

Davy Graduate Programme

Investing in your success



DEVELOPMENT

SUCCESS

EXPERIENCE

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An Introduction to Davy

Davy is the industry leader in Ireland and we compete for business on a daily basis with the global investment banks. Our continued success is founded on our ability to attract and retain the best people.

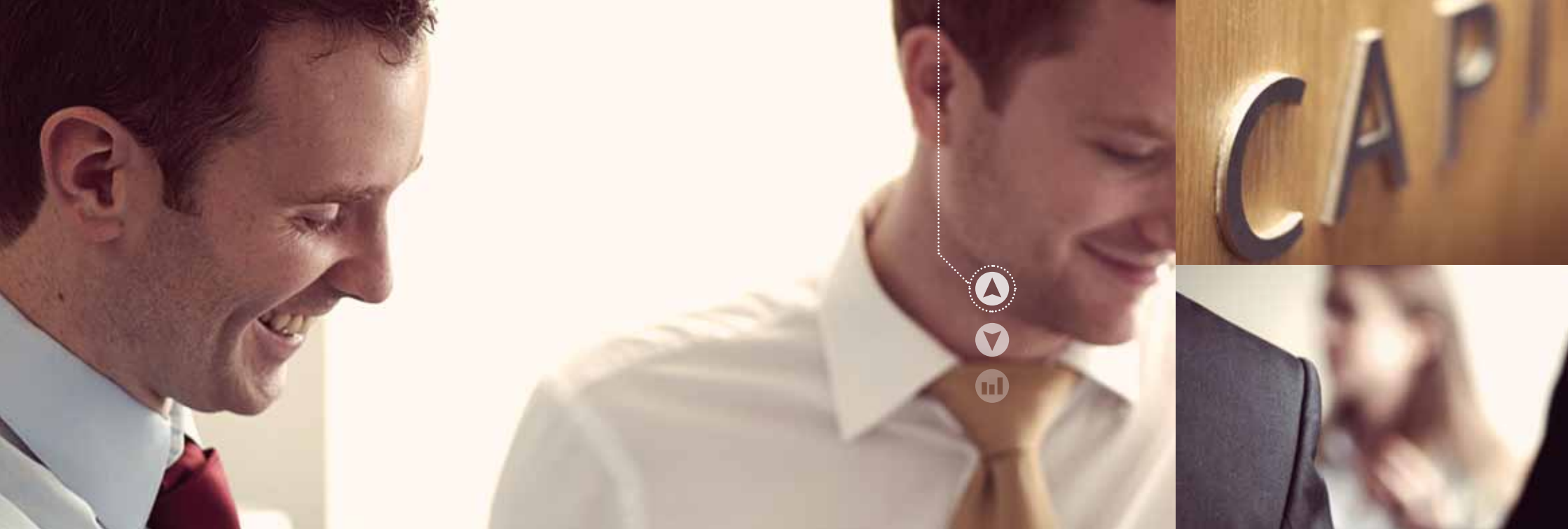
If you are considering a career in financial services and you have a strong work ethic, together with lots of ambition, you should consider the Davy Graduate Programme. For our part, we will do our utmost to nurture and develop your talents and will give you the opportunity to work with and learn from the best and brightest people in the business. Davy is a genuine meritocracy and our people are rewarded for their efforts and results in a fair and proportionate manner, regardless of how long they have been with the firm. We are looking for graduates brimming with energy, passion and ambition. If this resonates with you, we look forward to meeting up.

Tony Garry
Chief Executive
Davy

Our Story

Established in 1926, Davy is Ireland's leading provider of stockbroking, wealth management, asset management and financial advisory services. Employing over 460 people, we offer a broad range of services to private clients, small businesses, corporations and institutional investors and organise our activities around five interrelated business areas – Asset Management, Capital Markets, Corporate Finance, Private Clients and Research.





Working with the Best

At Davy, we seek to be the adviser of choice for our clients and a world-class leader in financial services. By harnessing the energy, talent and experience of our people, we have managed to deliver extraordinary results for our clients. Through the Davy Graduate Programme you will have the opportunity to work with and learn from the best and brightest people in the industry.

Private Clients

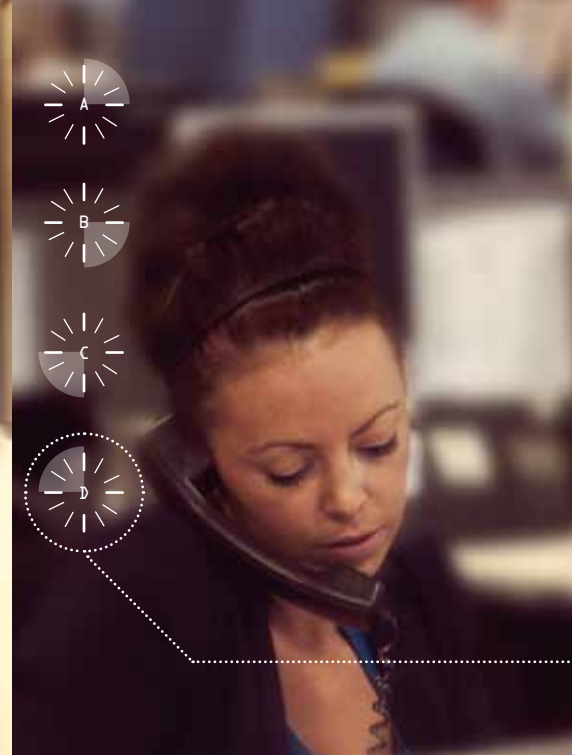
Our Private Clients business works with individuals, charities and companies to meet their wealth management needs through first-class financial planning, investment management and asset selection. By integrating our view of the world with investments that combine in-house expertise with external specialists, we construct risk managed and results-focused portfolios customised to our clients' individual needs.

As a graduate in Private Clients, you will be provided with exposure to many of the specialist areas within the department and you will gain an in-depth understanding of how the business area operates.

Institutional Equity Sales & Trading

Our Institutional Equity Sales & Trading business offers clients unrivalled expertise in the Irish equity market and European Industrials and Consumer sectors. No other house can provide a better advice-to-execution service. We work with a wide range of domestic and overseas institutional investors, including some of the largest global fund managers, hedge funds, sovereign entities and money managers.

As a graduate in Institutional Equities Sales & Trading you will develop the skills of recognising market opportunities and promoting ideas and solutions. You will have access to a constant flow of insights from our highly rated research teams and have the opportunity to work with a global client base.



Equity Research

Our Equity Research business, the largest and most authoritative in Ireland, provides insightful, robust, award-winning analysis across a range of sectors to help our clients make more informed investment decisions. Our analysts, specialists from a range of disciplines, have a deep understanding of the sectors represented in the Irish market and the broader international and peer group context in which the companies in these sectors operate.

As a graduate in Equity Research, you will learn the most up-to-date valuation and research methods. You will have the opportunity to meet management teams

from leading Irish and international companies. You will develop a thorough understanding of particular companies/sectors and have the opportunity to present your ideas and publish your own research notes.



Corporate Finance

Our Corporate Finance business works with domestic and overseas companies, combining innovative advice and proven execution skills, to provide a complete range of integrated corporate finance services including IPOs, AIM/IEX admissions, private and public company fundraisings, mergers and acquisitions, management and leveraged buyouts, disposals, company valuations, strategic advice, venture capital sourcing and cross-border investments.

As a graduate in Corporate Finance, you will be heavily involved in a wide variety of capital market and private company transactions alongside senior

members of the team. You will gain significant industry knowledge through your involvement in business origination and transaction execution. You will also be involved in corporate valuations, identification of targets for acquisitions or potential investment.





OPPORTUNITY
EXPERIENCE
RESPONSIBILITY
VALUED
★ SUCCESS
TRAINING
MENTORING
KNOWLEDGE

Our Graduate Programme

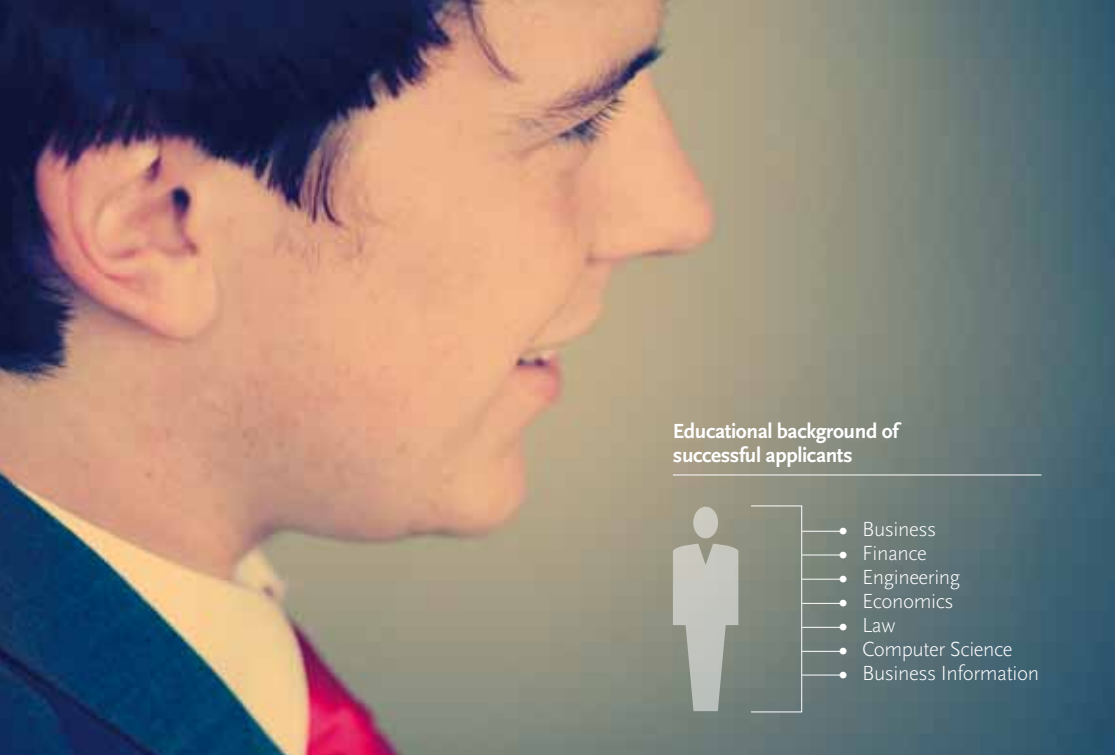
Information Systems

Our Information Systems team supports the complex technology requirements of our dynamic investment and wealth management businesses. Information Technology is critical to the business, particularly in areas of telecommunications, real-time trading systems and the Internet.

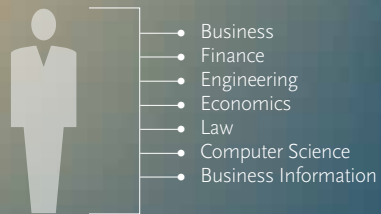
As a graduate in Information Technology, you will join the Applications team where you will work in all areas of the application life cycle from conceptual design, through to development, as well as solution implementation and ongoing enhancements. As part of the team you will have the opportunity to design, develop and deliver state-of-the-art systems and services to a dynamic business.

The Davy Graduate Programme offers:

- an opportunity to gain challenging and varied work experience with Ireland's leading institutional, corporate and private client broker;
- training and development initiatives (including further education) with set objectives and outcomes;
- networking opportunities across all aspects of the Davy business;
- feedback, advice and support to ensure that you achieve your goals.



Educational background of successful applicants



75% of companies quoted on the IEX market are represented by Davy.



“ You will become a key member of the team, with lots of responsibility from an early stage. ”



Why choose Davy?

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



Success



8+ €bn under management. Davy is the largest private client adviser in Ireland.



“ Some of the most renowned people in the financial services industry. ”



“ International reach via a global network. ”

27 companies quoted on the AIM market of the London Stock Exchange are represented by Davy.



Orla Bolger
Capital Markets

On the programme, you are assigned a senior mentor from the business who can give you advice on all aspects of working at Davy. I found these sessions very helpful, particularly for career planning, as it is useful to get a perspective from someone who knows the business well.

At Davy, a flat organisational structure is not just a philosophy but is core to how the business operates. For example, on our first day on the graduate programme we had lunch with our CEO, Tony Garry, who ever since will greet you by first name when you bump into him in the building!

Since I have joined Davy I have completed a Professional Certificate in Stockbroking and the QFA qualification. I now work as part of Davy Capital Markets and my role involves quite a lot of international travel.



“The prospect of international travel gives the Davy Graduate Programme an exciting dimension that other companies can't offer.”

David Greene
Private Clients

Davy is very focused on training and development. We are encouraged to develop our knowledge of asset classes, deepen our understanding of innovations in the broader investment spectrum and develop our skill set. I completed the QFA exams and became a registered representative of the Irish Stock Exchange as part of my ongoing training and development. There is excellent financial and managerial support for professional qualifications such as the Chartered Financial Analyst (CFA) programme which I plan to sit.

Throughout my time on the programme, I have deepened my knowledge of the various traditional asset classes available through Davy, while also gaining a real insight into the operations of private equity, hedge funds, structured products and CTAs.

“One of the key things I have experienced during my time with Davy has been the support and encouragement I have received from colleagues and senior management.”



Our Graduates' Views

DAVY GRADUATE PROGRAMME

Daragh O'Reilly
Corporate Finance

There is a genuine level of dynamism in the role of being an analyst with Davy Corporate Finance. Advising clients in a constantly changing marketplace throws up challenges on a daily basis that require us to continuously keep abreast of new market developments.

I've been progressively handed additional responsibility during my time with the department and now interact directly with clients on a daily basis. Liaising with other professional advisers when we are working on transactions is an important aspect of the job.

I don't think there is any other graduate role available in the Irish market that offers the same level of immediate exposure to Ireland's leading companies and business figures.

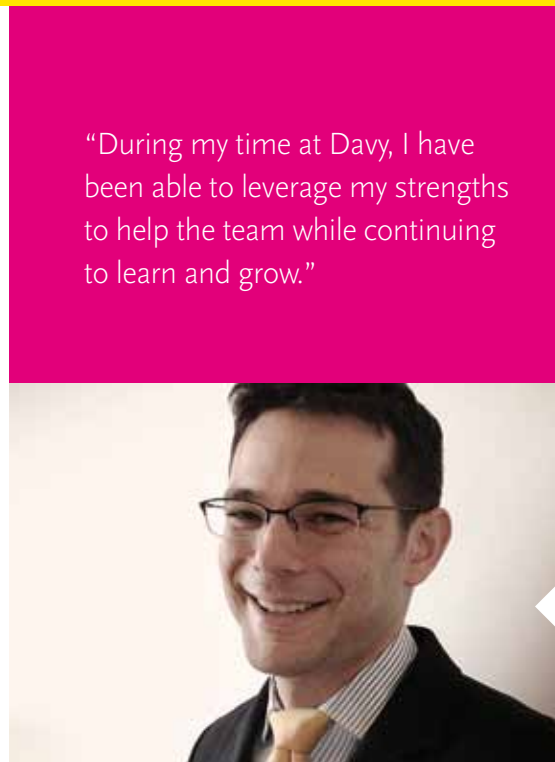
“During my time at Davy, I have been able to leverage my strengths to help the team while continuing to learn and grow.”

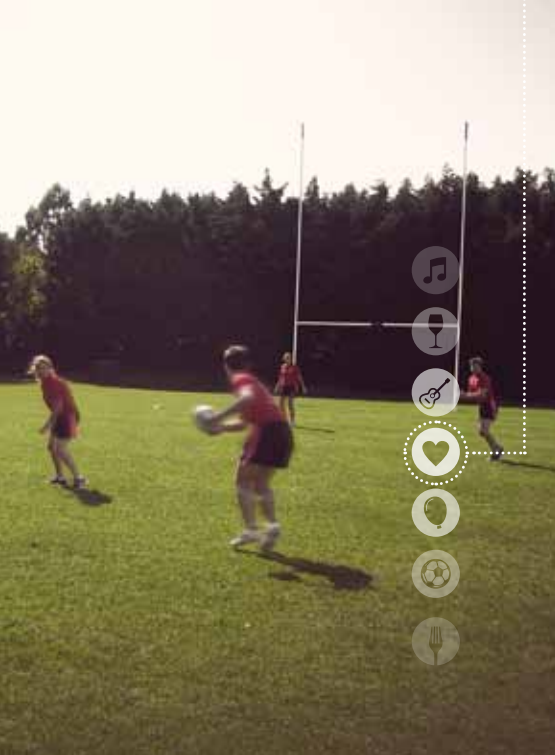
Joshua Goldman
Equity Research

There is no typical day as a research analyst. My role includes: interacting with senior management of Irish and pan-European companies; performing financial analysis on companies under coverage and within the sector; marketing our research to clients in Ireland, Europe and North America; writing in-depth research on companies under coverage, performing primary research and doing a significant amount of international travel. Our days are long and self-motivation is critical to the role, but the sense of accomplishment can be tremendous.

During my time in the Davy Research department, I have benefited from having great mentors. I have also learned about multiple industries. I have furthered my technical knowledge both from learning on the job and from studying for the CFA examinations.

“I knew that I wanted to work in the corporate finance space and Davy was widely recognised as being the market leader in Ireland.”





Sports and Social

Davy places a significant emphasis on supporting and promoting sports and social activities. Employees are provided with a range of fitness classes on-site in our purpose-built fitness studio in addition to access to a fully equipped in-house gym. The following list includes some of the activities that take place on a regular basis:

- Soccer
- Tag rugby
- Golf outings
- Language classes
- Wine tasting evenings
- Guitar lessons
- Comedy nights
- Cooking classes
- Book clubs
- Pub quizzes
- Christmas party
- Health and wellbeing seminars
- Charity and volunteering events
- Clay pigeon shooting

We also provide employees with access to the following lunch-time and after-work classes:

- Circuit and fitness training
- Yoga
- Pilates
- Abdominal strengthening classes

Benefits

- Competitive salary
- Discretionary annual performance-related bonus award
- Pension scheme
- Life assurance
- Permanent Health Insurance Scheme
- 21 days' annual leave, with an extra day for every two years' service
- Full financial support for relevant further study or professional qualifications
- Employee assistance programme
- Cycle to work scheme
- Tax saver commuter tickets
- Access to a wide range of discounts from a variety of shops and restaurants



Training, Development and Support

Continuous learning is an essential feature of life at Davy. We encourage and support our staff to pursue self-development opportunities through the acquisition of professional qualifications, knowledge sharing sessions, mentoring, formal training and active on-the-job coaching.

We believe that continuous development not only widens your skills and knowledge base, it also equips you to perform your role more effectively. Each year you will be involved in the design of your personal development plan. This plan outlines your development goals and the time frame and resources needed to meet these goals. We will actively support study for approved professional qualifications and will provide financial assistance and study leave.

Training

You will participate in a structured training programme, aimed at providing you with all the skills you will need to achieve your career goals and to excel in your role. The training that you receive will focus on improving your technical skills, business knowledge and soft skills, helping you to reach your full potential.

Further Education

At Davy we actively encourage employees, particularly our graduates, to pursue further education. You will be given the opportunity to undertake professional qualifications such as the Certificate in Stockbroking and we will also encourage you to pursue additional

qualifications such as the Chartered Financial Analyst (CFA) and the Qualified Financial Advisor (QFA).

Support

The support given to those on the Davy Graduate Programme is multifaceted. This includes the appointment of a 'Buddy', who is a previous participant in the Graduate Programme. The role of the Buddy is to assist your integration into the company. You will also be assigned a 'Mentor', a senior member of the business who will act as a 'sounding board' and a career guide. Our HR team is also on hand to assist and support you along the way.



Application Procedure

We are seeking to recruit graduates with excellent academic track records who have obtained a minimum 2.1 average so far. We are welcoming applications from both undergraduates and postgraduates in a variety of disciplines such as Business, Engineering, Economics, Finance, Law, Business Information Systems and Computer Science.
Please note the following stages in the graduate recruitment process:

Stages in the process	When?
Closing dates for applications	Monday, 26th November 2012
Successful candidates invited to carry out online aptitude test	Early December 2012
All first round interviews take place	Mid January 2013
Successful candidates invited to attend an assessment centre	End of January 2013
Assessment centres take place	Early February 2013
Final round interviews take place	Late February 2013
Offers	February/March 2013

Please note:

The closing date for applications is Monday, 26th November 2012.

To apply for the Graduate Programme 2013, please complete an application form available at www.davy.ie/graduates and email it to graduaterecruitment@davy.ie before the closing date.

**If you have any queries please contact Davina Christie
 HR Coordinator
 01 614 9160**

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www.davy.ie

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