



DAVY

Investing in your future

Graduate Programme 2020

It's not just business. It's personal.

Welcome to Davy



From day one you'll notice there is something special about working with Davy. Yes, it's business. But more than that, it's a success built on strong relationships with our clients.

Sharing the same goals, we work together to get outstanding results for our clients. Our values of client first, always growing and one team are evident in everything we do.

As part of the one Davy team, you will be encouraged to learn and to grow, both professionally and personally. You will be challenged and enabled to look at complex issues through different lens. We are looking for people with energy, enthusiasm and passion who are ready for a challenge to be part of a dynamic team. We look forward to hearing from you and wish you well in your final months in university.

Orla Graham

Orla Graham
Chief People Officer





**It's not just the choice of investors.
It's the choice of ambitious graduates.**

The Davy Graduate Programme 2020

What you can expect

A place on our Graduate Programme 2020 is a guarantee that you'll be given all the mentoring and encouragement you need to be the best you can be. With regular rotations, you'll see how different business units operate, and how they work together.

Investing in your future, with financial support and ample study leave to help you complete further qualifications. You'll be challenged, inspired and given opportunities to shine, as you follow your Personal Development Plan.





What we're looking for in an applicant

It's not just finance

There's a whole lot more to what Davy offers to clients than financial advice. That's why, when recruiting graduates, we also look to disciplines outside of finance. Alternative approaches and points of view allow us to provide a truly holistic service. We invite applications from undergraduates and postgraduates qualified in various fields:

- Business
- Engineering
- Economics
- Finance
- Maths
- Actuarial
- Law
- IT

It's not just academic brilliance

Clients turn to Davy for excellence, and we deliver. What really sets us apart, however, is our ability to create and sustain meaningful relationships through openness, approachability and mutual trust.

A quick tour of our business

Davy Private Clients

Davy Private Clients is the largest division of the Davy Group. We draw on the expertise of our specialist teams, such as Investment Strategy, Global Investment Selection, Portfolio Construction and Financial Planning, to provide the world-class wealth management services our clients expect.

What you'll experience

Participating in the work of the various strategic disciplines and management specialists, you'll be exposed to world-class investment techniques.

Davy Asset Management

Davy Asset Management is responsible for a range of equity, fixed income and multi-manager strategies for domestic and international institutions. While our fund managers choose the investment strategies to compete against other world-class investors with, our marketing and sales team works to gain a deeper understanding of our clients' needs and objectives.

What you'll experience

As a graduate in the Asset Management division, you'll be working closely with our seasoned fund managers, where you will learn about the process of picking stocks or bonds. You will also be actively contributing to research and model development, portfolio construction and risk management.

Davy Capital Markets

As corporate broker to over 60% of the companies listed on the Irish exchange, Davy is the largest provider of capital market services to Irish corporates.

What you'll experience

Graduates are given the opportunity to gain valuable experience in all five areas of Capital Markets – Research, Corporate Broking, Institutional Equities, Fixed Income and Corporate Finance.



Davy Corporate Finance

As Ireland's leading corporate financial adviser, we work with domestic and international public, private, commercial and semi-state entities, combining innovative advice and proven execution skills, to provide a complete range of integrated corporate finance services.

What you'll experience

Graduates may be involved in assessing advice for Initial Public Offerings (IPOs), or assisting in strategic transactions such as acquisitions, disposals, raising capital or public takeovers.

Information Systems

With technology at the heart of everything we do, Davy has built a strong, dynamic team of over 60 IT professionals, dedicated to providing robust technology solutions that satisfy complex business challenges for our clients.

What you'll experience

Graduates will work closely with software developers, network engineers, database administrators, business analysts, system administrators, IT security specialists and project managers, learning about the scale of the operation and its impact on how we serve our clients.

Davy Real Estate

Our Real Estate division invests in and manages c. €2 billion* worth of real estate assets in Ireland on behalf of domestic and international investors.

What you'll experience

Graduates can expect to play an active role in the life cycle of Irish commercial real estate transactions; from initial sourcing right through to appraisal, securing, structuring and executing deals to post-acquisition management and exit strategy.

**As at March 2019*

Our graduates' views



Áine NicSuibhne | Information Systems

I work as a business analyst in the Information Systems department. In my role I regularly meet with business users, senior employees and heads of departments to define solutions, workflows and process improvements to ensure business goals and objectives are met. I then liaise with members of the IS team and external vendors to manage the delivery of these requirements.

I like the dynamicity and fast pace of the work environment as you are guaranteed to gain more experience and knowledge each day. Since joining Davy, I have worked on several projects that have enhanced functionality and improved business efficiency and productivity.



Yvonne Clinton | Davy Private Clients

My first year in the Davy Graduate Programme was a fantastic learning experience. For one of my rotations I was assigned to the Portfolio Construction team, which centrally-manages discretionary accounts, as part of Private Clients. During my time with this team, I took on responsibility for ensuring that client experience was always in line with model performance, through monitoring and adjusting asset allocation.

Davy is very supportive of further education. During my time on the graduate programme, I successfully passed my CFA Level 1 exams.



Jack O'Halloran | Research

My rotations within Davy have given me the brilliant opportunity to see four different parts of the business. I began on the Global Investment Selection team, looking at alternative investments, specifically at private equity fund manager selection. I then joined a fund within Davy Asset Management for my next rotation which focuses on small-cap global equities.

Following that I spent time in Private Clients before my final rotation in Research, where I joined a sector team focusing on financials. This broad exposure to various areas of finance has given me a great base from which to start my career in the industry. The coaching and mentoring I received from each of my managers was excellent, and they are genuinely interested in your development and progression.



**We are one team, always growing,
putting our clients first.**

What our programme offers



The opportunity to gain valuable experience with Ireland's leading institutional, corporate and private client financial services provider.

A fast-moving rotation schedule, with six months in four different business units over the two-year programme, giving you a greater understanding of Davy. Trying out the various departments will help you discover the part of business that best suits you and your ambitions.



A structured Personal Development Plan that includes training, development and further education – everything you need to reach your potential and achieve your career goals.

Financial support and a generous study leave package that allows you to pursue a variety of relevant and industry-recognised qualifications, such as Qualified Financial Adviser (QFA), Certified Financial Planner (CFP) and Chartered Financial Analyst (CFA).



Feedback, advice and support every step of the way. All graduates are assigned a 'Buddy' – a colleague who has already been through our Graduate Programme – to help them settle into the company, and a 'Mentor' – a senior member of the business who will act as a 'sounding board' and career guide.

Graduate package

- Competitive graduate salary
- Bonus scheme
- Generous study leave
- Gym & fitness studio
- On-site café
- Volunteering opportunities

Graduate support

- Mentor
- Buddy
- Further education
- Training
- Development
- HR support
- Management support
- Internal network



How to apply

Apply online at www.davy.ie/graduates



Closing Date: Sunday 27th October 2019

First round interviews: Early November

Assessment centres: Mid-November

Final round interviews: Mid-November

Offers: End of November

If you have any queries, please email askhr@davy.ie

About us

Who we are

Established in 1926, the Davy Group is a trusted market leader in wealth management and capital markets. We build rewarding relationships that last. Our vision is to be the financial services partner most trusted by our clients and most admired by our people. We are committed to delivering world-class outcomes for our clients. We are over 700 people, managing €14bn+ of our clients' assets, with offices in Dublin, Cork, Galway, Belfast and London.

How did we get here?

By helping generations of business and personal clients achieve their goals in an ever-changing market. By making it personal, we care more, learn more and try harder. We listen, and take the time to understand what really matters to our clients – delivering the best outcomes for them.

Where we are going?

Our three-pillar strategy keeps us focussed on growing, adapting and learning:

- Constantly embrace change and maximise shareholder value through consistent market share growth.
- Attract and retain the best people, so we can deliver world-class customer experiences and outcomes.
- Continually streamline our processes, increase our reliability, and allow our people to be their productive best.

In an ever-more digitally connected, complex and regulated world, we will continue to invest in technology and talent to create industry-leading insights and better client outcomes, providing our clients with the reassurance that comes from being future-ready and agile.

Life at Davy

Ours is an organisation that facilitates and encourages dynamism, entrepreneurial flair and creativity; one that inspires excellence, with colleagues getting all the training and mentoring they need to reach their full potential, and where successes are acknowledged and rewarded. In order to look after our clients, we must also look after our people.

There's more to life than 9 to 5

We place a strong emphasis on promoting a healthy work-life balance. For example, we provide a wide range of social events, fitness classes and facilities, such as a fully-equipped in-house gym. Also, where appropriate and when possible, we facilitate colleagues who wish to work flexible hours.

Sports & Social

Here's a flavour of what you can expect:

- Soccer
- Tag rugby
- Golf outings
- Early morning, lunch-time and after-work classes in circuit & fitness training, yoga, Pilates, cross-fit and more
- Health & wellbeing seminars
- Comedy nights
- Cooking classes
- Wine tasting evenings
- Quiz nights
- Christmas party
- Charity events
- Volunteering opportunities



**This is not just a place to work,
it's a way of working.**

It's not just business

Our Corporate Social Responsibility policy is guided by our values. We understand the importance of being a good corporate citizen, and managing all aspects of our business so that we can make differences that matter in the community, workplace, environment and marketplace, and among our employees, clients, shareholders and other stakeholders.

While we have partnered with a number of charities over the years, we also support employees who are making a contribution to the community, by matching funds raised for charitable causes.

Supporting Irish talent

We are committed to supporting talented individuals – in sport as well as business – in their pursuit of achieving world-class results. That's why, as an Irish company, we're delighted to help our home-grown stars to shine on the world stage.



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Marketing Communications

Marketing communications from us can include, but are not limited to, conference & event invitations, investment/ financial planning publications, and economic & product updates. If you no longer wish to receive all such marketing communications from us, you can let us know by emailing optout@davy.ie or writing to FREEPOST, The Head of Data Protection, Group Risk, Davy, 49 Dawson Street, Dublin 2.

The Davy Group Privacy Notice can be found at www.davy.ie.

Davy Capital Markets, Davy Private Clients, and Davy Real Estate are divisions of J&E Davy. J&E Davy, trading as Davy, is regulated by the Central Bank of Ireland. Davy is a member of Euronext Dublin and the London Stock Exchange. In the UK, Davy is authorised by the Central Bank of Ireland and authorised and subject to limited regulation by the Financial Conduct Authority. Details about the extent of our authorisation and regulation by the Financial Conduct Authority are available from us on request.

Davy Asset Management Limited, trading as Davy Asset Management, is regulated by the Central Bank of Ireland. In the UK, Davy Asset Management is authorised by the Central Bank of Ireland and authorised and subject to limited regulation by the Financial Conduct Authority. Details about the extent of our authorisation and regulation by the Financial Conduct Authority are available from us on request.

Davy Corporate Finance is regulated by the Central Bank of Ireland.