



## Kick-start your career at Nordea Markets, LC&I

Do you want to unfold your talent with us?

This could be your opening! We are currently looking for summer associates to join our Future Finance Professional (FFP) program for 2023 at our Helsinki office. We are recruiting talents with great personalities who strive to beat expectations and take pride in fulfilling our customers' needs. That is the core of Nordea Markets, Large Corporates & Institutions (LC&I).

When joining the FFP program you get a unique hands-on experience and deep insight into the financial markets, being placed at the centre of it all, with every opportunity to learn from some of the brightest minds in the industry. You will be assigned to a unit within Nordea Markets, LC&I from May till September, during which time you will take on challenging tasks and responsibilities in close collaboration with esteemed professionals and supporting staff. The program is a great opportunity for you to kick-start your career and get to know us – and us you.

Please see the recruiting teams and roles on the following pages.



Kickstart your career here and apply via [this link](#) no later than October 30, 2022



For more information, please visit [www.nordea.com/FFP](https://www.nordea.com/FFP)



## Meet the recruiting teams

Click on the team name to read more about the team and tasks

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## Corporate & Institutional Wealth

One position in Securities Advisory Finland

One position in Investments & Securities

Corporate & Institutional Wealth is a spearhead unit providing two service offerings:

- 1) Leading edge securities advisory for large private and non-private customers including brokerage desk for instruments like equities, bonds and structured products.
- 2) Holistic investment advice for large institutional customers. The investment advice offering includes best in class portfolio analysis, and a wide and holistic product range provided by experienced investment advisors.

In Finland, there are 30 professionals working in Corporate & Institutional Wealth.

As a member of the team, you will gain understanding of leading investment product advisory and analysis processes and tools, and be part of a growing business with high ambition.

### **These skills/experience are seen as an advantage:**

- Keen interest in investing, understanding of different types of investment processes
- Proven IT skills such as Microsoft Excel for data management, and PowerPoint for client presentations
- Capability to work in Finnish, Swedish and English
- Ability to work under pressure
- Keen interest in equities and investment in general.
- Team player

## Derivatives Sales Finland

Derivatives Sales FI cover's Nordea's corporate and institutional clients in risk advisory and sales of interest rate derivatives. Main responsibility is to work closely together with the bank's Relationship Managers, and other internal and external stakeholders to serve Nordea's corporate and municipal clients.

Derivatives Sales offers in-depth perspective into the fascinating world of interest rates. We value excellent teamworking skills, and a great candidate should possess an analytical mindset combined with a can-do attitude. The candidate should also showcase clear interest towards the financial markets.

### **About this opportunity**

You will quickly learn the most common derivatives instruments, including swaps, tailored collars and different options. In addition, this opportunity will teach you a great deal about the rates market and how interest rates affect the overall economy.

The work is dynamic and requires good interpersonal skills, as you will have daily interactions with different stakeholders.

## Equity Derivatives Trading (EDT)

Equity Derivatives Trading (EDT) specializes in market making for clients on equity derivatives, and managing the associated risk arising from these client facilitation trades. In EDT, we work in close collaboration with Sales units across the Nordic countries, IT developers and Risk control units.

EDT provides derivatives contract quotes for a wide variety of client segments ranging from private persons to hedge and pension corporates. EDT also acts as an electronic market maker in Nasdaq Nordic, Eurex and Euronext derivatives exchanges.

The team's goals are to be a trustworthy and competitive counterparty for the banks clientele, as well as a solid partner for the exchanges. Another important aspiration is technological excellence and automation of the risk and trading management.

### **FFP tasks**

- Booking of trades
- Learning of the risk management metrics
- Development of excel tools
- Executing hedging trades

### **Skills/experience which are seen as advantages:**

- Solid interest in the markets and their function
- Knowledge of financial instruments
- Good communication skills in English
- Prior experience on Bloomberg/TBricks

## Equity Research

Equity Research is responsible for the research of the listed companies on the Nordic stock exchanges. We conduct research to convey investment ideas (which stocks to buy or sell) to our institutional equity clients (both domestic and international), as well as to the sales professionals within the banks' equity organization.

By providing high quality research, thought provoking ideas and access to company senior management, the unit keeps domestic and international institutional investors intimately familiar with the corporate developments and provides them with alpha generating investment ideas.

In this position, the FFP's responsibilities include e.g., our daily equities morning report and other market monitoring tasks. You will also be supporting our analysts in their daily work by, for example, conducting market and/or competitor analysis, and thus gain hands-on experience in the day-to-day analysis work in the dynamic world of equity markets.

### **These skills/experience are seen as an advantage:**

- Interest in the equity markets, investing and in following the global economic developments
- Knowledge of financial valuation techniques and financial statements
- Ability to write fluently in Finnish and English
- Good Excel and data analysis skills
- Proactive can-deliver attitude with an analytical mindset



## Fixed Income Sales

Fixed Income Sales is one of the most fast paced teams on the trading floor with risk being moved globally in cash bonds and derivatives. We speak to institutional investors all over the world with local teams based in the Nordic capitals and an international one split across sites. A few of the institution types are asset managers, hedge funds, pension funds and treasuries.

On the cash side, we arrange bond financing to companies, governments and other types of institutions in collaboration with other parts of our value chain (Debt Capital Market, Syndicate, Trading and Research) and provide institutional investors investment opportunities in High Yield, Investment Grade and High Grade space in primary and secondary markets.

The derivatives side of our Fixed Income Sales business trades the swap curves with hedge fund and pension fund type investors and helps institutions in hedging transactions where for example an issuer might want to pay floating interest instead of fixed. The structures can be very complex and at times involve rather high level mathematics.

The FFP will be involved in everything the team does, with focus on the local Finnish client space.

### **These skills and experience which are seen as an advantage:**

- Can-do attitude
- High degree of proactivity and curiosity
- Excellent communication and collaboration skills in Finnish and English
- Multi-tasking skills and ability to handle high amounts of pressure and absorb information from multiple channels
- Knowledge of corporate finance and financial instruments

## FX/MM Sales Finland

FX/MM Sales Finland cover's Nordea's corporate and institutional clients in FX risk advisory and sales of FX derivatives. We are also responsible for the Money Market functions where we match investors and corporates and municipalities seeking funding.

In FX Sales, we cover corporates and institutions – everything from start-ups to large pension funds. We aim to simplify clients' daily tasks relating to FX trading and offer industry leading risk advisory and tailor-made solutions.

In FX Sales you need to stay close to the FX and interest rates markets. We value team players and a real interest towards financial markets and sales is needed.

### **About this opportunity**

As a member of our team, you will quickly learn the most common different FX instruments, including FX spot, FX forwards & swaps and vanilla options. In addition, you will understand how the dynamics of money market works. In this role you will have daily interactions with our clients and fulfil their daily needs when it comes to FX handling.

We will also offer you the chance to learn about more complex and tailored FX advisory cases by attending customer meetings. All this will enable you to grow as a salesperson and FX adviser.



## Research & Risk Solutions

**Research & Risk Solutions** is a team full of passionate economists, strategists and analysts. We are the preferred speaking partner for hundreds of clients, be they CEOs or central bankers, corporates or institutional investors, citizens or start-ups.

On the Research side, we provide analysis on macroeconomic development and specific markets such as foreign currencies and interest rates. We do this both in Finnish and in English and the format varies from presentations and written analysis to podcasts and blogs.

The FFP will, among others, be responsible for the daily morning report and will thus form the backbone of the monitoring work. During the FFP program, you will gain experience in analysing the global economy and financial markets.

All of this will be done side-by-side with top-class experts as your colleagues. In addition, you get the opportunity to present current topics in the economy to both internal and external stakeholders.

**On the Risk Solutions side**, we provide financial risk management consulting and analyse our clients' balance sheets and cash flows. Our analysis may relate to a specific event such as a cross-border acquisition or it could be part of our client reviewing their operations and strategy.

The FFP will be involved in providing the analysis as well as in the development of our tools. Our unit is looking for one FFP who would be able to start early (e.g. March).

### **These skills/experience are seen as an advantage:**

- Interest in following economic developments around the globe and basic knowledge of economics and/or finance
- Ability to write Finnish fluently
- Excel/VBA skills and data analysis skills
- Knowledge of financial instruments and financial statements
- Proactive can-deliver attitude

## Scalable Sales & Concepts

The Scalable Sales & Concepts team builds on the capabilities across all FX/Derivatives Sales & Research teams to refine service models and products with the ambition to help customers in their needs in market risk management across customer segments.

One key responsibility of the team is to drive the sales and development of standard embedded interest rate hedging products to a wide range of retail customers from households to SMEs. This is done in close collaboration with stakeholders among customer responsible units and in Markets (such as Trading).

Another key focus area is to drive the development of the way of working, and service models across customer channels to promote the offering of FX/Derivatives Sales & Research Finland reaching customers both digitally and with in-person sales & marketing activities.

As a member of our team, you will get the opportunity to increase your knowledge in risk management solutions in FX and interest rates, and build network across many stakeholders in Markets. You will also be involved in software development projects thereby gaining exposure to working at the intersection of business and technology.

### **Examples of FFP tasks:**

- Help creating and updating training and support materials for embedded hedging products
- Participating in the process of monitoring interest rate market movements and adjusting pricing
- Testing and providing feedback on various advisors tools developed and maintained in e-Trading
- Creating overviews of and analysing sales performance

### **In order to succeed in this role, we expect that you:**

- Are structured and organized, and eager to take an active role in driving things forward
- Are a team player who enjoys collaborating with others across the Nordics
- Have good communication skills in English

## Business Risk Control (BRC)

Business Risk Control (BRC) is a dedicated control unit helping business to manage non-financial risk and reduce the risk of failure. In essence, BRC makes sure that employees follow regulation and internal Nordea guidelines when executing their tasks and processes. If misbehavior is found, it is reported to necessary stakeholders. BRC then also ensures that action is taken to avoid repetition of the misbehavior in the future.

In addition, BRC assures that LC&I meets the requirements and expectations of regulators and stakeholders. We also design, implement, develop and perform controls, and look after supervisory, fraud and conduct risk. BRC has three types of controls: assurance, supervisory and regular business conduct controls.

Our vision is to enhance Nordea's compliance with external and internal regulatory requirements on conduct with the aim of safeguarding the assets of the bank and customers. We strive to do this by maintaining a sophisticated front office supervision service with a focus on automation and tailor-made reporting. We ensure, through our controls, that the employees we monitor, are aware of the internal and external guidelines and legislation that defines their ways of working. We ensure that our customers receive the documentation and advice that is required by law. In addition, we improve Nordea's data quality by taking action when we notice errors and deficiencies.

Our unit is looking for an FFP for 2023 who would preferably start early, in January or in February, but we are flexible with potential candidates.

### About this opportunity

You will join First Line of Defence (1LoD) control function. We are a Nordic unit with 10 business risk professionals who actively take ownership over their tasks and execute on them. As a member of the team, you will manage, control and report on non-financial risk to ensure adequate and proactive risk management. You will participate in the team's daily and monthly controlling tasks and partake in developing and automating controls using Python and SQL. You will have tasks assigned that support your earlier experience and acquirements but with an opportunity to continuously learn new skills and ways of working.

### To succeed in this role, we believe that you:

- Are able to question ways of working, are motivated to develop better solutions and
- have attention to details
- Have analytical mindset and excellent problem-solving skills
- Are interested in financial instruments and risk management
- Have programming experience with Python and SQL, and are used to work with Excel and PowerBI

## Capital Development

Capital Development is a change and development team responsible for building and enhancing the infrastructure that calculates and reports Nordea's capital requirements. Capital is the lifeblood of any banking operation, which enables us to conduct profitable and sustainable business. The capital requirement is a key ingredient when proving/reporting solvency towards our regulators. It guides our everyday business decision making as it also defines our profitability and the return we generate to our shareholders. The calculations themselves are not trivial as they are the outcome of our regulatory approved internal models and encompass Nordea's entire balance sheet.

Nordea has embarked on a journey to upgrade its IT landscape regarding the calculation and reporting of capital numbers used for regulatory reporting purposes as well as for internal purposes. This initiative, having high strategic relevance, aims to enhance the way we source data, calculate capital and ultimately report to various stakeholders.

Your contribution as FFP will play a key role in the success of this initiative, and the position offers interesting work tasks with great learning opportunities and senior management focus and support. You will navigate in the space between business and IT units with the possibility to interact with a wide range of stakeholders on many different seniority levels.

### About the position

The team consists of seasoned business analysts and product owners/managers. Together with them, you will be performing gap analysis, creating proof-of-concepts and testing solutions, to ensure that our requirements for capital adequacy reporting are set correctly and are understood by IT developers.

To succeed in the role, we believe you:

- Have a deep interest in working in the intersect of business and technology
- Have strong technical skills and like to work with data
- Have strong analytical and problem-solving skills
- Are structured and organized and eager to take an active role in driving things forward

## Counterparty Credit Risk Control

Counterparty Credit Risk Control (CRC) is safeguarding the business across Markets and Treasury by ensuring correct risk, timely reporting and related compliance to requirements set internally and by regulators.

In practice, the team is controlling, analysing and reporting Counterparty credit risk in derivatives from different angles. CRC is also responsible for inbound data controls to counterparty risk engine.

CRC is processing Master agreements, which are mandatory for all derivative trading and the main counterparty risk mitigation tool.

### **FFP tasks:**

- Work with Master agreement process
- Perform recurring reporting and create automated solutions
- Control data quality
- Work with process related enhancements
- Ad hoc tasks

### **These skills/experience are seen as advantage:**

- Technical skills in SQL, Excel, Python, BI tools
- Knowledge of financial instruments
- Previous work experience from e.g., risk control, back office or similar
- Data management or reporting experience



## Data Governance

Data Governance is the operational center of the excellence team around Data Governance and Data Quality management in Large Corporates & Institutions (LC&I). We are committed to deliver trusted data sources and high-quality data for LC&I critical business processes, to ensure that our Business Users have high confidence and trust in the use of data.

In the Data Governance team, we drive data governance deliveries for prioritized data assets in LC&I. Our priority is to support and work closely together with Data Asset Owners in order to bring their respective data under governance. This involves working at different levels of data governance support ranging from the practical implementation of data governance to communicating our data governance framework.

The Data Governance team is an excellent vantage point to build deep insight into the data landscape in LC&I, where data is the foundation of our business. We value team players with strong collaboration skills and ability to translate and communicate theoretical terms and concepts to our key stakeholders. Analytical mindset with ability to plan your own work is needed.

### About this opportunity

As a member of our team, you will understand the impact of efficient data management on business. You will quickly learn the principles of Nordea's Data Governance Framework and play a part in driving the implementation of data governance to ensure reliable and high-quality data both for business and for regulatory purposes.

You will play a valuable role in supporting Data Asset Owners in the operational implementation of data governance, and the best practices of data quality management in order to improve the overall data quality of LC&I data. This includes reviewing monthly data quality reporting and supporting the business in resolving data quality issues.

We will also offer you a chance to build a wide professional network across other Business Areas and Group Functions and learn more about different roles within the data domain. All this will enable you to grow as a Data Governance Expert.



## Financial Reporting

Financial Reporting is a unit responsible for various analysis and reporting activities, and data within the finance domain. We aim at providing accurate and reliable monthly management reporting to key stakeholders for Treasury and Markets.

We also interact with a variety of stakeholders across the bank and external stakeholders on daily basis in projects, working groups and ad-hoc topics. In addition, we drive and participate in building new reporting and controlling solutions using a wide range of technologies, databases and tools.

### **FFP tasks:**

- Building solutions to enhance controlling and reporting capabilities
- Automating processes to support our efficiency agenda
- Communicating with internal and external stakeholders
- Maintain and develop our Python framework

### **These skills are seen as advantage:**

- Technical skills in e.g., Python, SQL, VBA or BI tools or interest towards learning such skills
- Strong Excel skills
- Knowledge of financial instruments
- Proficiency in English and ability to work in an international environment
- Strong analytical skills and attention to details

## Market and Counterparty Credit Risk Analytics

Market and Counterparty Credit Risk Analytics is a team of highly skilled analysts covering market and counterparty credit risk for both Nordea's trading book but also the treasury activities in the banking book. We provide services to stakeholders, both through analysis of the risk, but also through the risk analysis tools that we provide to the front office.

On the analysis side we look into Market Risk limits and suggest changes to the framework and structure to enable the traders to take on risk while still keep within the Bank's overall risk appetite. This covers typical risk metrics such as VaR, sensitivities and stress testing metrics but also the Interest Rate Risk in the Banking Book (IRRBB) managed by Nordea's treasury department. We also provide analysis for the risk associated with Nordea's financial counterparties and the capital requirements.

The Risk analysis tools that we are providing are valuable for the business to get an quick overview of the risks, but also the possibility to drill down further and seek explanations for movements and drivers of the risk and capital. These tools are primarily built in environments such as Python, sql, PowerBI, Qlikview and Alteryx.

### **These skills/experience are seen as an advantage:**

- Interest in Market- and/or Counterparty Credit Risk
- Excel skills and data analysis skills
- Knowledge of financial instruments and financial statements
- Basic database/sql knowledge and/or programming skills

## PL and Balance Sheet Control

PL and Balance Sheet Control is a unit responsible for the end-to-end production and control of the Profit and Loss and Balance sheet figures, and data within the finance domain. We aim at providing accurate and reliable daily management reporting to key stakeholders for Treasury and Markets.

We also interact with a variety of stakeholders across the bank and external stakeholders on everyday basis in projects, working groups and ad-hoc topics. In addition, we participate in building new reporting and controlling solutions using wide range of technologies, databases and tools.

### **FFP tasks:**

- Controlling and reporting Profit and Loss and Balance Sheet numbers for Treasury and Markets
- Analysing the drivers behind changes of Profit and Loss and Balance sheet
- Communicating with internal and external stakeholders
- Creating solutions to further improve our processes

### **These skills are seen as advantage:**

- Understanding of fundamental accounting concepts
- Strong Excel skills
- Technical skills in e.g., SQL, VBA, BI tools or Python or interest towards learning such skills
- Knowledge of financial instruments
- Proficiency in English and ability to work in an international environment
- Strong analytical skills and attention to details

## Traded Financial Instruments Financial Development (C&D)

In Traded Financial Instruments Financial Development (C&D), we are adding value by improving and participating in developing applications needed in Markets' and Treasury's financial reporting; such as data repositories (ODSes) and sub ledger components in order to ensure high quality data and processes from Front Office systems thorough Middle and Bank Office systems all the way up to the General Ledger and central data warehouses.

### **With us you will be working with:**

- Data quality controls on market values and accounting data
- Automating data processes
- Manage Trading Book static data
- Support Financial Reporting projects

### **These skills/experience are seen as advantage:**

- Technical skills in data mining/programming: SQL, Power BI, Python
- Accounting on financial products and knowledge of Financial Derivative products
- Problems solving skills with analytical mindset
- Great collaboration with stakeholders

## Valuation Management Control



As a young professional willing to work in Valuation Risk, you'll ensure that the valuation of Nordea's assets are correct and in line with the market and you will be given a unique opportunity within the Nordic region to gain in-depth knowledge on the valuation of financial instruments and derivatives.

In the department, we are responsible for the management of the valuations and adjustments of Nordea's financial instruments.

### **FFP tasks:**

- Participate in working groups to streamline and improve processes
- Perform assigned tasks and routine in a timely and accurate manner
- Follow-up on controls through extensive interaction with internal stakeholders (Trading, IT, Risk organization, P&L etc.)
- Participate in the continuous development of controls by proposing new ideas or increasing efficiency.
- Interact with FO, regulators and other stakeholder.

You have an analytical, goal oriented mind-set and always act with integrity. You are inspired by dealing with complex valuation issue. You can manage stress and work well under pressure to meet deadlines.

### **Your background:**

- You have a bachelor or a master degree in Business, finance, engineering or mathematics (or similar).
- You have an interest in the Private Equity or in Corporate Finance.
- You have a good understanding of Equity valuation techniques and models.
- Knowledge of the IFRS accounting principles and the prudent valuation regulation is a plus.
- You are proficient in Excel, VBA, SQL – Python is a plus.
- You have excellent communication skills and speak and write English at a professional level.
- You are able reliable and committed during periods of increased workload.

If this sounds like you, we look forward to welcoming you to the team!

## Automation

### Python Automation developer

Would you like to join a virtual team that provides solutions and enablement for automation across Nordea? Are you also interested in working in the context of Risk, PnL, Accounting, Reporting and greatly contribute to increase efficiency and accuracy in Nordea?

Then here is your chance to make a difference from day one.

As a Python Automation engineer, you will get a first row insight into how to take manual processes, create a solution design, code it and deploy it to production environment – and see the difference. You will get exposed to a large technology stack with fully integrated CI/CD pipelines and a broad set of stakeholders.

You will be working with highly skilled professionals who will support you from day one to make sure that you learn our ways of working, and that you are comfortable coding on an enterprise level.

#### **Your tasks:**

- Code python
- Join design workshops
- Work with business stakeholder to understand their As-Is business process
- Work with more senior designers to create To-Be solutions
- Document your work
- Learn new ways of working and new technologies



## e-Trading

There's another e-Trading role on the next page ...

**e-Trading Commercial Developers** create and evolve digital tools for customer engagement and commercialisation in close collaboration with the Scalable Sales & Concepts team. We build data pipelines, apps and automation which connect our customers to the right products and solutions within FX & Interest Rate Derivatives.

Are you a curious and passionate software developer with a strong interest in financial products? Do you want to be part of a fast-moving, customer focused team with plenty of opportunity to make an impact and generate immediate value? Are you ready to take end-to-end ownership in a highly collaborative setup connecting people ranging from technical experts all the way to the end customer?

If you can answer YES to these questions, we should talk!

As junior developer, this is a chance for you to grow fast and have fun.

**You are either familiar with or want to learn about these technologies:**

- Full-stack development, REST APIs, web development
- Spring Boot, Angular
- Java, TypeScript
- PostgreSQL, Oracle SQL, Kubernetes, Containers, Linux

**In order to succeed in this role, we expect that you:**

- Enjoy collaborating with others, both coming from the technical and business side across the Nordics
- Thrive in a dynamic environment with lots of space to make your mark
- Have a strong commitment with a curious mind and are eager to learn
- Have excellent skills in English

It is considered as an advantage, although not a must have, if you can start with us already during spring 2023. There might be some travelling involved since you will work closely with our e-Trading colleagues in Copenhagen, Denmark.

## e-Trading

### e-Trading FX Core Developers

e-Trading FX Core Developers are responsible for the machine room of our most profitable trading business: FX.

We develop, maintain and support APIs and event-driven microservices that – together with our vendor-based trading platform – make up our front-office FX trading capability. We work closely with sales and trading teams to deliver on the key business priorities for our FX franchise. We ensure, we have a healthy, sustainable and compliant technical platform.

We are looking for a Junior Developer to join our Next Gen FX value stream, where we focus on new digital products for our corporate customers.

Are you a curious and passionate software developer with an interest in e.g., finance, trading or investing? Do you want to be part of a fast-moving, customer focused team with plenty of opportunity to make an impact and generate immediate value? Are you ready to take end-to-end ownership in a highly collaborative setup connecting people ranging from technical experts all the way to the end customer?

#### **If you can answer YES to these questions, we should talk!**

- As junior developer, this is a chance for you to grow fast and have fun. You are either familiar with or want to learn about these technologies:
- Java backend components, REST APIs, web development
- Event-driven architecture
- SQL, Containers, Linux

#### **In order to succeed in this role, we expect that you:**

- Enjoy collaborating with others, both coming from the technical and business side across the Nordics
- Thrive in a dynamic environment with lots of space to make your mark
- Have a strong commitment with a curious mind and are eager to learn
- Have excellent English skills