



No Better
Start

GRADUATE PROGRAMME



Human to
Human

**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 Derivative.

We invite you to explore a career at First Derivative, where we take seriously our commitment to stimulate, challenge, develop, reward and care for our employees. 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 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. With our mix of training, recognition and exposure, the opportunities are endless.

**People**



Forward
Focused



WHAT WE DO

For more than 25 years, First Derivative has continuously delivered industry-shaping projects for some of the largest global banks and financial institutions Capital.

With a depth of understanding and breadth of experience unequaled in the sector, First Derivative has a hard-won reputation for being able to solve the toughest operational, data, and technology challenges for its clients. Offering the industry's largest, fully Capital Markets dedicated team, First Derivative is leading the data-driven, digital revolution across the evolving Capital Markets sector. With technical, logistical, and scalable expertise unsurpassed in the industry and a reputation for operational excellence, First Derivative pushes projects further, faster, and always beyond expectations.

First Derivative is a global provider of products and consulting services to the capital markets industry. It supports institutions in designing, developing, implementing and supporting a broad range of mission critical data and trading systems across front, middle and back-office operations. Services are provided both on-site and from its strategically located Near Shore centres. We distinguish ourselves through a pragmatic and results-driven in approach, whilst remaining critically aware of the importance of quality and consistency in delivery.

We deliver various services to our clients in the areas of financial services, managed services, third party vendor services, regulatory and compliance services, and data services.



Shoulder to
Shoulder

OUR CLIENTS

J.P.Morgan	CREDIT SUISSE	MIZUHO	UBS	citi	HSBC
MERRILL LYNCH A BANK OF AMERICA COMPANY	MUFG	BANK OF AMERICA	Morgan Stanley	London Stock Exchange Group	Goldman Sachs



WHAT WE STAND FOR

We are First Derivative. The catalyst for our clients' business agility irrespective of their direction, specialism or rate of change. Pioneers. Engineers. Solutioneers. We have the world's largest, fully Capital Markets dedicated team, leading the data-driven, digital revolution across the evolving Capital Markets.

For over 25 years, we have continuously delivered industry-shaping projects for some of the largest global banks and financial institutions with often the most complex of challenges.

It's our unequalled depth of understanding and breadth of experience in accomplishing some of the toughest operational, data and technology transformations that gives us a unique perspective that can transcend all industries. Only we know how to tame and triangulate the 3 variables of change – people augmented with data, empowered by technology – by taking our strategy through to delivery, translating it into action and supporting our clients every step of the way.

Our problem-solvers and process-evolvers deliver 'Services as a Service'. All over the world. Every day. In every instance you can imagine.

Unlike anyone else, our people have been eyeball-to-eyeball with almost every banking issue the Capital Markets could face. Our data and technology expertise pushes projects further, faster and always beyond expectations.

Side-by-side. Screen-to-screen. Shoulder-to-shoulder. We continuously provide the specialist services and solutions, and the essential tools and tech applications to ensure every strand of data fabric – and all of our people – are pulling in the same direction.

Teaming with technical, logistical, and scalable expertise. We release our clients' constraints and instigate action with authority, ingenuity and agility to drive positive outcomes.

Transforming businesses at the optimum rate of change.



OUR GRADUATE PROGRAMME

We truly believe here at First Derivative that there are always opportunities to grow!

As a graduate, you will join the Capital Markets Training Programme (CMTP), giving you the unique opportunity to expand your skillset and potential. Each stream of our graduate Programme has a dedicated training path to help you upskill in the field you are most passionate about! For example, on our Data Services pathway, you will be exposed to exciting technologies such as the market-leading kdb+ database and q analytics language, Python, Hadoop, SAP HANA and more. Meanwhile, Financial Engineers and Systems Analysts will expand their financial and technical knowledge to develop specialist skills across business analysis, project management and more.

The Capital Markets Training Programme is a 2 year scheme which enables fast track career progression into the Capital Markets industry. You will initially complete a structured induction training period for the first 4 to 6 weeks and then begin working in a client-facing role, either working on-site with your client or working from a project team based in one of our 15 global offices. Over the course of the two-year graduate Programme, the combination of training courses and varying client projects is specifically designed to give you both the experience and core skills you need to progress.



GRADUATE OPPORTUNITIES

With several exciting pathways to choose from, you'll find the perfect role for you.

Graduate Programme roles:

Data Engineering:



On the Data Engineering stream of our Graduate Scheme, you will be offered a unique opportunity to enter the Big Data world where the emphasis is on problem-solving using a combination of analytics, imagination and business understanding. Data Engineers explore vast amounts of information to detect patterns, trends and correlations that enable our clients to improve their products, services and revenue.

Software Engineering:



The Software Engineering role is a unique opportunity for highly technical graduates with an interest in cutting-edge technology and the capital markets sector. Those chosen for this stream will help us develop our world-leading KX Technology or go work as a Software Engineer for our clients. Those selected for this role will embark on an exciting career that combines technical prowess with business insight and commercial acumen. Successful candidates will be exposed to the latest technologies, including the market-leading kdb+ database and q analytics language, machine learning applications and more.

Systems Analyst:



As a Systems Analyst on our Graduate Programme, you will have the opportunity to work with major financial institutions and the world's top trading technology vendors such as Calypso and Murex. This stream offers an accelerated entry point to a career in capital markets trading and risk management platforms. In this role, you will work with a team of technology experts to design, develop, implement and support a broad range of mission critical data and trading systems for the benefit of our clients.



OUR GRADUATE PROGRAMME

Graduate Programme roles:

Financial Engineering:



This is a fast-track Financial Engineering consultancy option for graduates with excellent problem solving and interpersonal skills. Those chosen for this stream will help us continue to provide tailor-made solutions, from consulting to support models to other technology services. You may fill Support and Business Analyst roles across front, middle and back-office operations.

Financial Engineering - Data:



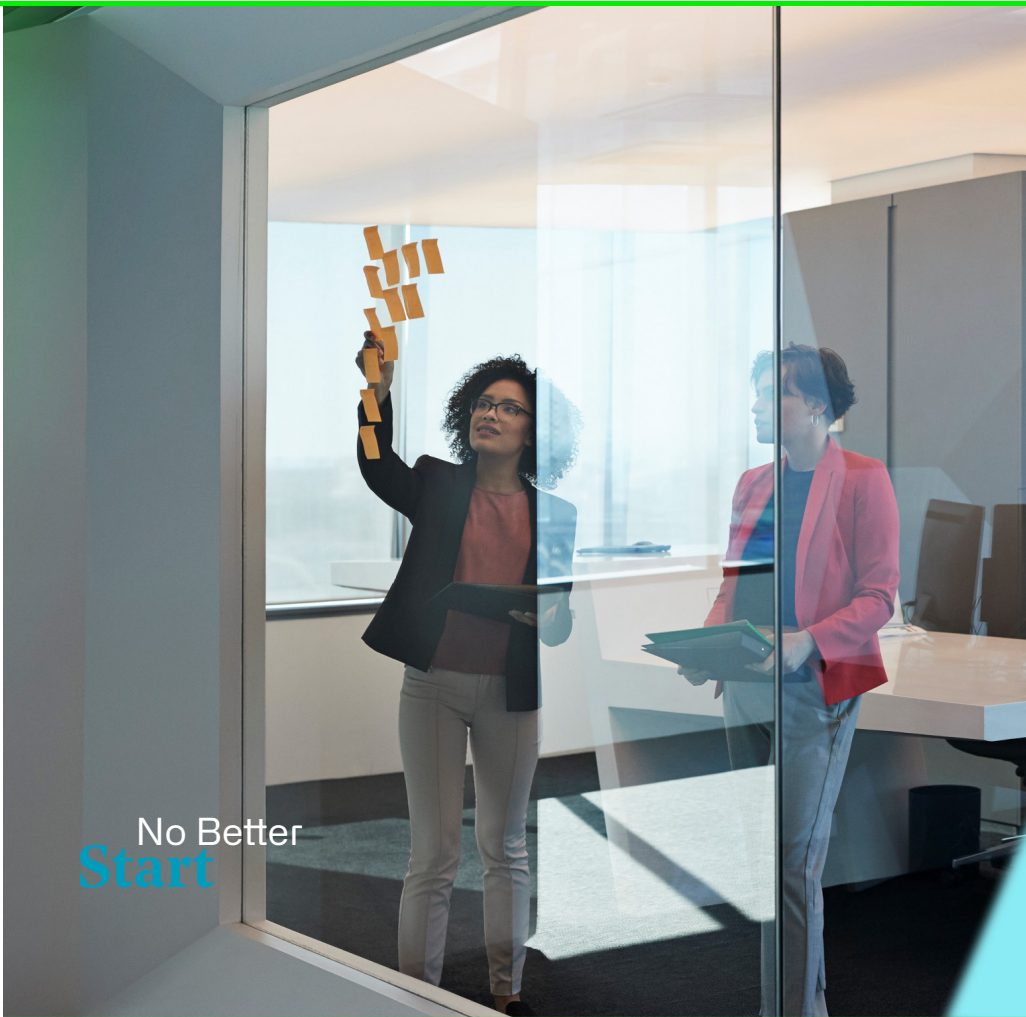
This stream is perfect for graduates with a technical background who are keen to fast track their career in finance. You will be afforded the opportunity to work directly with some of the world's top financial institutions on live projects, while also undertaking a structured training Programme and expanding on your technical skills.

Financial Engineering- Legal & Compliance:



This stream is designed to provide a solid base for all legal stream consultants in the substantive legal areas affecting capital markets. It smoothly complements the other CMTP components that all First Derivative consultants receive during the initiation phase of their engagement. For legal consultants, it provides the necessary skills and knowledge base to assist clients from the first day they arrive on site. The ability to pick up financial and technical training is essential.

With several exciting pathways to choose from, you'll find the **perfect** role for you.



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OUR PEOPLE



MUIREANN

FINANCIAL ENGINEER



“A key advantage of First Derivative’s graduate Programme is that it gives you the opportunity to work on a variety of projects to get an insight and understanding of the different roles available within a business. This is what attracted me to the Programme as I wasn’t too sure what area in business I wanted to pursue.”



RONAN

DATA ENGINEER



“As a Computer Science graduate, I was a little daunted by the prospect of learning finance with no previous experience. These fears were quickly put to bed with the CMTP. Through a variety of classes held by current First Derivative employees, who had previously graduated from the Programme, and the various online exams with thousands of practice questions, I was able to quickly grasp the fundamentals of the financial industry. The classes are taught with newcomers in mind, which is perfect if you are a financial novice like I was!”



YANNICK

FINANCIAL ENGINEER



“My training experience at First Derivative could not have been better. A huge amount of training resources are available but what I would really highlight is how the people with more experience at the firm are always keen to help you with everything you need.”



GRACE

SOFTWARE ENGINEER



“First Derivative 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 First Derivative, there is a huge potential for career growth and I’m excited to see what’s next for me!”



Benefits Package

International Travel Assistance



Employee networks



Health and wellbeing committee



Group Life Cover



Health Care
incl. Optical & Dental



Paid/Bank Holidays



Employee Assistance Programme



Hybrid/remote working



Pension



Accommodation &
Expenses Package





To find out more about our role and to apply, search
<https://fdtechnologies.com/careers/early-careers/graduates/>

