Nordea

Kick-start your career at Nordea

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 2027 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 and 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 Markets, LC&I or Group Finance from May till September. During this 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.

For more information about the programme and hiring teams please visit

www.nordea.com/FFP

You can read about previous FFPs' experiences from here.

Meet the recruiting teams

Click on the team name to learn about the team and tasks

FRONT OFFICE ROLES

- Derivatives Sales - Interest Rate Hedging Solutions
- Equity Research
- Fixed Income Sales
- FX Sales
- Macroeconomics Research
- Structured Investments

MIDDLE OFFICE ROLES

- Business Risk Control
- Business Risk Management
- Counterparty & Collateral Risk Analytics
- Data Management
- Financial and Risk Tools & Data
- Market and Ctp Credit Risk Analytics
- PBC Treasury
- PRU Analytics & BI
- Risk Process Execution
- Structured Finance Tools
- Traded Financial Instruments

BUSINESS TECHNOLOGY ROLES

- AI & Automation
- Analytics & AI Solutions
- Data Solutions
- FX Business Technology
- Rates & Advisory Business Technology
- Risk & Quant Analytics
- Service Area Management

Nordea

Derivatives Sales
Interest Rate Hedging Solutions

Derivatives Sales FI covers Nordea's corporate customers 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 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.

If you have further questions regarding this team or position, please contact
Jarno Tiainen during normal business hours via phone +358 50 325 8840
or via email jarno.tiainen@nordea.com

Nordea

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 bank's equity organisation.

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

If you have further questions regarding this team or position, please contact Svante Krokfors via email svante.krokfors@nordea.com

Nordea

Fixed Income Sales

Fixed Income Sales is one of the fastest paced teams on the trading floor focusing on business around cash bonds and derivatives. We speak to institutional investors all over the world with local teams based in the Nordic capitals. Typical clients to the team are asset managers, hedge funds, pension funds and bank 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 the primary and secondary markets.

On the derivatives side of our Fixed Income Sales business, we trade various swap structures with hedge funds and pension funds, for example, and help institutions to manage their interest rate risk around their liabilities or investments. 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/experience 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

If you have further questions regarding this team or position, please contact Ville Heiskanen via email ville.heiskanen@nordea.com

Nordea

FX Sales Finland

FX Sales Finland connects with corporate and institutional clients across Finland, helping them navigate the world of foreign exchange (FX) and money markets. We help customers in handling their daily tasks in FX trading and offer industry leading risk advisory coupled with a broad range of solutions to manage risks and liquidity.

As a FFP in FX Sales, you'll get to:
- Work with an exciting mix of clients – from innovative startups to major pension funds
- Learn how currency markets work in a supportive, hands-on environment
- Develop valuable skills in client communication and financial advisory
- Be part of a collaborative team that values fresh perspectives

Previous knowledge of FX market instruments or conventions is an advantage but not required – we'll teach you everything you need to know! Through structured and practical learning, you'll develop the product and system expertise needed to understand our clients' needs and contribute meaningfully to the team.

In this role, you'll quickly pick up the basics of foreign exchange and gradually participate in client interactions. You'll see firsthand how we help companies manage their international payments and protect themselves from currency fluctuations. As you grow more confident, you'll have opportunities to join customer meetings where we discuss more sophisticated solutions.

To thrive with us, you need curiosity about financial markets, good people skills, and a collaborative mindset.

Join our team and discover how financial markets impact businesses every day while building valuable career skills in a friendly, supportive environment.

If you have further questions regarding this team or position, please contact Antti Aho via email antti.aho@nordea.com

Nordea

Macroeconomics Research

Macroeconomic Research is a team 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.

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 be responsible, for example, for the daily morning report and will thus form the backbone of the monitoring work.

During the FFP period, you will gain experience in analysing the global economy and financial markets, and all of this will be done side-by-side with top-class experts as your colleagues. In addition, you will get a chance to present current topics in the economy to both internal and external stakeholders as well as do podcasts.

Our unit is looking for a FFP who could start early, during Q1/2027.

These skills/experiences 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 and data analysis skills, experience with Macrobond or Eikon is a plus
- Knowledge of financial instruments and/or financial statements
- Proactive can-deliver attitude

If you have further questions regarding this team or position, please contact
Jari Liede during normal business hours via phone +358 50 348 1204
or via email jari.liede@nordea.com

Nordea

Structured Investments

Structured Investments is the product unit issuing Nordea Structured Notes. It is a pan-Nordic team, located in Helsinki and Stockholm, taking care of structured notes issuances in all Nordic countries. In Structured Investments, we have our own Structured Note program, which we manage and under which we do the issuances. The typical notes can be credit-, equity-, or interest-linked notes for retail and professional investors.

Structured Notes is one of the product lines that Nordea is offering to investor clients. The goal for Structured Investments is to offer value to the investors in for example building non-linear payout, such as capital protected equity-linked notes, or access to underlying asset classes, which otherwise would be unreachable for non-institutional investors. We work with an automated production platform and have one of the shortest time-to-market delivery time for a structured note in the market. We believe that by working closely with the customer responsible units, we can identify investor needs and desires, and offer superior products for investors' portfolios.

About this opportunity:

You will join the Structured Investments team in Helsinki, where you will be working with four local structuring professionals. Your responsibilities can vary from investment note structuring processes to platform development, and project management, and when you have gained experience, also trading activities. You will gain experience on securitization of derivatives into bond format to create desirable investment vehicles. The position offers huge learning possibilities of product unit business model, investment products, and markets in general. You will be assigned tasks that your earlier experience and skill-set support, but with an opportunity to continuously learn new skills and hence evolve and gain more responsibility and tasks.

To succeed in this role, we believe that you:

- Have an ability to comprehend complex frameworks
- Have analytical mind-set and excellent problem-solving skills
- Have an ability to work with deadlines and targets in ever changing market environment
- Have a humble attitude to learning, and an ambition to work hard, succeed, and take ownership
- Have an interest in investment products and markets
- Are used to working with Office applications, especially with excel
- Programming experience with Python, VBA and SQL are considered as advantages

If you have further questions regarding this team or position, please contact
Ville Rahikka via mail ville.rahikka@nordea.com

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, and that LC&I meets the requirements and expectations of regulators and stakeholders.
We do this by designing, developing and performing controls that look after supervisory, fraud and conduct risk. If misbehaviour is detected through the controls, BRC ensures that action is taken to avoid repetition of the misbehaviour in the future. On a monthly basis, BRC collects control findings to reports distributed to various stakeholders across the organisation.

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. Through our controls, we ensure 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 are required by law. In addition, we improve Nordea's data quality by taking action when we notice errors and deficiencies.

About this opportunity:
You will join a first line of defence (1LoD) control function. We are a Nordic unit with 10 business risk professionals who actively take ownership of their tasks and carry them out. As a member of the team, you will manage, control and report on non-financial risks 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 with Python and SQL. You will be assigned tasks which support your previous experience and acquirements with an opportunity to constantly learn new skills and ways of working.

To succeed in this role, we believe that you:
- Are able to question ways of working and are motivated to develop better solutions
- Pay 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 working with Excel and Power BI

If you have further questions regarding this team or position, please contact
Sini Haikonen during weekdays between 13-16 via phone +358 953003961
or via email sini.haikonen@nordea.com

Nordea

Business Risk Management

Business Risk Management in Large Corporates & Institutions (LC&I) is one of the LC&I Management Oversight teams dedicated to strategic business partnering and comprehensive non-financial risk management across LC&I. The function supports the business in making well-informed risk decisions by providing a holistic risk perspective and fostering effective collaboration across the value chain. We play a central role in driving, guiding, and supporting risk management, while strengthening LC&I's ability to proactively navigate risks through rigorous analysis, active stakeholder engagement, and the continuous promotion of a strong risk culture.

What We Do:

- Support management and their divisions in the effective management of non-financial risks, controls, and the overall compliance culture
- Drive and contribute to risk frameworks, risk-related initiatives, including projects, task forces, and working groups
- Drive remediation of gaps identified by Group Internal Audit, 2LoD, and supervisory authorities and incident management
- Manage LC&I non-financial risk committees and underlying operating committees
- Act as a trusted partner and point of contact for non-financial risk matters for to continuously strengthen and embed robust risk management practices
- Combine analytical thinking with relationship management, positioning the role at the intersection of risk expertise and business engagement
- Ensure big picture oversight of the risks within LC&I divisions and LC&I overall

About This Opportunity:

This position offers a dynamic, high-paced, and intellectually stimulating environment, with challenges often spanning across multiple business and risk domains. The position provides a superb opportunity for learning and professional development, with exposure to complex, evolving risk topics and cross-functional interactions.

Depending on your profile and interests, you will be able to help us on:

- Proactively advising, training and supporting LC&I employees in non-financial risk management, helping manage the pitfalls but also maximise the opportunities
- Contributing to the management of LC&I's non-financial risk forums, seeing corporate governance in action
- Understanding the complex regulatory environment within which Nordea operates
- Actively collaborating with colleagues within LC&I but also the wider Bank to support ongoing risk management mitigation and decision making

Counterparty & Collateral Risk Analytics

The purpose of the **Counterparty & Collateral Risk Analytics** team is to ensure timely, accurate, and efficient reporting across the CCR value chain. This includes COREP and capital reporting, data controls, management and committee reporting, SA CVA, and management of excesses and violations. The team will also support Collateral Control through reporting and analytics, including the development and maintenance of Power BI reports.

Key responsibilities include:

- Counterparty risk reporting and analytics
- Control and explanation of counterparty risk metrics
- Collateral reporting and analytics
- Control and explanation of IMM, SA CCR, and SA CVA metrics
- Control of COREP and other external reporting related to counterparty risk, CVA, and collateral
- End-to-end counterparty risk business processes
- Management reporting
- Preparation of Committee material

Nordea

Data Management

Data Management in Large Corporates & Institutions (LC&I) is a center for data-driven innovation, strategic growth, and operational excellence. Our team operates at the intersection of Data Governance, Data Quality Management, and Information Architecture, ensuring that data delivers actionable insights, robust regulatory compliance, and trusted business value.

Within the Data Management team, you'll collaborate with Data Owners and other stakeholders to design and implement industry-leading solutions, facilitating our core mission of ensuring LC&I data is reliable, secure, and purpose-driven to support every facet of the business and exceed regulatory expectations.

What We Do:

- Data Governance: Championing best-in-class data standards and aligning with critical regulatory frameworks, including BCBS 239, to empower responsible data stewardship and risk management
- Data Quality Management: Continuously enhancing the quality and accessibility of data across LC&I, enabling precise decision-making, automation, and tangible business results
- Information Architecture: Creating and maintaining the business glossary and related data lineages to ensure transparency, traceability, and data integrity across the business
- Data Innovation: Leading the advancement of data product methodologies and the integration of AI solutions that generate measurable business value

About This Opportunity:

As a valued member of our team, you will immerse yourself in a dynamic environment where advanced Data Management is the foundation for business success. You'll shape the way LC&I leverages data through collaboration, technical expertise, and strategic vision. Your contributions will include:

- Navigating complex data ecosystems with confidence and clarity
- Participating in initiatives that enhance data quality, regulatory compliance, and business efficiency
- Building strong relationships with Data Owners, Subject Matter Experts, and cross-functional teams to foster collaboration and deliver impactful solutions
- Pioneering AI-driven strategies—both traditional and generative—to position LC&I at the forefront of digital transformation

If you are ready to elevate your career within a purpose-driven, collaborative, and high-impact team, we invite you to join us in shaping the future of data at Nordea LC&I.

Nordea

Financial and Risk Tools & Data

Financial and Risk Tools & Data

Financial Reporting unit is responsible for various analysis and reporting activities, tools, and data assets within financial and risk domains for both Markets and Treasury. We provide accurate and reliable information for our stakeholders to support decision-making and fulfilling regulatory requirements.

You will be part of the Financial and Risk Tools & Data team, where we develop and maintain efficient reporting and control processes involving both financial and risk data. We also build dashboards and other analysis tools for a wide variety of stakeholders across the bank. In addition, interacting with our stakeholders on projects and ad-hoc tasks is part of our daily activities.

These are seen as an advantage in this role:

- Strong programming skills, preferably in Python
- Knowledge of relational databases and SQL
- Experience in Excel and BI tools, e.g. Power BI
- Knowledge of financial instruments
- Knowledge in accounting, counterparty credit risk or market risk
- Strong analytical skills and attention to details

Nordea

Market and Ctp Credit Risk Analytics

The Market Risk Control unit is responsible for various analysis and reporting activities, tools, and signing off market risk for both Markets and Treasury. We provide accurate and reliable information for our stakeholders to support decision-making and fulfilling regulatory requirements.
You will be part Market Risk Analytics & Stress Testing where we provide quantitative risk analytics, stress testing, and risk limit governance for Markets and Treasury. The team translates Nordea's risk appetite into operational risk limits, develops risk analysis tools, and delivers stress testing and risk reporting to support sound risk management and regulatory compliance.

These skills are seen as an advantage in this role:

- Strong analytical skills and attention to details
- Knowledge in accounting, counterparty credit risk or market risk
- Experience in Excel, PowerPoint and BI tools, e.g. Power BI
- Strong programming skills, preferably in Python
- Knowledge of relational databases and SQL
- Knowledge of financial instruments

Profit & Loss and Balance Sheet Control (PBC) Treasury

Profit & Loss and Balance Sheet Control (PBC) Treasury is responsible for the end-to-end production, analysis and control of Profit & Loss and Balance Sheet figures related to Treasury activities. We provide accurate and reliable management reporting to key stakeholders and ensure the integrity of financial data within the Group Finance domain. We also interact with a variety of stakeholders across the bank and external stakeholders on a daily 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.

What you'll be doing

As an FFP Trainee in PBC Treasury, you will support the team in daily controlling and reporting activities and gain insight into Treasury products, accounting principles and financial markets whilst working in an international banking environment.

Your responsibilities may include:

- Supporting the production, control and reporting of Profit & Loss and Balance Sheet figures for Treasury
- Analysing daily and monthly movements in financial results and investigating underlying drivers
- Assisting with reconciliations, controls and validation of financial and accounting data
- Collaborating with internal and external stakeholders
- Contributing to process improvement initiatives and automation of reporting activities

Skills and qualifications seen as advantage:

- Understanding of fundamental accounting concepts and financial reporting
- Basic understanding of financial markets and financial instruments
- Strong analytical mindset and attention to detail
- Advanced Excel skills
- Technical skills in SQL, VBA, Python, Power BI, AI, or high interest toward learning such skills
- Proficiency in English and ability to work in an international environment
- Interest in data analysis, automation and process improvement

If you have further questions regarding this team or position, please contact Ronja Mäki-Leppilampi via email ronja.maki-leppilampi@nordea.com.

Nordea

PRU Analytics & BI

BI Foundations & Tools team provides analytical services for Markets Sales organisation. These services include self-service Business Intelligence tools, data support in various projects and Ad Hoc analysis that support Sales Managers and Management to provide the best service for our customers. As part of the Large Corporates & Institutions COO area, we equally support all Nordic countries with our solutions. This provides an opportunity to work with multiple different stakeholders and understand the local differences in each country. Along with primarily supporting Markets Sales, we participate in various other LC&I COO level projects to ensure that the solutions being built are supporting the LC&I franchise in the best way possible.

Our day to day work includes

- Collaborating and innovating closely with out stakeholders to generate new development ideas
- Developing scalable BI solutions together with our tech organisation
- Delivering data analysis and insights to support business decisions

To succeed in this role you:

- Are interested in how data can support to serve our customers
- Have an interest in AI-driven analytics and innovation
- Are familiar working with databases and SQL, Python considered as an advantage
- Have experience with Business Intelligence tools like PowerBI, Qlik or Tableau
- Have interest in automated data transformation and pipelines
- Enjoy working with stakeholders across business and technology
- Are proactive, structured and self-driven
- Have excellent English skills and basic knowledge of Capital Markets products

Nordea

Risk Process Execution

Risk Process Execution in Large Corporates & Institutions (LC&I) is one of the LC&I Management Oversight teams with focus on execution of key non-financial risk processes and their continuous development. We work together with business and risk units across the Bank ensuring LC&I complies with relevant regulatory requirements as well as Nordea's internal frameworks. We drive, guide and assist with risk processes and enhance LC&I's ability to proactively manage risks through analysis, engagement and the promotion of a sound risk culture.

What We Do:

- Coordinate Nordea's various non-financial risk processes within LC&I. This includes working with topics such as business continuity and crisis management, incident management, risk assessments, risk reporting or working with the risk appetite framework
- Leverage technology and automation to enhance both quality and efficiency of our non-financial risk management activities
- Act as risk experts within LC&I Management Oversight in risk area specific deliveries
- Contribute to the continuous development of Nordea's governance and non-financial risk management by ensuring that Group-wide risk solutions are fit for purpose for LC&I's business

About This Opportunity:

As a valued member of our team, you will work hands-on with one or more of the risk processes and contribute to RPE's wider agenda. RPE works with high-profile stakeholders across the Business Areas and lines of defense and provides a unique vantage point from which to learn both the complex Business Area and the regulatory frameworks that drive risk management activities. You will get to network across the organization and build a well-rounded picture of LC&I and non-financial risk management via a variety of projects and practical tasks.

Depending on your profile and interests, you will be able to help us on:

- Contributing to key initiatives within LC&I Management Oversight including driving risk process efficiency through automation and technical solutions

- Working with tools such as CoPilot Studio to develop and implement new solutions to aid in LC&I's non-financial risk management

- Proactively advising, training and supporting LC&I employees in non-financial risk management

- Actively collaborating with colleagues within LC&I but also the wider Bank to drive improvement in risk management frameworks and processes

Nordea

Structured Finance Tools

The Structured Finance Tools team drives development of key applications supporting Nordic Scale Corporate Lending for corporate customer segments. Our aim is to enable and improve processes and tools for loan origination, credit processes and covenant management.
The team consists of dedicated Product Owners that collaborate with business stakeholders and technology teams to enable the vision of our future lending processes. In this team, stakeholder management, process understanding, technical application development and business vision are key to success.

What you'll do:

- Support Product Owners in developing key structured finance applications
- Work with business stakeholders to translate needs into IT development tasks
- Contribute to defining UI/UX concepts (e.g. Figma)
- Help structure and maintain JIRA epics and features
- Gain hands-on experience in corporate lending processes

We're looking for someone who:

- Is interested in product development and Product Owner work
- Wants to learn how corporate lending works – especially complex, structured lending for Large Corporates & Institutions
- Enjoys bridging business and IT
- Is structured, proactive and eager to learn
- Has strong English communication skills

What you'll gain:

- Insight into complex structured lending processes
- Practical experience from a Product Owner role
- Exposure to one of the bank's key strategic business areas

Nordea

Traded Financial Instruments Development

In the Traded Financial Instruments Development team, part of Group Finance, we add business value by developing and improving data and applications needed in trading activities by Markets and Treasury. We are leading the development, supporting the related production runs and improving data content within the Markets & Traded Products Service Area. Our scope includes ODS's (foundational data), Calculation Engines (derived finance) and Common Data Platform (end-user self-service and fit for purpose business marts, AI enablement and tooling) and we are:

- Supporting prioritization of business deliveries down to JIRA ticket level
- Enabling the move to strategic architecture like by maintaining clear road maps
- Building BI and analysis capabilities, as well as enabling AI agents and tools
- Participating in projects impacting Traded Products (internal and regulatory driven)
- Ensuring a single source of truth for data – both for daily business and regulatory deliveries

We are looking for a driven and outgoing Future Finance Professional with data orientation and a financial derivative twist.

With us you will be working with:

- Supporting in converting business requirements into functional solutions
- Modelling, maintenance and quality of data for financial instruments
- Automating data processes and adopting AI driven use cases
- Managing static data for traded products

These skills/experience are seen as advantage:

- Technical skills and interest in data mining/programming: SQL, Power BI, Python, AI tools
- Interest in financial products such as derivatives, securities etc.
- Problem solving skills with analytical mindset
- Great collaboration skills with stakeholders

Nordea

Analytics & AI Solutions

Markets & Treasury Financial Control (MTFC) is responsible for controlling Nordea's trading book within Nordea Markets, as well as Group Treasury's risk management, investment and funding operations.
The unit plays a central role in producing and overseeing financial information used for decision-making within the business areas and across the wider Nordea Group.
MTFC manages daily profit and loss reporting and is responsible for market and counterparty risk control, as well as valuation control for the trading and banking book.

You will be part of the **Analytics & AI Solutions** team, which develops solutions that help MTFC produce better insights and operate more efficiently.
The team builds common tools and infrastructure that support efficient and resilient processes and help ensure compliance with internal and external requirements related to controls, reporting, analysis, data and processes.
We develop solutions ourself and also act as a bridge between the business and IT - our infrastructure and solutions are developed in close collaboration with IT and the teams responsible for running the supported processes.

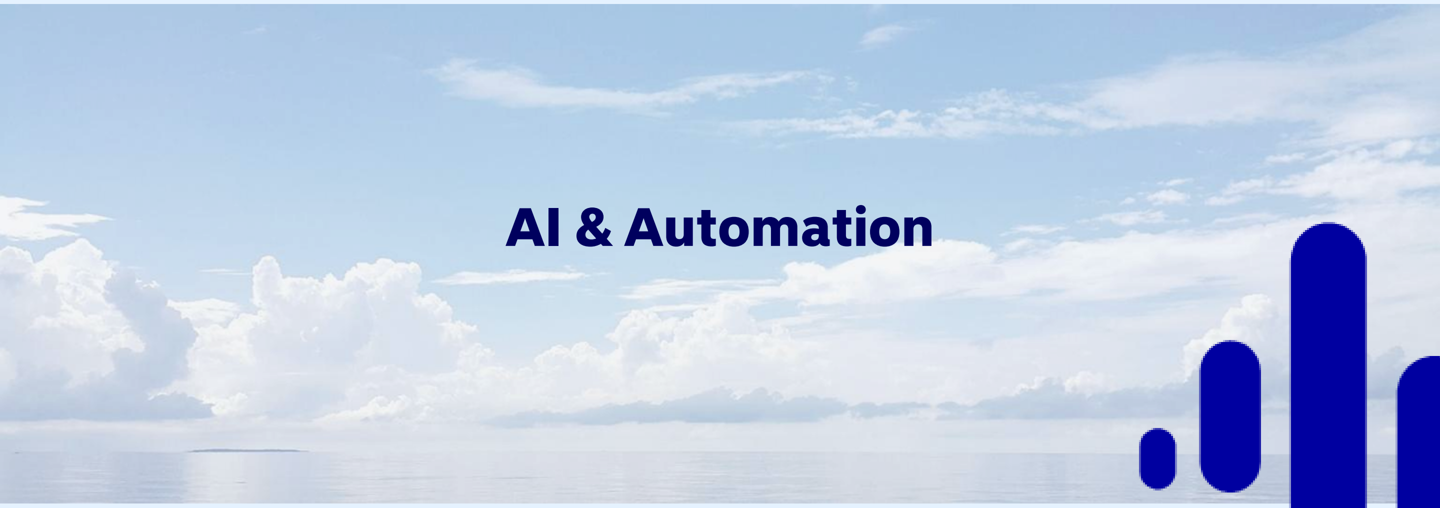
Our work focuses on:

- Developing data engineering solutions and pipelines to support reliable and efficient data processing and availability
- Leading the development of shared Python libraries used across MTFC
- Developing AI-augmented tools and processes, including agentic workflows
- Building solutions that use advanced analytics, such as machine learning
- Developing end-user interfaces, including business intelligence tools
- Functionally driving the development of IT applications, such as the Valuation Control Engine
- Acting as internal consultants and as MTFC's centre of excellence for data and AI engineering, automation, software development and analytics

In this role, experience in some of the following areas is considered an advantage:

- Strong technical skillset and proficiency in programming with Python or other object-oriented programming languages
- Experience with SQL and relational databases
- Experience in building business intelligence dashboards or creating interactive data applications with Python (e.g. with Streamlit)
- Strong analytical skills and attention to detail
- Knowledge of financial instruments and valuations
- Experience with machine learning or developing agentic workflows

Nordea



AI & Automation

Would you like to help shape the future of Finance with AI, automation and modern engineering? Are you also interested in coding solutions that support Nordea's financial steering and regulatory commitments, including areas like capital and liquidity management, risk control, regulatory reporting, and the broader Group Finance value chain?

Then this is your opportunity to make an impact from day one.

As an **Automation & AI** Engineer, you'll gain hands-on experience in modernizing existing process landscape and solving real-world problems with AI & automation. You'll design solutions, write production-ready code, and see your work come to life in our platforms, while collaborating with a broad set of stakeholders across Nordea. You'll also be exposed to our modern cloud and engineering setup, including GCP, integrated CI/CD pipelines, and the practises needed to build robust solutions in a regulated enterprise environment.

You will be working with highly skilled professionals across AI, data science, and platform development, 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
- Engineer AI-driven solutions on our enterprise and cloud platforms, applying both established and emerging AI capabilities
- Participate in design workshops and work closely with business stakeholders to understand current processes and requirements
- Co-create future-state AI-enabled solutions that change how work is performed
- Document your work and share your learnings
- Explore new technologies and ways of working, and apply them creatively in your work

If you have further questions regarding this team or position, please contact Iida Herttuainen iida.herttuainen@nordea.com.

Nordea

Data Solutions

Data Solutions provides the trusted data foundations that enable Large Corporates & Institutions (LC&I) to operate effectively, serve customers, manage risk and meet regulatory obligations.

Every day, trading, sales, risk management, finance, operations and regulatory reporting depend on timely, accurate and consistent data. Our role is to ensure that critical business data is available, trustworthy and easy to use across the entire value chain. By creating common data foundations, we reduce complexity, improve efficiency and help teams focus on delivering value rather than maintaining and reconciling data.

Our ambition is simple: data should just work. Users should be able to consume trusted data without worrying about where it comes from, whether it is correct, or how it moves between systems. To achieve this, we combine data management, data engineering, governance, analytics and AI capabilities to modernise the way data is managed and used across the organisation

What we do

- Develop and operate shared data products for Trade Data, Instrument Data and Market Data
- Improve data quality, transparency and automation
- Drive implementation of our data architecture
- Work closely with business and technology teams across LC&I to ensure a fit for purpose data foundation

About this opportunity

As a Future Finance Professional in Data Solutions, you will gain first-hand experience of how data enables a modern financial institution to operate.

You will work with specialists across Markets, Risk, Finance, Operations and Technology, helping improve the quality, transparency and usability of data across LC&I. Depending on your interests and background, your tasks may include supporting data products, improving data quality, developing analytical tools, and contributing to governance, automation and AI initiatives.

To succeed in this role, we believe that you

- Have an analytical and problem-solving mindset
- Are curious about data, technology and financial markets
- Enjoy collaborating with both business and technology stakeholders
- Are proactive, structured and eager to learn
- Have experience or interest in analytics, SQL, Python, Power BI or related technologies

Nordea

FX Business Technology

Are you interested in how technology, data and analytics help drive one of the largest financial markets in the world?

FX Business Technology works at the intersection of business and technology, partnering closely with FX Sales and FX Trading to deliver solutions that support electronic trading, customer automation, data-driven decision making and business growth across Nordea's Foreign Exchange (FX) franchise.

As an FFP, you will gain first-hand experience of how business ideas are transformed into technology solutions. You will work alongside business analysts, software developers and data scientists to solve real business challenges using technology, data and analytical methods. Depending on your interests and background, you may contribute to software development, automation initiatives, business analysis, data science or AI-driven solutions.

You will quickly become part of the team and contribute to real deliveries that support our traders, sales teams and customers across the FX franchise.

Your tasks may include:

- Analysing data to uncover insights and support business decisions
- Working with business requirements from analysis and implementation to testing and deployment
- Supporting automation and AI initiatives across FX trading and sales
- Building or enhancing tools used by traders, sales teams and customers
- Contributing to software development, testing and implementation of new solutions
- Exploring opportunities to improve workflows through technology and data-driven approaches

To succeed in this role, we believe that you:

- Are curious and eager to learn
- Have an interest in technology, data and financial markets
- Enjoy combining technology, data and business understanding to solve complex problems
- Thrive when collaborating with both business and technical experts
- Have experience with one or more analytical or programming tools such as Python, Java, SQL or Excel

Nordea

Rates & Advisory Business Technology

Are you interested in both technology and financial markets? Do you enjoy working with data, solving problems, and building solutions that create real business value?

This role will give you a unique opportunity to learn how technology powers Nordea’s modern market making operation.

Rates & Advisory Business Technology develops and supports digital solutions used across Nordea Markets. We work with trading systems, pricing & risk tools, workflow automation and data & AI across Rates, Credit as well as other asset classes.

You will work alongside business analysts, developers, data specialists, and quantitative experts, quickly becoming part of the team and contributing to real deliveries to our business and technology landscape.

Your tasks:

- Working with business requirements all the way from analysis, implementation, testing and deployment to the production environment
- Building or enhancing tools used by traders and sales teams
- Supporting automation of business processes and workflows

To succeed in this role, we believe that you:

- Are curious and eager to learn
- Enjoy solving problems and working with data
- Have an interest in technology and finance
- Know Java or Python, Excel, SQL – and possibly other analytical tools and programming languages

Nordea

Risk & Quant Analytics

Risk & Quant Analytics develops and operates analytical models, risk applications, and technology platforms that support Nordea's trading, risk management, and regulatory reporting processes. Our solutions provide valuations, risk metrics, profit and loss reporting, and capital calculations that help the bank make informed decisions and meet regulatory requirements.

We work at the intersection of finance, risk, and technology. Our teams include both Business Analysts, who translate business and risk requirements into practical solutions, and Quant Application & Model Developers, who build the models, analytics, and applications that power those solutions.

Working closely with traders, risk managers, and technology specialists, we solve complex challenges across financial markets. Our work ranges from defining business processes and requirements to developing pricing models, risk calculations, and software applications used across the bank.

As an FFP, you'll gain hands-on experience solving real-world challenges in a modern investment bank while working alongside experienced professionals.

We are looking for two types of profiles:

Business Analyst

- Strong analytical and structured thinking
- Ability to understand complex business problems and translate them into clear requirements and solutions
- Interest in finance, risk management, and technology
- Strong communication and problem-solving skills

Quant Application & Model Developer

- Strong aptitude for mathematics, software engineering, and analytical problem solving
- Interest in financial products and quantitative modelling
- Programming experience from studies or personal projects
- Desire to build models and turn them into scalable software solutions

Nordea

Service Area Management

The Service Area Management team acts as the strategic bridge between Business and Technology across Markets, ensuring applications, services, and change initiatives deliver measurable business value. Working across business strategy, technology, governance, AI, and transformation, the team helps shape the future technology landscape while enabling efficient and sustainable delivery.
The team brings together three complementary capabilities:

Application Ownership & Service Area Management: As the Application Owner for the Front Office application portfolio, the team provides end-to-end oversight of the application landscape, balancing business needs, technology capabilities, risk considerations, and cost efficiency. The team drives governance, portfolio planning, vendor management, financial oversight, and strategic decision support.

AI Acceleration & Enablement: the team focus on turning AI opportunities into measurable business outcomes. The team works at the intersection of Sales, Trading, Data, and Technology to identify, validate, and scale high-value AI, data, and automation solutions that improve efficiency, decision-making, client coverage, and commercial outcomes. Our focus goes beyond technology implementation. We help the organization move from experimentation to adoption at scale by connecting business needs with data, AI platforms, delivery capabilities, governance, and change management. The team actively drives AI strategy, use case identification, business case development, vendor engagement, value realization, and adoption across Markets.

Strategic Transformation Programmes: The team also includes experienced project and transformation managers who lead large-scale strategic initiatives across the organization

This is a unique opportunity to work at the intersection of business, technology, data, AI, and transformation. You will collaborate with senior stakeholders across Markets and Technology, influence strategic decisions, and help shape the future direction of key capabilities, platforms, and initiatives.

You Will Thrive If You

- Combine strong business understanding with technology acumen.
- Navigate complex environments and diverse stakeholders.
- Translate strategy into practical outcomes.
- Build trusted relationships across business and technology.
- Have a proactive, collaborative mindset focused on driving value and change.