

wiseracademy

CLIENT PROFILES & OPPORTUNITIES

2021/22

EVERCORE

Softcat

Maven

FRASERS
GROUP

L'ORÉAL

 Fidelity
INTERNATIONAL

 Knight
Frank


MARSHALL WACE

EVERCORE

EVERCORE

LEADING INDEPENDENT FINANCIAL ADVISORY FIRM

Evercore, founded in 1995, are a globally leading investment bank that differs from the traditional 'big' investment banks you may be familiar with – e.g., JP Morgan, Morgan Stanley and Goldman Sachs.

Unlike their counterparts, they are purely an advisory financial firm – no lending or trading involved – which results in **client focused, conflict free advice**.

In terms of advisory services, only the 'big three' rank above Evercore, but with the sustained growth the company has experienced in the past and recently (adjusted net revenue of \$2,740mm in 2021), this may change soon, providing an exciting opportunity for YOU to grow and learn!

GRADUATE ANALYST PROGRAMMES

ADVISORY

Rotational Programme covering:

- M&A Generalist & Sector Coverage Teams, Debt Advisory & ECM (Equity Capital Markets)

Training

- 5 Weeks of Training
 - 4x Technical, 1x in-house Training

Rotations

- 2x nine-month rotations

RESTRUCTURING

Non-Rotational Programme

- Training is completed alongside Advisory Programme

PRIVATE FUNDS GROUP

Non-Rotational Programme

- Majority of training alongside Advisory Programme

PRIVATE CAPITAL ADVISORY

Non-Rotational Programme

- Training is completed alongside Advisory Programme

SUMMER INTERN PROGRAMMES

ADVISORY

10-week internship across one of the M&A Generalist or sector teams, Debt Advisory, ECM Advisory and Private Capital Advisory

- 1x Week of Training
- 9 Weeks 'on-desk' embedded into a team
- Opportunity to convert into a full time offer for top performers

RESTRUCTURING & PRIVATE FUNDS GROUP

Training completed alongside Advisory Programme

- Full-time return offers to join teams for top performers

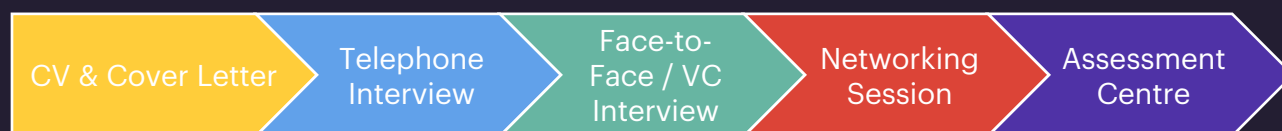
NOTE: Summer Internships open to penultimate students and grads!

SPRING WEEK PROGRAMME

Fully remote three-day deep dive into Investment Banking:

- Networking with bankers across all seniorities
- Introduction to Investment Banking and Evercore
- Company valuation and financial modelling training
- Transaction case study with the deal team
- CV, Cover Letter, Interview Workshops and advisory sessions on summer internships
- Open to first-year undergraduates

APPLICATION PROCESS



APPLICATION DATES

	Open	Close
Graduate Analyst	9 th August 2021	1 st October 2021
Summer Intern	23 rd August 2021	15 th October 2021
Spring Week	1 st November 2021	12 th November 2021

IDEAL CANDIDATES

- Can be from ANY DEGREE BACKGROUND – as long as you have the skills and interests then you will be an ideal candidate!
 - Qualitative and analytical thinking
 - Strong interest in investment banking and global markets
 - Demonstrate ability to work as part of a team
 - Evidence of achievement outside academic sphere
 - Ability to remain calm under pressure
 - Enthusiastic, committed and a passion for continual learning
 - Strong communication and organisational skills
 - Honesty, integrity and a respectful attitude to all

NETWORKING AND WEBINAR EVENTS

Event	Date
Day in the life of an Evercore Analyst	Thursday 9 th September 2021
Day in the Life of an Intern	Thursday 7 th October, Thursday 2 nd December 2021
Summer Intern Meet & Engage	Monday 18 th October 2021
Spring Week Meet & Engage	Tuesday 2 nd November 2021
Graduate Meet & Engage	Tuesday 14 th September 2021

SOFTCAT

TECH SALES

The Softcat logo consists of the word "Softcat" in a white, sans-serif font, centered within a white oval. This oval is set against a dark blue rounded rectangular background.

Put simply, Softcat is a leading seller of IT solutions and services to business customers. Founded in 1993, the company employs over 1600 people and is split into 55% sales, 17% technical, 16% Operations and 11% Support. It is a hugely successful company with an annual turnover of £1.077bn, and Vendor Partners include Apple, HP, Samsung and Cisco.

Powered by people, its core values are **fun, intelligent, responsible and passionate**. It is also committed to creating an inclusive environment with communities such as Softcat women in business, family network, faith at work, BAME, Pride Network and Armed Forces and Veterans Group where employees can join as beneficiaries or allies.

There's no selling script involved – employees are encouraged to be themselves and work in ways that lets YOUR personality shine!

GRADUATE ROLES

SALES EXECUTIVE – CORPORATE

- Training Programme
- New Business/Account Management
- Private Sector Customers
- Examples of customers: Benefit (Make up), Eddie Stobart, Man Utd
 - More opportunities to work globally

SALES EXECUTIVE – PUBLIC SECTOR

- Training Programme
- New Business/Account Management
- Private Sector Customers
- Examples of customers: Universities, NHS, HMRC, British Army
 - More UK based

SALES EXECUTIVE – SPECIALIST

- Training Programme
- New Business/Overlay Selling
- Private & Public Customers
- Technical Specialisms – Security, Networking, Data Centre, Cloud
 - Ideal for those who want to delve deeper into the technical side to become an expert on their specialism

SALES DEVELOPMENT PROGRAMME (SDP)

WHAT DOES THE PROGRAMME OFFER?

- Support – equal support from line manager, wider team, senior team members
- Structure – set sales sessions and training sessions
- Development – instilling skills that will be beneficial regardless of whether you decide to stay at Softcat after the programme
- Progression – ample opportunities to move into more senior roles as the company grows – in 5 years you could even be in a brand-new role!

LEARNING MODULES

- Sales skills – includes negotiation and commercial awareness
- Technology & Services – includes Cyber Security Fundamentals and Hybrid Infrastructure
- Operational Excellence – includes Vendor Engagement Best Practice and ‘Order to Invoice’
- Vendor Insights – monthly engagements with key vendors
- Leadership Love
- Monthly Motivation

APPLICATIONS ARE CURRENTLY OPEN TO IMMEDIATE STARTS (ROLES ARE FILLED ON A ROLLING-BASIS)

MAVEN SECURITIES

PROPRIETARY TRADING

Maven

Maven is a hugely successful proprietary trading firm that uses both fundamental and quantitative trading & market making strategies across global financial markets, only trading with the company's own capital. It is also equally a technology firm.

The exponential growth of the company, with offices just been opened in Sydney and Amsterdam, with a Chicago office on the way, and a total of 15 million trades being processed per year, the firm provides huge opportunities for graduates.

Working at Maven is also highly rewarding, with an informal office culture and flat company structure which lets YOU focus more on enjoying the work and maximising your learning!

VALUES

Integrity & Fairness, Creativity, Humility, Market Leader in Everything We Do, Achieving Potential Individually & Collectively, and Discipline & Accountability.

THREE AREAS OF TRADING BUSINESS

OPTIONS MARKET MAKING

Offering buy and sell prices on tech instruments and profiting by doing this lots of times.

For example, you value a pair of socks at £1. You offer to buy them for 90p and sell them for £1.10. One person pays £1.10, and another has too many so sells it for 90p. You provide a service to the market and make 20p!

QUANTITATIVE TRADING AND MULTI-STRATEGY TRADING

Taking a view based on mathematical computations, analysing lots of data to identify patterns and compare these historically to make rational trading decisions.

MULTI-STRATEGY TRADING

Examples include equity capital and relative value.

(All three areas are broken down in more detail on mavensecurities.com, it is useful to look at the job details that are posted to get a real and detailed insight!)

EVENTS

Event	Date
Trading Grad Workshop	30 th September
D&I: Breaking Stereotypes	5 th October
Technology Grad Panel	7 th October
Trading Panel Event	12 th October
Trading Intern Workshop	14 th October; 19 th October
Tech Grad Workshop	21 st October

APPLICATION DATES (ALREADY OPEN)

Programme	Deadline to Apply	1 st Stage Interviews	Final Stage
Tech Graduates (UK)	7 th October	8-9 th October	15-16 th November (Interview)
Trader Graduates (UK & US)	7 th October	18 th -20 th October	30 th October (Assessment)
Trader Interns (UK & Hong Kong)	7 th October	N/A	10 th and 11 th November (Assessment)
Female Trader Spring Week (UK)	Applications open – 1 st November	N/A	N/A

*Operations, risk and finance programmes open later in the year

FRASERS GROUP

RETAIL PROPERTY GROUP

FRASERS
GROUP

Frasers Group is a massively successful company, and you probably already know and even own some of its biggest brands that it operates – House of Fraser, Jack Wills, Sports Direct. But those are just 3 of all 35 brands under their portfolio. From its humble beginnings as a small store in Maidenhead in 1982, it has grown to become a global retail powerhouse, turning in a revenue of £3,625m in the first quarter of 2021.

They are disrupting and rethinking the current retail scene by pushing the boundaries of traditional retail environments, future-proofing the business and creating an exciting environment for individuals to grow and excel in.

Operating in over 25 countries, with over 25,000 colleagues, the business is guided by their values of **Think Without Limits** and take the team with you, **Don't Hesitate** and act now, **Own It** and back yourself, to create powerful force in the world of retail that YOU can become a leader in.

THE ELEVATION PROGRAMME

TRAINING SCHEME IN COMMERCIAL FUNCTIONS

Frasers Group offers an amazing and industry leading training scheme in business and merchandising. This two-year programme is an opportunity to develop yourself into a future leader within the Commercial division – the heart of the business.

Based at the HQ in Shirebrook, with opportunities to go to the London office, and in the future, an Ireland office, you will be able to get straight into the fast-paced world of Frasers Group!

Individuals on the scheme rotate around the five commercial teams who are responsible for everything from brand relationships, straight through to spotting the latest trends, distribution and pricing – and everything else in between, every 6-8 weeks.

THE FIVE COMMERCIAL TEAMS

BUYING

Overseeing the performance of products throughout their lifecycle.

PLANNING

Allocating the best-performing products to the right stores at the right time.

TRADING

Proactively managing stock and delivery to outlets in the most commercial way.

APPRAISAL

Deciding on the best price for products at each stage of their lifecycle.

ANALYTICS

Providing insights and analysis on the commercial performance of products.

IDEAL CANDIDATES

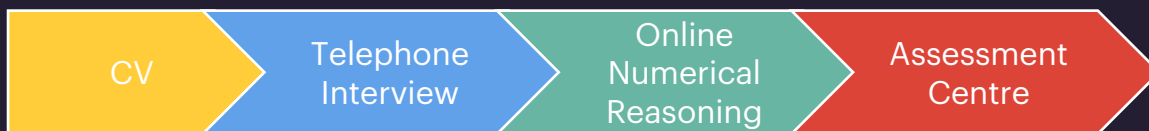
- **ALL EDUCATION BACKGROUNDS ARE WELCOMED!**
 - All that is needed is a C or above in GCSE English and Maths and a year's worth of relevant work experience
- **Passion** for retail, fashion or sport
- An **eye on the latest trends** in consumer needs and the wider macro landscape
- **Confident on excel** and large data sets and can demonstrate analytical thinking
- Interest in **lifelong learning**

- **Resilience and a positive attitude towards change** – things at Frasers Group move at some considerable pace
- **Process improvement mindset** – demonstrated experience in making things better
- **Growth mindset** – making moves to improve yourself every single day

WHAT CAN YOU GET IN RETURN?

- £25,000 starting salary
 - This has the potential to increase to £30,000 in Year Two and for some exceptional highflyers – this could even increase to £80,000 after two years!
- Free accommodation for your first year on the programme
 - You will be staying at the Lion Hotel owned by Frasers Group
 - Free transport to and from the hotel everyday
 - Breakfast and dinner is also included whilst you're living at the Lion

APPLICATION PROCESS



Frasers Group aims to interview as many people as they can as that is the best way to get to know a candidate!

Plenty of support is also provided in the run-up to Assessment Centres, which will be at the HQ in Shirebrook.

APPLICATIONS OPEN 15th DECEMBER 2021

APPLICATIONS CLOSE 31st MARCH 2022

L'ORÉAL

L'ORÉAL

BEAUTY AND BUSINESS MANAGEMENT

L'Oréal is the most successful cosmetics company as it ranks #1 worldwide, with over 85,000 employees globally, generating consolidated sales of almost US\$28 billion in 2020. Though their purpose is to “create beauty that moves the world”, it's clear that “you don't have to wear makeup to make it!”

With 36 global brands, each one with unique characteristics and from a wide range of cultures, it is the world's most multicultural brand collection, also operating in 150 countries with 162 nationalities represented, helping to foster an inclusive work environment across the business. Though most known for their consumer products, L'Oréal is also making moves towards being known as a leading beauty tech company with over 21 research and innovation centres to make the future of beauty and skin health tech based.

With a culture that defines success as making a positive, conscious impact on the world, one that values innovation and pushes boundaries to stay ahead of the game globally, L'Oréal may be the perfect company to start YOUR career off with!

FOUR BUSINESS DIVISIONS

L'Oréal is organised into four complementary divisions, with each one developing a specific vision of beauty for its respective market:

CONSUMER PRODUCTS

In this division, the mission to democratise the best of beauty, making it more affordable, following and enhancing emerging trends whilst staying sustainable.

L'ORÉAL LUXE

Here the mission is to provide consumers with the best products and brand experience by making it unique.

PROFESSIONAL PRODUCTS

This division aims to support hairdressers and develop the hair industry sustainably to benefit all.

ACTIVE COSMETICS

Here the mission is to help everyone in their quest for healthy and beautiful skin. It is the world leader in dermo cosmetics, being pioneered through technology.

L'ORÉAL IN THE UK AND IRELAND

Over 3500 people are employed in the UK and Ireland, so you will not only be benefitting from the huge international network within the company, but a strongly established and vast home industry.

The Head Offices are based in Hammersmith, London, and Dublin, with another corporate office in Wales, and distribution centres in Manchester, Bury and Nottingham.

EARLY TALENT OPPORTUNITIES

GRADUATE

Every year 30 graduates are recruited for 18-month rotational schemes in marketing, commercial, supply chain and finance. (In fact, the Times named L'Oréal the 'Grad Employer of Choice' for marketing in 2020)!

YEAR IN INDUSTRY/PLACEMENT

Yearly, 100 placement interns are recruited for a 12–14-month placement in marketing, visual merchandising, supply chain, purchasing, HR, commercial, finance, retail design, PR and corporate communications.

SUMMER INTERNSHIP

Suitable for penultimate year undergraduates, 25 interns are hired every summer for a 10-week programme that reflects the types of projects that are ongoing within the teams at the time, so the fields of work on offer change yearly.

SPRING WEEK

Every spring, 100 first year students are invited to partake in a virtual insight into the business, offering a chance to learn about the different teams at work within L'Oréal, that spans a week. It is unpaid, but many summer interns are recruited through this pathway, providing a great incentive, alongside the opportunity to learn more about the business. (Note: the 25 summer interns does not include those recruited from spring weeks).

WHAT DO GRADS/INTERNS GET IN RETURN?

Graduates will receive a starting salary of £30K per annum and interns will receive a salary of £20K, with both entitled to 25 days annual leave per annum.

Other bonuses include free yoga, gym discounts, the cycle to work scheme, 24/7 access to the employee's assistance programme and trained counsellors, an online staff shop (50-70% off brands) and free haircuts from the L'Oréal Hairstyling Academy.

There are also opportunities to give back to the community with citizen days and volunteering.

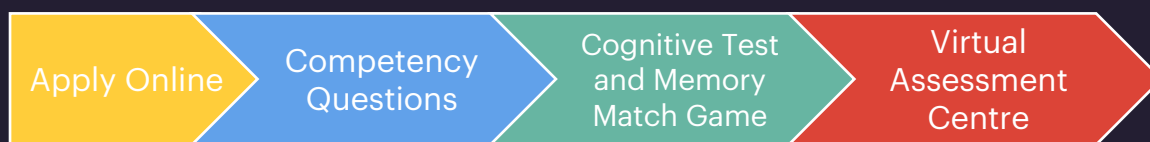
IDEAL CANDIDATES

While specific skills will vary from programme to programme, individuals that are very people focused and thrive when collaborating with others will definitely succeed at the company.

Being enthusiastic and creative are also key characteristics as you will be encouraged to think outside of the box to push innovation and will be granted responsibility from day 1, whether you are an intern or a graduate.

But you will be greatly rewarded as results are very tangible and may even be seen in your local high street store!

APPLICATION PROCESS



There will be three competency questions – two written and one video.

The cognitive test will cover visual, verbal and numerical skills.

The virtual assessment centre will include an introduction with the team for the opportunity to learn more about the business functions and role, a pre-prepared case study and an interview.

APPLICATION DATES

Programme	Applications Open	Applications Close
Graduate	22 nd September 2021	3 rd December 2021
Placement Intern	20 th September 2021	28 th January 2022
Summer Intern	1 st November 2021	25 th February 2022
Spring Week	1 st November 2021	25 th February 2022

Note: Grad and Placement roles are recruited on a rolling basis and can be filled before the deadline, so get your applications in ASAP!

FIDELITY INTERNATIONAL

INVESTMENT MANAGEMENT



Fidelity International provides world-class investment solutions and retirement expertise, helping 2.5 million customers and clients globally, ranging from private to corporate, build better financial futures. A privately held, purpose driven company with a 50-year heritage, they invest for the long term, operating in more than 25 locations with \$565.7 billion in total assets.

The firm employs 9000 people globally, in 25 locations, with over 400 dedicated investment professionals in 18 of the offices. Using their industry-leading technology platform, Fidelity gives its investment professionals the edge over competitors that delivers superior returns for clients.

With the two core values of **integrity** and **trust** underpinning the firm, and its people demonstrating **braveness, boldness, curiosity and compassion**, YOU too can invest in your career prospects with a leader in investment management, to see your personal growth increase exponentially!

WHAT TO EXPECT WORKING AT FIDELITY

- Consistent high training – your first two weeks are dedicated to initial training
- Responsibility from the start
- Progression and mentorship
- Market leading expertise
- Social and networking
- Participation in corporate citizenship

EARLY CAREERS ROLES

GRADUATE (2 YEARS)

- Fixed Income (Government Bonds)
- Business Management
 - Once your rotations are over, there will be opportunities to move to different offices or different areas of the business

INDUSTRIAL PLACEMENTS

- ESG (Environment, Social and Governance) – 6 Months
 - Open to graduates also
- Business Analyst – 12 Months
- Cyber Security – 12 Months
 - Both only open to penultimate year students

SUMMER INTERNSHIPS (10 WEEKS)

- Equity Research (Stocks)
- Fixed Income
- Multi Asset
- Sales and Marketing
- Business Management

SPRING INSIGHT PROGRAMME (1 WEEK)

- Overview of the business

APPLICATION PROCESS



- The initial Online Application only consists of your CV, no cover letter and just a few introductory questions
- Explore Fidelity is a Strengths Based Assessment to see whether your strengths align with the firm
- Life at Fidelity is an Immersive Assessment which is scenario based, including a video interview
- Support is given in the run-up to the Assessment Centre

IDEAL CANDIDATES

- ANY DEGREE DISCIPLINE – economics and finance related subjects are NOT necessary
- ABB or above (or equivalent) for investment roles; CCC or above (or equivalent) for commercial roles
 - If you didn't achieve these grades, Fidelity will consider your results contextually through the REAL Rating devised by UpReach
- A genuine passion and enthusiasm for what the company does is essential (they can teach you everything else)
- Self-motivated, curious and keen to learn new things
- Fidelity looks for a diverse talent pipeline to reflect the diverse clients they serve

APPLICATION DATES

Programme	Open	Close	Assessment Centre
Graduate	20 th September 2021	29 th October 2021	December 2021
Investment Internships		26 th November 2021	December 2021/
Non-Investment Internships			January 2022
Spring Week	6 th December 2021	7 th February 2022	N/A

Note: All applications are treated equally regardless of when submitted – however, make sure to leave enough time to get all the different tests done as all need to be completed before the closing date.

KNIGHT FRANK



REAL ESTATE AND PROPERTY

Maybe you've stood in awe at the Shard in London or basked in the history of Stonehenge. As the largest privately owned property and real estate consultancy in the world, Knight Frank has played a pivotal role in the sales and development of these and many other globally iconic landmarks and projects, such as the Empire State Building in New York and the Royal Atlantis in Dubai.

Knight Frank is a place for people who look at the world differently and are curious and driven to create change to the built environment. The company is made up of an expansive global network. Employing over 21,000 people, across 516 offices, in 60 territories.

But there is no superficial company hierarchy – so you can focus on learning from the talent around you, whether they're a senior partner or a fellow grad/intern. By valuing people first and then partnerships and profit, Knight Frank has become a success, and the best part is, you don't even need a degree in property to build a future with Knight Frank.

WHAT DOES KNIGHT FRANK DO?

- Buy, sell and let residential and commercial property
- Invest in and let offices, hotels and warehouses
- Consult on and manage investment funds
- Develop new homes, student housing and senior living institutions
- Research and provide valuations for properties
- Invest in and develop land through regeneration schemes

GRADUATE SCHEME – VALUATIONS

OVERVIEW

Designed to give you all the tools to launch a career in property, unifying both residential and commercial rotations within one scheme, this two-year graduate scheme is open to ALL DEGREE BACKGROUNDS!

Based in Baker Street, London, you will be given exposure, experience, training and support to build on your potential. The wide exposure to different clients, customers and properties will help you discover where your strengths and interests lie within the rotations.

Alongside your work, Knight Frank will also support you to prepare and take your APC (Assessment of Professional Competence) qualification to become a Chartered Surveyor, helping you to become a member of the Royal Institution of Chartered Surveyors (RICS).

TRAINING & DEVELOPMENT

Training for your APC will be done through seminars, workshops and self-study, gaining exposure to a wide range of subjects such as commercial Real Estate, Valuations and Strategic Real Estate.

You'll also receive mentorship from experienced individuals across the business and receive support from your counsellor, supervisor and early careers manager.

If you are joining from a non-property related degree, Knight Frank will sponsor you to undertake your MSc in Real Estate whilst on the scheme, undertaken across the 2 years and awarded by University College of Estate Management (UCEM).

18 ROTATIONS

Valuation and Advisory, Healthcare, Hotels, Capital Markets, Investment Management, Logistics and Industrial Agency, Office Agency, Property Asset Management, Restructuring and Recovery, Retail, Student Property, Country Residential Sales, Leasehold Reform, London Residential Lettings, London Residential Sales, Residential Asset Management, Residential Development, Residential Valuation, and Consultancy.

(See each one in more detail on the Knight Frank Early Careers website).

Open	Close	Assessment and Screening	Assessment Centre
Monday 18 th October 2021	Friday 12 th November 2021	November and December	January 2022

SUMMER INTERNSHIPS

OVERVIEW

Knight Frank offers 40 four week and 40 twelve-week internships every summer to students that have completed at least one year of university. All summer programmes will culminate in an assessment centre, with opportunities available on the graduate programme.

WHAT TO EXPECT

The internship will include networking opportunities, department presentations and real work for real clients, based in the London office. You will work in one team for the duration of the internship, in either the commercial or residential side of the business, gaining property experience, client exposure and access to industry events.

WHAT IS NEEDED TO APPLY?

Pre-existing knowledge of real estate is not essential, because Knight Frank will equip you with all the tools for success! A fascination with property, keeping up to date with the real estate market and current developments.

APPLICATIONS OPEN ON THE 21ST OF FEBRUARY AND CLOSE ON THE 18TH OF MARCH 2022

MARSHALL WACE

HEDGE FUND



\$56.7bn. That's a lot of money. At Marshall Wace, a leading provider of alternative investment solutions, that is the figure for total assets under management in 2021 and the figure is set to grow in the future. The firm is dedicated to creating long-term relationships with clients built on **trust and integrity**.

Founded in 1997, the firm employs over 375 brilliant minds in 5 locations that include London (Head Office), New York and Hong Kong, specialising in global long/short equity, delivering risk-adjusted returns and managing portfolio and market risks with proprietary systems.

By investing heavily in people, nurturing an environment of **creativity and innovation** with a flat company hierarchy allowing you to learn from experienced people at the company from day 1, and supporting teams with cutting-edge technology, the firm has seen success that is only going to grow, providing an amazing opportunity for grads and interns that YOU can benefit from!

VALUES

- **Entrepreneurialism** – drive change by developing and executing new initiatives
- **Innovation** – channelling creativity to deliver new ideas, present new concepts and develop new solutions
- **Clients First** – by placing clients as the top priority, the business ensures the delivery of successful outcomes for investors
- **One Team** – working together, sharing ideas, skills and knowledge so great ideas can flourish
- **Complete Integrity** – acting with integrity, accountability and fairness in everything the firm does with moral and ethical codes
- **A Force for Good** – a commitment to social responsibility

TECHNOLOGY

Technological innovation lies at the heart of Marshall Wace. The industry-leading proprietary systems of the business developed in-house are responsible for processing \$5bn of trades daily!

It provides staff with rich analytics and seamless workflows to maximise productivity and enable quicker-to-market innovations that equips the firm with a competitive advantage.

Teams cover Cyber Security, Data Engineering, Platform Engineering, Production Engineering, Software Engineering and User Experience, utilising a wide range of technologies such as Python, C++, and Java.

TECHNOLOGY INTERNSHIP

- This 8-week internship in the London office provides rotations through teams such as Finance, Operations, Risk, Trading, and Portfolio Management.
- You will gain hands-on experience with a multitude of technologies and disciplines such as devops, data engineering, cyber security, web development, business intelligence, software engineering, and stream processing.
- This internship will enable you to enhance your software and programming skills whilst building an understanding of the business and financial markets.
- It will be structured around your specific interests in tandem with the needs of the wider business and you will receive abundant support from teams, from the induction to your final performance review.
- Successful candidates have the possibility to return full time as a graduate when they complete their studies.

TECHNOLOGY GRADUATE PROGRAMME

- Marshall Wace offers a 16-month programme that is broken into four distinct learning streams and provides tailored training to help you achieve technical understanding of financial markets, business functions, with rotations in different teams.
- The programme takes your input into account by combining your interests with areas where your contribution will make the most impact.
- It includes highly personalised mentoring, regular seminars with senior managers and key staff, social events and opportunities to participate in the firm's charitable activities.
- At any time, you'll be working on one or two projects, with direct business impacts, so you'll be able to get stuck in from day 1!
- There is also the opportunity to not only work in different teams but for secondment in the New York or Hong Kong offices.

CANDIDATE QUALITIES

- **Academic achievement** – applications from ALL DEGREE BACKGROUNDS are welcome (as long as you can demonstrate the needed skills and passion, you can work at Marshall Wace)
- **"Shoot for the moon" ambition** – thinking differently and striving to solve problems and execute positive outcomes
- **Technology driven** – experience of working with at least one programming language, demonstrating a self-driven interest and genuine passion in technology
- **Lead the way** – a mindset of innovation, even in everyday tasks
- **Lead from the front** – aptitude for working in diverse teams with demonstrated potential for leadership
- **Build value** – having the ability to think critically about a range of strategic issues impacting the business
- **Agile minds** – an ability to rapidly move between projects, often working on different tasks at the same time
- **Articulate thinkers** – quantitative and analytical talents combined with effective communication skills

QUANTITATIVE RESEARCH

- Working within the investment team, quantitative researchers are responsible for conceptualising, developing and analysing models for use in quantitative and systematic strategies as well as electronic trading processes.
- They look to reduce risk and cost while maximising returns and have access to a wealth of tools designed in house to help them build complex models.
- Quant research applies systematic investment processes and operates at a large scale

3 TYPES OF QUANT MODELS AT MARSHALL WACE

- Equities – Equities, Trade individual stocks such as Apple Inc, or Vodafone Plc
- Alternatives – Derivatives (options, variance swaps, etc.)
- Macro – Futures, currencies, commodities

WHAT TO EXPECT WORKING IN QUANT RESEARCH

- Alpha Creation
 - How do we forecast future returns, volumes etc.?
 - How do we combine competing and often contradictory forecasts?
- Portfolio construction
 - Finding the optimal portfolio
- Skills and Techniques
 - Regression, Machine Learning NLP, Computing, Numerical optimisation
 - MATLAB, Python, SQL
- Data
 - Large datasets containing standard financial variables, novel and unique data items
- Work is 80% practice and 20% theory

QUANTITATIVE ASSOCIATE SCHEME

- Based in the London office, this 16-month scheme is non-rotational, allowing you to focus and deepen your knowledge through immediate responsibility.
- Daily mentoring from senior members of the team.
- Benefit from a fast-paced and meritocratic environment where you will be encouraged to be as innovative as possible.
- You would be delivering on the research agenda, alongside back testing/researching forecasts of asset returns.
- This role also offers the opportunity for secondments and the possibility to work in a satellite office overseas.

CANDIDATE QUALITIES

- **Academic achievement** – a master’s degree is the minimum requirement (CAN BE ANY DEGREE BACKGROUND)
- **Create value** – having the ability to think critically about a range of strategic issues impacting the business
- **Lead the way** – a mindset of innovation at all levels, being tenacious and to never settle for the status quo
- **Strong numeracy** – though the company is flexible on degree subjects, candidates must be highly numerate
- **“Shoot for the moon” ambition** – thinking differently, having a love for devising strategies and are focussed on optimal outcomes
- **Agile minds** – an ability to rapidly move between projects, often working on different tasks at the same time

APPLICATION PROCESS



INTERESTED???

Get in touch with one of our team either on one of the social channels below or on LinkedIn!



@leedswiseracademy



Wiser Academy Leeds
2021/22



@Rane Ann Lucido
@Savanna Ruffini Sutich
@Ruby Kingdom
@Joshua Amayo
@Priyanka Athreya
@Martin Agunwa
@Paula Mwihaki Macharia

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