

Job Description

Title: Graduate
Department: General Counsel, Corporate Enablers
Location: London, EC4M 5AB and Kingswood, Surrey
Duration: Permanent

Introduction

General Counsel operates as a trusted advisor to all parts of Fidelity International. Our job is to provide high-value advisory and assurance expertise through our specialist teams.

We are aligned to the Fidelity business units, Investment Solutions & Services and Workplace and Personal Financial Health, as well as providing support at the Fidelity Group level, and to other corporate enablers, such as technology and human resources.

General Counsel comprises of Legal, Risk, Compliance, Tax, and Corporate Sustainability & Enterprise Relationships, as well as our charitable arm, Fidelity Foundations. When combined with Internal Audit, we provide the 2nd and 3rd Line of Defence to the business, overseeing compliance and risk management, as well as independent assurance activities.

We're looking for individuals who are interested in joining us on a rotational programme in our General Counsel business and seeking challenging and rewarding work.

What you'll be doing:

We don't expect you to come straight in and know everything about what we do.

As a graduate, and whatever you're studying, we'll help make sure you get the most out of your career with us.

You'll have the opportunity to build a strong professional network with senior management across the organisation as you work on high profile change and transformation projects.

The General Counsel graduate scheme will include four six-month placements across a number of teams:

- **ISS Legal & Compliance**

The Investment Solutions and Services Business (ISS) focuses on our core investment activities and expertise as well as our offers to professional clients and financial institutions. The ISS Legal and Compliance Team is supporting the business by providing practical advice and assistance on all relevant legal and regulatory matters as well as conduct rules.

We effectively monitor investment activities of our portfolio managers and step in if investment limits are breached or PM's need advice. We engage regularly with our many financial regulators all over the world. We analyse new laws and regulations and help with their implementation.

- **WPFH Legal & Compliance**

Fidelity's Workplace and Personal Financial Health Business (WPFH) provides a platform where retail clients and their advisors can invest their savings in funds and other securities. It also runs the pension schemes of big companies and public sector bodies. In practice, this means WPFH interacts with hundreds of thousands of end clients - providing services to them, marketing, dealing with their queries and complaints, and handling difficult issues around vulnerable clients. The WPFH Legal and Compliance team supports and advises the business in all these areas.

The rules and requirements around personal investments and pensions are always developing alongside changes in society including the ageing population, increasing focus on saving in a way that is good for society and the environment, and as people need to provide for longer periods of retirement. We need to ensure we meet these standards, and that the people who invest with us can do so with confidence.

- **Global Risk**

The Global Risk function is responsible for the development of risk frameworks, tools and infrastructure to enable business heads to manage risk aligned to our stated risk appetite. Like many other financial service institutions, Fidelity is exposed to Strategic Risk, Financial, Non-Financial and Investment risk.



The Risk Function oversees and challenges Fidelity's risk profile via a team of independent risk experts. Our team is highly skilled in quantitative and qualitative risk disciplines and has a deep understanding of the business. We are present around the world, and our involvement spans across all functions.

- **Internal Audit**

Internal Audit's mandate is to examine and critically evaluate the effectiveness of the company's internal controls and governance systems, as well as the adequacy of, and compliance with, regulatory obligations, internal strategies, policies, processes and reporting procedures. In addition, we help management and the Board to fulfil their oversight responsibilities through effective challenge to help them identify, assess and commercially manage the company's risk.

What we look for:

You'll be curious, ambitious and keen to learn new things. The work you'll be doing requires an analytical skillset and attention to detail.

We welcome applications from students from all degree backgrounds. If you're inquisitive and ambitious, a career at Fidelity could be a great opportunity for you.

As a minimum requirement you'll need to:

- Have graduated in 2021 or be graduating in 2022 (Bachelor's or Master's degree)
- Have right to work in the UK at point of application. If you are currently on a Tier 4 / Student Visa, this means you have the right to work in the UK
- Have a strong interest in the financial services industry

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.

As a flexible employer, we trust our people to perform their role in the way that works best for them, our clients and our business. We are a disability-friendly company and 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.

Training and Development

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.

How to Apply

Please submit your application, including CV by **Friday 17 December 2021 at 5pm**

We've worked hard to ensure our new process is fast and efficient. That means our application deadline is not about just 'getting your foot' in the door by the deadline, you need to apply, pass two online strengths-based assessments by then too.

All assessment centres will take place January / February.

For any enquiries regarding your application, you can reach us at earlycareersatfidelity@fi.com.

About Fidelity International

Fidelity International offers investment solutions and services and retirement expertise to more than 2.58 million customers globally. As a privately-held, purpose-driven company with a 50-year heritage, we think generationally and invest for the long term. Operating in more than 25 locations and with \$787.1 billion in total client assets, our clients range from central banks, sovereign wealth funds, large corporates, financial institutions, insurers and wealth managers, to private individuals.

Our Workplace & Personal Financial Health business provides individuals, advisers and employers with access to world-class investment choices, third-party solutions, administration services and pension guidance. Together with our Investment Solutions & Services business, we invest \$601.2 billion on behalf of our clients. By combining our asset management expertise with our solutions for workplace and personal investing, we work together to build better financial futures. Find out more about what we do, our history, and how you could be a part of our future at careers.fidelityinternational.com/about-us.



Our Values

Integrity - Doing the right thing, every time and putting the client first

Trust - Empowering each other to take the initiative and make good decision

Our Behaviours

Our employees should be:

Brave - Challenge the status quo, be accountable and speak up

Bold - Act with conviction, encourage diverse thinking and keep things simple

Curious - Learn to do new things in better ways and encourage fresh thinking

Compassionate - Have empathy, care for colleagues, clients and the community