

## 2023 Women in Investment Management - Spring Insight Programme

*This programme is inclusive of all women candidates, including with trans and non-binary gender identities.*

**Title:** Spring Insight  
**Department:** All Departments (Institutional Solutions & Services or Workplace & Personal Financial Health)  
**Location:** London, EC4M 5AB  
**Duration:** 3 Days

### 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:

Are you graduating in 2025?

This is the perfect opportunity to learn about Fidelity International and feel inspired by the career options within the Investment Management industry! We are an organisation where your goals will be supported, and you can feel like you belong.

### What you'll be doing:

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

Whatever you're studying, we'll help make sure you get the most out of your time with us.

Our 3-day event will be an immersive introduction to Fidelity designed for university students who are women, including trans women and non-binary individuals, to learn more about the many and varied career opportunities available within our business and the industry.

We want you to build a picture of what your future could like at Fidelity, so we've designed a programme of activities which range from informational sessions and skills workshops to business challenges and stock picking.

We've also ensured that there will be plenty of opportunities for you to network with your peers, our senior leaders including senior women, recent graduates and industry-leading experts from across our business.

By the end of the programme, you'll have gained a unique insight into all areas of our business, learned more about what you enjoy and how to choose a career path that suits you within investment management.

### What we look for:

It's who you are that matters here, rather than what you studied. We welcome applications from students from all degree backgrounds and you're not required to have any prior knowledge or experience of investment management.

If you're inquisitive and ambitious, the Spring Insight Programme at Fidelity is a great opportunity to discover whether this kind of work is for you.

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, 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 will 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.

### How you'll be supported:

You'll start with a welcome and an orientation, where you'll meet your fellow Spring Insight Students and find out all about us and our work. On day 1 of the programme, you will complete a ½ day of training, which will focus on introducing you to investment management, financial markets, and jargon busting many of the acronyms and technical terms you will encounter.

After training, you will then learn through listening to our senior expert investors, participating in simulation stock pitches and case studies, and meeting our current graduates. Our focus will be on supporting you to gain experience and discover what kind of future you could build in our industry.

Support is part of our culture, so you'll have help and support from our early careers team throughout our 3 day programme, with social and networking opportunities to help you find your feet and feel at home.

### 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)

As a minimum requirement you'll need to be:

- A first-year student enrolled on a 3-year degree, graduating in 2025 **or** A second year student enrolled on a 4-year degree, graduating in 2025. Genuinely motivated to learn more about Fidelity International and the investment management industry as a whole

Our application window closes on **Sunday 29<sup>th</sup> January 2023 at 23:55.**

Our application process consists of:

1. Online application form with CV (no cover letter required)
2. Online strengths-based, situational judgement test
  - **Note:** There is no interview or assessment centre for this programme

**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 29 January at 23:55, you need to apply, and pass the online strengths-based assessments by 29 January at 23:55 as well.**

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