



**NOMURA**

Asia's Global Investment Bank

Graduate careers and internships in global banking



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“For graduates today we have a winning combination:  
the skills you need to learn, and the opportunity you need to grow”

Malcolm Horton, Global Head of Recruitment & Programs, EMEA Deputy Head of Human Resources

### **Asia's Global Investment Bank**

Nomura is a leading global financial services group and the preeminent Asia-based investment bank with worldwide reach. Nomura provides a broad range of innovative solutions tailored to the specific requirements of individual, institutional, corporate and government clients through an international network in over 30 countries. Based in Tokyo and with regional headquarters in Hong Kong, London, and New York. Nomura's unique understanding of Asia enables the firm to make a difference for clients.

### **What sets Nomura apart**

We serve our clients by uniquely delivering Asia globally. Our global approach remains measured, building our business client by client, delivering intellectual capital and financial support. We continue to gain momentum and market share across our businesses in every region. As Asia's global investment bank, our clients consistently tell us that we offer an innovative approach to growing client revenues.

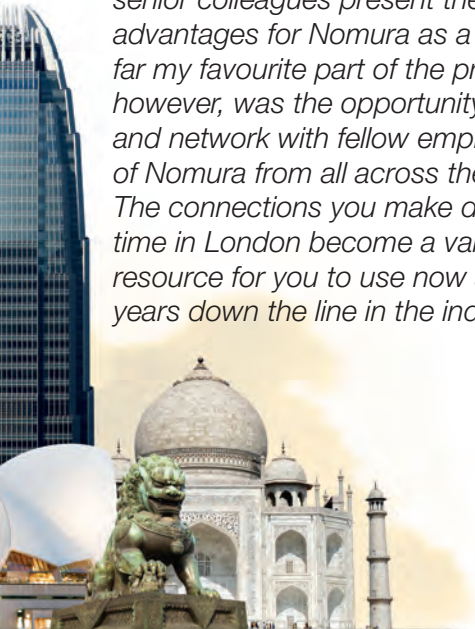
Recognizing people's efforts and empowering them to do more is central to Nomura's success in building a strong and competitive business. Day in, day out, the success of our business depends on the strength and innovation of our employees. We have a clear vision as Asia's global investment bank and we are continuously investing in our firm to further strengthen our business.



*“Nomura’s great training program showed all of us the firm’s commitment to its new hires. The classroom training combined financial theory with practical product knowledge for us to use on the trading floor. We also got the opportunity to listen to a number of senior colleagues present the distinct advantages for Nomura as a firm. By far my favourite part of the program, however, was the opportunity to meet and network with fellow employees of Nomura from all across the globe. The connections you make during your time in London become a valuable resource for you to use now and for years down the line in the industry.”*



Jake Davies, Analyst – Global Markets, New York  
University of Virginia



## Our Businesses: Investment Banking

Choosing which area of our business you want to go into is not a decision to be taken lightly. We encourage you to look at all the options and find the one that best suits your skills and ambitions. Whichever you choose, you can be sure that the work will be challenging, the experience international, the people supportive and the opportunities immense.

Our Investment Banking group provides a vast array of advisory and capital-raising solutions to corporations, financial institutions, governments and public-sector organizations around the world. Our global teams act as geographic, product and industry specialists. We deliver Asia to our clients – accessing deep pools of liquidity and dynamic growth markets. We have cross-border collaboration in M&A, debt capital markets, equity capital markets, and solutions businesses, and across global sectors such as the financial institutions group, natural resources and power, and financial sponsors.

Join us now and you will be part of this incredible growth, paving the way for the future of global investment banking.

Your role in Investment Banking could include:

**Corporate Finance Advisory:** Sector and country coverage professionals are critical in identifying and analyzing deal opportunities and managing client relationships. The ideas generated can have a tremendous impact on a sector.

**Global Finance and Capital Raising:** Global Finance is a combination of product experts, who are focused on providing tailor-made client solutions in debt or equity financing.

The group works closely with the Corporate Finance, M&A and Global Markets divisions to originate, structure and execute deals across the globe.



*"I'm grateful for the in-depth exposure to a wide variety of financial products and companies across Asia. In my current role, I'm constantly juggling different deals with different clients, deliverables and deadlines – what excites me especially is when the work my team produces benefits our clients' growth strategies."*



Charmaine Chong, Analyst – Investment Banking, Singapore  
Vassar College, USA

## Our Businesses: Global Markets

Nomura's Global Markets handle client transactions for financial institutions, corporates, governments and investment funds around the world. We act as market makers, trading in fixed income and equity securities, including currencies, interest rates and credit in cash, derivatives and structured products. We have taken market-leading positions across the globe by leveraging the strength of our talent, client relationships and technology.

There are opportunities for you to work with our world-leading execution platforms in Sales, Structuring, Trading and Research functions within Fixed Income and Equities.

You could join us in one of these roles:

**Sales:** Develop and maintain strong relationships with the firm's clients that include banks, pension funds, hedge funds, insurance companies and corporate clients. Sales colleagues are responsible for delivering the capabilities of the firm in the form of services and products that best suit the clients' needs.

**Structuring:** Design and develop innovative products and strategies that Structurers work together with sales, trading and research to analyze the risk exposure of the firm's clients, and deliver tailor-made solutions that address their needs.

**Trading:** Control and manage the firm's exposure to the markets by buying and selling securities and providing liquidity (market-making). Traders work together with sales, structuring and research in the development of trading strategies for our clients.

**Research:** Provide internal and external views and published research on sectors, companies and markets. Deliver insights, investment ideas and strategies for asset managers and internal clients that assume market risk.





*"Nomura is a leader in Asia, especially in Japan, and I can watch the markets move through the work we do every day. The rapid expansion of Nomura over the last few years allows us to provide junior employees with opportunities they wouldn't necessarily get at other firms. Teamwork is really valued here, which makes it a great place for new graduates. My team expects me to contribute which will help with my growth and development. My goal is to exceed the expectations of everyone in my team!"*



Masashi Toyabe, Associate – Global Markets, Tokyo  
Keio University



## Our Businesses: Corporate Infrastructure

Our Corporate Infrastructure division is what underpins the success of the firm. It is internationally renowned and structured to deliver a world-class client service. We rely on it to build and support the business, helping us deliver innovative financial solutions that set Nomura apart in the global marketplace. In our highly competitive and fast-paced industry, strong infrastructure teams are fundamental to our success and our ability to manage risk. Work with us in these areas and you'll be operating at the forefront of your field and gaining a valuable insight into how Nomura operates on a global scale.

You could join us in one of these business groups:

**Finance:** Plays a critical role, providing business advice and ensuring control of the global franchise. The finance team manages our funding and liquidity requirements and interacts with our creditors and rating agencies.

**Operations:** Responsible for the management and execution of transactions that maximizes profitability and minimizes risks. Operations works closely with sales, trading and technology teams and develops innovative and efficient approaches to our clients' investment, liquidity and risk management needs.

**Technology:** Working with and designing state-of-the-art information technology and risk management systems to support an ever-expanding demand. These are the systems that can often give us that crucial, split-second edge over our competitors.

**Risk:** Identifying and analyzing operational, credit and market risk, as well as shaping risk appetite and risk decisions to give us the best possible standing in the global marketplace. Sound risk management is central to the successful execution of our business.

Other business areas within Corporate Infrastructure such as Legal, Corporate Strategy, Internal Audit and Compliance may also have opportunities.

For more detailed information please visit us at [www.nomura.com/careers](http://www.nomura.com/careers).



*"The future of trading is very much electronic and it is an exciting time to be in this team as we explore the various electronic avenues that are becoming available. I have the opportunity to learn about the new technology on offer, scope out new requirements and see the projects through from start to end."*



Sapna Aeri, Associate – Technology, EMEA  
City University



## The Program: Internships

### Analyst and Associate internships

We aim to provide interns with the same level of exposure as full-time analysts or associates, participating in all situations as full members of the team. Interns are expected to form effective working relationships and demonstrate their commitment to the firm's goals and values. During the course of the internship, interns will benefit from working closely with a buddy and interacting with a senior mentor. We also ensure they interact with Nomura professionals at all levels through training, seminars and informal networking events.

#### Analyst entry level requirements:

Bachelor or Master's students.

#### Associate entry level requirements:

MBA students with at least three years' relevant work experience and demonstration of a strong sense of commerciality.

| Division                 | Program  | Americas | Europe | Asia-Pacific |
|--------------------------|--|----------|--------|--------------|
| Investment Banking       | 6-month rotational Winter Analyst  |          | ●      |              |
|                          | Spring Analyst   |          |        | ●            |
|                          | Summer Analyst   | ●        | ●      | ●            |
|                          | Summer Associate   | ●        | ●      | ●            |
| Global Markets           | Spring Analyst   |          | ●      | ●            |
|                          | Summer Analyst   | ●        | ●      | ●            |
|                          | Summer Associate   | ●        | ●      | ●            |
| Corporate Infrastructure | Summer Analyst   | ●        | ●      | ●            |
|                          | Industrial Placement   |          | ●      |              |
|                          | Co-op year round part time program                                       | ●        |        |              |
| All divisions            | Insight program (Pre-undergraduate students and pre-internship students) |          | ●      | ●            |

\* Please refer to our website for further details about each program.

## The Program: Graduate and Post-graduate programs

“... you will have the chance to play a pivotal role in our future.”

Malcolm Horton, Global Head of Recruitment & Programs, EMEA Deputy Head of Human Resources

We are looking for graduates who are ready to step up to responsibility and take control of their future. We are committed to providing you with all the training and support you will need to have a successful career at Nomura.

Our global training program will provide you with an excellent introduction to the industry and our culture. You will learn hands-on skills such as valuation, pricing, accounting, modelling and deal structuring, all of which have an emphasis on practical application so that you can immediately contribute to our business.

We are committed to helping you develop your career, technical proficiency and professional skills so that you can thrive in this fast-moving market environment.

### Full-time programs

Whether your interests lie in Investment Banking, Global Markets or Corporate Infrastructure, our world-class graduate programs will give you all the challenges, opportunities and support you need to succeed.

| Division                 | Program   | Placement                    | Initial training |
|--------------------------|-----------|------------------------------|------------------|
| Investment Banking       | Analyst   | Direct placement in a group  | 6 weeks          |
|                          | Associate |                              |                  |
| Global Markets           | Analyst   | Direct placement in a group  | 4-6 weeks        |
|                          | Associate |                              |                  |
| Corporate Infrastructure | Analyst   | Direct placement in a group* | 2-4 weeks        |

\* For program details please visit us at [www.nomura.com/careers](http://www.nomura.com/careers)

## Applying to Nomura

If you are ambitious and excited about joining Nomura, your next step is to go to our graduate careers website where you will be able to learn more about the company, our programs and your potential future with us. You will also find further details on the application deadline dates and recruitment process.

Here is a quick guide of the overall process.

### What do we look for?

Throughout the recruitment process, we are looking for you to communicate examples of what you have done in academia, work or volunteering opportunities.

You will need to:

- Demonstrate strong communication skills, a positive attitude and self confidence
- Show hunger to succeed and work toward achieving goals
- Show a highly analytical approach, quantitative ability and commercial intuition

- Focus on delivering high quality work in an efficient way
- Demonstrate that you can work effectively with individuals and teams, contributing actively and recognizing when you can learn from others

### Online application form

This is your first opportunity to share your motivations for entering the industry and joining Nomura. There are a few basic questions to complete and you will need to upload a CV/resumé and cover letter. To qualify, you will need an excellent academic track record. We accept applications from all degree disciplines but you must be numerate, have an interest in finance as well as a strong desire to work in the investment banking industry.

### Interview process

The structure and content of the interview will vary depending on your region and the division you have applied for. You should remember that first impressions are everything. Make sure your motivations for joining Nomura and your passion for the investment banking industry shines

through. You should expect some technical and problem solving questions, which may take the form of a case study. If you are successful at this stage, we will invite you to the next stage of the assessment process.

The final round interviews will be more in-depth and challenging. The structure and content of the interview will be tailored to the division and region you apply to. At this stage, keep in mind that we are looking for people who will succeed in our business and want to be part of the team. Take this opportunity to show us your entrepreneurial spirit and your appetite for personal and professional development.

### When should I apply?

We encourage you to apply sooner rather than later. We consider applications as they arrive, so don't wait until the deadline to send yours. For deadline dates, please visit us at [www.nomura.com/careers](http://www.nomura.com/careers)



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