

GRADUATE APPLICATION PROCESS

steps to success

REDINGTON



REDINGTON'S GRADUATE SCHEME

Our graduate scheme and early career roles are no easy ride – but they are a chance to help millions of people secure their financial future.

The graduate scheme starts with an intensive induction programme. Who we are, the terminology we use, the solutions we provide, and the systems and tools we use to do it – it's all covered. In our early careers programmes you'll get the same information over a longer period of time.

While both are undeniably demanding, they're not as daunting as they sound – and you'll be assigned a resident buddy

to help you settle in. Then, you'll work alongside experienced senior professionals, and contribute to real solutions for real clients. The chance to make a difference starts almost from day one.



WHO CAN APPLY?

To be considered for our Consulting and Fund Research graduate positions, you need to have completed an undergraduate degree. For our Asset Liability Modelling (ALM) scheme, you will need a background in a STEM subject and have strong maths ability.



Stage One

Online application. You will need to answer three questions. Take a little time to research your answers. You'll then be invited onto our assessment platform. We use aptitude assessment to ensure you are assessed fairly, not on where you went to university or whether you did the DoE...

Stage Two

You'll be invited to complete a video interview. This will involve answering general interview questions about our industry and business. We want to get to know you better and understand how you communicate. If you are applying for ALM there will be specific maths, probability and statistics questions too!

Stage Three

A visit to the Assessment Centre. This will vary by role. For investment consulting and fund research roles you'll be invited to a half-day group session, which may be virtual given the current circumstances. For ALM roles, you'll have a more focused interview looking at your quantitative skills and competencies.

Stage Four

A final interview process with different leaders from across the business in a speed format. Three 20-minute interviews with two leaders per interview – sounds fun, right?

WE INVITE YOU TO *bring more*

At Redington we work with individuals who possess that little something extra – is this you?