

**NOMURA**

*Connecting Markets East & West*

# Make an impression

Build your investment banking  
career at Nomura





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“Nomura is committed to developing its graduates by providing them with unparalleled training and truly global opportunities.”

**Clare Jones**  
*Managing Director*  
*Head of Compliance, EMEA*



Why join Nomura?

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

Nomura is an Asia-headquartered 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 three business divisions: Retail, Asset Management, and Wholesale (Global Markets and Investment 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 wholesale businesses:

**Investment Banking**

**Global Markets**

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

### 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.

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.

What has impressed you most about Nomura?

"The training programme 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 favourite part of the programme 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

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

In EMEA, we operate across targeted sectors and most major European countries to deliver strategic advice to clients wishing to acquire, combine or sell businesses or looking for financing and risk management solutions.

Your role in Investment Banking could include:

### Geographies and Industry Coverage

Identify and analyse 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.

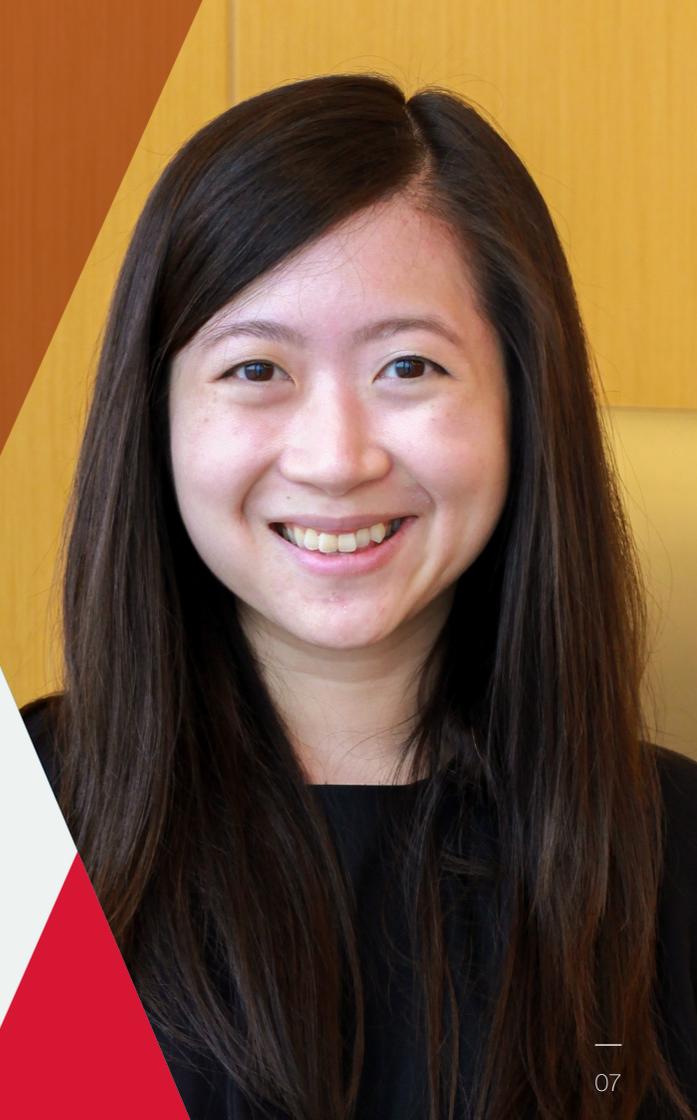
### Product Groups

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).

What impression has Nomura left on you?

“Nomura, as an Asia-headquartered global investment bank, gives you exposure to a wide variety of financial products and deal structures. I have been given many opportunities to work with various product and country teams, and have particularly enjoyed working on cross-border deals. What stands out the most to me about working at Nomura is the high level of responsibility given to junior bankers, which can be challenging but also empowering and fulfilling.”

**Raelene Tang**  
*Investment Banking, Hong Kong*  
*UCLA, 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.

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 analyse 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 get the opportunity to work on a global scale, despite being a smaller bank. The latter makes the role challenging and interesting."

**Yuta Arndt Osada**  
*Global Markets, Tokyo*  
*Keio University, Japan*



## Our Businesses

# 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.

### Risk

Identify and analyse 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.

### 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.

### 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.

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 evolving technology to cope with the greater global demand. This was (and still is) an exciting prospect!"

**Sapna Aeri**  
*Technology, London  
City University, UK*



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

## Insight Programmes

We offer sixth form and first year university students an opportunity to find out more about Nomura and the finance industry through our First Step, Women's Immersion and Explore Programmes. For our Women's Immersion and Explore Programme, you will have the opportunity to be considered for a fast track interview process to our Summer Analysts Programmes.

### First Step Programme

*Duration: 1 day*

*Target Audience: Students in year 13 of school or college*

The Nomura sixth form programme is aimed at talented, ambitious individuals in year 13 of school or college. The programme will provide a unique opportunity to begin investigating a career in investment banking for those starting university or considering going down the apprenticeship route. It's never too early to start developing key skills and thinking about the future.

Programme highlights:

- Exposure to a corporate environment and learn the basics of banking
- Real life experience in a fast paced, high energy environment
- Cultivate valuable career development skills

### Women's Immersion Programme

*Duration: 2 weeks*

*Target Audience: Students graduating in 2020*

During this insight programme, 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.

Programme 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 Programme

*Duration: 4 days*

*Target Audience: Students graduating in 2020*

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.

Programme highlights:

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

## Internship Programmes

### Analyst internships

We aim to provide interns with the same level of exposure as full-time Analysts. 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 mentor. We also ensure they gain exposure with Nomura professionals at all levels through training, seminars and informal networking events.

All Summer Analyst, Regional Analyst and Industrial Placement Programmes offer the opportunity to be considered for our Graduate Programmes

**Analyst entry level requirements:** Bachelor or Master's students  
All students must be on track to achieve a 2:1 or equivalent

Division	Programme	Placement	Training	Duration
<b>Investment Banking</b>				
Investment Banking	Summer Analyst	Non-rotational	One week initially plus ongoing	10 weeks
Investment Banking year round off cycle internship*	Regional Analyst	Non-rotational	Ongoing	3-6 months
<b>Global Markets</b>				
Global Markets	Summer Analyst	Rotational	Two days initially plus ongoing	10 weeks
Global Markets off cycle internship*	Regional Analyst	Non-rotational	Ongoing	3-6 months
<b>Corporate Infrastructure</b>				
Compliance	Summer Analyst	Non-rotational	Two days initially plus ongoing	10 weeks
Finance	Summer Analyst	Non-rotational	Two days initially plus ongoing	10 weeks
Operations	Industrial placement	Non-rotational	Two days initially plus ongoing	12 months
	Summer Analyst			10 weeks
Risk	Industrial placement	Non-rotational	Two days initially plus ongoing	12 months
	Summer Analyst			10 weeks
Technology	Industrial placement	Non-rotational	Two days initially plus ongoing	12 months
	Summer Analyst			10 weeks

\* Located in Nomura's regional offices: Investment Banking – Amsterdam, Frankfurt, Madrid, Milan or Paris; Global Markets – Frankfurt.

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

## Graduate Programmes

We are looking for impressive graduates who we can support and develop within our fast moving marketing environment and are ready to take on responsibility and take control of their future. Our training programme 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 programmes will give you all the challenges, opportunities and support you need to succeed. Modules include:

- An introduction to Nomura, its strategy, platform and businesses
- Providing a comprehensive understanding of the Analyst role in their respective division
- Equipping our Analysts and Associates with the finance/technical skills essential for their career
- Promote networks for collaboration amongst global colleagues

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**Entry level requirements:** All students must be on track to achieve a 2:1 or equivalent

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## Applying to Nomura

### 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 recognising 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 questions to complete and you will need to upload a CV following 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.

### 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.

### When should I apply?

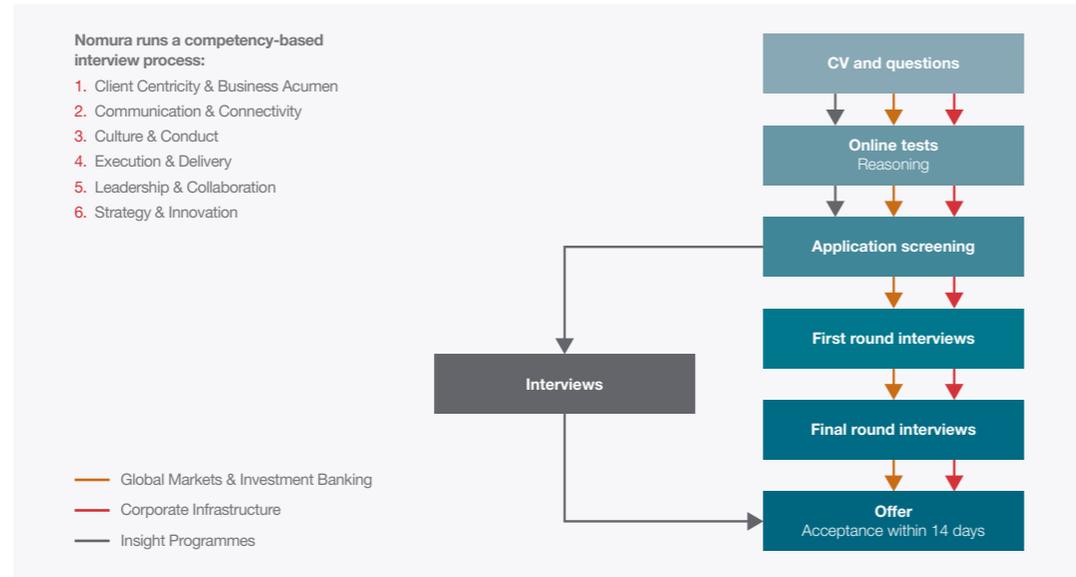
We encourage you to apply sooner rather than later. We consider applications as they arrive, so don't wait until the deadline to send yours. We will accept only 2 applications per candidate. For deadline dates, please visit us at [www.nomura.com/careers](http://www.nomura.com/careers)

# EMEA Application Deadlines & Recruitment Process

## Deadlines

Graduate Programmes: 12<sup>th</sup> November 2017    Intern Programmes: 31<sup>st</sup> December 2017    Insights Programmes: 14<sup>th</sup> January 2018

## Process



# 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 set 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, a spin studio and multifunctional studios providing a wide range of classes.



## Terrace Restaurant

The 6th floor staff restaurant with open seating areas inside and outside on the terrace, offers breakfast, lunch and late meals. A wide selection of international hot and cold foods including a salad bar, sushi, BBQs and restaurant quality dishes are on offer. Throughout the summer months, the Terrace Bar provides an informal networking opportunity every Thursday evening.



The Sustainable City Awards



BRITAIN'S HEALTHIEST COMPANY



# Integrated Global Access



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

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



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