.
► APPLICATION PROCESS: Please email careers@aigaming.com with a CV and covering letter.
► CONTACT FOR APPLICATIONS: Paul McDonnell
► EMAIL: careers@aigaming.com
Ab Initio provides a data processing software platform that our customers and consultants use to build applications that tackle their largest and most complex data processing challenges. Ab Initio sells through word-of-mouth, so you are unlikely to have heard of us, but our customers are some of the largest companies in the world and cover a wide range of industries including banking, retail, telecommunications, credit card processing, transportation, healthcare, insurance and high tech. Ab Initio was founded in 1995 and has been growing ever since. We are headquartered in Boston Massachusetts and have offices all over the world. We have positions open for Internal Consultants and Field Consultants. The Internal Consultant role involves teaching customers how to do things right from the beginning and includes programming and architecture advice, performance tuning, training, and debugging problems. This is far beyond the usual help desk role and can often include both low-level analysis of other software, including operating systems; and high-level analysis of business requirements. We are also recruiting recent graduates for our Field Consultant role where, after intensive training, you will be able to deliver proofs of concept that demonstrate the capabilities of Ab Initio’s software, provide an understanding of how the software works and what is realistically possible to expect of the software.

Do you enjoy solving challenging problems?

Move the entire stack to another rod, obeying the following rules:

1. Only one disk can be moved at a time.
2. Each move consists of taking the upper disk from one of the stacks and placing it on top of another stack or on an empty rod.
3. No larger disk may be placed on top of a smaller disk.

7 moves are needed for 3 disks. How many moves would be needed for 5 disks? What about N disks?

Are you looking to:

- continuously learn and develop your skills, working on advanced data processing systems?
- work for a company that has a relaxed and collaborative environment with a passion for helping customers?
- have regular opportunities to travel?

Sound too good to be true?

Let’s talk ….

UKcareers@abinitio.com

LOCATIONS: Nationwide, Europe, North America, Asia, Oceania

RECRUITMENT CRITERIA: We encourage applications from undergraduates in their final year, from postgraduates and from postdoctorate researchers. Most of our Internal Consultants have Masters degrees and/or PhDs in STEM subjects from top universities. For the Field Consultant role we are looking for problem-solver candidates who have an excellent academic background and preferably a Masters degree either in Computer Science, or a STEM subject where the course included some significant amount of programming in a language such as Java or Python.

APPLICATION PROCESS: There is no fixed deadline for Internal Consultants, but CVs for our Field Consultants Graduate programme 2020 should be submitted by 30 Nov 2019.

TRAINING: Training is both on-the-job and classroom based and includes time in our Boston HQ.

CONTACT FOR APPLICATIONS: Lauren Robinson

EMAIL: UKcareers@abinitio.com

PHONE: +448708508700
We’re Alfa, the makers of Alfa Systems – the number one software choice for asset finance companies, worldwide. Live across four continents, our class-leading technology platform is at the heart of some of the world’s largest and most innovative asset finance companies. Alfa Systems is an end-to-end software solution that provides complete visibility and control across all elements of our clients’ business. Easily customised to suit the needs of our clients, Alfa Systems can streamline processes, make staff more productive, and inform decisions. Blue-chip clients such as Bank of America, Barclays, Mercedes-Benz and Nordea have reaped the benefits of Alfa’s finest assets: our people. We are extremely proud of our track record of successful projects, a testament to the skills, experience and knowledge of our people who develop organically through the company from graduate joiner to senior manager.

www.alfasystems.com/eu/

LOCACTIONS: England - London

VACANCIES: Junior Software Engineer (x 12) Analyst (x 12)

RECRUITMENT CRITERIA: We accept applications from all degree disciplines. Our minimum requirements are As and Bs at A-level and 2:1 or above at university.

APPLICATION PROCESS: CV and Cover Letter Submission (Online).

First Round Interview (1 hour) with a representative from HR.

Final Round Interview (1 hour) with two senior representatives from the business.

We accept and assess applications on a rolling basis and will close for applications once we have suitably filled all positions. We recommend that you submit your application sooner rather than later to avoid disappointment.

TRAINING: The initial training period is around 10 weeks long. During week one, graduates will be given an induction into the company, our product and the asset finance industry. During weeks two to four, graduates will learn the fundamentals of how to code in using Java as well as receiving other technical and development based training. After this, they will join ‘development initiation’ for 6 weeks where they can apply these skills into a practical environment.

We run regular internal training courses, workshops and sessions and offer support for attendance on external courses and conferences. All employees are given a training allowance of 5 days per year.

DIVERSITY AND INCLUSION: We have an Inclusion Community, an LGBT+ Community, an Alfa Women’s Community and a career mentoring programme.

CONTACT FOR APPLICATIONS:
Catriona Dickson

EMAIL: catriona.dickson@alfasystems.com
PHONE: 020 7920 2653

At Appian, what we do is exactly who we are: our unique low-code software is a product of our unique people. We are building a community of generosity, innovation, and free-thinking to bring the best ideas out of the best team. Appian employees, or “Appianites” (as we call them), are passionate about challenging the status quo and improving the world through great software. We work in small, agile and collaborative teams who embody generosity of spirit and have an insatiable desire to learn. Our approach gives individuals greater ownership and input into decisions and makes for a more efficient and happier workplace.

Founded in 1999, Appian celebrates its 20th anniversary by expanding our campus recruitment program to the UK and Australia. Approximately 1/3 of our US-based workforce has come from university, and we will continue to build our international offices the same way. Globally, we are just over 1000 total employees, with 70 of them in our London headquarters.

We’re offering a fantastic opportunity for university graduates: Associate Consultant. As an Associate Consultant, you’ll build and deploy web-based applications on the Appian platform to support our customers’ business strategies. You’re an expert on our software; from implementing the first business process management application to scaling up the program across the enterprise, you will bring our low-code platform to life.

www.appian.com/careers

LOCATIONS: England - London

VACANCIES:
• Associate Consultant 7
• Associate Solution Engineer 2

RECRUITMENT CRITERIA:
• B.S. or M.S. in Engineering, Mathematics, Computer Science, Business, Mathematics, Physics, Chemistry, Economics, or equivalent background.
• Superior academic achievement.
• Exceptional verbal and written communication skills.
• Solid foundation of, or love for, technology.

APPLICATION PROCESS: To apply, please make sure to create an application here: www.appian.com/careers/search/job/?gh_jid=1502975

TRAINING:
• 3 week training in our Washington, DC metro-based headquarters comprised of a 2 day induction, 2 week product training, and 1 week consulting “bootcamp.”
• Induction in UK office upon arrival.
• Various in-person trainings offered (Presentation Skills, DISC assessment, Appian MBA leadership training).
• Tuition reimbursement for any graduate degrees/advanced education/certifications

DIVERSITY AND INCLUSION: We have the following affinity groups: AppianPRIDE, AppianWOMEN, AppianHERITAGE.

CONTACT FOR APPLICATIONS: Courtney Connolly

EMAIL: courtney.connolly@appian.com
PHONE: +61431300721
Beamery has created a new category of software product – the Talent Operating System, which helps companies to attract, engage and hire their greatest asset: their people. We bring predictive marketing, data-science and analytics to recruitment and help some of the biggest companies build teams which set them apart from their competitors.

One of the fastest growing companies in the UK, we’re rated as one of the top 25 startups by LinkedIn. We’re obsessed with building amazing products, and always looking for new solutions and ways to arm our team with the skills we need to do our best work.

We’re hiring for our Software Engineering Graduate Program, which is an opportunity to become a fully-fledged software engineer within your chosen field over a 2 year program including dedicated training and integrated work within delivery teams. You’ll spend 3 months intensively training full-stack development skills, followed by 18 months rotating through different delivery teams, while being supported to become an expert in your chosen field.

**LOCATIONS**: England - London

**VACANCIES**: Software Engineering Fast Track Graduate Program - 10.

**RECRUITMENT CRITERIA**: We accept applications from all degree levels and specifications – we are hiring graduates who are committed to becoming world class software engineers, rather than those who already have specific degree experience. However, this is a highly technical role and some experience (through University or otherwise) in software engineering is a must!

**APPLICATION PROCESS**: Please submit an application through the following page: www.pages.beamery.com/hub/page/graduate

Applications for the 2020 graduate program will close on the 31st of December 2019.

Bloomberg is building the world’s most trusted information network for financial professionals. Our core product, the Bloomberg Terminal, is an independent and unbiased source of information for our client – everyone from C-Suite executives, traders, analysts, government officials, business heavyweights and news professionals around the globe.

Our 5,500+ engineers, developers, data scientists and technologists are dedicated to advancing and building new solutions and systems for the Bloomberg Terminal in order to solve complex, real-world problems. Teams work together to roll out new software daily. No other company processes the breadth and depth of financial data into meaningful and actionable information as well as we do.

**LOCATIONS**: England - London

**VACANCIES**: 2020 Software Engineer Graduate

2020 Software Engineering Industrial Placement (4–12 months)

2020 Software Engineering Summer Internship

**INTERNSHIPS**: 10–14 Summer Internships

**APPLICATION PROCESS**: Online

**DIVERSITY AND INCLUSION**: Bloomberg is a disability inclusive employer. Please let us know if you require any adjustments to be made for the recruitment process by emailing access2@bloomberg.net. Alternatively, you can get support from our disability partner EmployAbility, please contact +44 7852 764 684 or info@employ-ability.org.uk.

**EMAIL**: bcopping@bloomberg.net
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

► VACANCIES: 35 Graduate Roles / 18 Intern Roles within our Software Academy.
► INTERNSHIPS: Our 10-week summer internship programme offers you the opportunity to get a taste of life working in our Software Academy team. 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.
► RECRUITMENT CRITERIA: We welcome applications from all disciplines; you’ll need to demonstrate coding ability (any language) through studies or be self-taught.
► 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 and a coding test if you apply to a Software role and will then be invited to do a video interview. If you do well, you’ll be invited to an assessment centre and will do group and individual interviews both technical and strengths based including a code-pairing exercise, presentation and group task.
► 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 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: Daniel Lewis
► EMAIL: daniel.lewis2@capitalone.com

Cisco

#WeAreCisco, where each person is unique, but we bring our talents to work as a team and make a difference. Here’s how we do it.

We embrace digital, and help our customers implement change in their digital businesses. Some may think we’re “old” (30 years strong!) and only about hardware, but we’re also a software company. And a security company. A blockchain company. An AI/Machine Learning company. We even invented an intuitive network that adapts, predicts, learns and protects. No other company can do what we do – you can’t put us in a box!

But “Digital Transformation” is an empty buzz phrase without a culture that allows for innovation, creativity, and yes, even failure (if you learn from it.)

Day to day, we focus on the give and take. We give our best, we give our egos a break and we give of ourselves (because giving back is built into our DNA.) We take accountability, we take bold steps, and we take difference to heart. Because without diversity of thought and a commitment to equality for all, there is no moving forward.

So, you have colorful hair? Don’t care. Tattoos? Show off your ink. Like polka dots? That’s cool. Pop culture geek? Many of us are. Passion for technology and world changing? Be you, with us!

www.cisco.com

► LOCATIONS: England - London, Northern Ireland, Europe, North America, South America, Asia, Africa, Oceania
► VACANCIES: Software Engineer (20), Associate Consulting Engineer (5), Associate Solutions Engineer (7), Desktop Engineer (5), Test Engineer (5).
► INTERNSHIPS: Software Engineer (10), Technical Sales (7), Desktop Engineer (3), IT Analyst (3). Internship duration is between 3-12 months, depends on the role.
► WORK EXPERIENCE: We offer work shadowing and insight days.
► RECRUITMENT CRITERIA: Mathematics degree and all STEM related disciplines, 2:1 or above.
► APPLICATION PROCESS: Online application, followed by a phone or digital interview, second interview and /or assessment centre, group exercises and presentations.
► TRAINING: We offer ongoing training, structured graduate programs and different technical certification to our employees.
► DIVERSITY AND INCLUSION: We have a very active Diversity & Inclusion team, who are heavily involved in various activities, for example- sponsoring women hackathons, sponsorship Pride London, supporting project LifeChanger for people with disability and many more...
► CONTACT FOR APPLICATIONS: Maya Javeed
► EMAIL: rajaveed@cisco.com
We are a global technology-enabled liquidity provider, specialized in Exchange Traded Products. 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, currencies and cryptocurrencies etc. We stay ahead of the competition by focusing on technology and niche competencies in markets where every second counts. To achieve this, our team of software developers works in partnership with experienced traders to identify and execute tomorrow’s strategies.

www.flowtraders.com

► LOCATIONS: Europe
► VACANCIES:
  Graduate Software Developer.
  Graduate Trading Support Engineer
► WORK EXPERIENCE: Throughout the year, we organize several Coding Challenges in our Amsterdam office. These are technical sessions, including a deep-dive into the core business of Flow Traders, as well as challenging participants to a coding game. Their problem-solving and coding skills will be put to the test during this friendly competition. There is a prize up for grabs for the winner of the coding challenge.
► RECRUITMENT CRITERIA:
  We are looking for talented and ambitious undergraduate and postgraduate students with a degree in Computer Science, Mathematics or equivalent, received before the start of the program. Candidates should also have a strong interest in software development, by preference C++ or Java and an affinity to the financial industry, preferably trading.
► APPLICATION PROCESS:
  Graduate Software Developer:
  1. Application through the company website with your CV and Cover Letter;
  2. HackerRank Assessment;
  3. Motivational Interview;
  4. Case Study;
  5. Final Interview Session in Amsterdam.
  The program starts in September, therefore the application window closes on July 15th.
  Graduate Trading Support Engineer:
  1. Application through the company website with your CV and Cover Letter;
  2. Motivational Interview;
  3. HackerRank Test;
  4. Technical Interview;
  5. Final Interview Session in Amsterdam.
  Starting dates are flexible, so there are no application deadlines set.
► TRAINING: Our graduates go through an intense onboarding session upon starting at Flow Traders, from both a business and technology perspective.
► DIVERSITY AND INCLUSION: Flow Traders is a multinational and multicultural company: our Amsterdam-based headquarters alone, accommodate more than 300 employees from 40 different nationalities.
► CONTACT FOR APPLICATIONS:
  Ioana Sitea
  ► EMAIL: isitea@flowtraders.com
  ► PHONE: +31(0)207996799

NOW HIRING

GRADUATE SOFTWARE DEVELOPER

Apply now and join us in September at our Amsterdam office.

You will be working on different projects together with our software development teams, whilst being supported by dedicated mentors, all of whom are experts in the field.

Flow Traders is a technology-enabled proprietary trading firm. Our global offices accommodate more than 400 employees globally.

Reach out to us at:
careers.europe@flowtraders.com
flowtraders.com/careers

© 2020 Flow Traders
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.

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.

**LOCATIONS**: England - London

**VACANCIES**: Software Engineering Internship, Quantitative Researcher Internship, Data Analytics Internship

**INTERNSHIPS**: Software Engineering Internship, Quantitative Researcher Internship, Data Analytics Internship

**RECRUITMENT CRITERIA**: Dependent on the role.

Software Engineering Internship- Computer Science students in their penultimate year.

Data Analytics Internship- Students studying numeric subjects in their penultimate year.

Quantitative Researcher Internship- Masters/PhD in numeric subjects.

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

**TRAINING**: Various training and development courses are offered. In each internship you will also be matched with a mentor who will guide you through your time with us.

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

**LOCATIONS**: England - South West

**VACANCIES**: Software Developer graduate roles: 3-4 positions per year.

Software Developer intern roles: 4-6 per year.

**INTERNSHIPS**: Our 8-week summer internships are a fantastic opportunity to experience software development as a career. Interns start off with our in-house training programme which covers key technologies and project processes. They then work in project teams on real life customer projects, or developing new features for our in-house software. Past interns comment on how much they’ve learned, how their confidence has grown, and how much fun they’ve had. Many of our interns go on to work for us permanently once they’ve graduated.

**RECRUITMENT CRITERIA**: You don’t have to be fully sold on a career in software development to apply to us but we’ll expect you to be considering it as a career. We look for aptitude over practical experience and our interview tests reflect this.

Requirements:
- Have an interest in technology
- Enjoy problem solving
- Be a good communicator and team player
- Have a little bit of humility and a willingness to learn

**APPLICATION PROCESS**: We start recruiting in the autumn, so you can apply to us from the start of term.

If you would like to join our team, please complete our online application form. There are three stages after this:
- Online tests
- Phone interview
- Face to face interview

If you want to find out more before making a decision to apply, then please do get in touch on recruit@ghyston.com

Ghyston is an equal opportunities employer and committed to a fair and unbiased recruitment procedure.

**CONTACT FOR APPLICATIONS**: Cara Dean

**EMAIL**: recruit@ghyston.com

www.gresearch.co.uk

www.ghyston.com
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.

www.goldmansachs.com

▸ LOCATIONS: Europe
▸ VACANCIES: As listed on the Goldman Sachs Careers Website.
▸ INTERNSHIPS: As listed on the Goldman Sachs Careers Website.
▸ WORK EXPERIENCE: As listed on the Goldman Sachs Careers Website.
▸ RECRUITMENT CRITERIA: No specific grades / subjects are required.

▸ APPLICATION PROCESS: As listed on the Goldman Sachs Careers Website.
▸ TRAINING: As listed on the Goldman Sachs Careers Website.
▸ EMAIL: GSCAMPUSRECRUITINGLD1@ny.email.gs.com

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.

www.gsacapital.com

▸ LOCATIONS: England - London, North America
▸ VACANCIES: Opportunities available for Quantitative Strategists, Software Engineers, Algorithm Developers and Systems Engineers. 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.

▸ APPLICATION PROCESS: Apply via www.gsacapital.com/careers
▸ EMAIL: careers.campus@gsacapital.com
Founded in 1987, Huawei is a leading global information and communications technology (ICT) solutions provider. We are committed to bringing digital to every person, home and organization for a fully connected, intelligent world. We have nearly 188,000 employees, and we operate in more than 170 countries and regions, serving more than three billion people around the world.

Huawei’s end-to-end portfolio of products, solutions and services are both competitive and secure. Through open collaboration with ecosystem partners, we create lasting value for our customers, working to empower people, enrich home life, and inspire innovation in organizations of all shapes and sizes. At Huawei, innovation focuses on customer needs. We invest heavily in basic research, concentrating on technological breakthroughs that drive the world forward.

www.huawei.com

► EMAIL: ukrdjobs@huawei.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.

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.

internships:

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

careers.imc.com/eu/en
Jane Street is a quantitative trading firm and global liquidity provider. Our trading is based on mathematical modeling and strategies and we use innovative technology, a scientific approach, and a deep understanding of markets to stay successful. With over 900 employees in our New York, London, Amsterdam, and Hong Kong offices, that's a lot of ideas. Our next great idea could come from you; what will you come up with? We trade based on our own proprietary models. Quantitative analysis and insights into related markets enable us to make competitive markets in even the most complicated products. On an average day, we trade over $13 billion in equities worldwide. During peak trading hours, trading desks are central to the excitement of our offices. Once the buzz has subsided, they're a place for mentorship and open discussion. Technology is core to our business, and software development is integrated into everything we do. The scope of the systems we build is large, with billions of dollars of transactions flowing through them every day; but the group behind them isn't. That means that each person has the opportunity to make a substantial impact. Business Development sits at the intersection of our trading, technology, operations, and compliance teams. We improve the firm's existing business and consider potential new business opportunities by understanding the regulatory and operational frameworks of various financial markets, and how they impact the implementation of the firm's systems, processes, and trading strategies.

LOCATIONS: England - London, North America, Asia

VACANCIES:
Trading
Research
Software Engineering
Business Development

INTERNSHIPS: We offer internships in four different groups: trading, technology, research and business development. All of our offices follow a slightly different internship schedule, though our typical summer internship lasts 10–12 weeks. You work alongside full timers, and we get to know you and see how you think about and solve the kinds of problems we deal with every day.

Liquidnet is a next-generation fintech company. Powered by technology that helps drive institutional alpha, our trading and liquidity network intelligently and securely connects the world’s investors with the world’s investments. 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 startup than any dusty old bank or overgrown tech giant. It’s a culture where everyone has an opportunity to make a difference— and to make someone’s day a little brighter. We want people in our team who are smart, accomplished, and one of the friendliest people in the room - if this sounds like you, we’d love to talk to you about working with us.

LOCATIONS: England – London

VACANCIES:
Data Scientist | x5
Developers | x5

INTERNSHIPS: Our internship program cultivates the next generation of Liquidnet. Interns from diverse backgrounds, majors and schools are hired into departments including Technology and Product, Business Operations, Sales, Marketing and Client Services. Throughout the summer, Interns work cross-functionally with each other, their teams, and senior employees. Managers are tasked with providing substantive projects and meaningful mentorship – learning about and fostering our interns’ goals and passions. In keeping with Liquidnet's philosophy, we strive to create an environment where our interns are challenged and grow in every way. Interns work on global projects, lifted directly from our company roadmap, from beginning to end (often times contributing directly to our production environments). They end the summer with the opportunity to formally present their accomplishments to senior leadership.

APPLICATION PROCESS: Online application: www.liquidnet.com/open-positions

CONTACT FOR APPLICATIONS: Ian Quill

EMAIL: ukcareers@liquidnet.com

PHONE: 02076141740
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.

London Stock Exchange Group RECRUITMENT CRITERIA:

- **INTERNSHIPS**: We offer a 9 week internship programme in the summer to graduates in their penultimate year of study.
- **APPLICATION PROCESS**: We accept applications from all disciplines for our business programmes. For our technology programmes candidates applying for the Graduate programme in the summer to graduates in their penultimate year of study.

We are looking to recruit 30 graduates and 30 interns for 2020.

**APPLICATION PROCESS**: Apply online at https://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.

**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

www.mwam.com
Metaswitch is one of the world’s leading global technology companies. Join us and see the effects of your work in how the whole world communicates!

www.metaswitch.com

▶ 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 an interest in technology and be willing to take on big challenges!

You will be welcomed and making a recognised contribution from day one! You will be made to feel part of a team, where you will learn your role directly from intelligent like-minded supportive peers. Despite now having over 800 employees, Metaswitch still manages to retain the small company feel.

▶ INTERNSHIPS: … the same as Graduates but only for a minimum of 8 weeks!
▶ RECRUITMENT CRITERIA: You will have a great academic background (including 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.
▶ APPLICATION PROCESS: Our application process is as simple as submitting your CV to www.metaswitch.com/careers or alternatively you can send your CV over to emma.watts@metaswitch.com

▶ TRAINING: From day one, you will be assigned real tasks working on the design and development of complex software. A training program will be tailored for you and continue throughout your career with us. While you can develop your career in a technical role, you are also free to explore other paths within our flexible, open organisation.

▶ DIVERSITY AND INCLUSION: We are committed to diversity and inclusion. We want Metaswitch to be a place where anyone will feel welcome, encouraged and supported to be the best they can be. We believe diversity makes us stronger, more innovative and more successful. This commitment starts with our CEO and Board of Directors, and we expect our leaders and every employee to help create and sustain an inclusive environment.

▶ CONTACT FOR APPLICATIONS: Emma Watts
▶ EMAIL: emma.watts@metaswitch.com
▶ PHONE: 020 8366 1177

Morgan Stanley is more than a leading financial services firm. With 1,200 offices spanning 43 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. What you are interested in and how you approach the world will determine your individual career path at Morgan Stanley.

www.morganstanley.com/people-opportunities/students-graduates/

▶ LOCATIONS: England - London, Scotland, Europe
▶ INTERNSHIPS: Spring Insight Programmes - For students in first year of a three year degree or second year of a four year degree with an interest in ISG or Technology.

Industrial Placement Internships - For students studying a degree with a placement year.

Summer Analyst Internships - For students in their penultimate year.

Off Cycle Internships - For students in their penultimate and final year or recent graduates.
▶ WORK EXPERIENCE: Morgan Stanley offers a Spring Insight Programme which lasts for 1 week for ISG and for 4 days for Technology.
▶ RECRUITMENT CRITERIA: Morgan Stanley accepts applications from undergraduates and postgraduates with a minimum grade of a 2.1 in any subject.

▶ APPLICATION PROCESS: The application process varies by division. Candidates have to apply online and will have to submit a cover letter and a CV and complete online psychometric testing.
▶ TRAINING: Training varies by programme. Interns will receive extensive training.
▶ DIVERSITY AND INCLUSION: Morgan Stanley partners with Rare Recruitment, Social Mobility Foundation and MyPlus Consulting.

▶ EMAIL: lngrad_crms@morganstanley.com
Netcraft Limited

Netcraft provides research data on the Internet and Internet security services, including anti-fraud and anti-phishing services, application testing, code reviews, and automated penetration testing to clients worldwide.

www.netcraft.com

- **LOCATIONS**: England - London, South West
- **EMAIL**: cv@netcraft.com

**VACANCIES**: Netcraft is currently looking to recruit software developers to its offices in Bath and London. We are keen to receive applications for graduate positions, industrial placements, and summer internships from high performing Computer Science students. Projects involve working on a range of commercial services extending Netcraft’s network exploration and internet security services.

Newton Europe

We are Newton. We’re a team of the brightest and most curious minds with a fundamental belief that every organisation can be better.

We crack some of the toughest business and public sector challenges of the day. Not with reports or copy and paste thinking. But by pinpointing and implementing the changes that will make the biggest difference – and then guaranteeing our fees against delivering measurable results.

We never start out assuming we know the answer, but we’re always certain we’ll find it and see it through to the finish. By uncovering the data that means the most important decisions are made with facts, not opinions. By bringing together people who live and breathe delivering results. And by embedding in client organisations this same passion, self-belief and know-how to thrive on any challenge in the future.

www.newtoneurope.com/careers

- **LOCATIONS**: Nationwide
- **VACANCIES**: Operations Consultant
  Digital Solutions Consultant
- **RECRUITMENT CRITERIA**: We accept applications from all years, subjects and degree classes.

**APPLICATION PROCESS**: Application form, online tests, video interview, selection day, final interview

- **CONTACT FOR APPLICATIONS**: Hisham Jamal
- **EMAIL**: graduates@newtoneurope.com
- **PHONE**: 02035 980760
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 driven by technology, employing over 1000 people from over 40 nationalities. We build high-performance, low-latency trading systems and algorithms that are constantly evolving. With 12 data-centers and thousands of servers, we run ten thousand trading components executing hundreds of thousands of trades every day, responding to changes in microseconds. All of our systems are developed in-house, predominantly using C++, C# and Python. To be able to compete in this industry everything – from the hardware to the software – has to be perfect.

www.optiver.com/eu/en

➢ LOCATION: Europe
➢ VACANCIES: Graduate Software Engineer, Graduate Application Engineer, Tech/Trading Summer Intern, Trader, Researcher
➢ INTERNSHIPS: We offer two 8 week Summer Internship programmes within Trading and Technology in Amsterdam. It is open to penultimate year students studying one of the following subjects or equivalent: Computer Science, Mathematics, Engineering, Physics or Econometrics. No Dutch required.
➢ APPLICATION PROCESS: First step after application will be an online (coding) assessment, followed by two Skypes (HR and Technical) remotely. The final stage will be an interview day in Amsterdam.
➢ TRAINING: Within our technology positions you will join our Tech Starters Programme, which is a combination between on-the-job training and classroom learning (e.g trading, programming). Within Trading you will join a two month training programme.
➢ WORK EXPERIENCE: Please discuss with Optiver representatives at booth
➢ 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.

➢ LOCATION: England – South East
➢ VACANCIES: Summer Internships 12 month internships Graduate roles Rotation Scheme
➢ INTERNSHIPS: Our software engineering summer internships 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!

www.ocadotechnology.com

➢ RECRUITMENT CRITERIA: We’re looking for STEM students with a real passion for technology. If you have an innovative approach to problems, are enthusiastic about working with the latest technologies and are interested in working with other talented engineers, we’re interested in talking to you! We consider all applications.
➢ APPLICATION PROCESS: Our roles will be live from 1st September 2019. Please visit www.ocadotechnology.com/careers-index/#graduates-and-interns-banner to see all of our opportunities for both Graduates and Interns.
➢ TRAINING: We have our very own Technical Academy, where we hold all kinds of technical training, talks, conferences and sometimes external speakers.
➢ CONTACT FOR APPLICATIONS: Kelly McKenna
➢ EMAIL: kelly.mckenna@ocado.com
➢ PHONE: 07342055352

Kelly McKenna
recruitment@ocado.com
+31(0)20 7087000
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](http://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](http://www.oxam.com)
- **CONTACT FOR APPLICATIONS:** Charlotte Grant
- **EMAIL:** charlotte.grant@oxam.com
- **PHONE:** 01865248248

We are a lively, growing software company based in the centre of Oxford. We have expanded from just 2 people in 1989 to over 100 today. Throughout, we have kept our interest in software that makes a useful contribution to society. We develop custom software in health, research and engineering, while our products are used to manage the delivery of social care. We will keep this emphasis in our culture as we continue to grow.

[www.oxfordcc.co.uk](http://www.oxfordcc.co.uk)

- **LOCATION:** England - Oxfordshire
- **RECRUITMENT CRITERIA:** Graduates with at least 2:1 degree in STEM subjects.
- **APPLICATION PROCESS:** Send your CV with a covering email that includes your salary expectations to recruitment@oxfordcc.co.uk. Alternatively, you can apply on our Careers page [https://www.oxfordcc.co.uk/careers/](https://www.oxfordcc.co.uk/careers/). Our recruitment team will email you to acknowledge receipt of your application and ask for any additional information where necessary. Once we have everything we need, we will review your application and contact you should we wish to interview you. We have a two-stage interview process consisting of a short initial telephone interview followed by a face-to-face interview at one of our central Oxford offices. The majority of our posts will require you to complete a short test prior to the face-to-face interview commencing.
- **TRAINING:** We offer a generous training budget which is tailored to suit the individual, whether it’s attending a course, conference, going to workshops or taking some time to pursue a personal project or try out a technology we will help where we can.
- **DIVERSITY AND INCLUSION:** We strive to promote diversity and inclusion when it comes to employing and retaining tech talent and we are proud to be signatories on the Tech Talent Charter. We are an equal opportunities employer and welcome applications from all sections of the community. We support the Disability Confident Employer scheme and currently have a committed status.
- **CONTACT FOR APPLICATIONS:** Marina Haines
- **EMAIL:** recruitment@oxfordcc.co.uk
- **PHONE:** 01865305200
The most important institutions in the world 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 these organizations safely integrate and analyze their data to combat terrorism, uncover fraud, develop new medicines, build safer airplanes, and more.

www.palantir.com

➤ VACANCIES:
  - Forward Deployed Software Engineer, Internship
  - Forward Deployed Software Engineer, New Grad
  - Software Engineer, Internship
  - Software Engineer, New Grad
➤ INTERNSHIPS: Minimum requirement is 12 weeks to do an internship. We have several opportunities for students and new grads which you can learn more about here: https://www.palantir.com/students/
➤ RECRUITMENT CRITERIA: We accept applications from both undergrads and postgrads. We typically look for students that have a STEM background.
➤ APPLICATION PROCESS: We build our interview process around our candidates. The number and format of interviews that you'll go through will be personalized to your skillset and the type of role that you're looking for. We want to give everyone the best chance at representing their abilities. Everyone starts with one or two phone interviews, and if we think there's a fit, we'll bring you onsite for a round of in-person interviews.

We know there are many kinds of engineers, so we've structured our interview process around the engineering competencies that we value most. To set you up for success in your interview process, we've created guides that explain how we think about these competencies and some tips for putting your best foot forward and showcasing your abilities during our process. Learn more about these tips and best practices on: https://www.palantr.com/getting-hired/

Application Deadlines:
  - Graduate - none
  - Internship - none, BUT spots are limited and will fill up commencing.
➤ CONTACT FOR APPLICATIONS: Palantr Recruting
➤ EMAIL: oxford@palantir.com

That new bank account you opened online with a few clicks and digital pics? We’re the software making that possible – customer onboarding in real-time!

PassFort is helping regulated businesses grow. Our platform is designed to digitise, automate and streamline processes across all customer onboarding & compliance.

We’re currently 30 people (and growing quick!) with a core Engineering team of 13.

www.passfort.com

➤ LOCATION: England - London
➤ VACANCIES: Fullstack Engineer Interns x 3
➤ INTERNSHIPS: We’re looking for Fullstack Engineer Interns to join us for the Summer of 2020.
➤ IMPACT
  - Get experience and responsibility across the whole product – architecture, security, performance, and feature UX. You’ll own the implementation of entire features, across technical design, implementation and release. You’ll work on real life problems, and get to see your work in production!
  - Development
    - You’ll get exposure to the latest technologies – React, Python & Rust. You’ll be mentored by a team of technical experts to get you up to speed fast – delivering code to clients within hours! You’ll also learn best practice working in an agile fashion.
  - Exposure
    - You’ll get great exposure across the whole product, and the business! Contribute to stand-ups and wider strategy meetings; get to understand all the other business functions; and build great relationships! We value collaborative working, and new ideas are always welcome.
➤ RECRUITMENT CRITERIA:
  - A self-starter, self-learner and a track record of picking up new tech
  - Exposure to JS or Python and a willingness to learn
  - A passionate problem solver
  - In your final year of study (Comp Science, Engineering or relevant field)
  - A good fit with our values – Trust, Empowerment & Growth
  - Experience across our stack is a bonus!
➤ APPLICATION PROCESS: You can apply to our internship via our careers site - jobs.passfort.com
➤ TRAINING: Your learning will be on the job! We think it’s the best way for you to learn – totally immersed in the product and hands on delivering code to our clients. Supported, of course, by our great team.
➤ DIVERSITY AND INCLUSION: Everyone is welcome at PassFort. We encourage and support people to bring their full selves to work, and value their diversity. We celebrate differences in approach and point of view – we think this is the best way for us to innovate and succeed.
➤ CONTACT FOR APPLICATIONS: Olya Yakzhina
➤ EMAIL: jobs@passfort.com
Rebellion, founded in 1992 by brothers Chris and Jason Kingsley, is a growing independent games and media production company with studios in Oxford, Liverpool, Warwick and Wakefield. With a history of producing award-winning, chart-topping games, we are looking to build on our success with talented and creative people who have a passion for making great games and want to be at the forefront of developing gaming technology.

Known historically for work on beloved series such as Aliens vs Predator and Battlefront, our desire to work on our own IP has delivered major independent hits including Sniper Elite 4, Strange Brigade, Zombie Army Trilogy and acclaimed PlayStation VR launch title, Battlezone VR.

LOCATIONS: England - Oxfordshire

VACANCIES:
- Junior Programmer

INTERNSHIPS: We offer programming internships over summer breaks which typically last up to twelve months.

RECRUITMENT CRITERIA:
- We accept applications from undergraduates and postgraduates.
- A strong academic background is preferred with a 1st class or 2:1 degree in Computer Science, Maths, Physics or other science-related subject.
- The main ability we are looking for is some practical C++ knowledge!

APPLICATION PROCESS:
- For all our roles the recruitment process is really simple:
  1) Apply online and complete our application form and upload a copy of your CV.
  2) You will be asked to complete our pre-interview C++ test.
  3) Onsite interview.
- We provide on the job training and mentoring.

CONTACT FOR APPLICATIONS:
Josh Mildenhall
EMAIL: vacancies@rebellion.co.uk
PHONE: 01865 792201

Other things we consider:
- Excellent initiative, self-motivation, organisational and problem solving skills.
- The ability to accept and follow direction.
- A genuine interest in playing games.

At Rebellion, we connect and enable broadcast, telecom, corporate and government customers, and enrich the lives of billions of people worldwide.

www.ses.com


VACANCIES:
- We currently offer many opportunities within Business Applications, Information Technology and IT Service Delivery departments of SES. We are looking for Engineers, Analysts and Developers with various level of experience, who would be willing to join the diverse teams in multiple locations around the globe.

INTERNSHIPS:
- In SES we strongly believe in the positive benefits of trainee programmes. We offer multiple opportunities for students and young graduates including Internships, Summer Jobs, VIE, Associate Programme and many more.

APPLICATION PROCESS:
- Visit SES career page: https://www.ses.com/careers
- In SES we continuously offer a variety of programmes and trainings for our employees. Those are organized and delivered by the skilled members of our Leadership Development team.

DIVERSITY AND INCLUSION:
- SES is an Equal Opportunity Employer and welcomes diversity!

CONTACT FOR APPLICATIONS:
Izabela Bastek
EMAIL: izabela.bastek@ses.com
PHONE: 00352 691898001

Training:
- In SES we provide on the job training and mentoring.

Other things we consider:
- Excellent initiative, self-motivation, organisational and problem solving skills.
- The ability to accept and follow direction.
- A genuine interest in playing games.

APPLICATION PROCESS:
- For all our roles the recruitment process is really simple:
  1) Apply online and complete our application form and upload a copy of your CV.
  2) You will be asked to complete our pre-interview C++ test.
  3) Onsite interview.
- We provide on the job training and mentoring.

CONTACT FOR APPLICATIONS:
Josh Mildenhall
EMAIL: vacancies@rebellion.co.uk
PHONE: 01865 792201
Smarts is a peer-to-peer exchange for sports and political betting that has handled over £13 billion in trading volume since 2010. We have offices in London, Los Angeles & Malta with staff from 35 different countries.

Our goal is to upend the sports betting industry by creating a transparent platform that creates the best value for users with not only the fairest odds but also the best technology, alongside a superior customer experience. We’ve been able to achieve this as a result of our dynamic, self-starting company philosophy which puts the engineers in charge of driving change.

As a company we use a range of modern computing languages and tools which have been conceptualised and implemented by the engineering group - Kubernetes, React, React Native, Rust, C++17 & Python to name a few.

Ultimately our culture has been responsible for the work the engineering staff have achieved. We aim to have a relaxed and collaborative working environment to solve the challenging problems that we face. In-house chefs, transparent salaries and monthly parties are some of the highlights of being a Smarketeer.

Softwire makes innovative, high quality software for a range of clients including the BBC and Google DeepMind. Our brilliant working environment, friendly attitude and flexible approach has put us in the top 25 of The Sunday Times Best Small Companies List for the past nine years.

Our team is made up of all sorts of people who share a passion for problem solving and a willingness to work together and get things done. We’re growing year on year and are looking for graduate software developers and interns who will grow with us, learning diverse technologies and pursuing the type of work they find most interesting.

**LOCATIONS:** England - London, East of England, North West

**VACANCIES:** We are looking for around 30 graduate software developers to start in London, Cambridge or Manchester.

We combine a relaxed and friendly environment with a superb all-round package including:
- London starting salary of £40,000 (£37,000 in Manchester; £38,500 in Cambridge).
- Annual bonus to further reward your contribution to the company's success.
- Flexible working time and conditions, and no pressure to regularly work long hours.
- Lively and frequent social events and company outings.

**INTERNSHIPS:** We offer up to 30 internship places in London each year, mostly over the summer but with other dates available too. Our internship programme is extremely popular and we accept applications from students of all disciplines.

**APPLICATION PROCESS:** There is no deadline for applications, but you will increase your chances significantly if you apply before 1st January for summer internships or permanent roles starting the following autumn.

**TRAINING:** We provide full on-the-job training and support to our staff, all the way through their career.

**DIVERSITY AND INCLUSION:** We recognise that software development can be a relatively non-diverse industry. We are committed to doing everything we can to make Softwire accessible and welcoming to everyone and have introduced initiatives to increase the number of employees from under-represented categories. In recent years, for example, we have grown the proportion of female developers that we hire from the national average, less than 20%, to over 40%.

**CONTACT FOR APPLICATIONS:** Cassie Lahoud

**EMAIL:** recruit@softwire.com

**PHONE:** 02074857500

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**www.smarkets.com**

**LOCATIONS:** England - London

**VACANCIES:** Software Developers (C++17, React, Python, Rust, React Native)

- Infrastructure Engineers (K8's, Linux (Ubuntu), Kafka, Python)
- Quant Developers (Python/Rust & Maths)
- Data Engineers (Python, AWS, Redshift, BigQuery, Luigi)

Multiples of all the roles.

**INTERNSHIPS:** We will have Intern opportunities across all of our core engineering roles/teams. The internships typically run for 3 months across the summer (July - Sept-).

**RECRUITMENT CRITERIA:** We do accept both undergraduate and postgraduate applications and we have no hard requirements around grades or subjects. The majority of people who work in an engineering capacity at Smarts come from a Computer Science background, but there are some exceptions from other STEM subjects so please apply if you feel comfortable reasoning about time complexity of various data structures / algo's!

This link below talks a little bit about our interview process, essentially we focus on core computer science knowledge (Algos, DS & Sys Design).

https://smarketsq.com/getting-ready-for-the-smarts-softwares-engineering-on-site-343976ca0bbe

**APPLICATION PROCESS:**
https://smarketsq.com/getting-ready-for-the-smarts-softwares-engineering-on-site-343976ca0bbe

**TRAINING:** Personal Dev. Budget

**CONTACT FOR APPLICATIONS:**

Chris Phillips

**EMAIL:** Chris.Phillips@Smarkets.com

**PHONE:** 020 7617 7413
StarLeaf

Founded in the UK in 2008, we have a global footprint with representation on every continent and offices across the world. We are on a mission to transform the way businesses communicate and collaborate by designing intuitive messaging, premium meeting and calling solutions.

Last year, the company was named in the Gartner 2018 Magic Quadrant for Meeting Solutions and one of the fastest growing tech companies in the UK by The Sunday Times Hiscox Tech Track 100.

Our culture is built on collaboration, inclusion, creativity and support. This permeates everything we do, across all our teams and operations. We believe everyone at StarLeaf has a part to play in our success and that everyone should be rewarded for their contribution. This is why every single StarLeaf employee becomes a shareholder through the company’s share option scheme.

Tessella

Tessella is one of the world’s leading data science and AI consultancies. We are scientists and engineers who enjoy solving the real-world technical challenges faced by 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 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 and help create 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.

www.tessella.com


VACANCIES:
We continuously recruit Data Scientists / Software Developers, typically 20+ vacancies throughout the year.

RECRUITMENT CRITERIA:
BSc (min 2.1), MSc or PhD in science, mathematics or engineering plus software development skills in any object-oriented language and the ability to interpret complex data using a variety of mathematical techniques.

APPLICATION PROCESS: Apply online or by email.

TRAINING: We offer excellent future prospects. While we do offer traditional career paths, most staff end up shaping their own based on their aspirations, the skills they have developed and the projects they have worked on. We take personal development seriously and we provide an annual training allowance of 150 hours, which can be used to learn new technical and soft skills, often leading to recognised professional qualifications.

CONTACT FOR APPLICATIONS:
Neil Barrett
EMAIL: jobs@tessella.com
Tibra

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.

www.tibra.com/careers/

- **LOCATIONS:** England – South West, Oceania
- **VACANCIES:** We recruit for Junior Quant Traders based out in our Austinmer office near Sydney, Australia. Quant Traders are responsible for the design, implementation and on-going support of trading strategies deployed on a particular trading desk. Across the graduate programme you will get exposure to real world derivative pricing and quantitative finance methods. You will assist in performing job coaching and mentoring opportunities. This begins with formal coding training which is then supplemented with a range of on the job coaching and mentoring opportunities.
- **INTERNSHIPS:** We offer 8 week long summer internships in our London office. This role presents an excellent opportunity for penultimate year students to get exposure to real world derivative pricing and quantitative finance methods.
- **RECRUITMENT CRITERIA:** We accept applications from students who are studying Engineering, Mathematics, Computer Science, Physics or similar.
- **APPLICATION PROCESS:** Our application process involves online CV and transcript submission followed by psychometric testing and an interview process.
- **TRAINING:** We offer a broad range of both internal and external training for new joiners. This begins with formal coding training which is then supplemented with a range of on the job coaching and mentoring opportunities.
- **DIVERSITY AND INCLUSION:** We are an Equal Opportunities employer.
- **EMAIL:** careers@tibra.com

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As a partnership-based IT consultancy, we work in a customer-oriented manner on a variety of projects in the areas of Agile Software Development, Artificial Intelligence and DevOps & Cloud. In addition, we work on Big Data and IoT topics. We mostly use Java and JavaScript, but also other programming languages such as Python or C#. Our customers include large corporations as well as medium-sized companies and start-ups from a wide range of industries, including e.g. telecommunications, security technology, insurance, fintech, and automotive.

TNG in numbers:
- Revenue 2018: 45 Mio. €
- Current # of employees: 400+
- Growth rate: 20%+
- Graduates ratio: ~ 99%
- Ph.D. ratio: ~ 60%

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- Ph.D. ratio: ~ 60%

**DIVERSITY AND INCLUSION:**
- **EQUAL OPPORTUNITIES:**
- **EMAIL:** recruiting@tngtech.com
- **CONTACT FOR APPLICATIONS:** Marie Haude
- **EMAIL:** recruiting@tngtech.com
- **PHONE:** +498921589966

**VACANCIES:**
- **SOFTWARE CONSULTANTS**
- **APPLICATION PROCESS:** Please send us an email with your application documents including a CV, transcripts and all relevant references. The applications are welcome any time, there are no deadlines.
- **TRAINING:** We offer continuous training, to be always 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 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.
- **CONTACT FOR APPLICATIONS:** Marie Haude
- **EMAIL:** recruiting@tngtech.com
- **PHONE:** +498921589966

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**CONTACT FOR APPLICATIONS:** Marie Haude
- **EMAIL:** recruiting@tngtech.com
- **PHONE:** +498921589966

**VACANCIES:** Software Consultants (unlimited number of 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.

**INTERNSHIPS:** For students of scientific and technical programs 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:** Once a month we offer insight days for visitors, where students can join us for talks and workshops on different science and IT themes. Registration is possible under recruiting@tngtech.com.

**RECRUITMENT CRITERIA:** Passion for IT; preferably work experience in software development; university degree from a scientific, technical program; willingness to work in a dynamic, customer-oriented project environment.
TPP is a market leading UK based IT company, dedicated to delivering innovative software solutions to the UK healthcare industry. After 22 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 and we were named Top Company For Graduates To Work For in 2017/18 by The JobCrowd. Most recently, we were in the top 100 Graduate Employers in 2018 by The Times.

LOCATIONS: England - Yorkshire and the Humber
VACANCIES:
- Software Developer
- Software Developer Internship
- Marketing & Communications
- Business Analyst
- Account Manager
- Technical Operations

INTERNSHIPS: The summer internship is for university students who are in their penultimate year. Working alongside our Software Developers you’ll get the opportunity to work on exciting new projects, developing cutting-edge software. Our interns typically join us for 12 weeks but we are flexible on duration and start dates.

Our Software Developers work on a wide variety of projects as part of an agile development environment. Interns are involved in the full software cycle and work closely with all teams across the company as they scope out new projects and design, develop and deploy our solutions.

In the past, interns have worked on projects including:
- Development of iOS and Android apps for patients and clinicians
- Technologies to aid in public health and clinical trials
- Writing a new platform for sharing clinical tools
- Integration with Apple’s HealthKit
- Artificial Intelligence in healthcare

RECRUITMENT CRITERIA: TPP accepts applications from undergraduates and postgraduates. All our grade requirements show on our roles advertised.

APPLICATION PROCESS: To apply, please visit https://tpp-careers.com/roles/software-developer-internship/ and book on to a Logic and Reasoning test nearest to your location. Successful candidates will usually be contacted within two weeks. Please be aware that applications will be kept on file for up to 12 months.

EMAIL: careers@tpp-uk.com
PHONE: 0113 205 0082

Our mission: To give everyone the power to create and share ideas and information instantly, without barriers.

Our mission is to give everyone the power to create and share ideas and information instantly, without barriers. We believe the open exchange of information can be a compelling force for good in the world and have built Twitter to be the real-time public platform for authentic voices, conversations, and ideas. Twitter empowers everyone to access and express what’s happening in the world right now.

As a company, we strive to make a difference in the world, do the best work, and have fun while doing it. We have a great space, a following of passionate users, and a very bright future. Our small teams make a global impact, and we need leaders like you to join us. We genuinely love what we do and we are looking for others who share this passion. #LoveWhereYouWork

Launched in July 2006, Twitter now has over 328M monthly active users. Headquartered in San Francisco, California we have a global presence of over 3,600 employees across 34 offices. As an intern or new grad, you’ll have the support you need — and the responsibility — to make a difference on a grand scale.

Applications are Now Open! t.co/apply

LOCATION: England - London
INTERNSHIPS: About this Job
#TurnUp Your Career

Twitter interns are called “Terns.” You can be a Tern in engineering, design, marketing, sales, and more.

What we offer: 12-week fall, spring, or summer internships all over the world
What you get: A manager, mentor, feedback sessions, hands-on projects, and chances to socialize with fellow Terns and Tweeps (that’s what we call Twitter employees)
Diversity matters
#BlackLivesMatter. #MeToo. #BlackWomenDidThat. #LoveIsLove. #GirlsLikeUs. #LatinxImpact. #YesAllWomen. #ThisIsWhatAnEngineerLooksLike. #SheInspiresMe. #InclusionIsHappening. #TwitterTogether.

Help us get more voices into the conversation. We offer diversity programming for historically underrepresented students in tech, including: hands-on technical workshops to practice in real time, meetings with senior leadership and Business Resource Groups (BRGs) so you can find the places you belong, and professional development seminars designed to help you decide where to make your impact because #YouBelongInTech.

CONTACT FOR APPLICATIONS:
Saira Mohammed
EMAIL: saira@twitter.com
PHONE: 020 7297 3720
Two Sigma uses data science and technology to discover value in markets worldwide.

We're looking for people who see beauty in data and the possibilities it reveals. Modelers who see connections and patterns in unexpected places. Engineers who build tools that channel massive amounts of data into insights. And people across multiple disciplines to support our growth and position at the forefront of investment management, insurance, securities, and private equity.

www.twosigma.com

📍 **LOCATION:** England - London

⚠️ **VACANCIES:**
Software Engineering Internship - London
Software Engineering Campus Hire - London

[Internships]
The summer internship program lasts 10 weeks and takes place in our London office. You will partner with an assigned mentor and work on a single project during the course of your time here, which culminates in a final presentation.

🔍 **APPLICATION PROCESS:** Please submit an application by visiting our website. The application process consists of an online coding challenge, technical phone interview, and onsite interview.

☎️ **CONTACT FOR APPLICATIONS:**
Haley Baxter

✉️ **EMAIL:** haley.baxter@twosigma.com
INNOVATE INNOVATE

Join us and create world leading technologies  ocadotechnology.com technologyjobs@ocado.com
WRITE CODE. SOLVE PROBLEMS. SAVE LIVES.

STARTING SALARY: £45,000

ROLES INCLUDE:
- Software Developer
- Graduate Analyst
- Communications Manager
- Account Manager
- Technical Operations

NO EXPERIENCE REQUIRED
INTERNSHIPS AVAILABLE

www.tpp-careers.com