

**NOMURA**

*Connecting Markets East & West*

# Make an impression

Build your investment banking  
career at Nomura





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“For graduates today we have a winning combination: the skills you need to learn, the opportunity you need to grow and the chance to play a pivotal role in our future.”

**Malcolm Horton**  
Managing Director  
Global Head of Recruitment & Programs  
EMEA Deputy Head of Human Resources



Why join Nomura?

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

Nomura is an Asia-based financial services group with an integrated global network spanning over 30 countries. Nomura services the needs of individuals, institutions, corporates and governments through its three business divisions: Retail, Asset Management, and Wholesale (Global Markets and Investment Banking).

Since 1925, Nomura has built on a commitment to deliver unique value to clients by connecting markets East & West. 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 wholesale businesses:

.....  
**Investment Banking**

.....  
**Global Markets**

.....  
**Corporate Infrastructure** (Operations, Technology and Finance)  
.....

### The opportunity

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. This could be a perfect fit for you.

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 work will be challenging, the people supportive and the opportunities immense.

What has impressed you most about Nomura?

“The training program stands out for me as it demonstrated the firm's commitment to its new hires. The classroom training covered financial theory and was combined with practical product knowledge for us to use on the trading floor. We also received first hand insights from senior colleagues on both role-specific and career related topics.

By far my favorite part of the program however, was the opportunity to meet and network with fellow employees from all across the globe. The connections you make during your time in training will become a valuable resource for you to use now and for years down the line.”

**Jake Davies**

Global Markets, New York  
University of Virginia, USA





## Investment Banking

Our 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, product and industry specialists. We deliver Asia to our clients by accessing deep pools of liquidity and dynamic growth markets. We collaborate globally across services – M&A, debt capital markets, equity capital markets, and solutions businesses – as well as across 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

Identify and analyze deal opportunities and manage client relationships across sector and coverage teams. The ideas generated can have a tremendous impact on a sector.

### Global Finance and Capital Raising

Provide tailor-made client solutions in debt or equity financing. Global Finance is a combination of product experts working closely with Corporate Finance, M&A and Global Markets to originate and execute deals globally.

What impression has  
Nomura left on you?

“I feel that Nomura is a company that gives you deep exposure to a wide variety of financial products and companies across Asia. I’m constantly juggling different deals with different clients, deliverables and deadlines. What especially excites me is when I can see the impact of the work my team produces and how it benefits our clients’ growth strategies.”

Charmaine Chong  
Investment Banking, Singapore  
Vassar College, 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

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

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

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

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.

What's your impression of Nomura?

“Nomura treats you as a professional the second you join the team and will give you a lot of responsibility from a very early stage. You will find yourself working for clients alongside global colleagues who are possibly the most agile and enthusiastic people in the world. I have always found it exciting working at Nomura as I not only get the opportunity to work on a global scale but because we are often the ‘underdog’. The latter makes the role challenging and interesting.”

Yuta Arndt Osada  
Global Markets, Tokyo  
Keio University, Japan



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## Our Businesses

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

For more detailed information please visit us at:

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

## Corporate Infrastructure

Our Corporate Infrastructure Division is what underpins the success of Nomura. 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:

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### 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.

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### 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.

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### 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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### 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.

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What has impressed you most?

“I was impressed by Nomura as it appeared to be constantly growing and adapting. This meant I would be involved in new projects and new and evolving technology to cope with the greater global demand. This was (and still is) an exciting prospect!”

Sapna Aeri  
Technology, London  
City University, UK



## Internships

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

### 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 Nomura'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	Summer Analyst	●	●	●
	Summer Associate	●	●	●
Global Markets	Spring Analyst		●	
	Summer Analyst	●	●	●
	Summer Associate	●		
Corporate Infrastructure	Summer Analyst	●	●	●
	Industrial Placement		●	
All divisions	Co-op year round part time program	●		
	Insight program (Pre-undergraduate students and pre-internship students)		●	

## Graduate and Post-graduate Programs

We are looking for impressive graduates who are ready to step up to responsibility and take control of their future. We will equip you with a global training program designed to provide you with the technical proficiency and professional skills to help you thrive and build a successful career in this fast-moving market environment.

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, modeling and deal structuring, all of which have an emphasis on practical application so that you can immediately contribute to our business.

### 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 excited about joining Nomura and making an impact, then your next step is to go to our graduate careers 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.

### 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 toward 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

### 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

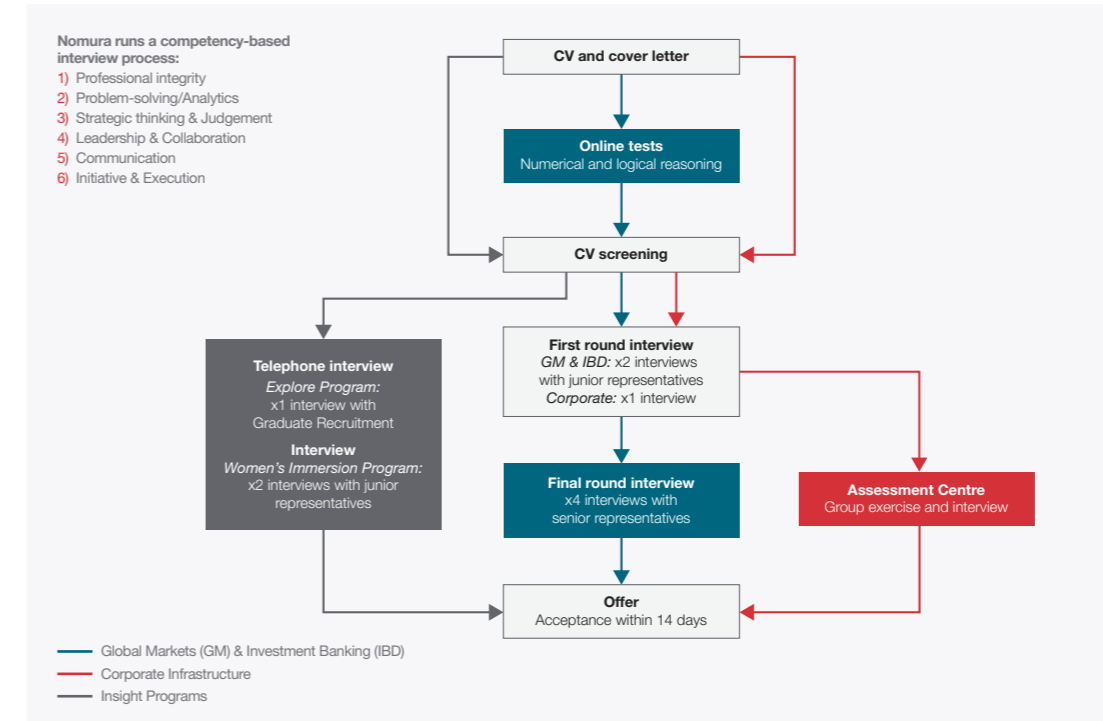
The structure and content of the interview will vary depending on your region and the division you have applied for. You should remember that first impressions are everything. Make sure your motivations for joining Nomura and your passion for the investment banking industry shines through. You should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

## EMEA Recruitment Process





## We offer first year university and sixth form students an opportunity to find out more about Nomura and the finance industry through our Immersion, Explore and First Step programs

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

### Women’s Immersion Program

During our two week insight program, you will have a unique opportunity to experience what it is really like to work on the desk in a fast-paced environment. You will learn new skills, build lasting relationships and find out more about what makes Nomura unique.

#### Program highlights:

- Two-week paid internship in one of our divisions: Investment Banking, Global Markets, Corporate Infrastructure
- On-the-job training
- Business presentation overviews
- Networking events
- Career advice and guidance

### Explore Program

This is a unique opportunity to find out more about the different career paths within investment banking and the skills necessary for success.

You will be exposed to three business areas and learn about how they operate on a global scale: Investment Banking, Global Markets and Corporate Infrastructure.

#### Program highlights:

- Business presentation overviews
- Networking events
- Panel discussions
- Career advice and guidance
- Mock interviews

### First Step Programs

The Nomura sixth form program is aimed at talented, ambitious individuals in year 12 or 13 of school or college. The program will provide a unique opportunity to begin investigating a career in investment banking prior to starting university, and is ideal for aspiring bankers or those who simply wish to find out more. It’s never too early to start developing key skills and thinking about the future.

#### What’s in it for you?

Participation in the First Step program will give you a distinct vantage point from which to begin investigating career choices and building your CV.

#### You will have the opportunity to:

- Increase your exposure to a corporate environment and learn the basics of banking
- Gain real life experience in a fast paced, high energy environment
- Cultivate valuable career development skills

## EMEA Internship Programs

Division	Program	Placement	Training	Duration
<b>Investment Banking</b>				
Investment Banking	Summer Analyst	Direct placement in a group	One week initially plus ongoing	10 weeks
	Summer Associate			10 weeks
Investment Banking year round off cycle internship*	Regional Analyst	Amsterdam, Dubai, Frankfurt, Madrid, Milan and Paris	Ongoing	3-6 months
<b>Global Markets</b>				
Global Markets	Spring Analyst	Direct placement in a group	Two days initially plus ongoing	3-6 months
	Summer Analyst	Rotational		10 weeks
Global Markets year round off cycle internship*	Regional Analyst	Frankfurt, Paris and Milan	Ongoing	3-6 months
<b>Corporate Infrastructure</b>				
Finance	Summer Analyst	Direct placement in a group	Two days initially plus ongoing	10 weeks
Technology	Industrial placement	One placement	Two days initially plus ongoing	12 months
	Summer Analyst	Direct placement in a group		10 weeks
Operations	Industrial placement	One placement	Two days initially plus ongoing	12 months
	Summer Analyst	Direct placement in a group		10 weeks
Compliance	Industrial Placement	One placement	Two days initially plus ongoing	12 months
	Summer Analyst			10 weeks

\*Fluency in the European language of the regional office is a pre-requisite.

## 1 Angel Lane, London

At Nomura's European head office, the building has been designed to bring employees' personal development closer to their working environment. From health services and international culinary offerings to gym classes and auditorium cinema sessions, Nomura has pulled it all together in one unique place. All is on offer for the personal benefits of enriching a professional career.

### Location

An architecturally distinguished 525,000 sq ft development in the largest area of open riverside space in the city of London.

### Gym

The Nomura fitness centre located on the lower ground floor is an award winning club consisting of state-of-the-art cardio and weight gym equipment, spin studio and multifunctional studios providing a wide range of classes.

### Terrace Restaurant

The staff restaurant, located on the 6th floor with open seating areas inside and outside on the terrace, offers breakfast, lunch and late meals. They offer a wide selection of international hot and cold foods including a salad bar, sushi, BBQs and restaurant quality dishes of the day.



The Sustainable City Awards



BRITAIN'S HEALTHIEST COMPANY



## Integrated global access

### Europe

London  
Amsterdam  
Frankfurt  
Helsinki  
Istanbul  
Luxembourg  
Madrid  
Milan  
Paris  
Stockholm  
Vienna  
Warsaw  
Zurich



### Middle East

Doha  
Dubai  
Manama  
Riyadh



### Asia-Pacific

Tokyo  
Hong Kong  
Bangkok  
Beijing  
Hanoi  
Jakarta  
Kuala Lumpur  
Labuan  
Manila  
Melbourne  
Mumbai  
Nagoya  
Osaka  
Seoul  
Shanghai  
Singapore  
Sydney  
Taipei

### Americas

New York  
Bermuda  
Boston  
Chicago  
Houston  
Los Angeles  
Miami  
San Francisco  
São Paulo  
Toronto  
Washington, D.C.



Cities in red represent headquarter / regional headquarters.

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.



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