

## Choose a career that matters

Graduate careers with the  
Financial Conduct Authority





# Contents



Introduction	04
The programmes	06
Benefits	08
Internships	09
Supervision	10
Enforcement and Market Oversight	11
Strategy and Competition	12
Economics	13
Investing in our future	14
What we look for	15

## Who we are



**The FCA was created by Parliament in 2013 as the regulator of the conduct of financial services in the UK. Our remit is broad. We regulate over 56,000 firms that undertake a wide range of financial activities, including 18,000 firms we regulate prudentially.**

From providing financial advice to arranging capital investment, the range of these activities shows how important financial services are for the UK economy and everyone in it.

Parliament has given us a single strategic objective – to ensure that relevant markets function well – and three operational objectives to advance:

**Protect consumers** – to secure appropriate protection for consumers

**Integrity** – to protect and enhance the integrity of the UK financial system

**Promote competition** – to promote effective competition in consumers' interest

A career at the FCA offers exceptional development and the chance to make a real difference. As a graduate or intern, you'll develop expert knowledge as you work with some of the biggest names in finance.

# Our Mission

**As a public body our aim is simple: to serve the public interest by improving the way financial markets work and how firms conduct their business. By doing this, we provide benefits to individuals, businesses, the economy, and to the public as a whole.**

To deliver our objectives, Parliament has given us a range of tools. It has also given us independent powers to make decisions about how best we should use these tools. We can use them to serve the public interest in different ways, but we must be targeted when we decide when, where and how to act.

Effective regulation relies on consent, trust and confidence from the public. This includes consumers and the regulated, and that our powers are used consistently, transparently and proportionately.

When we make regulatory judgements, we aim to be transparent about how we reached them. We must also make clear not just the benefits of regulation, but also the costs.



## **The programmes**

### **Experience an aerial view of financial services**



**Our graduates have a bird's eye view of financial services, both in the UK and internationally. At the FCA you will gain a broad understanding of our industry, plus an in-depth knowledge of our organisation.**

To give you that exposure, our graduate programmes are made up of multiple rotations and an external secondment. You'll spend your first two years experiencing different parts of the FCA and growing your networks. At the same time, you'll be collaborating with teams across your division, honing your skills and technical knowledge and developing a real insight into financial services.

You'll also benefit from bespoke training that complements what you learn on the job. And as part of your development, we'll support you to achieve professional accreditation or additional qualifications. Wherever you join, you'll find learning is a priority and that we offer a breadth of training to help you take your career further.

One such programme, developed exclusively with Henley Business School and the Chartered Institute for Securities and Investment, is our MSc in Financial Regulation – the world's first qualification of this kind. This is open to all colleagues and is just one of the ways we build the professional excellence our graduates need to shape the future of the financial industry.

During your final six months on the scheme, you'll be offered the opportunity to take on an external secondment. This experience will allow you to make a positive impact working for a business directly and will round out your commercial and industry knowledge.

**Recent graduates have undertaken external secondments in a variety of businesses and countries, including:**

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World Bank Group, Washington DC

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The Federal Reserve Bank of New York

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The European Commission, Brussels

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BBC

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PwC

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Bank of England

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Age UK

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The Money Advice Service

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Her Majesty's Treasury

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The European Securities and Markets Authority, Paris

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Financial services firms

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The Competition and Markets Authority

## Benefits

### A rewarding career

**In addition to training and development tools that help you reach your full potential, we offer a competitive range of benefits to make sure you're rewarded. We create an environment that supports you to strike the right balance between work and home.**

#### As a graduate at the FCA you can expect:

a starting salary of £34,000

a performance-based bonus

flexible benefits to choose from

a non-contributory pension

25 days' holiday

interest-free season ticket loans

private healthcare

free eye tests

access to our onsite fitness centre

a subsidised restaurant

an onsite doctor and physiotherapist

sports and social clubs

flexible working options

career and family leave

charity and volunteering initiatives

a reflection and multi-faith room

# FCA internships

## Experience the big picture

**Our ten-week summer internships offer a real insight into both the FCA and financial services. This is your chance to work and learn alongside industry experts as you gain real life experience of what we do and how we work. It's everything you need to decide whether a regulatory career is for you.**

You'll also have the opportunity to give back through our corporate social responsibility day, and build your knowledge even further with our learning lunches. At the same time, you'll be encouraged to meet and hear from our senior leaders at a series of speaker sessions. And you'll be earning a competitive salary of £24,000 (pro rata) as you do it.

Successful interns could be offered a place on one of our graduate programmes at the end of the summer. We look for passion and integrity as well as ambition and aptitude. Although our internships are open to students from any background, we ask that you are in your penultimate year of study and are on track to gain a 2.1 degree, or equivalent.



# Supervision

**A career in Supervision offers an overview of every single business providing financial products and services in the UK. We protect customers and the integrity of the market by making sure firms work ethically and to the highest standards.**

We monitor firms entering our industry, identify risks and make sure businesses behave appropriately when problems arise. Our experts work in areas as diverse as financial crime, event supervision, client assets and prudential regulation.

We are split into two divisions. The first – Retail and Authorisations – supervises, authorises and registers firms and individuals operating in the regulated financial services sector. They specialise in three areas: retail banking, retail lending and general insurance and protection.

These areas include everything from mobile phone insurance to pay day loans, and mortgages to health cover.

Our second division – Investment, Wholesale and Specialists – supervises producers and distributors of financial products, such as asset managers or investment banks. Our people also oversee both the buy-side activities of investment managers and the sell-side and trading activities of investment banks and markets.

As a graduate in Supervision you'll spend your first two years developing your regulatory skills and understanding of how we work, through a series of rotations in both our Retail and Authorisations and Investment, Wholesale and Specialists divisions. This will then be followed by a six-month internal secondment and a final six-month external secondment.

At the same time, you'll be getting on-the-job training and enjoying lots of responsibility as you engage with senior stakeholders. It's a varied programme where you could be working with trade bodies and advisers to predict future risks. Equally, you could be reviewing and assessing individuals looking to work in our sector, or providing specialist support to the wider organisation in managing financial crime.

Wherever you specialise, you will be representing the FCA to external executives and CEOs from a variety of different firms. It's an unparalleled level of exposure – you'll be making persuasive arguments and influencing the most senior minds in financial services.

## You'll be:

curious about governance

strategically minded

able to build relationships

decisive

analytical

influential and persuasive

confident

# Enforcement and Market Oversight

**A career in Enforcement and Market Oversight is one that will help protect and enhance the integrity of the UK financial sector. It involves investigating and bringing enforcement action on behalf of the FCA, and we make it clear that there are real consequences for those who do not meet our standards.**

Where an investigation uncovers evidence of misconduct, enforcement action can include fines, bans and convictions. In the first half of 2017 alone, our fines totalled over £163 million. It's high-profile and significant work that often makes the front pages. But there's more to Enforcement than punishing offending firms. We use a wide range of tools to drive cultural change, from education, disruption and intervention to our formal criminal, civil and regulatory powers.

Market Oversight is on the front line of the UK's financial markets. We are home to the UK Listing Authority, which regulates and maintains the list of the UK's approved issuers of shares and bonds. They decide who is allowed to trade on the London Stock Exchange, review prospectuses, monitor market disclosures and deal with serious breaches. Recently, this has included investigating the LIBOR scandal. By supervising transaction reporting and cracking down on insider trading and price manipulation, we allow investors to have confidence in the integrity of the UK market; a vital part of a healthy local and global economy.

As a graduate in Enforcement, you'll investigate and tackle the most serious regulatory breaches and incidents in financial services. The work you do will be varied, challenging and interesting, and you can expect to gain an understanding of our legal framework as you contribute on high-profile cases.

Market Oversight graduates will be involved in the full range of regulatory and operational activities. That could mean negotiating our local and international policy positions, reviewing initial public offering documents and carrying out supervisory visits. You could even take part in a raid as part of a live investigation or force a company to make an announcement relating to inside information leaks.

Enforcement and Market Oversight is a vibrant and exciting place to develop your skills and knowledge. Whether you're analysing evidence and preparing cases for settlement, or developing your understanding of our directorate and presenting your findings to key decision makers, you'll grow through on-the-job training and exposure to a variety of work. You'll also take on internal and external secondments that will deepen your insight of sectors, regulations and legislation.

## You'll be:

Enforcement: legally minded

Market Oversight: numerate

a good writer

able to build relationships

decisive

analytical

influential and persuasive

confident

# Strategy and Competition

**In Strategy and Competition we work to set and achieve our overarching strategy. Our decisions have a major impact on how we achieve our goals. More than that, our work makes a difference on an international scale.**

We lead on competition, policy and communication activities and build strong relationships, with everyone from consumer groups and industry contacts to the media and government stakeholders.

We monitor the external environment and work across the FCA to build an aerial overview of how the markets are functioning. Beyond that, we spot areas of concern and make sure we're using our regulatory tools to the full.

Many different departments and subject matter experts make up our division.

**Strategy** – identifies our key priorities and makes sure we act in a focused and coordinated way to achieve them.

**Markets Intelligence, Data and Analysis** – pulls together information from internal and external sources to determine whether the markets are working in the consumer's best interests.

**Policy** – develops rules and frameworks which support our objectives and influence the direction of domestic, EU and international regulation.

**The Competition and Economics** – researches and analyses issues affecting our markets. They look at specific markets and then act to promote competition within them. This encourages firms to offer better products, lower prices or improved services.

**Communications** – helps increase understanding and awareness of the FCA's objectives by establishing and delivering internal and external communications strategies.

As a Strategy and Competition graduate, you'll discover strengths in several varied but complementary departments and roles. You'll develop a network of contacts as you take on internal and external secondments. Whether you're writing policy, promoting competition, undertaking pioneering research or drafting key communications, we will give you the support you need to grow. Wherever you're learning, you'll be involved in high-profile projects that fundamentally influence the FCA and shape how we regulate our markets.

**You'll be:**

a strong researcher

a good writer

analytical

eager to learn

people focused

decisive

a great communicator

# Economics

## **Our Economists are a source of expert advice. Their insight and policy analysis shapes our strategy and makes a real and positive difference to consumers' lives.**

Economists at the FCA perform a wide variety of roles. This includes advising on economic problems in our markets and the methodologies to analyse them, as well as getting involved in cost benefit analysis of regulatory policy. Our Economists also lead the FCA's work promoting effective competition in financial services, with market studies which inform our actions and shape our strategy.

We produce high-quality, policy-relevant research on a wide variety of subject matters, including behavioural economics. Blending psychological insight and economic principles, this emerging field helps us understand why people make the financial decisions they do. By understanding how consumers behave, we can recommend regulatory action to protect them.

We have an integrated approach to the regulatory analysis of markets. This takes account of traditional and behavioural market failures, as well as the context of individual markets and how they interact. Crucially, we also look at how regulatory interventions affect these processes.

As a graduate Economist you'll be based in the Strategy and Competition division. From there, you'll have the opportunity to work in the Competition and Economics department, the Behavioural Economics and Data Sciences unit and the Payment Systems Regulator, before deciding where to specialise.

Over the course of the programme, you'll build in-depth technical knowledge through bespoke training, internal and external secondments and learning on-the-job. You'll also influence policy using economic principles and apply what you've studied to real world problems as you help to advance the FCA's competition objectives. As part of your development, you'll undertake a fully funded Masters in Economics if you don't have one already.

### **You'll need:**

an Economics related degree

### **You'll be:**

numerate

a good decision maker with sound judgement

logical

motivated

excellent at analysing information

able to think strategically

## Investing in our future



**In 2018 we move to a new office in the Olympic Park, Stratford. This exciting opportunity will enable us to improve the way we work and provide a modern, flexible and inclusive workplace.**

Our new building offers an open and flexible layout that is designed to improve collaboration and enable more informal working opportunities.

It will also provide brand new technologies that will further our ability to work flexibly and help us to meet our future needs as the world around us continues to evolve.

# Think broader horizons

We want to work with students and graduates from all backgrounds and walks of life, across all subjects.

We ask for a minimum of a 2.1 degree at undergraduate level. Importantly, our organisation needs talented individuals who share our values, so curiosity and integrity are as essential as academic achievement.

If you're passionate, focused, confident and ready to make a real difference in financial services, you can learn more and apply at

[www.fca.org.uk/careers](http://www.fca.org.uk/careers)

## Our application process:

Step 1  
Online application

Step 2  
Online tests

Step 3  
Motivational questionnaire

Step 4  
Telephone interview

Step 5  
Assessment centre

Step 6  
Offer



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