



Kick-start your career at LC&I and Nordea Markets

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) programme for 2026 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 programme 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 LC&I, Group Finance or Wealth Management 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 programme 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.



Kick-start your career here and apply via [this link](#) no later than 21st Sept. 2025



For more information about the programme and the hiring teams please visit www.nordea.com/FFP



You can read about previous FFPs' experiences [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](#)

[Portfolio Analysis](#)

[Scalable Sales & Concepts](#)

[Structured Investments](#)

MIDDLE OFFICE ROLES

[BI Foundations and Tools](#)

[Business Risk Control](#)

[Data Governance](#)

[ESG & Structured Finance Tools](#)

[Financial and Risk Tools & Data](#)

[Traded Financial Instruments](#)

[Valuation Analytics](#)

TECH ROLES

[AI & Automation](#)

[Next Gen FX & Front Office FX Developers](#)



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

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/experiences 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 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. Our typical clients 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

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 to be curious about the financial markets, have 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

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 Q1/2026.

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



Institutional Investments – Portfolio Analysis

Institutional Investments is part of Wealth Management Finland providing comprehensive wealth management services to approximately 600 Finnish institutional clients with diverse investment needs.

Our core client segment consists of endowments, foundations, corporates and family offices which we help with both strategic and tactical asset allocation, instrument selection and performance analysis. The team leverages Nordea's Asset Management and Markets platforms by having a leading product offering in all asset classes from equities to alternatives. Our ambition is to be the trusted no. 1 advisor for our clients.

The Portfolio Analysis team is the engine room of our operation. We follow the markets closely in order to provide relevant information and tactical ideas for our clients. By having a deep understanding of strategic asset allocation, portfolio construction, instrument selection, performance analysis and ESG investing, we are well equipped to meet clients together with our client-facing investment directors and brokers. Additionally, we lead the development of a Nordic client reporting and investment analysis platform, which handles reporting needs for close to 5,000 institutional and high net worth clients.

Your Role:

- Offer support in return reporting, portfolio construction and analysis
- Contribute to the development of investment tools and models
- Prepare materials for client meetings
- Learn about diverse asset classes and investment strategies while gaining mentorship from experienced investment professionals

Requirements:

- Team player with a deep interest in investing
- Strong analytical and IT skills, especially in MS Excel and PowerPoint
- Ability to work in Finnish and English; Swedish is considered a plus
- Humble approach to work and learning

Our team is looking for a candidate who can start early, preferably in February or March. However, we remain flexible with potential candidates.

If you have further questions regarding this team or position, please contact Valtteri Mäkilä via email valtteri.makila@nordea.com or on Fridays between 13:00–15:00 via phone +358 400 596 242.

Scalable Sales & Concepts

Scalable Sales & Concepts 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 of market risk management across customer segments at Nordea.

We are searching for a new colleague to join our team to drive the sales and development of standard embedded interest rate hedging to households and SMEs. In the role, you will collaborate closely with wide stakeholder network from different business areas and Markets (Trading, Markets Business Technology).

As a member of the team, you will get the opportunity to increase your knowledge in risk management solutions (especially in interest rates), learn sales and influencing skills, and improve your technical skills. 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:

- Monitoring interest rate market movements and adjusting pricing
- Help creating and updating sales and training content for customer purposes
- Developing advisory tools developed and maintained in Markets Business Technology
- Being part of the sales development projects

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 also across the Nordics
- Have good communication skills in English
- Have a genuine interest towards banking sector and you are eager to develop your skills in full stack development and coding
- Good knowledge of MS Office applications (Excel, Powerpoint) – coding skills and working experience are seen advantageous (e.g. Java/JavaScript)

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 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

BI Foundations & Tools

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 our stakeholders to generate new development ideas
- Develop new solutions in collaboration with our tech organisation
- Provide data analysis support for our stakeholders in various forms

To succeed in this role you:

- Are interested in how data can support to serve our customers
- Are familiar working with databases and SQL, Python considered as an advantage
- Have experience with Business Intelligence tools like PowerBI, Qlik or Tableau
- Enjoy working and collaborating with various stakeholders
- Are proactive and self-driven
- Have excellent English skills and basic knowledge of Capital Markets products

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

Data Governance

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.

ESG & Structured Finance Tools

ESG & Structured Finance Tools team develops and maintains digital tools that support Nordea's lending and climate transition related offerings. Our products – such as Customer Climate Transition Tracking (CCTT), Sustainability-Linked Loans (SLL), and Structured Loan Manager (SLM) — help the bank manage complex financial structures, support client engagement, and meet evolving regulatory expectations.

We work at the intersection of business and technology, translating real-world needs into scalable, user-friendly tools. A key part of our work is product ownership: Defining product visions, prioritising features, and ensuring that development aligns with business goals. We collaborate closely with developers, analysts, and stakeholders across the bank to deliver impactful solutions.

As an FFP, you'll gain hands-on experience in how digital tools are shaped and delivered in a corporate environment. You'll learn how product owners bridge business and IT, and how structured finance and sustainability topics are supported through technology.

Skills we're looking for:

- Interest in both finance and technology
- Strong analytical and problem-solving mindset
- Clear and confident communication skills
- Ability to work across business and IT teams
- Curiosity about the product owner role and digital tool development

If you have further questions regarding this team or position, please contact Risto Karinkanta via risto.karinkanta@nordea.com

Financial and Risk Tools & Data

The 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 skills 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

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 and reports) 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
- Participating projects impacting Traded Products (internal and regulatory driven)
- Ensuring a single source of truth for data – both for daily business and regulatory deliveries
- Support business owners with data governance activities e.g. data quality measurement and data lineage

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
- Managing static data for traded products

These skills/experiences are seen as advantage:

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

Valuation Analytics

Valuation Management & Control acts as the 1st Line of defence in the valuation area and ensures prudent valuations of financial instruments are used for Markets and Treasury. This includes monitoring of pricing models, independent price verification, controls on market data and calculation of model risk & valuation adjustments.

You will be part of the Valuation Analytics team, where you will partake in building common tools and infrastructure in close cooperation with the teams running the valuation processes.

The team enables more efficient and resilient processes, provides business intelligence tools on the valuation adjustments and helps ensure compliance to internal and external requirements on controls, reporting, analysis, data and processes.

These skills/experience are seen as an advantage:

- Strong technical skillset and proficiency 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)
- Knowledge of financial instruments and valuations
- Strong analytical skills and attention to detail

AI & Automation

Python Automation developer

Would you like to be part of a virtual team that builds smart solutions across Nordea? Are you also interested in working in the context of capital, market risk, liquidity, regulatory compliance and in greatly contributing to increase efficiency and accuracy in Nordea?

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. You'll also be exposed to a large technology stack with fully integrated CI/CD pipelines, collaborating with a broad set of stakeholders across Nordea.

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
- Participate in design workshops
- Work closely with business stakeholders to understand current process landscape
- Co-create future-state solutions with senior designers
- 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 via email iida.herttuainen@nordea.com

Next Gen FX & Front Office FX Developers

Next Gen FX & Front Office FX Developers is responsible for the machine room of our most profitable trading business: Foreign Exchange (FX). We build and run the software that automatically trades FX on behalf of Nordea's corporate customers, according to their customised needs.

FX automation is a main focus area for the whole Nordea Markets, thanks to the unique value it creates for our customers. We are proud of being one of the teams where the distance between the customer request and the code change is kept very short. That doesn't sound what you imagined a bank IT is, does it? It is no coincidence. It is our priority.

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. We ensure, we have a healthy, sustainable and compliant technical platform.

Are you an ambitious 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 and work both with the technical and business experts?

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 want and have the ability to learn about these technologies:

- Java
- REST APIs, web development
- Event-driven architecture
- SQL
- Spring Boot

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

- 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 good English skills