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Corporate & Institutional Wealth

One Position in Investment Advisory
One position in Portfolio Analysis
One position in Securities Advisory

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

If you have further questions regarding this team or position, please contact FFPs 2023

Juhani Lepistö via email juhani.lepisto@nordea.com

Max Grönroos via email max.gronroos@nordea.fi

or on Fridays between 13.00-15.00 via phone

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Derivatives Sales Interest Rate Hedging Solutions

Derivatives Sales FI covers 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.

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

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 bank's clientele, as well as being 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

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

Fixed Income Sales

Fixed Income Sales is one of the fastest 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/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 Elina Kalatie via email elina.kalatie@nordea.com

FX Sales Finland

FX Sales Finland covers Nordea's corporate and institutional clients in matters related to the sales of and advisory on FX products. The team is also responsible for the money market products, where we match investors and corporates & municipalities seeking short term funding.

In FX Sales, you get to work with a broad array of customers, ranging from start-ups to large pension funds. We aim to simplify clients' daily tasks relating to FX trading and offer industry leading risk advisory coupled with a broad range of solutions to manage risks. You get to stay close to the FX and interest rate markets.

To succeed in the role, you should be a team player, enjoy working with sales and customer advisory and have an interest in financial markets.

About this opportunity

As a member of our team, you will quickly learn the most common FX instruments, including FX spot, FX forwards & swaps and vanilla options. In addition, you will get an understanding of the dynamics of money market. In this role you will have daily interactions with our clients and fulfil their daily needs in 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 your growth as a salesperson and adviser.

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

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 (e.g. January/February).

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/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

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 sales and training 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 combining data from different sources
- Being part of the sales development project

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

- Are structured and organized, and eager to take a proactive role in driving things forward
- Are a team player who enjoys collaborating with others across the Nordics
- Have good communication skills in English
- Also, these skills, for example, are considered as an advantage although not a must have: SQL, Excel/VBA, BI tools

If you have further questions regarding this team or position, please contact
Krista Metiäinen via email krista.metiainen@nordea.com

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 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, platform development, 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 ability to comprehend complex frameworks
- Have analytical mind-set and excellent problem-solving skills
- Have ability to work with deadlines and targets in ever changing market environment
- Have humble attitude to learning, and an ambition to work hard, succeed, and take ownership
- Have 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 Control Solutions (BCS)

Business Control Solutions (BCS) supports the business and brings operational risk expertise and execution so that Large Corporates & Institutions (LC&I) can do the right things in the right way. BCS oversees the LC&I control environment and future needs, and ensures and supports control documentation and processes, and performs first line of defence (1LoD) control testing. BCS provides knowledge, solutions, tools and processes that support business:

- Knowledge & Competence Tool; BCS coordinates and contributes to the evaluation of LC&I's Knowledge & Competence process and training packages for employees in scope
- Control Testing; BCS is the first line of defence driver identifying and coordinating the documentation of key controls and their testing from operative and design effectiveness perspective
- Record Keeping; BCS is the administrator of the record keeping process and takes care of record retrieval
- Remote Deal Capture Power App; BCS maintains and develops the application

Our BCS unit is looking for a FFP for 2024 who would preferably start early, in January or February, but we are flexible with potential candidates.

About this opportunity:

You will join a newly established team. We are a Nordic unit with three business risk professionals who actively take ownership of their tasks and carry them out. You will be assigned tasks that support your previous experience and acquirements with an opportunity to constantly learn new skills and new ways of working.

To succeed in this role, we believe that you:

- Are service-minded and have attention to detail
- Are able to question ways of working and are motivated to develop better solutions
- 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 Jasmin Majander during normal business hours via phone +358 50 595 8210 or via email jasmin.majander@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 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.

Our unit is looking for a FFP for 2024 who would preferably start early, in January or February, but we are flexible with potential candidates.

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
- Have attention to detail
- Have analytical mindset and excellent problem-solving skills
- Are interested in financial instruments and risk management
- Have programming experience with Python and SQL, and used to working with Excel and Power BI

If you have further questions regarding this team or position, please contact Jasmin Majander during normal business hours via phone +358 50 595 8210 or via email jasmin.majander@nordea.com

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 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 this opportunity:

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 understood by IT developers.

To succeed in the role, we believe you:

- Have 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

If you have further questions regarding this team or position, please contact
Henrik Hongelin via email Henrik.hongelin@nordea.com

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 delivering 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 Owners 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.

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 Owners in the operational implementation of data governance, and the best practices of data quality management to improve the overall data quality of LC&I data. This includes e.g. implementing data quality measurements, reviewing monthly data quality KPIs and supporting the business in resolving data quality issues.

We also offer you a chance to build a wide professional network across other business areas and group functions, and to learn more about different roles within the data domain. All this will enable you to grow as a Data Governance Expert.

To succeed in this role, we believe that you:

- Are passionate about data and enjoy the challenge of working in a complex environment
- Have a solution-oriented and analytical mindset, good analytical skills and a structured approach to tasks
- Have the ability to listen to stakeholders, understand their issues and translate that into technical requirements
- Have a desire to learn new technologies and tools to ensure reliable and high-quality data

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 a 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 an advantage:

- Technical skills in e.g., Python, SQL, VBA or BI tools or interest in 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 and for the treasury activities in the banking book. We provide services to stakeholders through analysis of the risk, and also through the visualisation tools which we provide to the front office.

The Risk analysis tools we are providing are valuable for the business to get a quick overview of the risks, but also give 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.

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 keeping within the Bank's overall risk appetite. This cover typical risk metrics such as VaR, sensitivities and stress testing metrics and 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.

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

Traded Financial Instruments Development (F&SD)

In Traded Financial Instruments Development (F&SD), we add business value by improving and developing data and applications needed in Markets' and Treasury's financial reporting; such as data repositories (ODSes), sub ledger and other components and data warehouses to ensure high quality data and process flow all the way up to the central data warehouses, General Ledger, reporting and management information.

We are looking for a FFP with data orientation with a financial derivative twist.

With us you will be working with:

- Data quality controls on market values and accounting data
- Automating data processes
- Managing trading book static data
- Supporting 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
- Problem solving skills with analytical mindset
- Great collaboration skills with stakeholders

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 in greatly contributing 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

If you have further questions regarding this team or position, please contact Björn Gustafsson via email bjorn.gustafsson@nordea.dk

Next Gen FX – e-Trading

Next Gen FX is a cross-functional agile team that is responsible for Nordea's customer-facing digital solutions among Foreign Exchange (FX) services. We build both trading applications and advisory tools.

Our team consists of diverse people with different capabilities. This way, we can quickly deliver whatever we decide to prioritise. We work as one value stream with our major stakeholders to make sure the feedback loop is short and fast and that the distance from the customer to the code is as short as possible. It means we work closely with sales and customers.

Our main customers are corporates who aim to save time by automating the processes around FX trading.

The demand for our services are strongly increasing. We already account for a considerable part of our FX trade flow, and the share keeps increasing rapidly.

All our team members belong to one competence team, **of which two are described on the following pages.**

e-Trading Commercial Developers

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 also 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, coming both 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

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 which – 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