Graduate Career and Internship Opportunities

Grow your career at market speed.

London Stock Exchange Group
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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 market infrastructure and capital markets groups, and a globally recognised leader in emerging financial technology, or FinTech.

The scope of our business has also expanded, through organic growth as well as a series of strategic acquisitions. From LSEG’s headquarters in the City of London, our geographic footprint now extends to more than 25 cities worldwide, from Hong Kong to New York; Colombo to Milan.

The breadth of our operations is mirrored by the people who work for us. Currently, more than 60 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 who are willing to challenge the status quo and aren’t afraid to ask the difficult questions.

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.
Currently, more than 60 different nationalities are represented by our 4,500-strong workforce.
Our values

Our values define LSEG and drive how we do business. We’re looking for people who share 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 bench-marks that inspire ever better performance.
OUR GLOBAL PRESENCE

4,500 employees delivering our services worldwide

$15tn
FTSE Russell largest global index provider with c.$15 trillion in benchmarked AUM

2,000+
listed companies on London Stock Exchange’s Main Market, the world’s most international securities market

#1 OTC clearer
Over $1 quadrillion swaps cleared in 2018, representing 90%+ of the global market

$180bn+
raised through AIM, the world’s leading international growth market since launch in 1995

40+
LSEG Technology deployed in more than 40 venues around the world

1,500+
firms around the world using UnaVista to meet regulatory reporting needs

Figures as at July 2019

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From LSEG’s headquarters in London, our geographic footprint now extends to more than 25 cities worldwide, from Hong Kong to New York; Colombo to Milan.
Our diverse business is split into five distinct areas – each playing a vital role in our ongoing success.

**Corporate Functions**

Global support for a thriving business

London Stock Exchange Group’s corporate functions are primarily based in London, although they are designed to support a truly global organisation with offices in numerous countries and jurisdictions around the world.

Their 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 they undertake is done with a single goal in mind: helping to fulfil the ambitious strategy of the Group.

Roles in this area are hugely varied, from highly quantitative positions in risk, to analytical positions in corporate strategy and those requiring excellent relationship and communication skills in investor relations. The diversified nature of the function provides an opportunity to build a broad understanding of the Group.

**Technology**

Opportunities in a constantly evolving field

Our Group Technology Services (GTS) division provides resilient, high-speed trading platforms, post trade platforms and real-time market data as well as infrastructure products and services, not only to our own markets but also to a wide range of customers. LSEG Technology is deployed in more than 40 venues around the world.

LSEG 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 invest in and absorb emerging technologies.

From Artificial Intelligence and Machine Learning, to Automation and Blockchain, LSEG’s technologists are driving many of the emerging and disruptive trends taking place in our industry. As a graduate in LSEG’s GTS 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 analytics or project management, while others require harder technology skills. The scope of our technology offers a breadth of opportunity – you could find yourself working on cyber security, introducing cutting-edge software or helping to implement Robotic Process Automation.
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 £10 million 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. LSEG offers market participants unrivalled access to Europe’s capital markets. The Group also plays a vital economic and social role, enabling companies, including SMEs, to access funds for growth and development.

Our Information Services division provides customers with an extensive range of valuable information, analytics and data products that inform investment decisions and capital allocation, including indexes, data on pricing, trading and valuations.

Through FTSE Russell, the Group is a leading global, benchmark, data and analytics provider, with approximately $15 trillion in benchmarked AUM. It is a major provider of data solutions, from top-down economic and demographic information, to detailed equity, debt and sustainability fundamental data analysis. Our global customer base includes leading asset owners, investment banks, ETF issuers, academics and reference libraries.

With the addition of The Yield Book in 2017, LSEG strengthened its data and analytics offering and enhanced its multi-asset capabilities. LSEG’s Information Services business is also responding to the rapidly growing demand among asset owners to integrate sustainability and ESG considerations into their equity and fixed income investment strategies.

This dynamic, global business offers a diversity of opportunity, from research to data collection, management and analysis to front-line sales.

LSEG is at the forefront of Post Trade Services – a rapidly growing and exciting sector of the financial industry that can provide you with a solid foundation for your career as well as a broader market perspective. Post Trade provides an exceptional opportunity to understand the entire trade lifecycle, from trade processing to risk management and post trade innovation. The Post Trade Services group includes CC&G (the Italian clearing house) and Monte Titoli (the T2S European settlement business) as well as LCH Group which operates some of the largest and most sophisticated clearing services in financial markets today. Some are the undisputed leaders in the markets they operate in, such as Swapclear, our clearing service for OTC interest rate swaps. Others are distinguishing themselves by rapid growth, such as Forexclear, which is making significant impact in the non-deliverable forwards market. 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.
Our market impact

Our five interconnected business areas allow us to provide a platform for serving clients at every point.
Our activities across the financial markets value chain

**CAPITAL FORMATION**

- **Primary markets (capital raising)**
  - Our central function is to bring together companies seeking capital with investors from around the world.

- **Secondary markets (trading)**
  - Our markets and systems provide all market participants with efficient, liquid and deep access to financial securities for the purpose of capital allocation and risk transfer.

**RISK AND BALANCE SHEET MANAGEMENT**

- The group offers a full range of post trade services that 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.

**INTELLECTUAL PROPERTY**

- We provide customers with an extensive range of valuable and reliable information and data products that inform their investment and trading decisions.

**GROUP TECHNOLOGY**

- All of our businesses depend on technology that is secure, stable and performs to high levels of accuracy and throughput. LSEG Technology develops flexible, low-cost, high performance trading, market surveillance and post trade systems as well as network connectivity.
OUR VISION
To be the world’s leading financial markets partner.

OUR PURPOSE
We support global financial stability and sustainable economic growth by enabling businesses and economies to fund innovation, manage risk and create jobs.
Our programmes

Our Business programme will allow 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, providing you with a wide perspective that will help you as you progress within our organisation.

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. This not only means more variety, but also the chance 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. This predominantly takes the form of project work and liaison with global teams but some graduates have had the opportunity to spend time in other offices.
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 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.

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A FANTASTIC START TO A REWARDING 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 induction for new graduates provides the tools you’ll need to hit the ground running from day one. This is followed up with a series of continuing development programmes that ensure a steep learning curve is maintained throughout. Depending on the programme, you may also have the opportunity to gain an industry recognised qualification.

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. Our employees are encouraged to gain exposure across the Group during their formative years. This could mean placement opportunities with one of our many overseas businesses. LSEG also develops employees through exceptional classroom and online training, as well as ongoing development programmes, partnering with senior executives across the Group.

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Our people

Bethany

Studied Economics at University of Leicester

I completed an internship at LSEG in Capital Markets. Through this, I got offered a position on the graduate scheme. My first rotation was in Real Time Data Audit. This involved visiting clients (including one in Paris!) and ensuring they are using LSEG’s data correctly. This role stretched my skills in both data analytics and stakeholder management. My second rotation is in Business Development. I work directly with the head of the team, leveraging existing client relationships and developing new ones. My team trust me and encourage me to ask questions and take charge. The graduate network is huge, and we stay connected. As we’re all in different parts of the business, we help one another expand our networks.

Louise

Studied Chemical Engineering at University College London

I applied to LSEG because I wanted to work for a cutting-edge tech company. My first rotation was as a Product Specialist in Business Development, in a team that sells and manages connectivity services. It was worthwhile as a tech grad to be exposed to the business side of things, allowing me to better work with the client in mind. My second rotation is as a Junior QA Engineer. It’s a good mix of the business, client-facing side of things and testing technical elements. I learnt the whole system front to back and spent a lot of time building automated tests, with additional projects on the side. LSEG has a flat structure. You can see the CEO walking around, and run into quite senior people, who are happy to talk about careers and provide advice.

David

Studied History and Economics at Denison University

Rotations let you find your strengths in a professional setting, and align your expectations with the working world. My first rotation was in FTSE Russell Marketing, which gave me exposure to different business lines. I interacted with clients at events, and helped prepare marketing materials, spreadsheets and comparisons to develop the FTSE Russell value proposition. My second rotation is in the US Asset Management Sales Team, dealing with most of the world’s largest asset managers. My role involves understanding client needs, developing proposals, assisting account managers and supporting the sales effort. There are six of us in the US cohort of graduates, and we’ve become good friends and support one another in and out of the office.
Daiana

**Studied Cybernetics, Statistics and Economic Informatics at Bucharest Academy of Economic Studies**

I applied to LSEG because I was interested to learn more about the stock exchange and saw many opportunities to develop myself in a culturally diverse environment. I’m a Junior Data Analyst in UnaVista. I started with four other new joiners, doing mini projects for three months. After that, I began working on data analytics projects using Tableau, a data visualisation platform. I collaborate with other teams a lot, so I get to know other departments and see the flow of information. There are many training courses and developmental opportunities. I also take part in a volunteer programme here, which helps young adults and children in foster care to access education.

Nithushan

**Studied IT and Cyber Security at Sri Lanka Institute of Information Technology**

LSEG interested me because it’s a big tech platform and has many processes and lots of data running through it. We started with a three-month rotation throughout the company. We sat with different teams, assisted them with their day-to-day tasks and gave input on potential process improvements. My current role is in Cyber Security. We monitor the logs and see what anomalies are coming through, check for vulnerabilities, perform system updates and do malware analysis. A portion of my time daily is also dedicated to research. The culture here is very friendly and open, with a flat structure. All the teams sit next to each other, and people here are highly experienced, so you can learn a lot.

John

**Studied Accounting and Finance at London School of Economics**

The opportunity to be part of a global business with a talented workforce who place high value on integrity appealed to me. My first rotation in LCH was a highly analytical role. It involved running long and detailed tests and ensuring that systems were in place to manage potential faults that could impact markets. This allowed me to learn how markets operate, and the kinds of risk that could disrupt the global economy. My second rotation was in Group Corporate Development, which manages the Group’s strategy. Every M&A deal that is undertaken involves this team. As well as Excel and analysis, modelling and creative thinking, I’ve been learning about the Group as a whole and the landscape it operates in.
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.

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 allows LSEG Foundation to have a long-lasting impact on the communities in which it operates.

Recognising the importance of volunteering, LSEG provides every employee with two paid volunteering days each year and gives them the opportunity to enrol in our matched giving scheme when taking part in fundraising initiatives.

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. This exciting initiative aims to transform the lives of 11,000 adolescent girls by improving access to education, internship and mentoring opportunities.
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.
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 values for which London Stock Exchange Group has always stood.

We’re interested in hearing from graduates of high academic potential across a range of degree disciplines. While 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. Softer skills – such as the ability to work as part of a team and to negotiate effectively – are also vital for success in both the business and technology areas.

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 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.
Your application

Apply online at www.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.