



PLACEMENT PROGRAMME

EXPERIENCE MATTERS



Combining Domain Knowledge and Technical Expertise
www.firstderivatives.com/careers/placement



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FD 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 First Derivatives plc.

We invite you to explore a career at First Derivatives, where we take seriously our commitment to stimulate, challenge, develop, reward and care for our employees. Whether you are a recent Graduate, fresh out of University with a desire to kick-start your career in the Capital Markets industry or seeking an exciting placement or internship, First Derivatives offers prospects to match your potential. 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 opportunities are only just beginning. 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.

So come join us. With our mix of training, recognition and exposure, the opportunities are endless. This booklet is dedicated to helping you understand more about First Derivatives; our history, our values, our strategy and our vision.

Sincerely

The FD Board

BE A PART OF OUR SUCCESS STORY

You are a high achiever, boasting an impressive academic record and sociable personality to match. We want excellence and ambition with a thirst to succeed. We are dynamic, global, and able to fulfill your career ambitions. We recognise and reward the excellence in people.

At FD we take pride in hiring only the most talented of students. This is your opportunity to join an organisation that commits to; realising your professional potential, challenging you intellectually within a team environment and commits to providing you with an enhanced placement experience. We don't just offer a job, we offer an exciting career where the sky is the limit.

If you want to work for an organisation with career opportunities throughout the world that counts amongst its clients Tier 1 Investment Banks, the world's leading Hedge Funds, Exchanges, Foreign Exchange Brokers and Technology Companies and to work with leading edge technology then you must consider a career with FD.

Be a part of our success story.

EXPERIENCE **MATTERS**



HISTORY OF FIRST DERIVATIVES PLC

1996

First Derivatives established

2002

First Derivatives Plc Floated On London Stock Exchange

2005

First Derivatives hires its 100th employee

2007

First Derivatives floated on Irish Stock Exchange

2008

OCTOBER
The acquisition of Market Resource Partners (US)

Launch of Delta software platform

2009

APRIL
The acquisition of Lepton Solutions Pty Ltd - Hologram (Australia)

OCTOBER
Investment of 20% of Kx systems inc.

NOVEMBER
The acquisition of Reference Data Factory LLC (US)

2010

FEBRUARY
The acquisition of Cognotec Ireland LTD

AUGUST
The acquisition of Lakefront Data Ventures (Canada)

OCTOBER
Established SaaS Capability - Moved to new data centres (USA)

2011

\$1 Trillion traded on Delta Flow (fx trading platform).

APRIL
Open NY office at 45 Broadway NY.

2012

SEPTEMBER
The acquisition of London based Cowrie Financial Ltd and Redshift Horizons, UK.

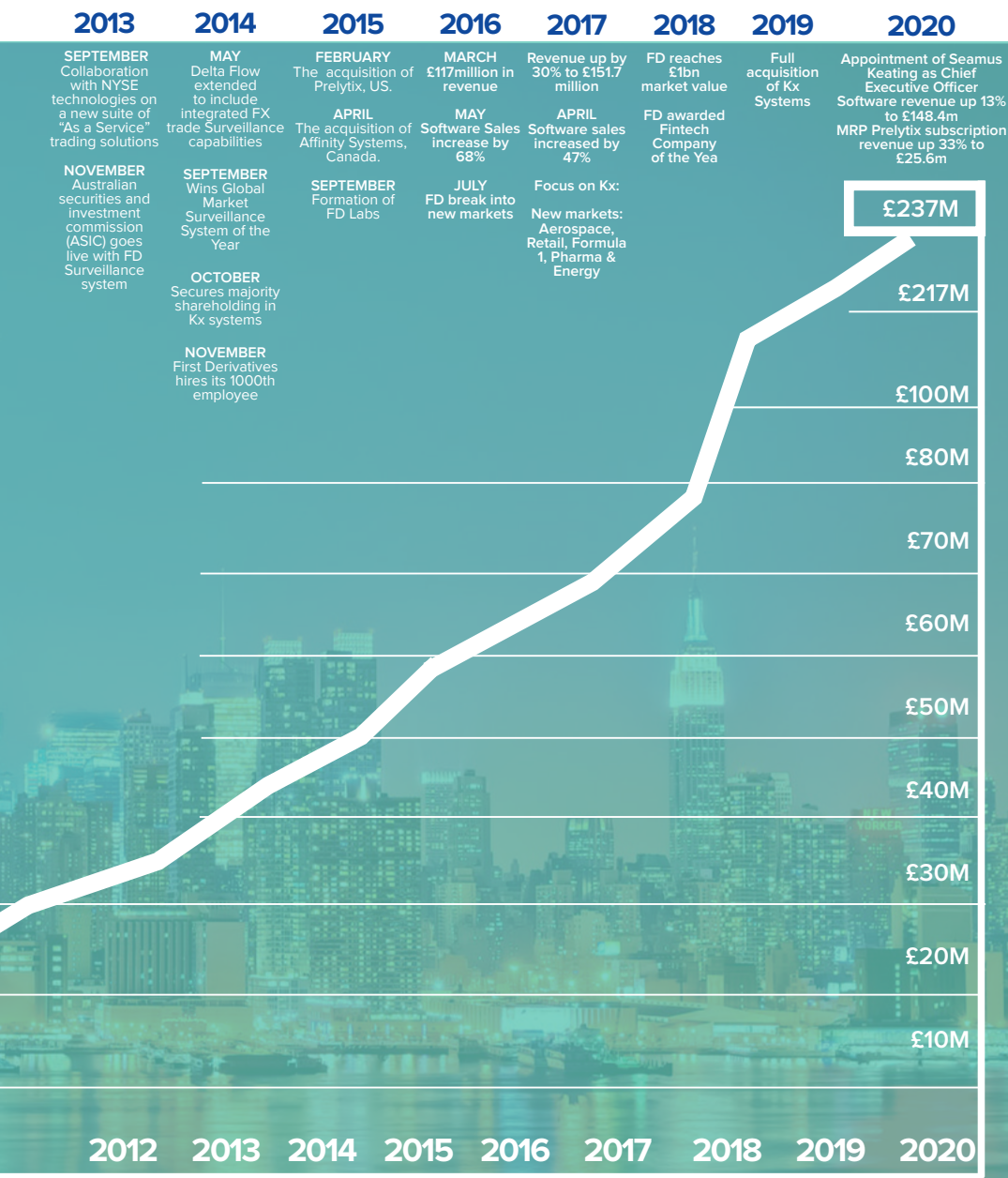
DECEMBER
First Derivatives hires its 750th employee

PROFIT BEFORE TAX



REVENUE

2002 2003 2004 2005 2006 2007 2008 2009 2010 2011



OUR CLIENTS

AIRBUS



MIZUHO

QUANTILE



COMMERZBANK



TOTAL



THOMSON
REUTERS



Morgan Stanley

WHAT WE DO

First Derivatives (FD) is a leading provider of products and consulting services to some of the world's largest finance, technology and energy institutions. FD is the developer of the world-leading database technology kdb+.

Focused on financial institutions that work cross-asset, often with multi-system and/or high volume trading activities, the Company scopes, designs, develops, implements and supports a broad range of mission critical data and trading systems across front, middle and back-office operations. The Company's software is also used in a range of industries including telecoms, digital marketing, pharma and utilities to help organisations solve their most demanding data management and analytics challenges.

Incorporated in 1996, FD has served the capital markets industry since its incorporation. The Company holds a niche market position in terms of domain knowledge of capital market asset classes (equities, fixed income, foreign exchange, commodities, etc), as well as expertise in leading financial services systems (such as Calypso, Murex, Opics, Summit, Principia, Opus, Wall Street, kdb+, etc). The Company continues to work closely with leading global financial institutions to enable client proprietary and 3rd Party systems to cope with the demands of high volume, complex trading in an increasingly regulated market. This combination of domain knowledge and technical expertise in leading financial services technologies has motivated the Company to invest in developing its own product suite.

First Derivatives is a publicly held company, trading on the London Stock Exchange (LSE FDP.L) and Irish Stock Exchange (IEX:FDP.I). The Company is headquartered in Newry, Northern Ireland from where it has established its research and development centre, its Capital Markets Competency Centre and its near-shore support facilities.

We know that ensuring our people are well motivated, well rewarded and have the opportunity to develop their true potential is critical to meeting our varied client needs and our continued commercial success.

OUR STREAMS



Software Engineer

We are seeking students from computing and technical degree disciplines to work as part of our development team. Candidates should have a strong interest in software development, be highly motivated self-starters with a passion for learning and a strong work ethic with a “Can Do” attitude.



Financial Engineer

We are seeking students from financial/economics degree disciplines to work as part of our financial engineering team of consultants. Candidates should have a strong interest in the capital markets industry and be highly motivated with a passion for learning.



HR & Operations

We are seeking a student from a Business Management discipline to work as part of our Operations team at Headquarters for a year-long placement. Candidates should have a strong interest in this area and be highly motivated self-starters with a passion for learning and a strong work ethic.

WHAT WE ARE LOOKING FOR

All applicants must have excellent interpersonal skills, a strong academic record and an aptitude for problem solving.

We recruit from a range of degree disciplines, including Computer Science, IT, Software Engineering, Finance and/or Business to gain hands on experience in a dynamic corporate environment.

The successful applicant will:

- **Be on track for a minimum 2.1 average degree classification in a relevant degree background**
- **Have an interest in Capital Markets and in broadening your knowledge in this area**
- **Be willing to commute to our Newry HQ with the occasional opportunity for short-term travel with some roles.**

TRAINING DURING PLACEMENT

During your placement year you will become an integral part of our team, gaining exposure to many different areas of our business. The training you receive will be determined by which stream of our placement programme you join.

You will have the opportunity to complete modules from our Capital Markets Training Programme that are most relevant to your placement area. Examples of some of the modules you may complete are below:

Introduction

- About First Derivatives
- Introduction to the Capital Markets
- Basic Trading Concepts
- The use of IT in the Capital Markets

Consulting

- Presentation Skills
- Project Management
- Risk Management
- International Marketing
- Personal Impact
- Consulting Skills
- Managing Conflict
- Capital Markets Theory

Technical

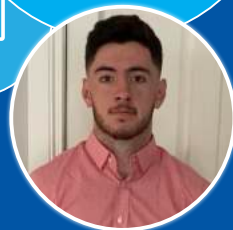
- kdb+
- Java or C#
- Hardware and Storage
- Distributed Computing
- Database Theory
- Database Design
- Systems Architecture
- GUI Design
- Software Testing Principles
- IPC
- Feedhandler Design
- AGILE Development

SOFTWARE ENGINEER

ACADEMIC REQUIREMENTS:

A minimum of BBB at A Level

A minimum 2.1 in a degree in Computing, Computer Science, Software Engineering, or a similar quantitative discipline



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DESCRIBE YOUR ROLE ON PLACEMENT YEAR AT FD?

During my time at FD I was placed in the Kx Stream as a Software Engineer for the Platform team. Here I helped to develop and test the Kx Platform software. This role involved using a number of programming languages including Q to write automated tests, fix bugs and write some API.

WHAT SKILLS DID YOU PICK UP DURING YOUR TIME ON PLACEMENT AT FD?

I found my problem-solving skills particularly improved due to some of the interesting and tricky tasks set during my time there, which corresponded to similar work I had done in university. Also, my communication and teamworking skills improved as I had to work alongside a number of people on the Kx Platform team both in person and online.

WHAT WAS THE HIGHLIGHT OF YOUR PLACEMENT YEAR AT FD?

The release of the latest kdb+ software update 4.5.0, as it was the main project I was tasked with working on. It was an amalgamation of new features and documentation which I got to work on alongside the team during the year. I felt it was the project which gave me a good understanding of the Kx Platform as a whole.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE APPLYING FOR PLACEMENT AT FD?

I would definitely recommend FD to anyone applying for a placement, as not only is it interesting and enjoyable work but there is also a fantastic social side to the company which makes for a unique and fun work environment.

SUMMARISE YOUR FD PLACEMENT EXPERIENCE IN 3 WORDS.

Interesting, Insightful and Enjoyable!



HR & OPERATIONS

JAMES

ACADEMIC REQUIREMENTS:

A minimum of BBB at A
Level A minimum 2.1 in a
Business,
Marketing or
HR related degree.



DESCRIBE YOUR ROLE ON PLACEMENT YEAR AT FD?

Within the HR/Operations team, I was exposed to many different parts of the business and each day presented its own unique set of tasks. One major part of my role was working within the graduate recruitment side of the business. This involved everything from; helping to design the initial marketing of our roles, attending university campus events, CV screening, conducting initial telephone interviews, arranging face to face interviews and much more!

I was also fortunate to work on recruiting experienced hires for the business, which involved liaising with senior management on what skills were needed for specific roles and putting this into practise by finding the suitable candidates. One of the best things about placement at FD is the amount of responsibility that is given to you at such an early stage and knowing that your work makes a real impact on the business.

WHAT SKILLS DID YOU PICK UP DURING YOUR TIME ON PLACEMENT AT FD?

For me, one of the most notable skills that I developed over the course of my placement year was my communication skills. This started from the first week when I was given the chance to work with senior management. This continued throughout the year, where I was able to talk to hundreds of graduates on campus and speak about the opportunities at FD.

Decision making and problem-solving skills on time sensitive matters were other skills I had to use on a daily basis and overall have made a significant impact on myself professionally as I enter my final year of university.

WHAT WAS THE HIGHLIGHT OF YOUR PLACEMENT YEAR AT FD?

My highlight from placement was definitely the chance to represent FD on a global scale by attending various careers fairs across the UK and Ireland. I was able to meet so many amazing people from a wide variety of cultures and backgrounds and learn new skills from them, something I would never have been able to do without working at FD!

WHAT ADVICE WOULD YOU GIVE TO SOMEONE APPLYING FOR PLACEMENT AT FD?

Just be yourself! Don't panic or overthink things in the application process and be confident in your abilities. Also, be prepared to work hard and you will get the results!

SUMMARISE YOUR FD PLACEMENT EXPERIENCE IN 3 WORDS

Fast-paced, Exciting, Rewarding!

SOFTWARE ENGINEER

NIAL D

ACADEMIC REQUIREMENTS:

A minimum of BBB at A Level A minimum 2.1 in a degree in Computing, Computer Science, Software Engineering, or a similar quantitative discipline.



DESCRIBE YOUR ROLE ON PLACEMENT YEAR AT FD?

My role on placement was in the PTG (Product Test Group) team, which involved testing the Kx Flow trading platform. The daily tasks of this role involved testing the product thoroughly in order to intercept any issues, using pre-designed test cases, and passing these issues onto the developers to fix.

My role expanded as the year progressed, which involved receiving more responsibility and being assigned increasingly technical tasks.

WHAT SKILLS DID YOU PICK UP DURING YOUR TIME ON PLACEMENT AT FD?

I picked up many skills working in FD, including:

Time management: Firstly, in the aspect of having a daily routine that you will follow for the year, and to meet deadlines and keep on top of your work.

Team working: As well as your individual responsibilities, you are always required to work successfully in a team of people. There was a heavy reliance on being able to provide an end solution while working with others, which is good practise for returning to final year of college for group projects.

Communication: I was required to communicate with many different people on a daily basis through many mediums such as face to face, email and team calls. Furthermore, the opportunity to communicate with clients remotely was very helpful in increasing my confidence in my communication skills.

Enhanced IT Skills: Using a computer every day for the year naturally led to an enhancement on my general computing skills, and my confidence when operating a computer has increased significantly.

WHAT WAS THE HIGHLIGHT OF YOUR PLACEMENT YEAR AT FD?

The highlight of my placement year was my incredible team. Many of my team members were in a similar age demographic to myself and I greatly enjoyed their company, while also working together to deliver results for our clients. My manager was also very helpful in guiding me through the year, with a management style that kept me improving in the job as the year went on.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE APPLYING FOR PLACEMENT AT FD?

I would highly recommend completing your placement year with First Derivatives. I gained valuable skills during my placement year that will be highly beneficial for me when returning to complete my final year of college and in my future role in the industry.

SUMMARISE YOUR FD PLACEMENT EXPERIENCE IN 3 WORDS.

Worthwhile, enjoyable experience!



SOFTWARE ENGINEER



ACADEMIC REQUIREMENTS:

A minimum of BBB at A Level A minimum 2.1 in a degree in Computing, Computer Science, Software Engineering, or a similar quantitative discipline.

NIALL C



DESCRIBE YOUR ROLE ON PLACEMENT YEAR AT FD

My role was as a Data Analyst in the Market Resource Partners (MRP) division. Essentially, my role was to constantly communicate with a wide range of international clients and provide them with data from our database that best suited their needs. I really enjoyed my role within the MRP team, as it was extremely rewarding, and it allowed me to build relationships with other team members across the globe.

WHAT SKILLS DID YOU PICK UP DURING YOUR TIME ON PLACEMENT AT FD?

The main skill that I feel I improved upon was my ability to work in a team environment. Working on a dynamic team like MRP requires constant communication between team members, to ensure that everyone is working as productively and efficiently as possible. Alongside that, my communication skills improved considerably throughout the year. When communicating with clients across a wide range of countries, from the United States to Australia, it was important to ensure that I was being clear with my message. I also improved on my time-management and decision-making skills.

WHAT WAS THE HIGHLIGHT OF YOUR PLACEMENT YEAR AT FD?

The highlight of my placement year was the opportunity I was given to be involved in such a dynamic, professional workplace. I really enjoyed being a part of the MRP team in Newry, as I felt I learnt a lot about life at FD from my teammates, as well as the fact that I was able to gain a lot of extremely valuable skills and qualities throughout the year. Alongside that, I thought that the social aspect within FD was fantastic. All of the social events gave you the opportunity to socialise and get to know other people from the office better, so I loved that aspect of my placement year too!

WHAT ADVICE WOULD YOU GIVE TO SOMEONE APPLYING FOR PLACEMENT AT FD?

I would highly recommend any student to apply for placement at FD, as I felt it was extremely beneficial to my degree pathway. A lot of the work I undertook was technical and challenging, but very rewarding, so I feel it'll help me massively when I return to finish my degree. Alongside that, the skills and qualities that you develop throughout the year will definitely help in the future, both in the office and outside of it.

SUMMARISE YOUR FD PLACEMENT EXPERIENCE IN 3 WORDS

Rewarding, Enjoyable and Beneficial!



PLACEMENT TO GRADUATE EXPERIENCE

PLACEMENT TO GRADUATE

GRACE



“ I joined FD as a Software Engineering placement student in June 2016, working in an application support role for a Major European Bank for just over 12 months. This was my first exposure to financial systems and software. After graduating from Software Engineering in Queens University Belfast, I rejoined FD in September 2018 on the Options Graduate Programme. My intake was quite large which was great as I met some lovely people who I'm still friends with today. I spent 4 weeks in Newry HQ undertaking an intense Kx training programme as well as enjoying the social events like the summer BBQ and karaoke at the bar Cobbles on Thursdays, before I was placed on my first project in Dublin. I spent just under 18 months (which went by so quickly) in the FD Dublin office before getting a new role in Sydney, Australia, where I am currently based. I am now currently on a trade surveillance project for a national Australian bank as a kdb+ developer. The project involves implementing a trading platform that monitors all the bank's trading activities, as well as all currency markets, and raises alerts when suspicious activity is suspected. Currently I am designing and developing data-loaders to enable the system to ingest and run on new asset classes. This includes manipulating data from upstream sources into a readable format for the alerts. Working in Sydney is great as there is so much to see and do. There are so many beautiful beaches, landmarks and national parks to explore. Overall, I am extremely fortunate for the experience FD has given me, the roles I have been placed in, the opportunity to travel and most importantly the people I have met along the way. First Derivatives is perfect for anyone who wants to learn new skills, offering a unique learning experience in both finance and technology where you can gain invaluable knowledge from experts in both industries. In FD, there is a huge potential for career growth and I'm excited to see what's next for me!

”



ANDREW

“

My career with FD started in June 2016 as a Financial Engineering placement student. I immediately started a role with a well-respected Canadian firm which gave

me valuable experience on what it was like to interact with a client and what the day-to-day life would be like working for a financial company like FD. Following on from this role, I joined a new project with a major Japanese Investment Bank based initially in London and then relocated back to Newry. I was very lucky to have been able to spend time working in the financial capital of the world during my placement year and got to meet many people who I am delighted to still call friends to this day.

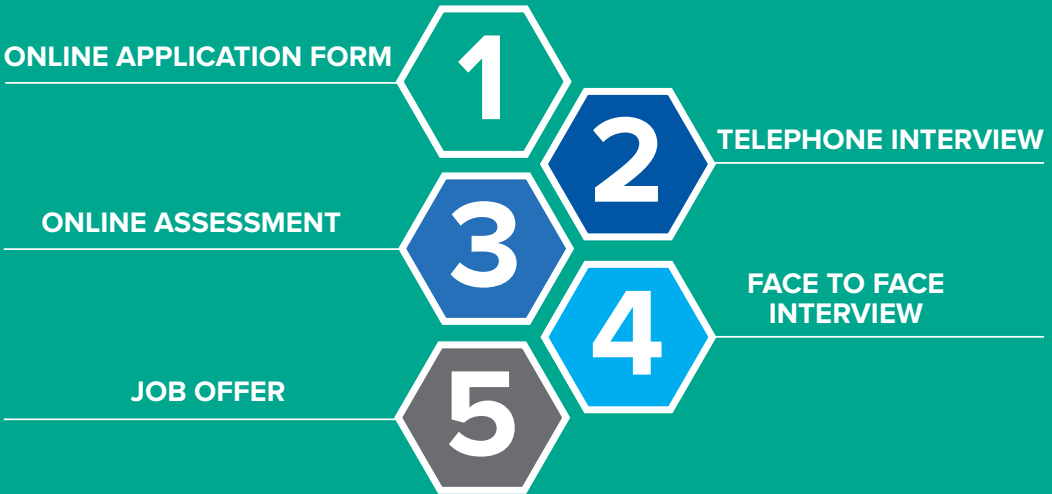


I returned to FD after graduating from Queen's University in September 2018. It was great to see so many from my placement intake come back on the Options Graduate Programme and it says a lot about how well you are treated right from the start. After spending a few months training in the infamous Annex in Newry and taking part in some of the social events (most notably the nights in Cobbles or the Summer BBQ at Narrow Water Castle!) I got the opportunity to move to Boston in April 2019 as a Calypso Consultant where I am to this day. It is a very rewarding role which looks at testing functionalities of the Calypso System, in addition to working with Downstream/Upstream Feeds.

Before joining First Derivatives I never thought for a moment I would be living and/or working in a place like Boston. The opportunities and friends I have made along the way as a result of my time here has been extraordinary and I am grateful to FD for this. For anyone who is looking to grow their career and is interested in travel, I highly recommend joining First Derivatives. I hope I have many more successful years to come!

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HOW TO APPLY



Combining domain knowledge and technical expertise
www.firstderivatives.com/careers/placement





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