Get a feel for

Fidelity

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Fidelity INTERNATIONAL


Feel like you
belong

Welcome. Here's a little bit about us.

A warm welcome to Fidelity International.

For over 50 years, we have been building better financial futures for millions of people around the world. Everyone from central banks and financial institutions to wealth managers and private individuals.

We offer world-class investment services and retirement expertise that enrich people's lives and make them feel valued.

As an employer, we are committed to providing an exceptional employee experience. Inspiring everyone who works with us to feel respected and supported, proud to be making a positive difference and feel part of our unstoppable progress that is transforming lives for the better.

Most of all, we want everyone to feel good about working at Fidelity.

Our Values and Behaviours

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Trust

We empower each other to take the initiative and make good decisions.

Integrity

We all feel proud to work for an organisation that strives to do the right thing every time, and with this, puts the client first. As such, we take personal responsibility for ensuring that we act in the very best interests of our clients. Guiding principles that we also take forward into every department, in every office, in every country we work in.

Brave / Bold / Curious / Compassionate

We're challenging the status quo by being accountable and speaking up. Our fresh thinking means that we're always learning to do new things in better ways. We act with conviction, keep things simple, with empathy from diverse thinking and caring colleagues, clients, and community.

Feel part of

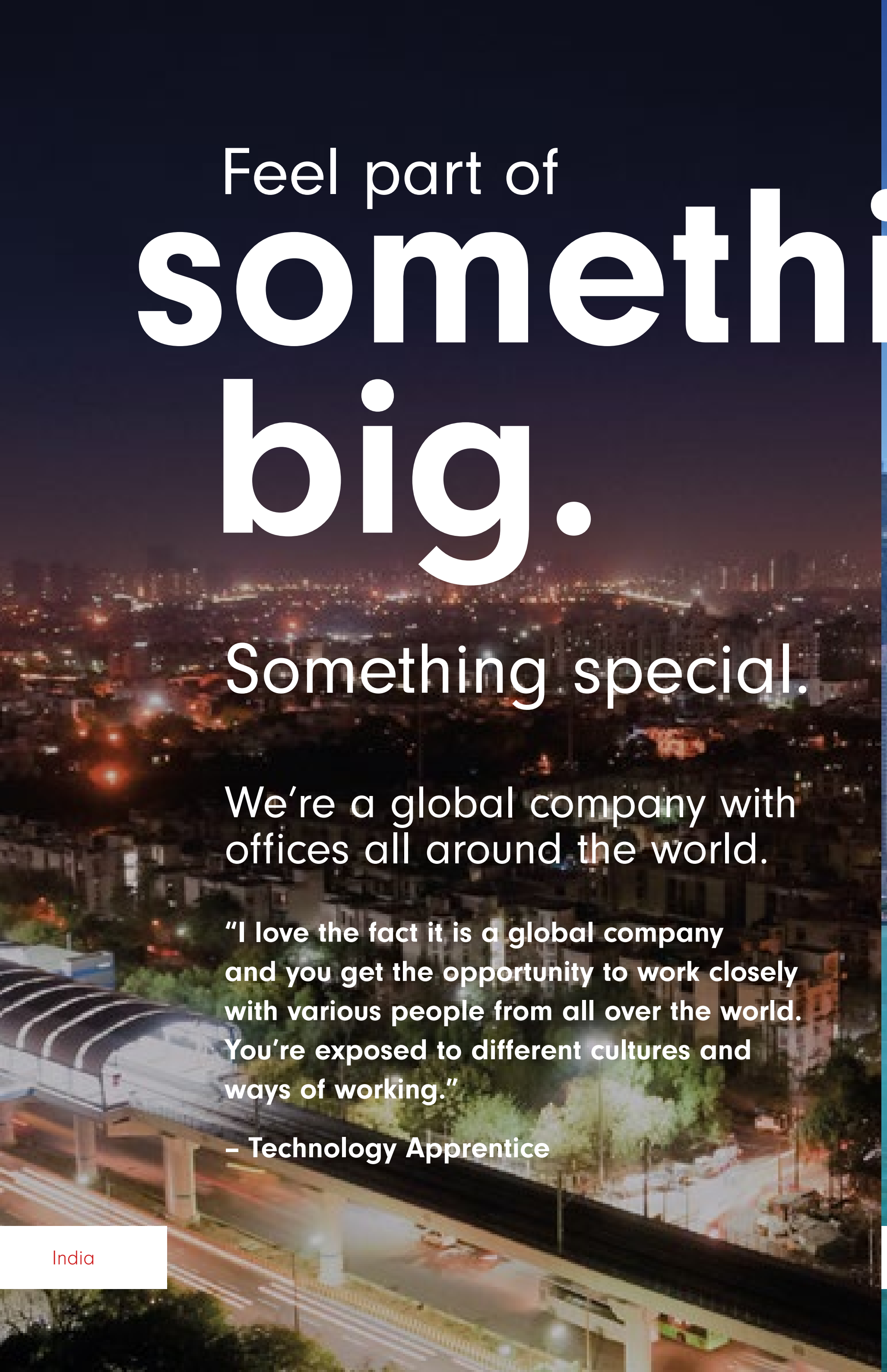
something big.

Something special.

We're a global company with offices all around the world.

"I love the fact it is a global company and you get the opportunity to work closely with various people from all over the world. You're exposed to different cultures and ways of working."

– Technology Apprentice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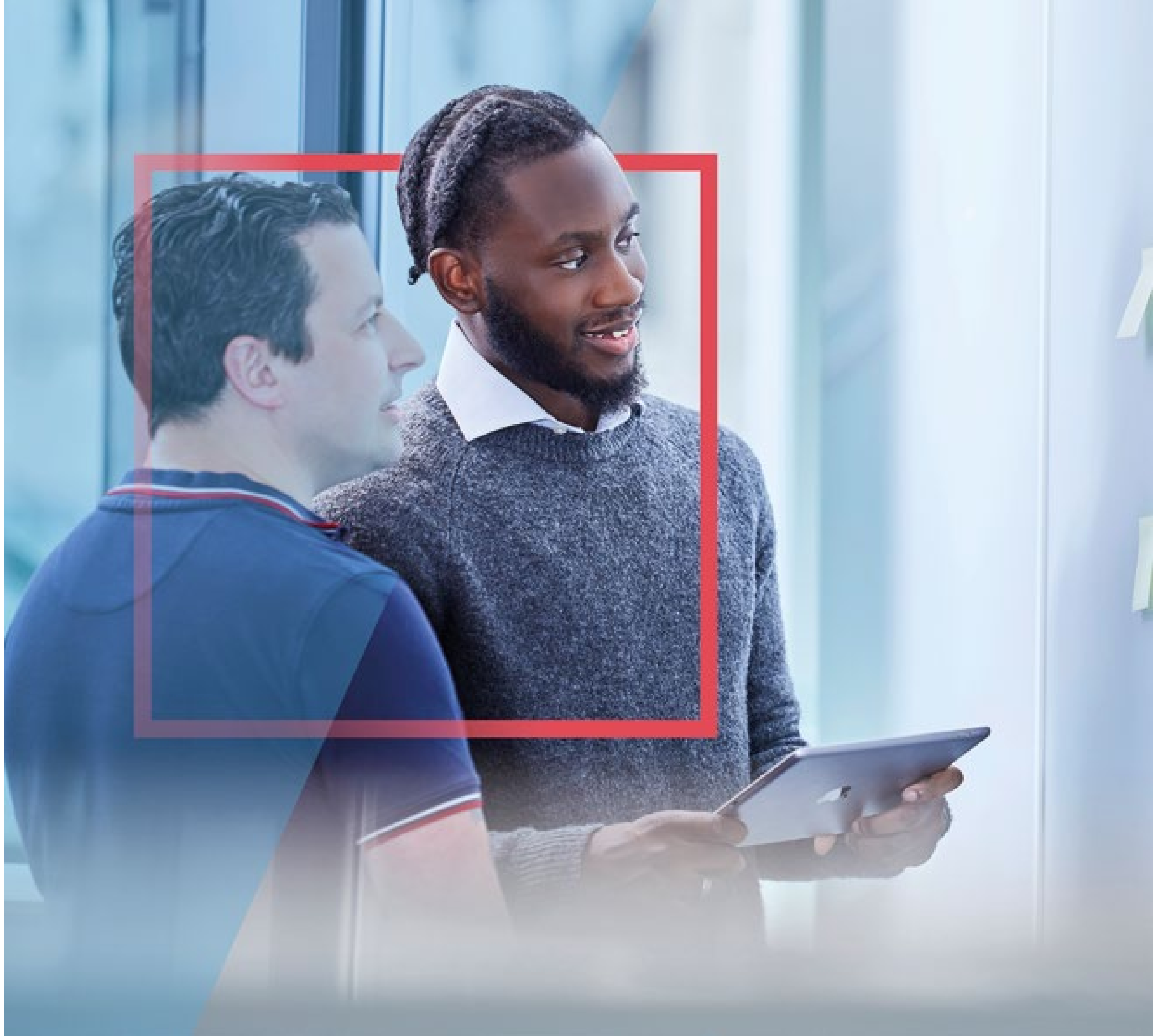

So, what do we do?

Asset Management

We use the term 'Asset Management' to describe the activity of managing investments on behalf of other people or companies. It covers tangible assets, like properties, as well as intangible assets, such as intellectual property.

Stated simply, our aim is to help our clients achieve their financial goals.

FYI

Doing the right thing

We have a sense of purpose that means our people are proud of the difference that they make alongside our clients in the communities we live and work in. We are always focussed on long-term sustainable outcomes, basing our approach on 3 pillars: corporate engagement, collaboration, and integrated sustainability analysis.

Everyone is encouraged to get involved, and our ethical thinking stretches to ensuring we're acting responsibly to enhance our investments.

Buy Buy Buy!

Fidelity is a buy-side company. We research and purchase assets such as stocks, bonds and derivatives on behalf of our clients with the goal of making a return on the initial investment.

We're not an Investment Bank. They are on the sell-side, using research to purchase products and ideas for companies like Fidelity.

We do our research

Our research analysts work together across various asset classes, combining their findings to analyse each potential investment. Portfolio Managers are then able to make confident decisions about the investments within their funds.

Funds

A fund is created when money belonging to many investors is pooled to buy a set of investments that have the potential to grow in value. Our Portfolio or Fund Managers invest our clients' money into funds with the aim of growing the value of investments in the fund. They manage Fidelity funds, and also invest in other, already prosperous funds.

How do we make our money?

Each of our clients that we manage or administer assets for is charged an annual fee based on the value of the managed assets.

Early Careers.

Feel like you've really found your place.

Start your career in a place that feels right, right from your first day. A welcoming place where you'll be supported and equipped to immediately contribute to positive, meaningful work that makes a difference to our clients. Now, and in the future.

A place where your voice will be heard, your perspective will be valued, and your career will be yours to shape. And where there'll always be new challenges to explore, and new people to learn from.

A place where you can bring in your true self and maintain a good work/life balance.

Where you constantly grow and move forwards.
Both professionally and personally.

Where you feel unstoppable.

Insight, internship, industrial placement, graduate, postgraduate, or apprenticeship opportunities – find your place at Fidelity.

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Our Programmes

Where you feel anything's possible.

Sales and Marketing

Our Sales and Marketing teams are essential to the continued growth of our business, marketing and developing products, building new business and managing client relationships.

Technology and Digital

Our Technology and Digital Team underpins every area of Fidelity's global business by providing software and infrastructure, including data centres, networks, proximity services, security, voice, incident management and remediation tools.

Equity Research

Working with company management, clients, suppliers and industry experts to explore potential opportunities in order to deliver a positive investment outcome for our clients.

Fixed Income

This team manages debt securities in a range of funds across the globe, covering investment grade, high yield, emerging market debt, hybrids and money markets - all in a highly collaborative investment process.

Systematic and Multi Asset

Researching and choosing the best markets and funds to invest in, whether it be a Fidelity fund or that of another asset manager. It's important that a fund makes a return on the initial investment.

Operations

Our Operations teams provide world-class solutions to our clients and project delivery to our global businesses. The organisation's main focus is providing the best quality operational services to the investment business and our clients.

Investment Directing

The Investment Directing teams' goal is to commercialise Fidelity's investment capabilities.

The team is responsible for representing the Equities, Fixed Income, Multi Asset and Real Estate groups to prospective and existing clients. Alongside this, they will also report on portfolios, and promote thought leadership on topics.

Sustainable Investing

We believe that our high standards of corporate responsibility make good business sense. Alongside our internal research process, we collaborate with a highly technical in-house Sustainable Investing team, with the aim of identifying any issues that could threaten the value of our investment. Our investment process itself takes into account environmental, social, and governance ("ESG") issues because it is these that will impact investment risk or return.

Graduates and Postgraduates.

We invest in you.

We take on only a select number of graduates each year to ensure that we can devote the necessary time and resources to support, nurture and progress each graduate throughout their Fidelity journey.

Importantly, graduates will benefit from consistent exposure to senior team members from day one.

Graduates and Postgraduates.

We invest in you.

Global orientation

Feeling respected from the start is crucial, so within your first few days, you will receive a comprehensive induction on financial markets and how Fidelity fits into the investment management industry. This will include:

- An overview of the different business areas within Fidelity.
- How to differentiate between the various investment management approaches.
- How an investment manager makes money and what levers they can pull to improve profitability.
- An opportunity to network with peers and senior colleagues.

Feel supported

You will be assigned a mentor and a buddy to support you before you join, whilst on the programme and even after completion. Your dedicated programme sponsor and the Early Careers team will be on hand to give you guidance and support to develop your strengths and achieve your goals.

Professional qualifications and soft skills training

Feel like you're progressing as we support you through your professional qualifications needed in your programme.

IOC
Investment Operations Certificate

IMC
Investment Management Certificate

CFA
Chartered Financial Analyst Level 1.

Levels 2 and 3 are programme specific.

You'll be able to supplement your business or technical training with a soft skills curriculum delivered throughout your programme at Fidelity.

To see soft skills curriculum, please visit page 24.

Interns and Placements.

Feel good about working at Fidelity.

Summer and off cycle internships

Spend ten weeks of your summer or your full semester developing your skills and gaining valuable asset management experience in our Investment and Commercial business areas.

We're not looking for a particular academic background; we just need you to feel curious about our industry, show personal drive and willingness to learn and share ideas.

Industrial placements

Our Industrial Placement programme is aimed at talented individuals who feel the world of finance may be for them.

Join us for a year in industry, exploring our Commercial or Technology business areas, learning from specialists in the field and feeding your curiosity.

Global orientation

Don't feel like we'll expect you to jump straight in and know everything about what we do. You'll start your journey with an induction, during which we'll introduce you to asset management and how it fits into the broader financial services sector.

Networking

During your time here, you will be given numerous opportunities to learn from and engage with people across the business at all levels.

Bitesize learning

There are many ways to further your depth of knowledge as you move forward. A series of 'Bitesize learning' sessions hosted by key business speakers will give you a first-hand, genuine insight into the full scope of each of our business areas.

Apprenticeships.

Feel your way into the world of work.

We want every apprentice to feel that their contribution matters.

Roles will be mapped to the most appropriate apprenticeship level and standard, and delivered by our chosen training provider over a two-year period. They will be tailored to provide you with the key skills for your chosen career path.

You don't need a background in finance to apply for one of our apprenticeships. Whichever scheme you choose, you'll be trusted, respected and feel responsible from day one.

Soft skills curriculum

Our dedicated Early Careers Programme Management team will supplement your formal training with a soft skills curriculum throughout your apprenticeship.

Year 1

- Virtual Presence
- Self-Awareness
- Social Intelligence
- Goal Setting & Achievement
- Team & Collaboration
- Confidence

Year 2

- Presenting to win
- Promote others belonging
- Critical Thinking
- Taking Charge of your career

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Sixth Form Programme.

Start as you mean to go on.

Still at school? Feel inspired by attending our Sixth Form Programme. You'll experience a series of talks, workshops, panel events, office tours and receive expert advice to help feed your curiosity and develop your professionalism.

Discover

Explore the huge range of business areas at Fidelity, hearing from current and former apprentices, line managers and our apprenticeship training providers.

Develop

Start learning about asset management as an industry and discover how each department plays a pivotal role in making Fidelity the successful organisation that it is.

Learn

Grow your knowledge and understanding of this fast-paced industry, as well as what it feels like to work at Fidelity.

Network

Gain real life experience and a long-lasting network of people who will open your eyes to the opportunities within our industry.

Spring Insight Programme.

Where everyone feels included.

Our three-day Insight Week event, which has grown in popularity every year, is an immersive introduction to the range of career opportunities available for you at Fidelity.

We welcome first year and second year students who are eager to learn about what it's like to work at a global asset management company.

Workshops

You will attend a series of skills sessions and workshops to help you understand the nature of what we do, and why we're so passionate about doing it.

Challenges

We will test your skills with our stock picking and business case study challenges – with constructive feedback from Fidelity's professionals.

Networking events

You will have an opportunity to network with both our graduates and industry leading experts. You'll gain a first-hand, authentic view of how a career at Fidelity could work for you.

"Fidelity is a family-owned company, with a family feel culture."

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What do **we** feel is important?

You don't need to have a background in finance or be a maths wizard to join Fidelity.

We're not looking for previous experience; we're looking for people who feel that their own perspective counts.

We value diversity of thought and seek curious minds. Those who share a passion for asset management and the people we serve.

We also care about the future: the future of our clients, our business, our people and our planet.

So, what's your story going to be?

To start your future with Fidelity, apply online via our website.

Interested?

Here's our application process.

We're looking for well-rounded applicants, which is why we will ask you questions that will highlight your personality and potential, rather than just numerical capabilities.

Apply online

Our initial online application form is a quick and easy process, consisting of a CV and optional one-page cover letter. This part of the process is designed to take as little time as possible, so you can get on to the strengths and interview stages - where you can really show who you are.

Online strengths assessments

Our online testing uses a fun neuroscience-based test to help you show off your best traits. When you submit your application form you will be automatically invited to complete our online assessments within five days.

Strengths-based interview

The next stage is either a face-to-face or virtual interview (depending on your location). A combination of motivational and strengths-based, the questions give us a chance to understand what you enjoy and what areas of the role fuel your enthusiasm. Be yourself and think about specific examples of when you've demonstrated your strengths so that we can get a clear view of who you are as a person.

Assessment centre

This will involve a mix of technical and motivational interviews and a technical case study exercise. The day is also a chance for you to meet different members of the team at Fidelity and ask any questions you have. It's as much about making sure Fidelity is the right place for you as us assessing your strengths.

Offer

Stand out at the assessment centre and we'll offer you a place on the programme. You'll have two weeks from the day you receive your offer to decide. You'll be assigned a buddy to support you with your decision making, who will also be on hand throughout your early career at Fidelity.

The stages may vary depending on the programme you are applying to, so please check our website for further details.

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