

# FIRST DERIVATIVE



## GRADUATE PROGRAMME 2023

<https://firstderivative.com/early-careers/>



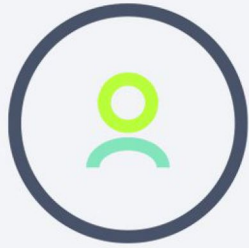


Your rate of change  
starts **here**





**Dare** to be  
different



**WELCOME**

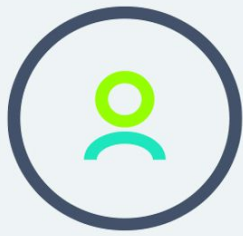
Welcome to an organisation full of exceptional colleagues who create new possibilities, enable innovation, deliver routine excellence and have fun in what they do.

## Welcome to **F/RST DER/VAT/VE**

We invite you to explore a career at First Derivative, where we take seriously our commitment to stimulate, challenge, develop, reward and care for our employees. Our growth story has been fast and dynamic, yet personable and sustainable. We treat our clients as partners, our staff as family and our shareholders as friends. This has been the secret to our success in times of volatility.

The demand for data is growing around the world. Demand for high capacity, high frequency real-time solutions is what we're all about. Meeting the demands for consultants that have deep domain knowledge coupled with technical expertise remains our sweet-spot. With our mix of training, recognition and exposure, the opportunities are endless.





## WHAT WE DO

For more than 25 years, First Derivative has continuously delivered industry-shaping projects for some of the largest global banks and financial institutions.

With a depth of understanding and breadth of experience unequalled in the sector, First Derivative has a hard-won reputation for being able to solve the toughest operational, data, and technology challenges for its clients. Offering the industry's largest, fully Capital Markets dedicated team, First Derivative is leading the data-driven, digital revolution across the evolving Capital Markets sector. With technical, logistical, and scalable expertise unsurpassed in the industry and a reputation for operational excellence, First Derivative pushes projects further, faster, and always beyond expectations

## OUR CLIENTS

J.P.Morgan	CREDIT SUISSE	MIZUHO	UBS	citi	HSBC
MERRILL A BANK OF AMERICA COMPANY	MUFG	BANK OF AMERICA	Morgan Stanley	London Stock Exchange Group	Goldman Sachs





## Our Culture

First Derivative is a people-first company.

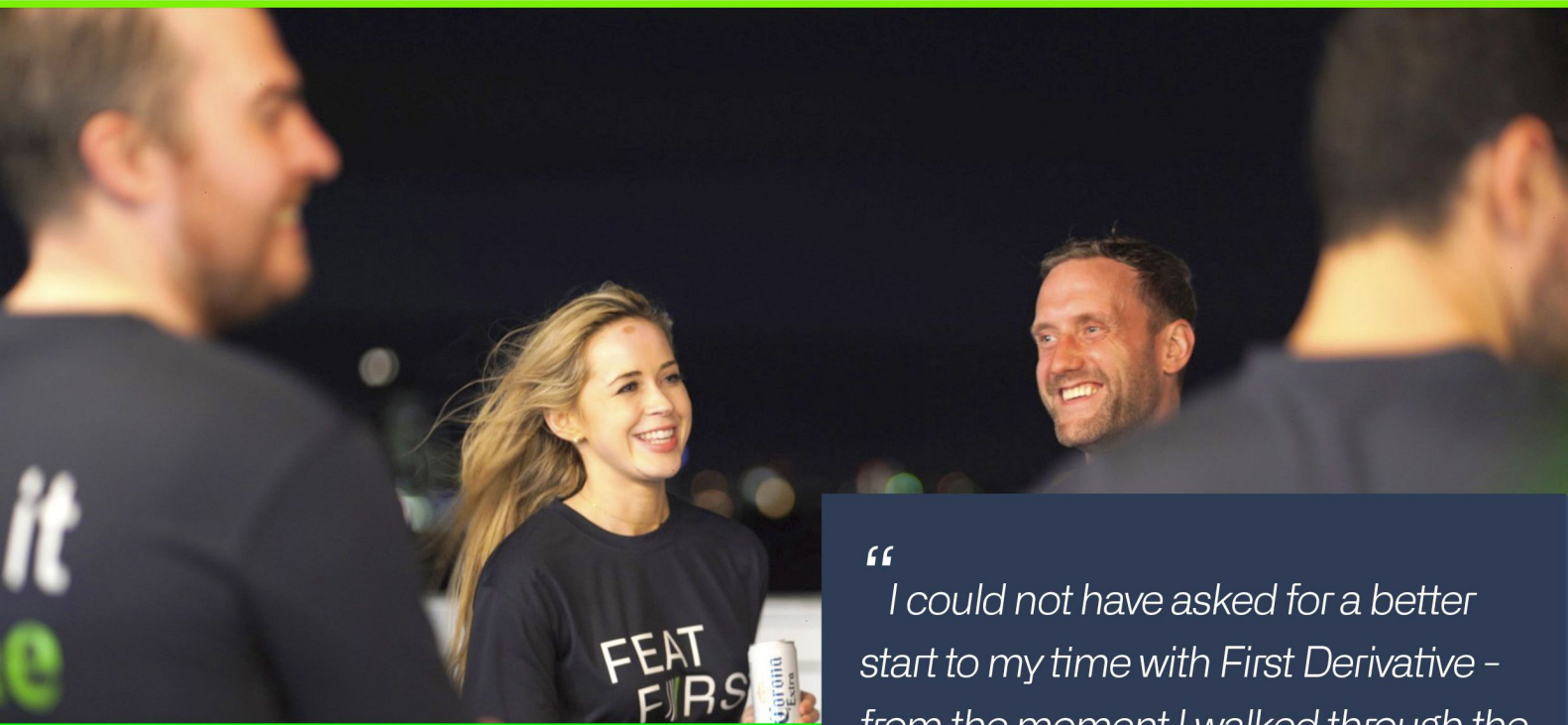
We are committed to creating a culture where our people are **challenged, supported and invited to belong**.

We continue to diversify our business, creating a culture of **inclusion, respect, and equal opportunity**. We understand the value each of our individualities brings, and we will continue to embrace our employees' unique talents.

We have built various group-wide employee networks to bring colleagues together for regular events and activities. These include our Pride Network, Women's Network, Multicultural Network and Alumni Network. In each region we even have a dedicated social society to encourage our people to **come together, connect and switch off**.



Each of our graduates experienced a **unique taste of our culture** upon joining First Derivative with some time dedicated to **training networking and connecting** with each other through social events at our Global HQ.



“

*I could not have asked for a better start to my time with First Derivative – from the moment I walked through the door on my first day everyone was so friendly and welcoming. Settling into my initial training period was made easier by the comradery between the other graduates I met from across the world, who I am still in regular contact with 8 months later!,,*

**- Aidan Rooney, Graduate Software Engineer**





With **several exciting pathways** to choose from, you'll find the perfect role for you





## OUR GRADUATE PROGRAMME

As a graduate, you will join our **Capital Markets Training Programme (CMTP)**, giving you the unique opportunity to expand your skillset and potential across the **first 2 years of your career** with us. Each of our graduate roles fall under one of our three service lines; **Business Services, Technology Services or Engineering Services**. Even better, each of our service lines have a dedicated training pathway to help you upskill in the field you are most passionate about.

Across your induction in **Month 1** you will join with all your fellow graduates, learn about our business and receive first class finance, technical and soft skills training. You'll spend some time training in-person, socialising with your peers and meeting key contacts within the business at our Global HQ.

Within just months of joining our CMTP, you'll have the opportunity to put your **learning into practice and engage with our client base on live projects!**



### Fast Track Career Progression

- Dynamic learning paths for Professional development inc. progress catch- ups



### Role Rotation Opportunities

- Experience different roles / projects



### Client-facing Project Experience

- Working alongside Experienced Colleagues



### Sponsorship for a Professional Technical or Finance Qualification

- Study time to help you prepare



### Workplace Mentoring

- An assigned buddy & mentor to support you on your journey





## Are you a passionate problem solver?

Our Business Services graduates will see themselves working in collaborative teams which tackle every new venture with credibility and reliability to provide implementation support and insight. You will help clients overcome key challenges to mitigate risk, reduce costs and modernise through automation and evolving data management processes.

Our graduate roles in Business Services include;



### Financial Engineer

A fast-track path into consulting for the world's largest financial intuitions. First Derivative has a strong reputation for providing highly skilled consultants within the Financial Services sector.

In this role, we will introduce you to the world of finance and train you to understand key products, functions and processes that underpin global trade, project finance and money management. You will have the opportunity to work on live Client Solutions, Client Lifecycle Management and Regulatory Solutions projects with our global client base.



### Financial Engineer Legal & Compliance

The world's financial systems sit on top of a complex web of regulations and controls that are constantly under the threat of financial crime and are continuously changing. The Legal & Compliance stream is a specialist branch of our Financial Engineer Graduate Program and is the gateway to a fascinating area of global finance.

It covers everything from client analysis, anti-money laundering and helping our clients stay compliant with the ever-changing global regulatory landscape through to working on financial crime detection and prevention. We will train you in the intricacies of global finance and their regulations while working on real problems with our clients.

**\*NEW\*** - Graduates can now access our **Financial Engineer** position from a non-STEM degree background. For the first time ever, we've opened our graduate programme to **top performers from non-STEM disciplines to take the opportunity to kick-start their career in the FinTech industry**. We are keen to attract **enthusiastic candidates with a can-do attitude** who are keen to **combine their natural customer orientation** with a **passion for finance and technology**.

If this sounds like you, apply for Financial Engineer- non-STEM!

"Coming from a chemistry degree, I was looking for a role where I could pick up the financial and technical skills required to meet real business needs. First Derivative have offered this and more, and the people I've met since joining have made my career at the company so far really exciting."

*Katherine – Financial Engineer, First Derivative*







## Does the world of data excite you?

Graduates who join Engineering Services will help our clients navigate the data-driven, digital revolution that is both disrupting and transforming the financial services sector. We help our clients accelerate the way they collect, record and consume data, to transform their businesses into fully data-driven organisations. By developing solutions for real time analytics and decisioning on premise, on cloud, as well as hybrid multi-cloud strategies and implementation – we offer the fastest and smartest solutions to empower every decision.

Our graduate roles in Engineering Services include;



### Data Engineer

As a Data Engineer at First Derivative, you will be offered a unique opportunity to enter the world of ultra high-performance data. Here the emphasis is on problem-solving using a combination of analytics, imagination and business understanding. Our Data Engineers work with our clients to keep their systems ahead in an environment that is constantly changing and where advantage is measured in milliseconds.

Graduates will receive in-depth technical training across a variety of platforms, databases and software.



### Software Engineer

First Derivative specialises in the Financial Services market. What makes this interesting to software engineers is the constant and rapidly changing nature of the systems used by our clients, the need to work in real time with very large data sets and the huge complexity of the application landscape. There are very few industries that are this dynamic and this complex.

We are looking for graduates who want to build a career in software engineering that can offer specialisms in Cloud Infrastructure-as-code, data engineering with technologies like Kafka and Machine Learning as well as java/.Net application development. We will train you in the domain, enhance your technical skills and get you into development pods working with our global clients.

“My time at First Derivative so far has been an experience of a lifetime. I have built extensive knowledge through the intensive KX training programme but more importantly, I have forged unforgettable friendships with my colleagues in such a diverse and multicultural environment. Having just come out of university, First Derivative have really kickstarted my data science career, helping me gain invaluable experience and making the journey thoroughly enjoyable.”

*Stefan – Data Scientist, First Derivative*







Have you ever considered specialising in trading technologies and systems?

Our Technology Services graduates will join a team known for its expertise as a leading global provider of third-party trading technology implementation and maintenance services supporting leading financial institutions worldwide. With over 20 years experience of delivering fully managed services across development, support and testing, from front-to-back to risk, we help clients reduce costs, improve quality and increase productivity.

Graduates joining Technologies Services will have a flair for solving problems and revel in a world where every element is planned and every detail is considered.

Our Technology Services roles include;



## Systems Analyst

Trading and risk management technology is complex with some key technology solutions that support many of the world's banks. These require a high degree of domain knowledge as well as extensive experience and understanding of the core platforms. These are mission-critical systems and require constant care and attention.

In this role, you will work with a team of trading technology experts to design, develop, implement and support a broad range trading and risk systems for the benefit of our clients. You will combine your technical skills and financial knowledge, which will be further developed through the Capital Markets Training Program, to help our clients address their challenges.



## Service Analyst

Service Analysts will work within Application Support client engagements, specialising in proprietary and vendor application across a client base. Graduates in this role will train across relevant functional and technical skills to progress their career within Application Support, Service Delivery, Project Management, Business Analysis, Quality Assurance & Software Development.

This role allows for Front to Back Office exposure from technical and functional perspectives whilst working with specialist systems, helping to build highly transferable and sought-after skill sets within the Financial Services industry.

“Coming from a degree background in Computer Science, I wanted a career start that allowed me to continue learning, whilst utilising my existing skill set. I started at First Derivative in the Trading Technologies stream of the Options Programme, which trains me in the leading trading platforms that are used by the world's largest financial institutions. First Derivative gave me the opportunity to learn, gain invaluable experience and travel, all at the same time.”

Laoise – Systems Analyst, First Derivative







# Benefits Package

Employee networks



Health and wellbeing committee



Group Life Cover



Health Care  
incl. Optical & Dental



Paid/Bank Holidays



Employee Assistance Programme



Hybrid/remote working



Pension match scheme



International Travel Assistance



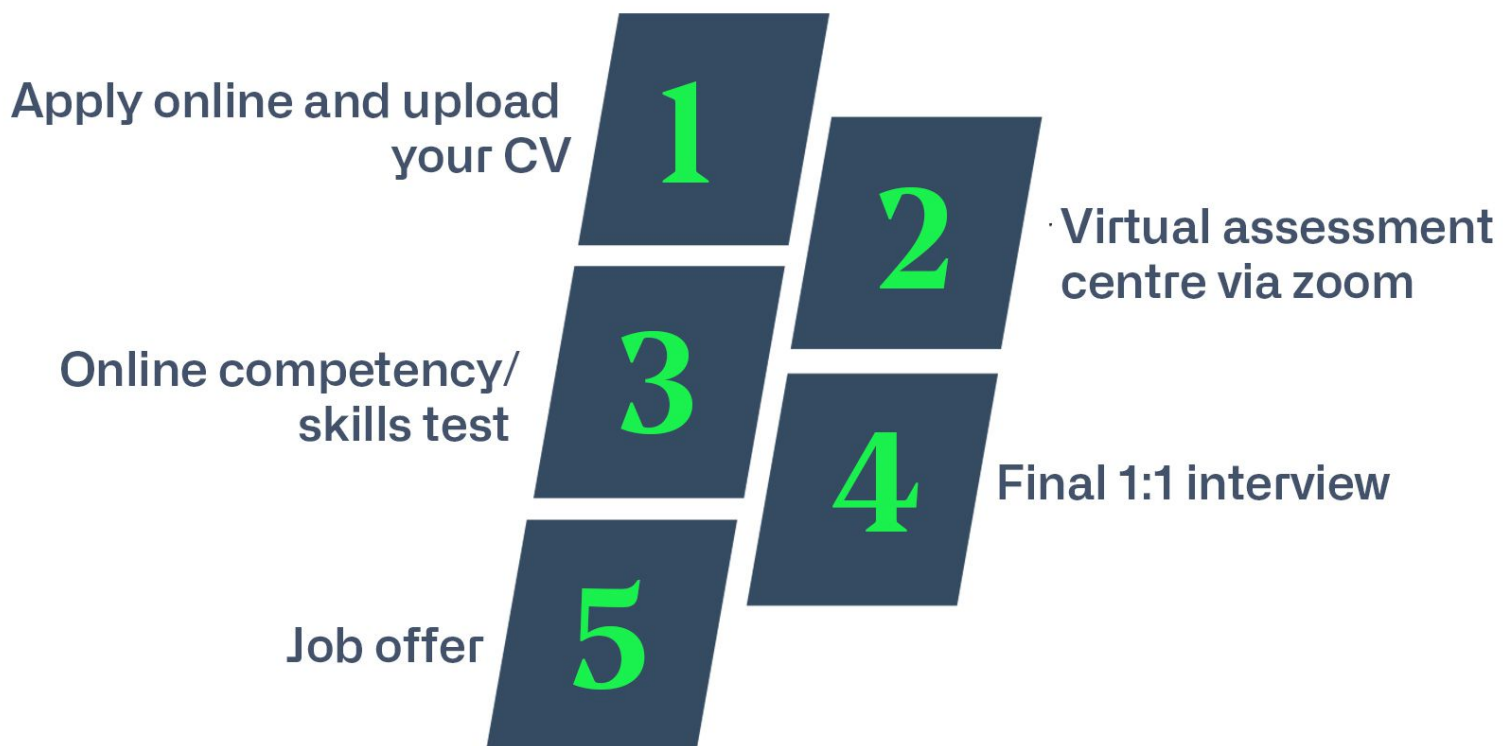




## Application Process

We hire across the calendar year, so we don't have formal application deadlines but a top tip from the recruitment team;

Our graduate programme is extremely popular, and places fill up fast, so we'd recommend the best time to apply for 2023 roles is from October 2022 to March 2023!







## What we look for

All applicants must have exceptional interpersonal skills and an excellent academic record. We also require candidates with the ability to work well under instruction and as part of a team with a “can do” attitude!

What we look for in an ideal candidate:

- A strong academic record- on track for a 2.1-degree classification across grading to date
- An inquisitive mindset and an aptitude for problem solving
- A confident communicator capable of internal or client interactions with the ability to present findings and articulate their business benefits
- An enthusiasm for learning and a willingness to apply yourself to training. For us, this looks like a Commitment to the 2-year training programme and continual training beyond this, as part of your long-term career progression
- For those applying for Engineering Services roles, a technical degree background and ability to demonstrate software/coding experience is required



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