

## Job Description - 2023 Business Management Graduate Programme

**Title:** Business Management Graduate Programme  
**Department:** Workplace & Personal Financial Health (WPFH)  
**Location:** Kingswood, Surrey and London, EC4M 5AB  
**Duration:** Permanent

### Who we are:

We've been helping clients plan and invest for their futures for over 50 years. From more than 25 locations around the world, we provide investment services and retirement expertise to everyone from central banks to private individuals.

We're known for acting with integrity and thinking for the long-term. And across our organisation, we foster a welcoming, caring and inclusive culture where people feel respected, trusted and able to be themselves.

### The Team you'll join:

The Workplace and Personal Financial Health (WPFH) business ensures that we bring our global scale and knowledge together so that we connect our distribution businesses globally, while remaining sensitive to regional and local requirements.

Our teams in WPFH teams support our clients to achieve their financial goals, either through their pension or through personal investing.

### What you'll be doing:

On our two-year programme, you'll go straight into the action – We're looking for individuals who are interested in joining us on a rotational programme in our Workplace and Personal Financial Health business and seeking challenging and rewarding work.

You'll start with a 6-month rotation in the Client Services Team working directly with our customers. You'll learn the basics of the business which will set you up for success in your future placements. This rotation will also involve a process improvement project to help the team increase efficiencies and customer satisfaction.

Afterwards we'll work with you to select the rotations that match both your skills, interests and ambitions and provide you with the foundation to accelerate your career with us.

Examples of some of the other rotations you may join...

- **Workplace Investing:** Working strategically to extend our footprint into new markets, developing new customer delivery models, driving efficiencies in our operating models for existing markets.
- **Personal Investing:** Supporting and guiding our clients to achieve their financial goals.
- **Platform and Product:** Working directly with our teams developing new products, understanding portfolio management, and gaining an overview of the marketplace and what our competitors offer to clients.
- **Advisory Change & Propositions (Fund Networks):** Partnering with Advisory Firms to help them grow and develop by providing the services, tools and functionality they need for success.
- **COO - Business Change:** Identifying and implementing quality change with strong risk management.
- **Business Management:** Facilitating business governance meetings, board reporting and senior leadership team support.

We don't expect you to come straight in and know everything about what we do. As a graduate, and whatever you've studied, we'll help make sure you get the most out of being a full-time employee.

### The difference you'll make:

As your skills and confidence grow, you'll become more and more involved in supporting our business to make key decisions for our customers. You'll help them invest and plan for the futures they want.

### How you'll be supported:

You'll start the graduate programme with a comprehensive induction, during which we'll introduce you to investment management and how it fits into the City, as well as to financial markets. After that, there are many more ways to develop your skills through the duration of the program.



Social and networking events will help you get to know our people and culture. All the while you'll be learning on the job, working to clear goals and understanding your own potential.

### What we're looking for:

It's who you are that matters here, rather than what you studied. We look for graduates who are curious, compassionate, eager to learn and ready to get stuck in. Creative thinking and attention to detail are important too. And, as we're an international organisation, we'll need you to speak English.

### We'll also need you to:

- be graduating in 2023 (Bachelor's or Master's degree)
- have the right to work in the UK at point of application. If you are currently on a Tier 4 / Student Visa, please select that you have the right to work in the UK

Our clients come from all walks of life and so do we. We are proud of our inclusive culture and encourage applications from the widest mix of talent, whatever your age, gender, ethnicity, sexual orientation, gender identity, social background and more.

### How to Apply:

Feeling inspired to start your journey with us? Then take your first step by applying at: [careers.fidelityinternational.com](https://careers.fidelityinternational.com)

This programme is open to students in the final year of undergraduate or master's programme (Class of 2023 preferred).

Our application window closes on **Sunday, 27<sup>th</sup> November 2022 at 11:55pm BST.**

Please note that there are two online assessments which you'll need to complete by the time the window closes. They both take around 40 minutes to complete, so make sure you give yourself plenty of time.

All assessment centres will take place November/December.

As part of our commitment to inclusion, we are a disability-friendly company. As such, we would welcome a conversation with you if you feel you might benefit from any reasonable adjustments to perform to the best of your ability during the recruitment process and beyond.

For any enquiries regarding your application, you can reach us at [earlycareersatfidelity@fi.com](mailto:earlycareersatfidelity@fi.com).