

# Careers that matter

Opportunities for graduates to make a difference







## CONTENTS

- 03 About Us
- 04 Our Programmes
- 05 Market Oversight
- 06 Enforcement
- 07 Supervision
- 08 Strategy and Competition
- 09 Economics
- 10 Cyber and Information Resilience
- 11 Technology and Change
- 12 Data Science
- 13 International
- 14 Human Resources
- 15 Summer Internship
- 15 Training
- 17 Benefits
- 17 Application Process



@FCA\_Careers  
@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 58,000 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 Strategy 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 may take on an external secondment. For those still at university, we offer a 10-week summer internship, designed for students about to enter their final year of study.

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.

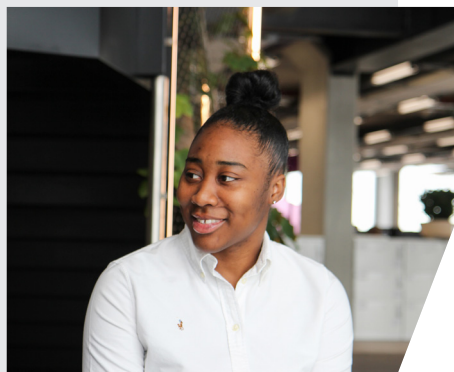


## MARKET OVERSIGHT

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.

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 get-go, 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.



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

//



### Want to join us?

If you...

- have 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 working for the benefit of society

Then we want to hear from you.



## ENFORCEMENT

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

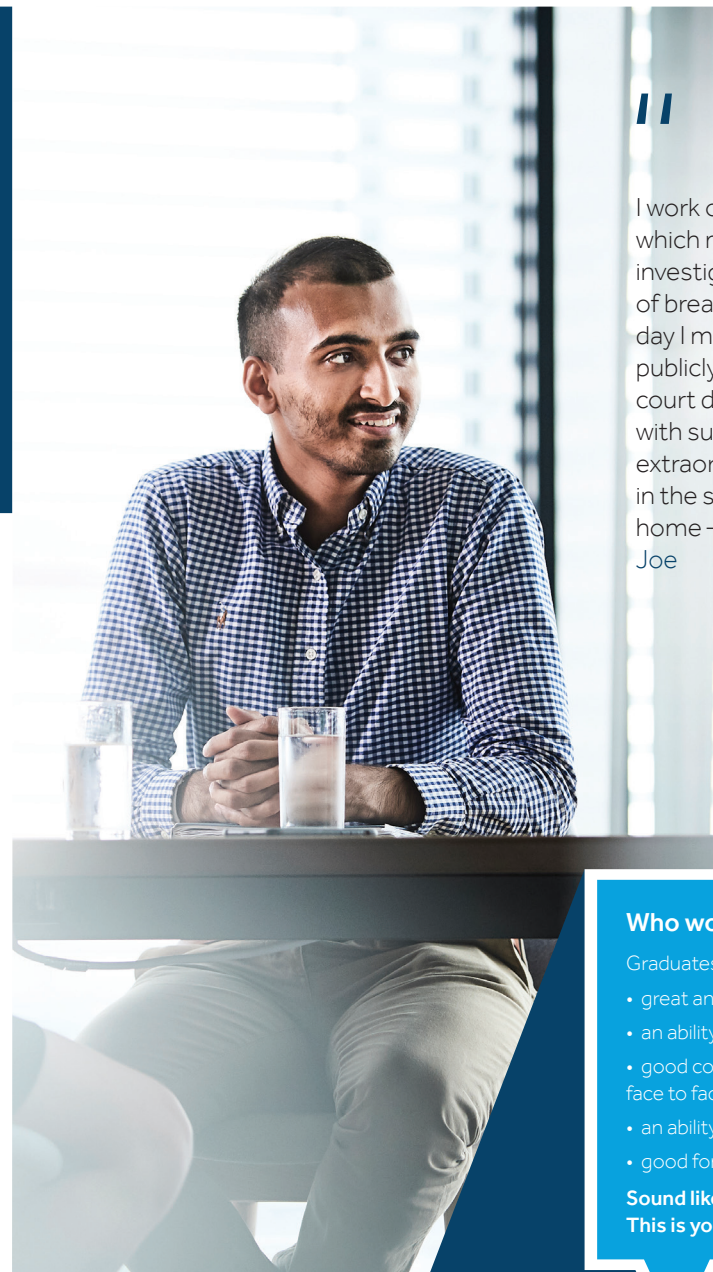
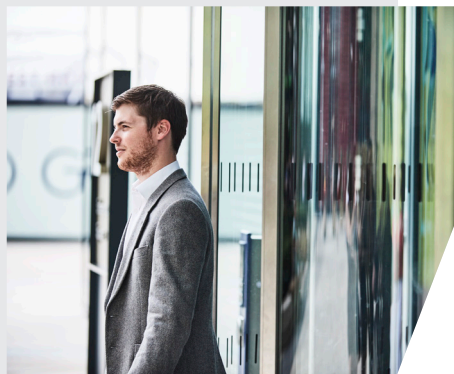
As a graduate in the Enforcement team, you'll be investigating and tackling the most serious regulatory breaches and incidents in financial services. Every day will be different and the work you do will be varied, challenging and interesting, whether you're studying relevant financial regulation and 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.

//

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?**

**This is your chance to join us.**



# SUPERVISION

In Supervision we oversee over 58,000 firms to ensure that treating consumers fairly remains central to their business. By taking action when we see poor behaviour we prevent harm to both consumers and financial markets.

We do a wide range of work in Supervision – so much so that we are split into 2 divisions:

## 1 / Retail Supervision

Retail and Authorisations

In Retail Supervision, we supervise, authorise and register firms and individuals who operate in the regulated financial services sector. We specialise in 3 areas: retail banking, retail lending and general insurance and protection – think mobile phone insurance, payday loans and mortgages.

## 2 / Wholesale Supervision

Investment, Wholesale and Specialists

In Wholesale Supervision, we supervise the producers and distributors of financial products, such as asset managers or investment banks. This division also includes our specialist areas such as Financial Crime and Prudential Supervision.

As a graduate in Supervision you'll have the chance to work in both divisions, and take on internal and external secondments. You'll get on-the-job training, lots of responsibility working with senior stakeholders and the chance to represent the FCA to external CEOs. It's a very exciting division in which you'll learn to make persuasive arguments and influence the most senior minds within financial services.



//

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.



## STRATEGY AND COMPETITION

Our Strategy and Competition division combine our expertise in competition, economics and policy with our intelligence, strategy and communications functions. Only with their knowledge and direction at our disposal can we continue to effectively regulate some of the UK's most complex financial markets.

If you like variety, Strategy and Competition is the division for you. From writing policy, promoting competition and undertaking research to analysis and drafting communications, there's lots to get involved in. As part of the division, you'll learn how to build strong relationships with people from across the organisation and establish an understanding of the wider business. No matter which area you work in, you can push yourself out of your comfort zone, safe in the knowledge that you have all the support you need to grow.



//

As a graduate, the FCA is an excellent place to get to grips with the financial services sector and beyond. .

Charlotte

//

//

We provide the insights needed to make informed decisions. If you're happy to be pushed outside of your comfort zone, it's a brilliant place to learn and grow.

Sean

//



### Interested? Great.

If you're...

- a strong researcher
- a great communicator – both face to face and in writing
- good with analytics
- eager to learn

**You could be the perfect fit for our Strategy and Competition division.**



# ECONOMICS

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

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. Not only that, your insight could help guide future FCA policy decisions, evaluate previous decisions and ensure we meet our objectives as a regulator.

On top of all the experience you will gain throughout the programme, you'll also undertake a fully-funded MSc in Economics. If you already have an MSc in Economics, you will have the chance to take on alternative sponsored study.



//

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.



## CYBER AND INFORMATION RESILIENCE

Our Cyber and Information Resilience functions do an important job. Not only do they protect our business from cyber risk, they also prevent cyber criminals from undermining confidence in the UK's financial sector.

Cyber security is one of the biggest threats to commerce and society alike. Companies everywhere are experiencing the growing threat of cyber-attacks from nation states, organised crime groups, domestic hackers and activists, with the level of sophistication of attack accelerating year on year. The FCA isn't immune to this risk and, as a regulator of the UK's financial services sector, we could become a target for those intent on undermining confidence in the sector.

As a cyber graduate, you will also help us build the capability of firms and markets to defend against – and recover from – cyber-attacks. In doing so, we'll protect consumers and maintain market integrity. You'll also play a key role in ensuring the FCA and our colleagues are equipped to deal with this ever growing threat.

This role will give you the technical skills to understand the ever-changing cyber environment and make an impact across the whole organisation.

//

In Cyber and Information Resilience we're responsible for protecting the whole of the FCA from cyber harm. There's a lot of satisfaction in being able to use your skills to prevent an attack on the organisation

George

//



### Think you've got what it takes?

- want a career in cyber/information security
- have a technical aptitude to work in this field
- are excellent at analysing information
- bring great communication skills
- are eager to learn

**A role in Cyber and Information Resilience could be for you.**



## TECHNOLOGY AND CHANGE

Financial services regulation changes constantly, affecting the way we regulate. To support this, we deliver a large and varied portfolio of change programmes, implementing new regulatory directives and the required information technology services.

Our Business and Technology Solutions division has many diverse teams. These range from architecture and analysis experts who structure our systems, through to business partners who plan change, and programme managers who provide a pragmatic and collaborative approach to delivery. We also have specialists who design and test our technology solutions as well as experts who maintain and protect our IT services and systems. Within the programme you'll help manage the impact of change on the organisation, its processes and people.

You'll be aligned to one of our three Communities of Practice:

- Architecture and Operations
- Change
- Technology Delivery

You'll benefit from rotations both within and across these disciplines. For your final rotation, you'll hone and develop your skills within your chosen Community of Practice. You'll also work on community initiatives and events to give you a leading role in building cross departmental communities of interest.

Throughout the programme you'll gain exposure to a wide variety of business areas working to ensure the solutions to complex business problems, drive change and support the FCA's Mission.

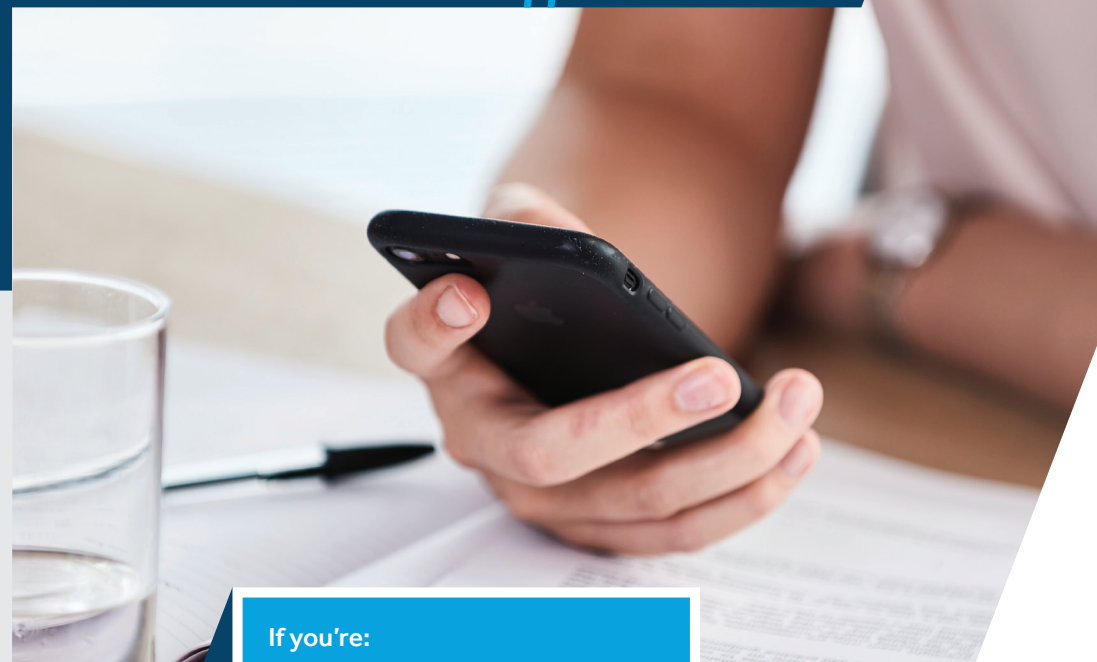
You'll benefit from diverse work-based experiences and we'll encourage you to study for qualifications to enhance your development as a technology and change expert at the FCA.

//

The industry is evolving constantly, and it's our job to ensure the FCA is capable of adapting to this and successfully achieving its Mission

Simone

//



### If you're:

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

**Join us today!**



## DATA SCIENCE

In Advanced Analytics, we lead the development and application of data science at the FCA. Our main objective is delivering business value using pioneering techniques.

You'll be at the forefront of building and shaping the Advanced Analytics centre of excellence and driving and embedding cultural change throughout the organisation.

As a graduate 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, innovative solutions.

You'll use data science techniques to solve challenging problems, improve FCA operations and advance our ability to proactively 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.

//

Working with a diverse group to solve real-world business problems, you'll gain experience in both data science and financial services, setting you up for a future career as a data scientist.

Matt

//

//

The FCA offers a unique opportunity for those interested in a career in data science and analytics, with a large range of impactful projects and exciting data sets to explore

Isobel

//

### Want to join us?

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.



## INTERNATIONAL

The International Division develops the our strategy for engaging and influencing organisations across the globe. They enable us to operate effectively in an international environment by working closely with key stakeholders. The division has been central to our work on the UK's withdrawal from the European Union.

This is a great opportunity to help shape the national and international regulatory environment, and to ensure that we deliver on our international agenda.

We have a variety of teams and roles within International, and you'll get the chance to work on a range of exciting projects.

You will be given the opportunity to take on responsibility from your first day, enabling you to build a varied portfolio throughout your graduate programme with International.

Your key projects will involve monitoring and analysing regulatory developments in the UK and overseas, engaging with internal and external stakeholders, researching and writing briefings and presentations. You'll be expected to provide key insights and advise to colleagues, of all seniority, across the FCA.

You'll learn a lot on the job, so we don't expect you to already have a detailed knowledge of international regulatory matters. A keen interest in the UK regulatory system and the UK's relationship with the EU would be very beneficial though.

You'll complete the International training pathway, which will equip you with all the skills you need. We also offer the option for external study and you'll be able to participate in secondment opportunities that will help you to develop your career.



“

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.

**Temí**

”

### If you're...

- interested in the UK's relationship with the EU
- curious about financial services and regulation
- eager to take on responsibility
- looking to make a real difference
- effective at communicating and engaging with people from a broad range of backgrounds
- a collaborative team member

**This is your chance to join us.**



# HUMAN RESOURCES

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

Our graduate programme is for ambitious people who want to make a difference and shape the future of the FCA. We believe that outstanding HR professionals understand the fundamentals of HR and how to drive and effect transformational change in an evolving world.

You'll spend the first year of your graduate programme learning the essentials of HR. You'll learn about the FCA's values and develop your core skills. You might work with the reward team to understand our compensation strategy or with our employee relations consultants to learn how we build a strong employee/employer relationship at the FCA.

In your second year, you'll take on more responsibility and develop your understanding of the people data we have across the FCA. You'll put all this learning into action in your next placement by leading on a project, such as our Employee Engagement Survey. Your final rotation will be working in a business-facing role as either a HR Business, Learning or Resourcing Partner, in addition to leading a strategic change project.

If you're looking to grow and develop professionally, and you care about finding out what is important to our people, this is the place for you. We believe in continuous learning. So, in addition to challenging and varied work, we'll support you to study for your professional qualifications with the CIPD.

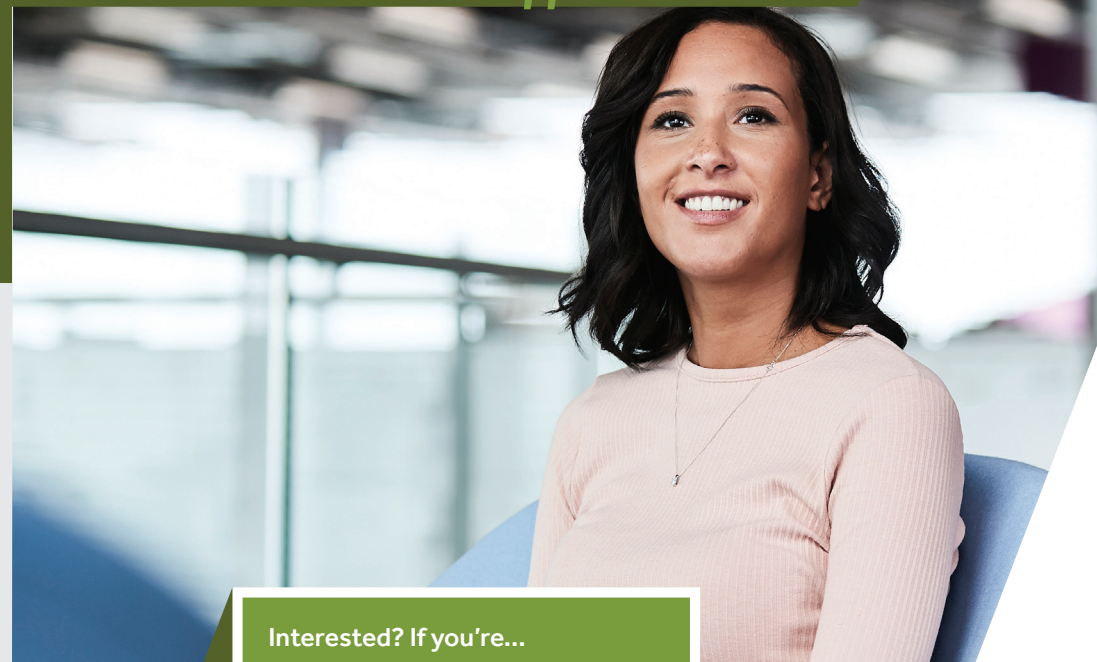
We're looking for someone who's comfortable questioning the status-quo, and agile enough to help shape our future.

//

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

Fran

//



## Interested? If you're...

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

**Join us today.**



## 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 armed 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
- an external secondment in the last 6 months of some programmes.

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
- a performance-based bonus
- 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](http://www.fca.org.uk/careers)**



- register application
- online numerical reasoning & logical reasoning test
- online motivational questionnaire
- telephone interview
- assessment centre.





@FCA\_Careers  
@TheFCA



Financial Conduct Authority

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