

# Empowering economies Shaping your future

Graduate career and  
internship opportunities





We are dedicated partners with a deep commitment to excellence, delivering value for our customers. We're leaders in data and analytics, risk, collateral and processing solutions, capital formation and trade execution.

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# Who we are

Enabling businesses and economies to fund innovation, manage risk and create jobs.

LSEG (London Stock Exchange Group) is more than a diversified global financial markets infrastructure and data business. We are dedicated, open-access partners with a commitment to excellence in delivering the services our customers expect from us. With extensive experience, deep knowledge and worldwide presence across financial markets, we enable businesses and economies around the world to fund innovation, manage risk and create jobs. It's how we've contributed to supporting the financial stability and growth of communities and economies globally for more than 300 years.

The history of London's Stock Exchange can be traced all the way back to 1698. The financial markets have evolved significantly since then and so too has the nature of our business.



The breadth and impact of our operations is mirrored by the people who work for us. We are 25,000 people in 70 countries, united by a common culture and purpose. From our headquarters in the United Kingdom our geographic footprint now extends from India to the United States, Poland to Costa Rica. Our diversity reflects that of our customers, as well as the many communities in which we operate.

**As we continue to expand and diversify, we offer you the opportunity to make a significant impact by helping shape the future of LSEG's dynamic global business.**

You will have direct exposure to the exciting developments and innovations in our finance and technology teams. We are looking for dedicated, ambitious graduates to partner with us as we grow. We welcome applications from problem solvers who are willing to challenge the status quo and will thrive in a team environment in supporting and shaping financial markets.

If this sounds like you, we invite you to explore our opportunities and to take the first step towards an exciting, varied and impactful graduate career at LSEG.



25,000  
people

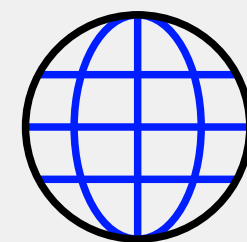
70  
countries





# Our culture

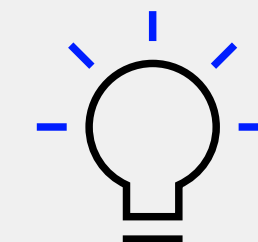
The three pillars of our culture define LSEG and are critical to achieving our ambitions as a business. We're looking for people who will help strengthen our culture.



## CONNECT

**We work as one company to serve our customers.**

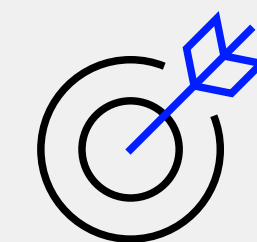
We unify to get the best from our people and to deliver the greatest value for our customers. We break down silos, bringing together data, products, people and partners globally in new and better ways. We behave as a truly global organisation, creating inclusive teams who work in partnership with our customers and stakeholders.



## CREATE OPPORTUNITY

**We have the courage to think differently.**

We are proud of our heritage yet not constrained by it. We're curious and willing to disrupt ourselves. We expand our horizons and recognise that brilliant ideas and perspectives can come from anywhere. We shape markets in ways that create sustainable value for society and create an impact we're proud of.



## DELIVER EXCELLENCE

**We execute to the highest standards.**

Good enough isn't good enough – we constantly challenge ourselves to be better. We deliver on our commitments and take ownership of every aspect of our work. We know that financial communities depend on the integrity of our infrastructure and data – and never compromise on stability and resilience.



# Our global presence

Our global offering gives our customers the flexibility, stability and trust to enable them to achieve their ambitions.

**A global team of 25,000 people operating in 70 countries**

**40,000**

customers in **190+** countries

**\$75 billion**

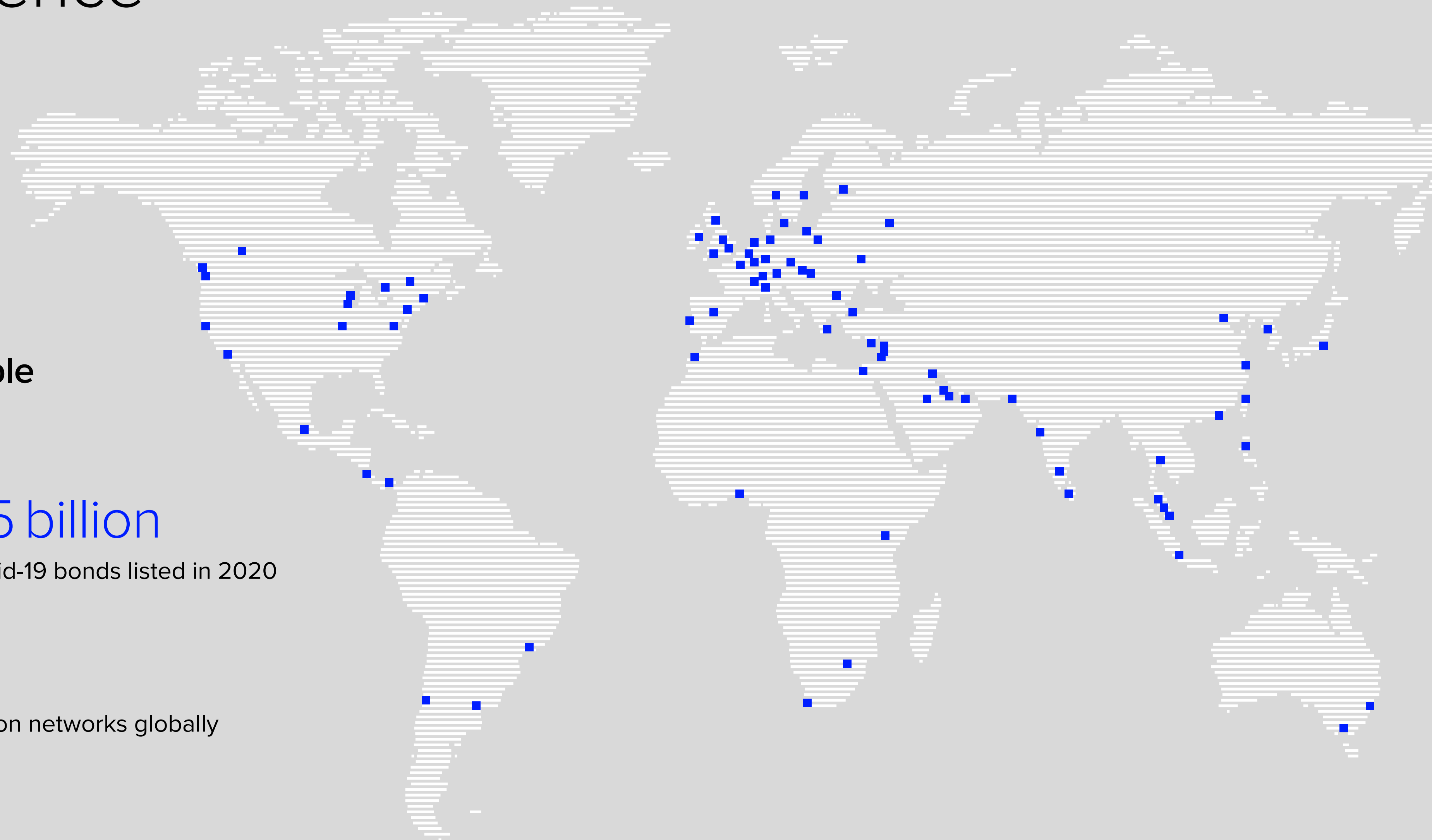
of Covid-19 bonds listed in 2020

**\$14 billion**

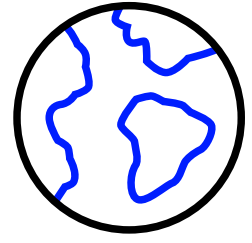
raised by 43 new issues on our Sustainable Bond Market in 2020

**18**

inclusion networks globally







From our headquarters  
in the United Kingdom  
our geographic footprint  
now extends from India  
to the United States,  
Poland to Costa Rica.



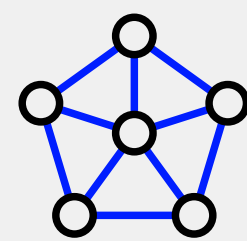


# Introducing our divisions

Our dynamic, global business offers a range of opportunities, opening possibilities for your career.



## Corporate Functions

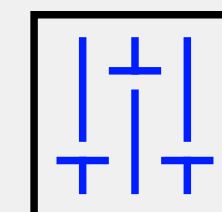


LSEG's Corporate Functions are designed to support a truly global organisation. They form the backbone of our business across every team, providing resilience, scalability, clear accountability and efficiency. They enable us to work together and share best practice to deliver a distinctive experience for customers and other stakeholders across our products and services.

Their work ensures the smooth running of every aspect of the organisation and covers areas as varied as Risk, Finance, Communications & Marketing, Operations and People. The work our functional teams undertake is done with a single goal in mind: helping to fulfil our Group's ambitious strategy.

Job roles in this area are very varied, ranging from quantitative positions in risk to analytical positions in corporate strategy, while positions in investor relations require excellent relationship and communication skills. The multi-faceted structure of the functional teams offers graduates the opportunity to build a broad understanding of our Group.

## Technology



The Technology team is responsible for engineering, operating and securing all of the Group's products, platforms, infrastructure and technology services. We cover the full spectrum across high-speed trading platforms, data distribution platforms, clearing and settlement systems for our customers as well as internal business systems and the tools our employees use each day. The technology we deliver is a source of strategic and competitive advantage. Working in a fast-growing and dynamic environment, we invest in new capabilities to deliver a modern, scalable and sustainable technology landscape.

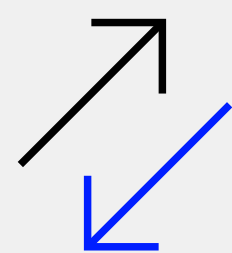
The scope of our technology offers a breadth of opportunity. You may be working on cyber security, integrating cutting-edge software or helping to implement Robotic Process Automation.

We are a diverse, global team of thousands of highly skilled technology professionals who provide resilient, secure and sustainable products and services to our customers. As well as our deep domain expertise and specialist in-house capabilities, we work with third-party technology partners, including market-leading cloud service providers.

As a graduate in LSEG's Technology division you'll have the opportunity to have a key role in the evolution of this critical and rapidly expanding global operation.

# Introducing our divisions continued

## Capital Markets



LSEG's Capital Markets division has a central role in the Group as well as in the wider economy. The division is a dynamic, fast-paced environment where instant reaction and long-term vision are equally important. As many high-growth businesses want to fulfil their true potential, our primary markets enable a wide range of companies from around the world to efficiently raise capital and fund their growth. They range from multi-national enterprises to £10 million-businesses with great growth potential. Our customers in the secondary markets are banks and brokers that trade on our fixed income, equity and derivatives platforms. We create a deep pool of liquidity that facilitates active and efficient trading.

We offer our customers extensive access to capital markets and liquidity across multiple asset classes. We operate a broad range of international equity, fixed income, exchange-traded funds/exchange-traded products and foreign exchange markets. Our Group is home to several capital formation and execution venues: London Stock Exchange, AIM, Turquoise, CurveGlobal, FXall and Tradeweb (through a majority ownership interest).

## Data & Analytics

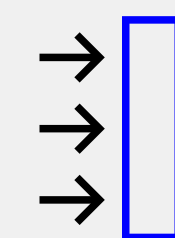


Our Data & Analytics division provides customers with an extensive range of valuable information, analytics and data products that inform investment decisions and capital allocation, including indices, data on pricing, trading and valuations. The combination of Refinitiv and FTSE Russell offers a breadth and depth of financial data and best-in-class analytics that our customers expect – driving innovation and growth across global markets.

The quality and integrity of our data give our customers the confidence they need to make critical decisions. We supply real-time market data to the global financial and investor community. Our leading family of multi-asset indices are followed by \$16 trillion in investment assets and used by 98 of the top 100 asset managers, the top 10 investment banks and 19 of the 20 top global ETF issuers globally. FX and buy-side traders also benefit from our market data applications and products. But we are more than just a data provider: we are also a publisher of data for many of our customers across the financial community.

This dynamic, global business offers graduates various opportunities, across research, client relationship management, quantitative analysis and front-line sales.

## Post Trade



LSEG is at the forefront of Post Trade – a fundamental part of the financial and transactional services that support and enhance the development of businesses and economies across the world. We support our customers' clearing and reporting obligations, providing risk, balance sheet and financial resource management solutions, while working with our other divisions to extend this support across the value chain.

LCH is a leading global clearing house with a strong presence across multiple asset classes that helps financial institutions all over the world use their capital efficiently and manage counterparty risk. We work closely with sell-side clearing members and buy-side clients in conjunction with trading venues globally. LCH partners with the market, using the latest technologies – including Java 8, microservices, virtualised databases and cutting-edge tooling – to develop impactful solutions that deliver enhanced risk management in more than 62 jurisdictions.

UnaVista is a regulated platform that helps customers meet their reporting compliance obligations and reduce operational and regulatory risk through reporting, reference data and analytics solutions, further complements our Post Trade offering.

Graduate roles in Post Trade are varied, ranging from highly technical roles in software engineering and risk to client-facing opportunities in our sales team.



We have a clear purpose: driving financial stability, empowering economies and enabling customers to create sustainable growth.

Our ambition is to shape the future of our industry to serve our customers and markets better. We'll do that by building an inclusive culture that aims to connect, create opportunity and deliver excellence.





# Our programmes

There are two LSEG graduate programmes – one in business and the other in technology. Both provide the springboard for a rewarding and challenging career in global financial markets.

As a graduate, you will have the opportunity to rotate through different areas during your programme. You'll experience more variety and the opportunity to gain a clear understanding of LSEG and broaden your commercial awareness and skill-set.

Our continued expansion into new markets means that more than ever before there are opportunities for graduates to gain exposure to our global operations. Most positions involve project work and liaising with global teams, but some graduates have spent time in other offices.

**Our Business programme** lets you to gain valuable experience across a number of business areas. You may be involved in helping companies to raise capital, providing secure and reliable trading platforms or delivering real-time information. We're also central to the post-trade environment, managing risk and ensuring liquidity. All our work is underpinned by our expertise in developing and delivering state-of-the-art technology.

**Our Technology programme** will give you exposure to varied technical career paths. These technical rotations can involve cutting-edge coding, development and innovation. You'll have an important role in harnessing new, disruptive technologies and working on projects aimed at integrating these into our frontline operations. Whatever your role, you'll work in partnership with the Group's other businesses, giving you a wide perspective that will help you as you progress within our organisation.







# Our programmes continued

## A fantastic start to a rewarding career

We understand how important the start of your professional life is in shaping your long-term career. That's why the first few weeks and months of your graduate programme will be carefully structured to support your professional development.

A comprehensive induction for new graduates provides the tools you'll need to hit the ground running. You'll then progress through a continuing development programme that will ensure you'll experience a steep learning curve throughout. Depending on the programme, you may also have the opportunity to gain an industry-recognised qualification.

Your professional development doesn't end once you complete the programme. You can look forward to opportunities to advance your skills and personal development at every stage of your career. We encourage our employees to gain experience across the Group during their formative years. This could mean placement opportunities with one of our many overseas locations. LSEG also develops employees through exceptional classroom and online training, as well as ongoing development programmes, partnering with experts across the Group.



## Summer internships

Our summer internship programme is a unique opportunity to get to know LSEG's business and to gain an in-depth insight into the financial markets. It's also an excellent way for us to spot talent for our graduate programmes.

Whether you apply for the Business or Technology internship, you will understand what a career with LSEG would really be like. As well as the formal induction training, we offer a range of opportunities for development, including 'meet the management sessions' with subject-matter experts. However you look at it, this is an incredible platform from which to launch your career in the financial markets.



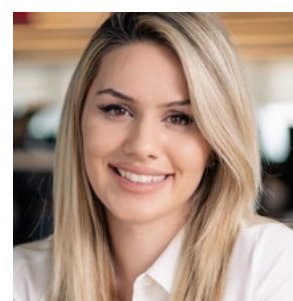
# Our people

**SAMUEL** studied Chemical Engineering at Loughborough University, and now works in the London office.



My first rotation was at LCH, where I gained valuable experience in areas such as data analytics, creating dashboards for senior management, which they are still using today. My second rotation was with FTSE Russell working in the sales team – I made sure that our clients got the best possible experience. It was very different from my first rotation, which is exactly why I think the graduate programme is so great – there's huge variety across the roles on offer and the exposure you gain as a result. The best thing about working at LSEG has to be the people. I have a diverse set of colleagues with a wide range of skills to learn from and it's a very supportive, caring environment.

**ANISA** studied Strategic Management at Pace University, and now works in the New York office.



My first rotation was in the Chief Operating Officer (COO) team in our Data & Analytics division. It was the first time this team had taken on a grad and I was reporting directly to the COO. It sounded a bit intimidating at first, but they were so supportive, providing me with ongoing mentoring and helping me gain access to so many different teams and projects. My second rotation, with the US Asset Management Index Sales team, allowed me to take a deeper dive into one of our businesses. It's a customer-facing role, so I now understand our client base and the dynamics of each deal a lot better as a result. I've learned more about our index business and commercials too.

**PAM** studied Pharmacy at the University of Birmingham, and now works in the London office.



From early on I was given a lot of ownership over my work. My manager was quick to pick up on my ability to work independently, which is something LSEG really values. In my first rotation at Group Risk I undertook a lot of ad hoc work, but I always received the relevant training beforehand. I was looped into lots of meetings and I could pick and choose projects that I thought would be useful to my development. My second rotation allowed me to undertake a customer-facing role. I'm really lucky in that both of my managers have been very much about professional development and focused on giving me experiences that will benefit my career.

**KAIFEN** studied Finance at National Taiwan University, and now works in the Taipei office.



I interned here for almost half a year before joining the graduate programme. My first rotation was in the Index Management Fixed Income team where I worked mostly on data management. I learned about our internal systems and it was my role to make sure that the data was always accurate across all of our products. This really helped with my second rotation too, which was more client-facing – it was my role to go deep into our products in order to answer any questions from our customers. I was given a lot of responsibility in this role – I had to take the initiative and work with internal colleagues to solve any issues before communicating the solution back to our customers.

**MADDIE** studied Computer Science at University College London, and now works in the London office.



I decided to apply to LSEG as I saw it as an opportunity to work both in the financial sector and in technology. My first rotation was within LCH as a Graduate Developer in the Group Risk team. On a daily basis I was fixing bugs, implementing new functionality and testing our applications. I was surprised by the level of responsibility I was given – enough to feel like I was making a difference, but never so much that I felt overly stressed. My second rotation was as a Business Analyst, which gave me a higher-level view of LSEG and I now understand much more about how the business functions and how we make our revenue.





# Our communities

Empowering people.  
Enriching communities.

As we grow our business and expand our global reach, we work hard to give back and contribute to the communities in which we operate. At the heart of this aim is LSEG Foundation, established in 2010 to be the single channel for the Group's charitable giving and a focal point for staff engagement with charities. In 2020, LSEG Foundation donated over £4.9 million, significantly higher than in 2019 and in response to the Covid-19 pandemic.

LSEG Foundation's core mission is to empower people and enrich communities in alignment with our Group's strategy of encouraging growth and expanding opportunities. It focuses on projects that help young and disadvantaged people reach their full potential by developing life skills and business acumen. LSEG Foundation has charitable partnerships in place in all the communities in which the Group has a significant number of employees. Partnering with local charities helps LSEG Foundation to make a long-lasting impact on the communities in which it operates. We are able to spread our support across the world through our regional committees.

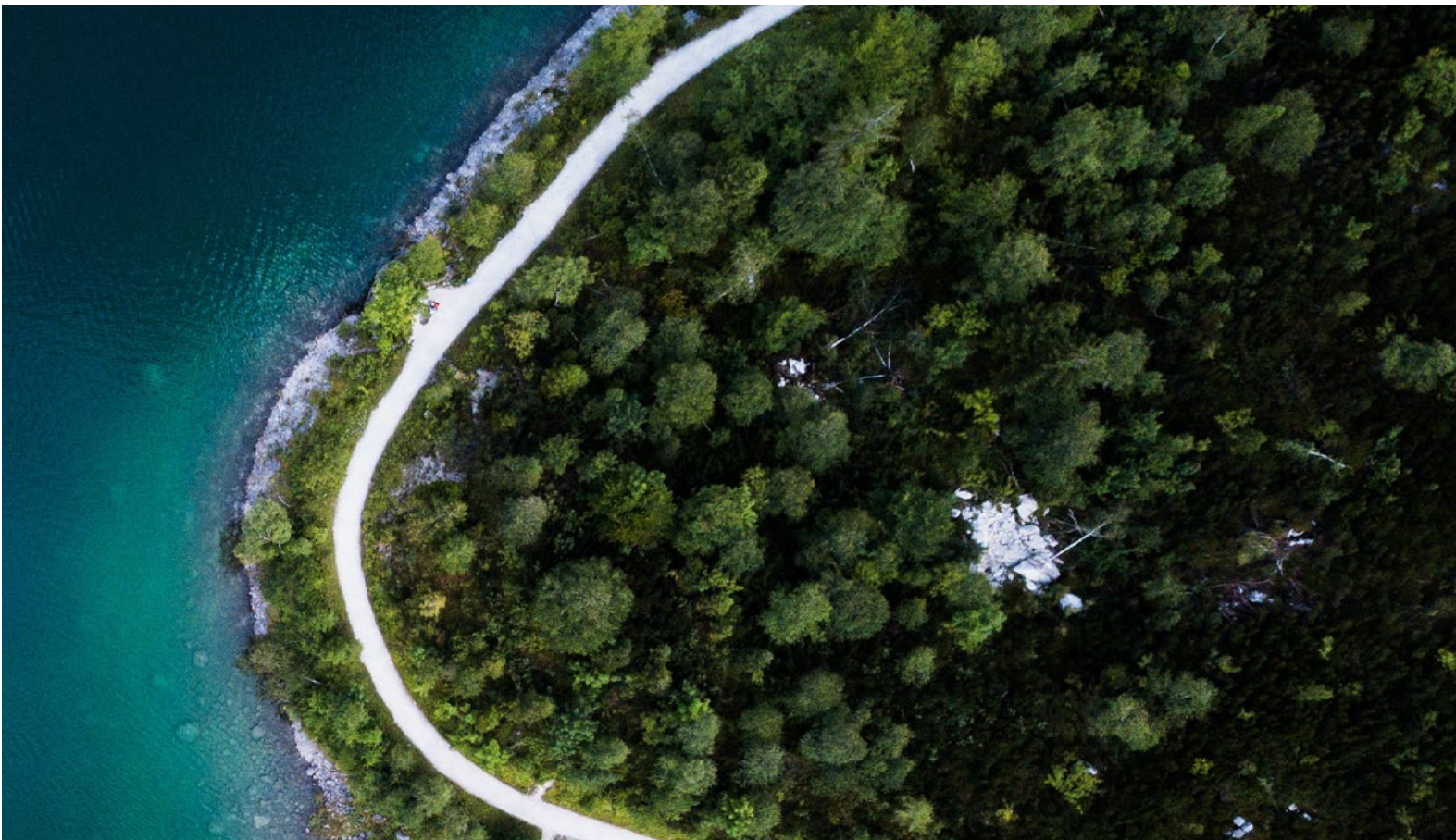
Recognising the importance of volunteering, LSEG provides every employee with two paid volunteering days each year and with local volunteering programmes offered by local charity partners. Every employee has the opportunity to enrol in our matched giving scheme when taking part in fundraising initiatives. We're proud that our people and our communities are the driving force behind our Group's charity and sustainability strategy.



Our thriving global partnership with UNICEF supports the **Zambian Girls 2030** programme, an exciting initiative that aims to transform the lives of 11,000 adolescent girls by improving access to education, internship and mentoring opportunities.

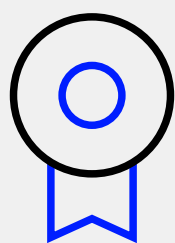


# Our sustainability

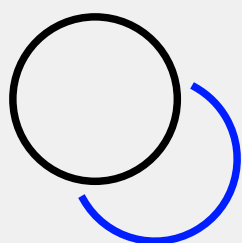


We're committed to ensuring our operations and supply chain are environmentally responsible; utilising resources efficiently and in ways that benefit the environment. Our environmental ambitions are underpinned by science-based targets, aligning with the Paris Climate Agreement to achieve net-zero emissions. We have become the first global exchange group to commit to net zero and are members of the United Nations Climate Change 'Race to Zero'.

We have been supporting investors and issuers in the transition to a low-carbon and sustainable economy for over a decade. Our comprehensive sustainable finance offering is focused on two key areas: green financing for issuers (both debt and equity); and information services – including indices and analytics – that enable investors to incorporate climate and sustainability considerations into their investment decisions.



Named **Stock Exchange of the Year** by Environmental Finance in their Sustainable Investment Awards 2020



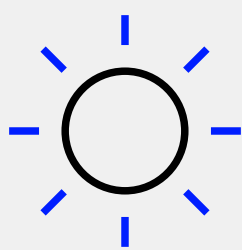
**£135 billion**  
combined market capitalisation of Green Economy Mark issuers



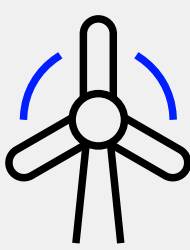
In 2020, a total of **43 bonds** raising **£13.5 billion** have been listed on the Sustainable Bond Market



**132**  
ESG and sustainable ETFs listed on our markets in 2020



**70%+**  
Between 2013 and 2020, the Group achieved over 70% reduction in GHG emissions



**100%**  
We purchase 100% renewable energy



## What we offer

As well as a springboard to a rewarding career in financial services, we'll ensure that you're properly recognised and rewarded.

We will offer you excellent levels of support and first-class learning and development in an inclusive environment where diverse ideas and opinions are valued. In addition, you'll get the satisfaction that comes from helping to shape the future of world markets and enabling businesses and economies to thrive.

At the same time we believe in paying competitive salaries and offer a range of other attractive benefits, including: a discretionary bonus scheme, competitive pension, private medical insurance and a number of other benefits.



## What we look for

We look for graduates with a genuine interest in financial markets, an inquisitive mindset and strong problem-solving skills. Data lies at the heart of what we do, so it's important that you are able to analyse data effectively to propose solutions. For our technology programmes, we seek individuals with a passion for technology demonstrated via academic experience, extracurricular activities or work experience.

To succeed at LSEG, you need to be able to look beyond the narrow confines of a product and see the wider economic context of your work. Our business covers the entirety of the trade lifecycle and you'll be able to make an impact if you can identify opportunities to collaborate and connect the dots. It's also vitally important that you thrive in and contribute to the culture that underpins all we do. We're interested in hearing from graduates across a range of degree disciplines; to apply to a technology programme you do need to have a STEM degree background.



## Your application

Apply online at [lseg.com/graduates](https://lseg.com/graduates)

Explore our website ahead of submitting your application to discover more about our Group and the opportunities we offer. You'll also find details of the application deadlines for our graduate and internship programmes. We recruit on a rolling basis, so strongly encourage you to apply as soon as possible.





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