

MAKE YOUR MARK WITH US



2022 GRADUATE PROGRAMME



CHOOSE A CAREER THAT MATTERS

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 www.fca.org.uk/graduate

 @TheFCA

 Financial Conduct Authority

ABOUT US

The economy affects us all. When it functions poorly, the results can be devastating. That's why we at the FCA make sure that UK financial markets remain honest, fair and effective. It's about ensuring firms and businesses behave responsibly, so that consumers everywhere can get a fair deal.

Created by parliament in 2013, we regulate more than 59,000 UK firms undertaking a wide range of financial activities. We're also the prudential regulator for over 18,000 of these businesses. Since then, we have made it our mission to protect consumers, promote healthy competition and enhance the integrity of the UK financial system.

Every year we invite graduates and interns from a diverse range of backgrounds to join us – people just like you. It doesn't matter what subject you're studying or have studied: we have a programme for you. If you're passionate and ambitious about making an impact, you can go far at the FCA.

When you join us, you'll gain invaluable experience and develop expert knowledge working with some of the biggest names in finance. Not only that, you'll make a real difference in the financial industry and to the UK population as a whole. With 10 different programmes to choose from, there's no telling where your talent can take you.



INTERESTED IN FINANCIAL REGULATION?

This is your chance to carve out
a career that matters

OUR PROGRAMMES

Our programmes give you a broad understanding of the industry, plus an in-depth knowledge of our organisation as a whole. From Enforcement to Supervision, each division of the FCA has different areas of expertise. Whether you're legally minded or more numerate, our programmes are designed with you in mind.

When you join us as a graduate, you'll rotate around various teams within your division and some may take on a broader internal secondment. For those still at university, we offer a 10-week summer internship, designed for students about to enter their final year of study.



**GAIN
EXPERIENCE**



**GROW
NETWORKS**



**IMPROVE
KNOWLEDGE**

Whichever programme you choose, you'll gain real world experience and develop your networks while improving your skills and technical knowledge, and learning exactly how the financial service sector works.

SUPERVISION, POLICY & COMPETITION

Bring your passion for problem solving and strategic thinking into the constantly evolving world of financial regulation.

Supervision, Policy & Competition (SPC) oversees every business providing financial products and services in the UK. It's work is vital to protect customers and maintain the integrity of financial markets. SPC ensures that firms work ethically and to the highest standards. There are two routes within our SPC Graduate Programme:

1 / Generalist

On this route, you'll have the opportunity to move around and complete rotations across a variety of areas. You could be reviewing business models and analysing identified risks, developing and delivering new policy proposals or engaging with firms to ensure they put consumers at the heart of their business and respond appropriately when detriment arises.

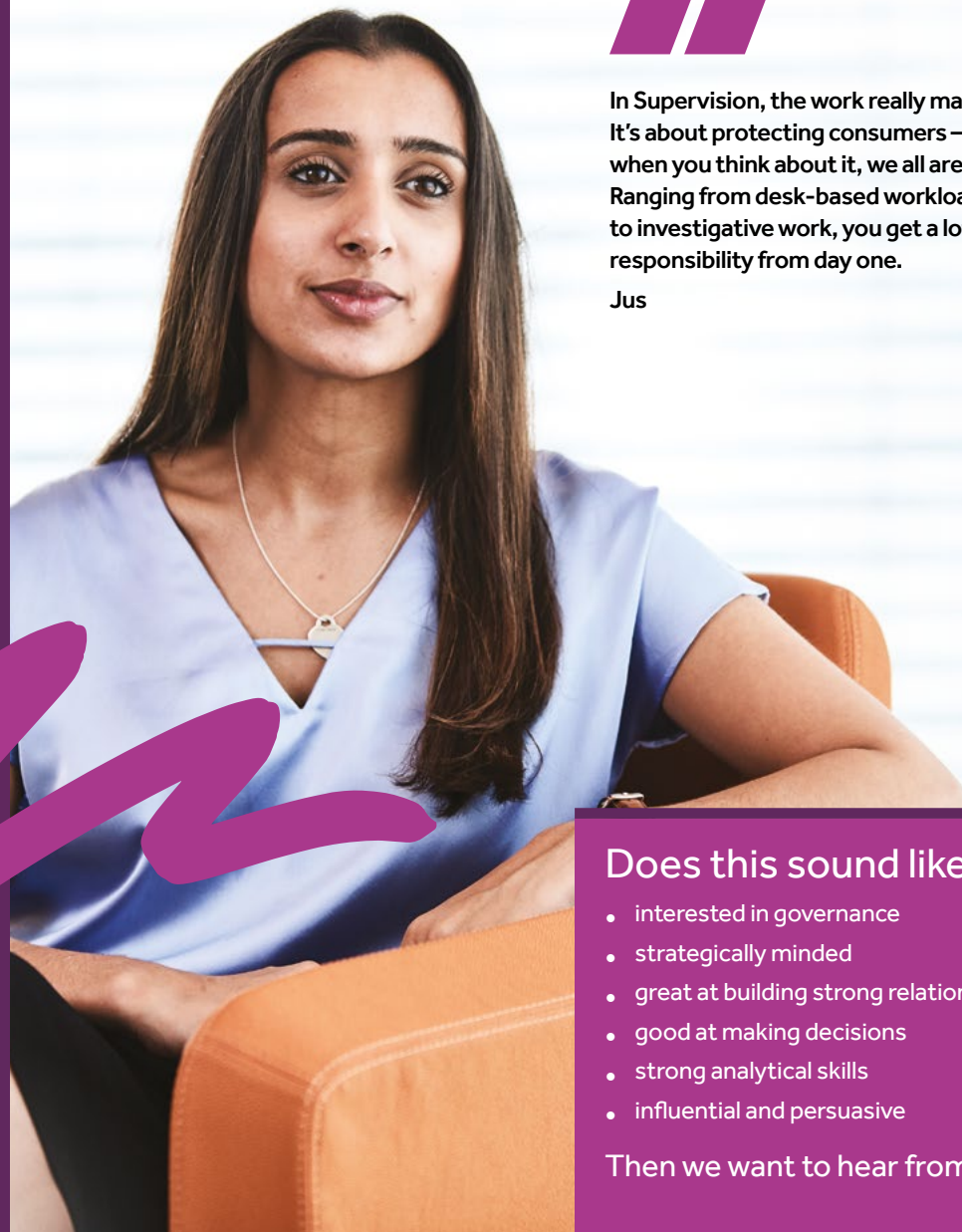
2 / Specialist

This route is aimed at those with a STEM or Economics background. You'll work with firms across all sectors and develop a unique specialism within an area such as financial crime, cyber, safeguarding client assets, resolution or operational and financial resilience. You'll provide direction and support to front-line supervisors, helping to reduce consumer harm. You'll also go on an internal secondment to learn how other areas of the FCA operate. You could also undertake a professional qualification such as a Cyber degree, CFA, ACCA or a diploma in Financial Crime.



In Supervision, the work really matters. It's about protecting consumers – which when you think about it, we all are. Ranging from desk-based workloads to investigative work, you get a lot of responsibility from day one.

Jus



Does this sound like you?

- interested in governance
- strategically minded
- great at building strong relationships
- good at making decisions
- strong analytical skills
- influential and persuasive

Then we want to hear from you.

AUTHORISATIONS

Authorisations is the FCA's supervisory gateway, we decide who can undertake regulated activities in the UK.

As the first point of contact for firms and individuals wanting to provide regulated financial services, Authorisations will:

- review new and innovative business models and the risks associated with these
- keep bad actors out of the markets
- support those who meet our standards

The work is challenging but varied. We'll support you through coaching on essential business skills, and your skills will develop through exposure to senior stakeholders and challenging projects. Authorisations alumni acquire skills and market knowledge that is highly sought after. Joining us is an excellent route to a successful FCA career.

As a gateway supervisor you'll make decisions on whether to approve applications from firms and individuals. You'll review applications spanning a range of sectors and financial models, and help us decide whether individuals are suitable to undertake senior manager roles, such as a CEO or Board Director.

You could spend time working in our Supervision Hub; a key part of the supervision system which offers a master class in managing customer relations and regulation. The Hub is a key tool for sourcing intelligence used across the FCA to strengthen regulation and protect consumers and market integrity. It's tough, but a great place to learn about the business.



The FCA gives me a different view of the financial world. I'm able to increase my knowledge while climbing to the top of my chosen profession.

Temi



Does this sound like you?

- Able to build trust and strong relationships
- Willing to learn and take on new responsibilities
- Inquisitive
- Calm under pressure
- Interested in governance and compliance

ECONOMICS

Working in our Economics specialist programme you'll get the chance to use your skills in a unique way. Supporting the wider function of the FCA, you'll provide analysis and advice based on economic principles and techniques.

Our Economics team provide rigorous economic thinking, research, analysis and advice to help the FCA deliver on its strategic objective of making financial services markets work well. Day-to-day, you could be drafting reports, researching the background of a specified market, presenting on your analysis or providing support and economic analysis to the rest of the organisation. On top of all the experience you will gain throughout the programme, you'll also undertake a fully funded MSc in Economics, if you don't already have one.



There are lots of options for economists at the FCA. Whether you're interested in behavioural economics or policy evaluation, the graduate scheme gives you the opportunity to explore areas that interest you.

Michael



The opportunity to learn more about the financial sector here is tremendous.

Karthik

Who works in Economics?

Graduates with:

- an economics degree
- a strong mathematical foundation
- a willingness to learn about financial markets
- the ability to think on their feet and adapt pre-existing knowledge to new situations
- great communication – both verbal and written
- attention to detail

DATA, TECHNOLOGY & INNOVATION

In Data, Technology & Innovation, we are transforming the way the FCA analyses and uses the data, intelligence and information we receive, so we can spot harm and act sooner. This allows us to more effectively regulate the firms we oversee.

Within Data, Technology & Innovation there are two routes for graduates:

1 / Data Science

On this route you'll get the opportunity to rotate across the organisation, working with varied and unique data sets. You'll be part of a pioneering team and will champion disruptive and innovative solutions. You'll use data science techniques to solve challenging problems, improve FCA operations and advance our ability to identify harm. This will include deploying machine learning to build classifiers, implementing natural language processing to automate document analysis and using network analytics to identify transaction patterns.

If you:

- have a quantitative degree
- enjoy working with data
- have proven analytical and problem-solving skills
- are a team player with strong interpersonal skills

Then we want to hear from you.

2 / Tech & Change

On this route you'll support a large and varied portfolio of change programmes, implementing new regulatory directives and the required information technology services. You'll be aligned to one of our three Communities of Practice; Architecture and Operations, Change or Technology Delivery. You'll rotate across all three, but for your final rotation, you'll develop your skills within your chosen Community of Practice. Throughout the programme you'll gain exposure to a wide variety of business areas, delivering the solutions to complex business problems.

If you're:

- analytical
- collaborative
- commercial minded
- customer-focused
- innovative
- passionate about change

Join us today!



MARKET OVERSIGHT

In Market Oversight we work to ensure UK financial markets are fair and work effectively. Our work allows investors to have confidence in UK financial markets and plays a vital part in protecting our economy.

This is an exciting opportunity to keep your finger on the pulse of the UK financial system. From live monitoring of the stock market to detecting breaches of our rules; no day is the same in this varied and fast paced environment.

As a graduate, you can make a real difference working in Market Oversight. From the start, you'll be given your own workstreams to develop and the autonomy to make decisions. All with the support and oversight of our friendly team. We pride ourselves in taking on board everyone's ideas. Your analysis and recommendations can feed into decisions made at every level within the organisation.

Making the 'what next' decision after university isn't easy, but if you want variety, challenge and genuine responsibility, our Market Oversight Graduate Programme could be the right choice for you.



One of the best things about working in Market Oversight is the culture. The team is really welcoming and supportive. You can have a huge input into high profile cases and know that your ideas will never be dismissed.

Montae



If financial markets interest you, there's no better place to work. Even at a junior level the work I'm given is important – in fact it's often sent to parliament, covered in the press and even signed off directly by our CEO.

Daniel

We want to hear from you, if you have the following:

- an interest in financial markets
- are capable of building strong relationships
- enjoy solving problems
- are decisive and persuasive
- want to work to keep our financial markets
- want to work for the benefit of society

ENFORCEMENT

Our Enforcement teams investigate and penalise UK businesses for breaching financial regulations. They look into companies' misconduct and, ultimately, bring about criminal and civil prosecutions.

As a graduate in the Enforcement team, you'll be investigating and tackling the most serious regulatory breaches and incidents in financial services. Every day will be different and the work you do will be varied, challenging and interesting, whether you're studying relevant financial regulation and possible breaches or interviewing people to get a clearer picture of what has gone on. You'll gain a great understanding of our legal framework as you work on high-profile cases and make it clear to perpetrators and beyond that there are real consequences for those who don't meet our standards.

Our Enforcement programme can set you up for a career that has a real impact, as you develop your understanding of the market, the behaviours of consumer victims and the extent of the FCA's powers to take action where we see potential misconduct.



Working in Enforcement is a bit like being a detective, investigating breaches of financial regulation in the financial sector.

Felix



I work on an investigative team, which means I spend most of my day investigating individuals suspected of breaking the law. On a normal day I might go through a company's publicly available accounts, draft court documents or plan interviews with suspects or witnesses. On an extraordinary day, I could be involved in the search of a suspect's office or home – that's always pretty exciting.

Joe

Who works in Enforcement?

Graduates joining us in Enforcement often have:

- great analytical skills
- an ability to build strong relationships
- good communication skills, both face to face and in writing
- an ability to work to deadlines
- good forward planning skills

Sound like you?

OPERATIONS

Operations provides the platform and tools to help the organisation deliver on its statutory objectives. We have an exciting Operations strategy and transformation agenda to ensure continuous improvement and growth.

Operations works in partnership with the rest of the organisation to provide specialist support across a wide range of areas. Our vision is to:

- drive operational excellence and resilience across the FCA,
- deliver quality services and support across the business; and
- be trusted strategic partners that bring solutions to the table to develop and shape the FCA.

In Operations, you'll learn how to build strong relationships with people from across the entire organisation and will gain an understanding of the wider business. No matter which area you work in, you can push yourself beyond your comfort zone, safe in the knowledge that you have all the support you need to grow.

If you like variety, Operations is the division for you, with opportunities in:

- **Communications** – setting and delivering the FCA's communications and engagement strategy
- **Facilities Management** – setting and managing the FCA's working environment strategy
- **Finance** – managing the FCA's budget and finances
- **Legal** – providing legal guidance throughout the FCA
- **Operational Resilience** – setting and delivering the FCA's first line of defence
- **Procurement** – delivering value for money and reducing risk throughout our third-party supplier network

Our graduate programme is for ambitious people who want to make a difference and shape the FCA's future. If you're looking to develop professionally, and you care about the efficient running of businesses, this is the place for you.

Think you've got what it takes?

Apply if you:

- want a career at the heart of the business
- are comfortable with challenging the status quo
- have strong analytical and problem-solving skills
- bring great communication skills, both written and verbal
- are good at building strong relationships
- are eager to learn

HUMAN RESOURCES

Our HR team is ambitious and provides the business with confidence and expertise. It gives support and offers services across a range of areas. We have an exciting people strategy and HR transformation agenda to ensure the organisation delivers it's objectives.

Our graduate programme is for ambitious people who want to make a difference and shape the future of the FCA. Throughout the programme you'll be able to implement real change, working alongside our expert HR colleagues as you plan for and shape the future of the FCA.

You'll have the chance to work on a variety of projects and teams, ranging from analysing Management Information (MI) and providing insights with HR Strategy & Policy, to running assessment centres and attending careers fairs with Resourcing & Talent. You could help divisions on

their people decisions with our HR Business Partner team, and support salary benchmarking exercises, manage change projects, or support the delivery of our annual employee survey. In addition to challenging and varied work, we'll support you to study for your professional qualifications with the CIPD.

This programme is a great opportunity to learn the fundamentals of HR and how to drive transformational change in an evolving world.

At the FCA, you need to be a proactive, resilient individual with a strong desire to succeed.

Fran

Interested?

Join us today if you're...

- a great influencer
- customer-centric
- data confident
- have a passion for change
- strategically minded
- future focused
- a consultative problem-solver

SUMMER INTERNSHIP

If you're still studying but want to gain some work experience in the finance industry, our summer internship could be perfect for you.

Over 10 weeks, you will gain insight into both the FCA and financial services, working with some of the brightest minds in the industry. You will see what we do and how we work, build your knowledge and earn a competitive £24,000 salary (pro rata) while you do it. By the end of the programme you will be equipped with everything you need to decide whether a regulatory career is for you.



TRAINING

We offer all of our graduates extensive training to help you get the most out of your time at the FCA. Each graduate who joins us receives a bespoke development programme, which includes:

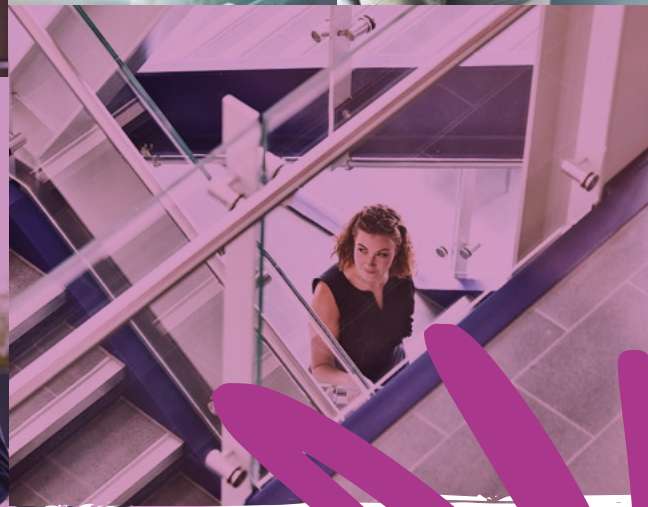
- interpersonal skills training
- technical training
- an opportunity to study towards professional qualifications aligned to your role
- a CEO challenge, which involves working in a small team to develop a project that will make a sustainable impact in the local community
- You'll also have access to the FCA Academy for further development and learning opportunities.



BENEFITS

Your welfare is a top priority. As well as looking after you, we want to reward you for your hard work. When you join the FCA you will benefit from:

- a competitive annual salary of £34,000
- access to the FCA Academy learning programmes
- career and family leave
- a non-contributory pension
- a minimum of 25 days' holiday
- interest-free season ticket loans
- private healthcare
- free eye tests
- a subsidised on-site fitness centre
- flexible working options
- charity and volunteering initiatives
- access to sports and social clubs
- a reflection and multi-faith room
- a subsidised restaurant.



We want students and graduates from all backgrounds and walks of life to join us – it really doesn't matter what subject you study.

We're looking for talented people who want to make a real difference and who share our values. Ambition, integrity and inclusivity are traits we would like to see in your application.

If you're interested in applying, visit

www.fca.org.uk/careers/early-careers

- register application
- online strengths based assessment
- online motivational questionnaire
- telephone interview
- assessment centre.



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