



**London**  
Stock Exchange Group

Put yourself at the  
heart of the world's  
financial community.

Graduate Career Opportunities 2017 / 2018



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# It's a time of growth and new opportunity for LSEG's graduates

London Stock Exchange Group has a long and prestigious heritage that few organisations around the world can rival. 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. LSEG has grown to become one of the world's foremost financial infrastructure and capital markets groups, and a globally recognised leader in the emerging financial technology, or FinTech, space.

The scope of our business has also expanded, through organic growth as well as a series of strategic acquisitions. The Group now encompasses 19 companies and counting. From the LSEG's headquarters in the City of

London, our geographic footprint now extends to more than 20 cities worldwide, from Beijing to Washington; Colombo to Singapore.

The broadness of our operations is mirrored by the people who work for us. Currently, more than 50 different nationalities are represented by our 4,500-strong workforce. Their diversity reflects that of our clients and the partners we work with, 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 fast-changing global business.

**"The next generation of LSEG graduates and interns will have direct exposure to the exciting developments and innovations currently taking place within finance and technology. We are looking for talented, ambitious individuals to support us in our journey, problem solvers willing to challenge the status quo and who aren't afraid to ask the difficult questions."**

**Xavier Rolet**  
Chief Executive at  
London Stock Exchange Group

If this sounds like you, then it may be time to find out more about us and the work we do. We invite you to read the rest of this briefing, and to take the first step towards an exciting, varied and impactful graduate career.



# 17%

Increase in total Group income during the 2016 financial year.



LSEG London Headquarters

# Who we are

Building stable, trusted markets for our clients.  
Become part of a thriving global business.

**London Stock Exchange Group (LSE.L) is a diversified international market infrastructure and capital markets business sitting at the heart of the world's financial community. Headquartered in London, with significant operations in North America, Italy, France and Sri Lanka, LSEG employs over 4,500 people.**

The Group operates a broad range of international equity, bond and derivatives markets, and is also home to one of the world's leading growth markets for SMEs, AIM. These platforms provide international business and investors with unrivalled access to Europe's capital markets.

Post trade and risk management services are a significant part of the Group's business operations, and include majority ownership of the multi-asset global clearing house, LCH Group. LSEG is also a global leader in indexing and analytic solutions. FTSE Russell offers thousands of indexes that measure and benchmark markets around the world, while the Group also provides customers with an extensive range of real time and reference data products.

Technology is an increasingly critical focus of our work. London Stock Exchange Group is a leading developer of high performance trading platforms and capital markets software for customers around the world. In addition to the Group's own markets, over 35 other organisations and exchanges use the Group's MillenniumIT trading, surveillance and post trade technology.

Over 4,500 people work  
for LSEG globally

# Our word is our bond

We believe that ‘My word is my bond’ – London Stock Exchange Group’s age-old motto – is still just as relevant in today’s fast-changing world.

# Our business

Our diverse business is split into five distinct areas – each playing a vital part in our ongoing success.



## Capital Markets

### Raising capital and ensuring liquidity

**LSEG's Capital Markets division plays a central role in the work of the Group as well as the wider economy. It's a dynamic, fast-paced environment in which instant reaction and long-term vision can be equally important.**

High-growth businesses want to fulfil their true potential. Our primary markets in London and Milan enable a wide range of companies from around the globe to efficiently raise capital and fund growth. They range from multinational enterprises, to £10mn businesses with great potential for expansion. In the secondary markets, our clients are banks and brokers who trade on our fixed-income, equity and derivative platforms. We create a deep pool of liquidity that allows active and efficient trading.

The Group operates a broad range of international equity, ETF, bond and derivative markets, including London Stock Exchange Group; Borsa Italiana; MTS, Europe's leading fixed income market; and Turquoise pan-European and US lit and dark equity trading platforms.

#### A world that continually evolves

As a graduate in Capital Markets, you'll find yourself at the heart of a world that is constantly transforming itself. You'll gain fascinating insight into innovative, fast-moving companies, as well as exposure to key areas of policy and regulation.

If you're analytical, literate and have the credibility to work with varied stakeholders and client groups,

there are fantastic opportunities and complex challenges ahead. You might find yourself working with members of the management team to support business development pitches, interpreting analytics for clients, or interacting directly with the trading side of the business.

#### Demonstrating integrity. Seeing the bigger picture

To succeed in Capital Markets, you need to be able to look beyond the narrow confines of a product to see the wider economic context of your work. It's also vitally important that you're able to embody the principles of integrity for which London Stock Exchange Group has always stood. Our business, after all, is still built on trust.

## Information Services

### Information that powers markets

**The Information Services provided by London Stock Exchange Group are critical to the way in which markets function around the world.**

The best-known and most obvious way in which we support the financial system is through market data, such as share-price movements and the delivery of real-time news. We also supply 'reference' data – the information that uniquely identifies any instruments that are being traded.

There are, however, other vitally important elements to our business. Few exchanges have their own indexes, but the FTSE Russell brand is renowned internationally and our presence in benchmarking and indices is stronger than ever. We also provide data analytics and software solutions that help clients reconcile their systems and meet compliance and post trade

requirements. Our technology is designed to help both sell side and buy side customers address the increasing demands of regulators.

#### Different roles, different locations

With the wide range of products and services that we provide for clients internationally, there are a number of possibilities for graduates within Information Services, including in our overseas offices.

Some roles are more technically focused, some revolve around business analysis and product management, while others are client-facing sales roles. All involve excellent on-the-job training. In technical roles, you will of course be given a good understanding of our products and the impact they have in the markets. In sales, you will have the

opportunity to be right at the centre of the business. You'll shadow one of our existing salespeople and, as you build confidence and experience, you could soon progress to closing deals and managing your own accounts.

#### Growth and possibilities

As the financial world becomes increasingly globalised, the demand for reliable and instantaneous market data has never been greater. London Stock Exchange Group is extremely well positioned to take advantage of the changes ahead. Another driving force is greater regulation, which has a strong impact on the growth of our analytics business and the delivery of market data. As the Group continues to expand, graduates will be able to take advantage of a wealth of opportunities in the coming years.

## Corporate Functions

### Global support for a thriving business

**London Stock Exchange Group's Corporate Functions are predominantly based in London, although they are designed to support a truly global organisation with offices in numerous countries and jurisdictions around the world.**

Our work ensures the smooth running of every aspect of the organisation and covers areas as diverse as Investor Relations, Risk, Strategic Planning and Regulatory Strategy.

All the work we undertake is done with a single goal in mind: helping to fulfil the ambitious strategy of the Group.

A rotation within Corporate Functions is an excellent way of gaining a broader perspective of the Group. You might easily find yourself working across different functions and departments, from highly quantitative positions in

Risk, to analytical positions in Regulation, to those requiring excellent communication skills in Investor Relations.

Our teams are small, and it's common for graduates to start playing a critical role from the day they arrive. With such a high level of early-career exposure, there's no telling where a rotation with Corporate Functions could lead.

## Post Trade Services

### Safeguarding the future of finance

**Post Trade services are essential to the functioning of healthy markets, helping to manage risk and maintain liquidity. It's important for all market participants to know that protections and safeguards are in place. Increasingly, it's a requirement of legislators and regulators too.**

The current regulatory environment means the role of clearing houses is set to expand significantly over the coming years, and we are positioned to be at the

forefront of this exciting and fast-growing industry. In addition to having majority ownership of multi-asset global clearing house, LCH Group, LSEG operates CC&G, the Italian clearing house and Monte Titoli, the T2S European settlement business.

### Exposure to a dynamic, rapidly growing industry

For graduates, a rotation within Post Trade offers exposure across the entire post

trade lifecycle, from trade processing, to risk management and post trade innovation. There are few businesses currently as crucial to this rapidly evolving landscape as LCH. With customers in over 50 countries, including global Investment Banks, Hedge Funds and Asset Managers, the company is responsible for clearing 90% of the world's interest rate swaps. Expect to be given accountability for your deliverables and to find yourself working on large projects from day one.

# £666tn

Notional value of trades cleared by LSEG's SwapClear business in 2016

## Technology

### Opportunities in a constantly evolving field

**Ultimately, all the businesses that make up London Stock Exchange Group depend on technology that is secure, stable and performs to high levels of availability and throughput. A rotation on the technological stream of our graduate programme could therefore take you to any number of places.**

London Stock Exchange Group is a leading global player in the field of financial technology (FinTech), and as the technology powering financial markets continues to develop and evolve, we simply cannot afford to stand still. From Artificial Intelligence (AI) and machine learning, to automation and Blockchain, LSEG's technologists are driving many of the emerging and disruptive trends currently taking place in our industry. Whether you see yourself working in programming, or perhaps come from a

non-technical background, as a graduate in LSEG's Technology division you'll have the chance to play a key role in the evolution of this critical and rapidly expanding global operation. Some roles are more focused on operations and project management, while others require harder technology skills. Either way, the opportunities for graduates in technology really are limitless. You could find yourself working to combat cyber security, for example, introducing cutting-edge software to our front-line operations, or helping to push the boundaries of Distributed Ledger Technology.

Within the LCH business alone, you might be part of a team looking after business and shared-service technology. Equally, you could be involved in managing complex IT projects and the implementation of significant change.

### Who succeeds in Technology?

We're interested in hearing from graduates from a range of degree disciplines. While it's true that people who have studied Computer Science can be particularly well suited to the Technology programme at London Stock Exchange Group, we look for a mix of backgrounds (e.g. Mathematics, Science and Engineering) and are actually more interested in your aptitude, analytical ability and judgement.

Above all, we are looking for people who are intellectually curious, interested in the bigger picture of how the technology industry is evolving and willing to ask the difficult questions. If you're a forward-looking problem solver who enjoys tackling complex challenges, this is the place to be.

# Values & culture

It's important you share the values that help shape LSEG. Our worldwide reputation depends on them.

## Integrity

Integrity underpins all that we do – from our unshakeable commitment to building and supporting global markets based on transparency and trust, to every transaction across our business with each and every stakeholder.

We are a source of enduring confidence in the financial system, so when we say that our word is our bond – we mean it.

## Partnership

We pride ourselves on working together as proactive partners, building positive relationships with our colleagues, customers, investors, regulators, governments and shareholders – for our mutual success and the benefit of all.

## Innovation

We are ambitious and forward-looking – a pioneering Group of market innovators, driven by fresh thinking that has kept us ahead of change.

We prudently and proactively invest to make sure that our markets and services are constantly moving forward, developing and evolving with advances in technology.

## Excellence

We have a fundamental commitment to developing talented teams who deliver to the highest standards in all that we do.

By collaborating together, we will sustain industry-leading levels of excellence, setting the benchmarks that inspire ever better performance.





# Our programmes

There are two LSEG graduate programmes – one in business and the other in technology.

**Both routes provide the springboard for a rewarding and challenging career in global financial markets.**

As a graduate, you will undertake three six-month rotations, each in a different area of our business. This not only means more variety, but also the chance to gain a clear understanding of LSEG and to broaden your commercial awareness and skillset.

Our Business programme will allow you to gain valuable experience across a number of business areas by helping companies to raise capital, providing secure and reliable trading platforms and 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 two potential career paths: a technical path for graduates interested in cutting-edge development and innovation, or a non-technical path, involving operational and generalist roles with a focus on managing projects or maintaining client relationships. Both routes offer exposure to different areas of our Technology operations. You'll also work in partnership with the Group's other businesses, providing you with an additional perspective that will help you as you progress within our organisation.



## Our entry requirements

**For our Business programme, we welcome applications from students of high academic potential, whatever their background.**

A genuine interest and understanding of the financial markets is important, though we can, of course, provide you with additional training in the working of the markets.

To apply for our Technology programme, we consider applicants from a range of academic backgrounds, not just Computer Science, provided they possess a genuine interest in technology and how it supports our business. What we're looking for above all is evidence of academic achievement, as well as a natural curiosity and an aptitude for learning.

## International rotations

**LSEG is an international group with a strong global presence.**

Our continued expansion into new markets means that, more than ever before, there are opportunities for graduates to complete one or more of their rotations outside of the UK. Recent participants on both our Business and Technology programmes have worked with the LSEG teams in Milan, New York and Paris, among other locations.

Depending on the precise role you take on, further possibilities may open up as your career develops beyond the completion of the graduate programme and we continue to expand our international reach.

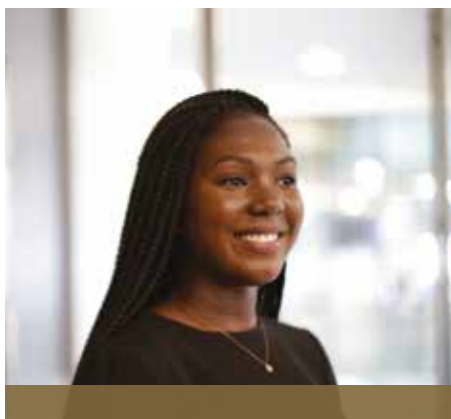
## Internships

**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 gain an understanding of what a career with LSEG would really be like. As well as the formal induction week, we offer a range of opportunities for development, including 'learning lunches' 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



## Abimbola

- Studied at University of Bristol
- Joined in September 2016
- Now on second rotation in Capital Markets

“What really appealed to me about the LSEG programme was that I would be getting to work across different business areas during the first 18 months before having to think about a specific role.

It was a chance to experience the whole financial ecosystem rather than just one part of it.

My rotations so far, in Post Trade and Capital Markets, have been fascinating. I've had exposure to areas such as financial regulation and risk, which are highly technical.”



## Philip

- Studied at University of Liverpool
- Joined in September 2016
- Now on second rotation in Information Services

“My first graduate rotation was a really exciting introduction to financial services. The work I was doing was much more practical than anything I'd encountered at university and

required a much deeper level of technical understanding.

It was a steep learning curve, but, as a new graduate, there is always someone available to help you. By the end of my training, I should be in a strong position to decide what it is I really want to do.”



## Adam

- Studied at University of Oxford
- Joined in September 2016
- Now on second rotation in Corporate Finance

“I started my first rotation with ELITE Club Deal (ECD) whilst my team were in an important phase of developing a new private placement platform.

The platform is designed to help ambitious SME companies grow and reach a position where they can successfully raise capital.

It was a fascinating experience; I was working closely with both start-ups and investors, getting to understand the processes involved in growing a business and the role played by the financial markets.”



## Minghui

- Studied at UCL
- Joined in September 2016
- Now on second rotation in Technology Services

“I'm working as a product management analyst with the LSEG Technology Product Management team. This has meant learning about the different processes that go into designing and

developing product features, and then helping to market the final product to our customers.

Regulation is another crucial part of product management. As things change, we need to be able to innovate and to take the initiative in order to make sure we are providing the products and solutions that our clients really need.”

# Continuous Professional Development

At LSEG, we are constantly focused on the future.

**It's critical that our graduates receive outstanding early-career development if they are to become the future leaders of this dynamic, diverse and rapidly growing organisation.**

As an LSEG graduate, you will have access to a full and diverse range of learning and development opportunities, including structured, classroom-based learning and on-the-job training.

As well as a high degree of responsibility and exposure, you can expect support and guidance from LSEG colleagues and senior leaders throughout your programme.



## A fantastic start to your career

We understand how important the start of your professional life is in shaping your long-term career. The first few weeks and months of your graduate programme will therefore be carefully structured with your professional development in mind.

An intensive two-week induction programme for new graduates provides the tools you'll need to hit the ground running from day one of your first rotation. The programme delivers a thorough introduction to our business as well as a solid grounding in the working of the financial markets.

You'll also be able to study for an industry-recognised professional qualification during your first year on the programme. This could include the IMC (Investment Management Certificate) or the IOC (Investment Operations Certificate).

## Investing in your learning

Exposure and responsibility are extremely important at this stage of your career. However, we also recognise that graduates need support and guidance in order for them to learn and develop.

Before each rotation, your line manager will consult with you to outline a defined set of objectives, ensuring you fully understand the nature of your role. You'll also receive regular feedback throughout the placement, so you'll always have a clear sense of how you're progressing.

LSEG's senior leadership have a unique level of input into the graduate programme. As well as taking part in a formal mentoring scheme – overseen by a leading expert – you can look forward to regular 'learning' breakfasts and lunches with leaders from across the Group.

## Continuing your LSEG journey

Of course, your professional development doesn't end once you graduate from the programme, and you can look forward to opportunities to advance your skills and learning at every stage of your career.

We'll try to match you to a role that best reflects your strengths and interests; at the same time, our employees are encouraged to gain exposure across the Group during the formative years of their career. This could mean placement opportunities with one of our many overseas businesses.

London Stock Exchange Group employees at all levels have access to our online learning portal, where, through different content and multimedia, you'll be able to develop new business skills. LSEG also supports ex-graduates through ongoing development programmes, partnering with senior executives across the Group.

# Our charitable partnerships

Sustainability is extremely important to us and, as a graduate with London Stock Exchange Group, you can expect to play an important role in supporting our charitable partners in the local communities where we operate.

## Choosing responsible, sustainable growth

We want our employees to be proud to work for London Stock Exchange Group, and our global clients and partners to feel pride in being associated with our brand. It's vital, therefore, that we continue to uphold our responsibilities by growing in a sustainable and responsible manner.



# £962,000

Donated through the LSEG Foundation to good causes in 2016

## Supporting our communities, locally and globally

As we grow our business and expand our global reach, we work hard to give back to our local communities and to provide support to our partner charities around the world.

As a Group, we have a clear strategy in place for supporting the people in our communities, both in the UK and overseas. At the heart of this mission is the LSEG Foundation, which has charitable partnerships in place in each of the regions where LSEG has major operations.

We also have a thriving global partnership with UNICEF, whom we are currently working with to support the Zambian Girls 2030 programme. This exciting initiative aims to transform the lives of 11,000 adolescent girls by improving access to education and providing internship and mentoring opportunities. Employees across LSEG offices are regularly updated on the programme's achievements, and two winners of the CEO Award for their exceptional support to the Corporate Responsibility agenda have been invited to visit Zambia and assess the impact of the project on the ground.

## Hands-on involvement

Our people are the driving force behind the Group's charity and sustainability strategy. Around the world, LSEG employees from all areas of the business are making positive contributions to our local communities.

Across LSEG, employees are allocated two days a year to spend time outside the office volunteering with our partner charities or taking part in fundraising activities. For example, employees of LCH, our Group's clearing business in the UK, have been volunteering through the Magic Breakfast campaign to provide healthy breakfasts to more vulnerable school children in Tower Hamlets, London.

Graduates have become a vital part of the charitable life of the Group in recent years. From volunteering and community work, to charity sporting events, there are countless opportunities for our new joiners to be involved. Each year, LSEG graduates play a lead role in organising the prestigious Touch Rugby in the City tournament in partnership with Harlequins F.C. The tournament raised more than £80,000 for good causes in 2017 alone.

# What we offer

As a graduate, you'll give a great deal to LSEG and, in return, we ensure that you're properly rewarded.



**Of course, not all the benefits of working here are measured in financial terms. We can offer excellent levels of support, first-class learning and development, and the satisfaction that comes from helping to shape the future of world markets.**

Our graduates often comment on the good balance they're able to achieve between work and their life outside. 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
- 25 days holiday
- Corporate gym membership
- Private medical insurance
- Season ticket loan
- Share options

# What we look for

We look for graduates with an awareness of financial markets and technology, who are inquisitive and have good problem-solving skills.



**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. It's also vitally important that you embody the principles of integrity for which London Stock Exchange Group has always stood.**

We're interested in hearing from graduates across a range of degree disciplines. While it's true that people who have studied technical subjects can be particularly well suited to our Technology programme, we are actually more interested in your aptitude, analytical ability and judgement.

Some roles are more focused on operations, while others require harder technology skills. Either way, you'll find that softer skills – such as the ability to work as part of a team and to negotiate effectively – will come into play.

# How to apply

1

2

3

4

5

Before you submit your application online at [www.lseg.com/graduates](http://www.lseg.com/graduates) we encourage you to explore our website to discover more about the opportunities we offer.

We do use online tests, so it's certainly worth doing some practice before you complete the real thing.

We'll then conduct a telephone interview with you and if you're successful at these two initial stages, you'll be invited to a full-day assessment centre.

You will meet with a number of managers and graduates throughout the day and enjoy a great opportunity to learn about their careers and experiences. This is a two-way process – it's not just about us assessing you.

By the end of this day, we want you to feel sure that a future with our Group offers exactly what you're looking for.



Applications for LSEG's graduate and internship programmes are now open and **close on 22 December 2017**. We recruit on a rolling basis, so we strongly encourage you to apply as soon as possible.





# London

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## Stock Exchange Group

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London Stock Exchange Group plc  
10 Paternoster Square  
London EC4M 7LS

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[lseg.com/graduates](http://lseg.com/graduates)



[twitter.com/LSEGplc](https://twitter.com/LSEGplc)



[graduates@lseg.com](mailto:graduates@lseg.com)