

**NOMURA**

*Connecting Markets East & West*

# Make an impression

Build your investment banking  
career at Nomura





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What impression do you  
have about Nomura?

“Started as a summer intern, Nomura  
provided me with a great platform  
to develop every skill required for an  
IBD career.”

Rita Zhang

Investment Banking, Hong Kong  
London Business School, United Kingdom



## Uncover the spirit of a business with deep experience in building financial markets since 1925

Nomura is a global financial services group with an integrated global network spanning over 30 countries. By connecting markets East & West, Nomura services the needs of individuals, institutions, corporates and governments through its four business divisions: Retail, Asset Management, Wholesale (Global Markets and Investment Banking), and Merchant Banking. Founded in 1925, the firm is built on a tradition of disciplined entrepreneurship, serving clients with creative solutions and considered thought leadership.

We continue to service our clients in a differentiated way, providing creative and entrepreneurial solutions. Help us realize our strategy and ambition by joining us in one of our three businesses:

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### **Investment Banking**

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### **Global Markets**

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### **Corporate Infrastructure** (Compliance, Finance, Operations, Risk and Technology)

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### **The opportunity**

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We are looking for the next generation of entrepreneurs and leaders to make an impression on our future. If you are keen to be part of a highly nimble and diverse workforce that offers opportunities for you to build a long term career, then come and discover more about Nomura.

Recognizing people's efforts and empowering them to do more is central to Nomura's success in building a strong and competitive business. The success of our

business depends on the strength and innovation of our employees.

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. Whatever path you select, the opportunity will be great, the work will be challenging and the people supportive.

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What has impressed you most about Nomura?

“Nomura’s Analyst training program provides a comprehensive foundation of technical skills for new Analysts with modules including Financial Statement Analysis, Valuation, Financing and Deal Structuring. The classroom training encompassed both financial theory as well as regular case studies based on actual companies and transactions. We also participated in a Senior Speaker series, where leaders of different parts of Nomura’s business provided valuable insights regarding both role-specific and career related topics. The highlight of the training program however, was the ability to network with Analysts from each region as well as learning about the breadth of global offerings Nomura provides to its clients.”

Joshua Brady  
Investment Banking, Sydney  
University of Sydney, Australia



## Investment Banking

Nomura's Investment Banking Division provides a variety of advisory and capital-raising solutions to corporations, financial institutions, governments and public-sector organizations around the world.

Our global teams act as geographic, industry and product specialists. We connect clients directly to Asia, accessing deep pools of liquidity and dynamic growth markets.

The establishment of the Client Financing & Solutions structure in 2018 has allowed us to realize the integration of the Wholesale Division's financing, structuring & solutions expertise into a single, client focused hub, which seamlessly partners with various teams across our organization to deploy a uniform client strategy to deliver value to our clients.

Your role in Investment Banking could include:

### Geographies and Industry Coverage

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Identify and analyze deal opportunities and manage client relationships across sectors (financial institutions, consumer, healthcare, communication & media, industrials, natural resources and power, financial sponsors) and key geographies teams.

### Product Groups

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Provide tailor-made client solutions through one of our dedicated product teams: equity advisory; debt financing (acquisition and leverage finance; debt capital markets); and solutions businesses (equity solutions, risk solutions and insurance solutions).

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What impression has  
Nomura left on you?

“Nomura provides a global platform with Asia emphasis, giving us exposure to global clients while leveraging our expertise in the business environment of Asia. At the same time, we have a leaner structure which allows junior bankers to fully participate in the deal processes. Talent is valued and invested here.”

Jannie Zhang

Investment Banking, Hong Kong  
New York University, USA



## Global Markets

Nomura's Global Markets Division handles 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 in Global Markets:

### Sales

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

### Structuring

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

### Trading

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Control and manage Nomura'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

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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.

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What's your impression  
of Nomura?

“Nomura’s culture is flat and very collaborative, and in Global Markets we get a lot of exposure to the different functions and products at an early stage. The intellectual capital is also very strong, which motivates me to continue improving every day and appreciate the diversity in perspectives. Lastly, the management takes time to understand and mentor me, which really helps in developing my career.”

Janice Lim

Global Markets, Singapore  
Singapore Management University, Singapore



## Corporate Infrastructure

For more detailed information please visit us at:

[www.nomura.com/careers](http://www.nomura.com/careers)

Nomura's Corporate Infrastructure Division is what underpins our success. It is internationally renowned and structured to deliver a world-class client service. We rely on our people in the Corporate Division to build and support the business, to 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 as well as gaining a valuable insight into how Nomura operates on a global scale.

You could join us in one of these business groups:

### Compliance

Assist the firm and its employees in complying with all relevant regulatory obligations by providing advice, training and monitoring.

This is essential to ensure that Nomura is safeguarded from financial and reputational consequences that can result from poor standards of practice.

### Finance

Provide business advice and ensure fiscal 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, maximizing profitability and minimizing risks. People in Operations work closely with sales, trading and technology teams and develop innovative and efficient approaches to our clients' investment, liquidity and risk management needs.

### Risk

Identify and analyze operational, credit and market risk, as well as shape 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.

### Technology

Work with and design 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.

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What has impressed  
you most?

“I am most impressed by the team work that is deeply imprinted into the DNA of Nomura. Everyone across the Corporate division is always looking for collaborative opportunities to enhance the business and embrace the future. I feel proud to be a part of this family.”

Robin Jiang  
Information Technology, Hong Kong  
The Hong Kong University of Science and Technology, Hong Kong



## Internship Programs

Nomura focuses on building a diverse pipeline of talent to enrich the culture and performance of our business.

We aim to provide you with the same level of exposure as full-time Analysts. You are expected to form effective working relationships and demonstrate your commitment to Nomura's goals and values. During the course of the internship, you will benefit from working closely with a buddy and interacting with your team. We also ensure you gain exposure with Nomura professionals at all levels through training, seminars and informal networking events.

Our Internship Programs are a key talent pipeline for our full-time graduate hires, and you will have the opportunity to be considered for our Graduate Programs.

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**Requirements:**

We welcome diversity in our team and would encourage students from all backgrounds and disciplines to apply. Please refer to our careers website and job postings for further details.

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## Graduate Programs

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### Our Programs

We are looking for impressive graduates who we can support and develop within our fast moving market environment and are ready to take on responsibility and take control of their future. Our training program is designed to provide you with the technical proficiency and professional skills to help you thrive and build a successful career.

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 for you to succeed. Modules include:

- Introduction to Nomura, our strategy, platform and businesses
- Comprehensive understanding of the Analyst role in your respective division
- Finance/technical skills essential for your career
- Networks for collaboration amongst regional and global colleagues

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#### **Requirements:**

We welcome diversity in our team and would encourage students from all backgrounds and disciplines to apply. Please refer to our careers website and job postings for further details.

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

If you are excited about joining Nomura and making an impact, then your next step is to go to our Students and Graduates website ([www.nomura.com/careers](http://www.nomura.com/careers)) 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.

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# Applying to Nomura

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## 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:

- 1) Demonstrate strong communication skills, a positive attitude and self confidence
- 2) Show hunger to succeed and work towards achieving goals
- 3) Show a highly analytical approach, quantitative ability and commercial intuition
- 4) Focus on delivering high quality work in an efficient way
- 5) Demonstrate that you can work effectively with individuals and teams, contributing actively and recognizing when you can learn from others

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## Online application form

This is your first opportunity to share your motivations for entering the industry and joining Nomura. There are a few questions to complete and you will need to upload a CV and for some regions, this will be followed by a series of online tests. We would recommend you allow up to an hour to complete the tests so please ensure you have enough time and are in comfortable surroundings. 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.

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## 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. Throughout the process 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.

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.

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## When should you 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. We will accept only one application per candidate. For deadline dates, please visit us at [www.nomura.com/careers](http://www.nomura.com/careers)

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## Nomura offices across Asia-Pacific

Nomura Offices

We define Asia, including Japan, as our home market. With a long history in Asia, we operate in 15 cities and regions across Asia ex-Japan, led by our Wholesale and Asset Management divisions. In addition, we have an overseas Retail business, which is also instrumental to the firm's economic growth.

With offices across Asia, we have our regional headquarters in Hong Kong and Singapore. With a range of activities and events provided by Nomura, we aim to build a culture where employees can find both personal and professional growth.



Hong Kong



Singapore



Sydney

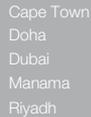
Nomura is committed to providing equal employment opportunities and a sound working environment where Nomura people can, and do, perform at their best. Nomura respects human rights and diversity, and values differences. Nomura is committed to ensuring that anyone who interacts with Nomura is treated with respect at all times and in all circumstances. No person shall be subject to discriminatory practices or harassment for reasons including, but not limited to, their national or ethnic origins, color, race, gender, age, religious belief, social status, sexual orientation or gender identity, or disability.

# Integrated global access

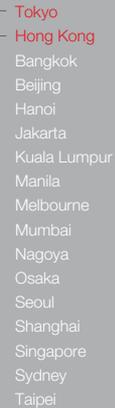
## Europe



## Middle East & Africa



## Asia-Pacific



## Americas



Cities in red represent headquarter / regional headquarters.





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[www.nomura.com/careers](http://www.nomura.com/careers)

[nomura.com/connects](http://nomura.com/connects)



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