

BANKING & FINANCIAL MARKETS

Quick Guide to Recruitment 2023 - 2024

CAREERS
SERVICE



A short guide to the recruitment cycle in Banking & Financial Markets

This guide is an overview of what to expect in the recruitment process, with some useful links to help you research the sector. It is not intended to replace your own research and attendance to events and briefings.

Before applying

Before you commit to the recruitment round for Banking & Financial Markets it is useful to consider your motivation for applying. It is key to remember that the recruitment process is not just about whether a firm or industry 'likes' you but if you 'like' it! Paying attention to how you feel when you read about a firm or undertake their tests and interviews is important.

There are many positives to working in this sector: innovation, being at the centre of deals, applying skills directly from your degree, working with interesting and sometimes powerful clients, becoming an expert in sectors and geographies related to your field and many, many more. However, it is always useful to consider all aspects of the sector, such as:

- The pressure and rigor of the recruitment process
- Your drivers to enter the industry – salary motivation will wear off over time.
- The nature of the work – longer hours, high pressure targets
- Your values, your interests, your skills – do they align with the sector, and will you fulfil your potential? Who are the firms' clients and what sectors do they work in?
- The lifestyle and working hours – will longer hours, travel, and weekend projects impact on your life and perhaps your wellbeing?
- Being the change, your contribution, your long-term plan – are you planning to progress to a senior position or stay for a short period? How will that planning be supported.
- Cultural fit – does the firm have a supportive working environment? Is it diverse and inclusive? Do their operational values align to yours?

Timeline of recruiting

- Roles are competitive and supply outstrips demand, so ensure this is right for you before embarking.
- You will be applying for Spring weeks, internships, graduate programmes or off-cycle roles. You may be looking to apply to open-market roles which are not part of a formal scheme.
- Recruitment in this sector, particularly in graduate schemes and internships, is Summer – Michaelmas (MT) heavy and so early preparation is important.
- You will find roles throughout the year – so keep looking after the MT rush. Lent is the key time for roles that are off-cycle or for more experienced candidates.
- Globally, offices recruit at different times to the UK – so if you are looking at applying to your home or international offices, check their dates.
- Some graduate roles are filled by interns, who got their internship via a Spring week – and that's why it can be tough to get a role directly from university without experience.
- Expect short deadlines and a lengthy recruitment process for well-known names that run graduate schemes.

- For popular roles in investment banks, you can expect only a few roles to be given out of 1000s of applications, with M&A and sales being the most sought-after roles.
- Boutique firms, fintech's etc will have less vacancies and are more likely to hire ad-hoc, so after you have made applications to the more formal routes you can keep looking at other opportunities.

Timetable for recruitment												
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
Penultimate year	Busiest internship applications cycle			Internships advertised								
All		Recruitment events and workshops					Recruitment events and workshops					
				Recruitment assessments, interviews, and assessment centres								
1st Year		Spring weeks applications cycle										
Finalists	Graduate programme recruitment cycle – particularly investment banks					Graduate recruitment continues (inc. internships) - retail banks, research firms				Recruitment assessments, interviews		
	Direct entry roles advertised											
	Roles at boutique firms, family offices											
Careers Service Careers Fairs and Festivals			Banking & Finance Maths & Quant Finance*	Economics Fair			Creative Careers Festival Life Sciences Festival International Development & charities festival Tech festival Green careers festival				Graduate jobs fair	

This chart indicates the peak times for various recruitment activities – in reality, recruitment is more relaxed and happens throughout all months of the year. In banking and financial markets, roles can be filled on a ‘first-come, first-served’ basis so early application is useful. Firms might then fill empty roles in a second cycle. Graduate roles are often filled by previous interns and those who have been on development programmes. If you are looking at a ‘direct entry’ or experienced role, hiring is fluid and demand-driven, so you need not focus on specific cycles, but do register your interest with firms, even when they are not hiring. *Other CS Fairs running in October: Graduate Schemes & Internships, Consultancy, Engineering, Tech, Life Sciences, Law.

What to do

- You may be surprised how many types of roles and opportunities there are – and some are designed for people without experience. You will need to be prepared to research the institutions you are interested in and their opportunities carefully to find the right one for you, especially if you don't fit the traditional entry pathway.
- You do not always need a CV but its best to have one. At some stage you will need to tell the employer about your qualifications, skills, experiences and achievements and it is best to have this in one place.
- Have a CV ready for mid-August and update it with any new experiences over the summer.
- Check websites of the firms you are interested in directly for open dates for internships and register your interest with them.
- Check the Careers Service events calendar and firms for any summer or MT recruitment events, including dates of career fairs.
- Don't get caught out by later Cambridge term dates – recruitment will start as early as August.
- Apply early in case they are running a first come, first-serve basis.
- Practice online tests now, so that they are not a surprise when you get the invite to take a test in the recruitment cycle.
- Have applications for other schemes and opportunities ready to go, you cannot guarantee success in this sector, so have a plan B.
- Research the department, division, and role you are interested in as it is likely you can only apply to one or two positions at a time, and you will need to be clear about why you are a good fit for your chosen area.
- Always ask for adjustments if you need them, at any stage of the process.
- Some firms have online portals to support preparation for online tests, do use those (e.g., HSBC). Check their student & graduate recruitment pages for these.
- Specialist roles, direct entry and experienced roles do not follow the usual recruitment timeline so keep looking for these during and after the MT rush – right through to the Summer.

The application landscape

- Remember, many roles go to those who have previous internships so you will be fighting for a small number of places.
- You do not need a degree from a numerical or finance background for some roles and firms are looking to diversify their talent pools. Do expect some roles to suit certain degrees better. For technical or data roles you will find there are specific requirements and tests, such as coding and programming language tests.
- In 2021 – 2022 recruitment cycle for Investment Banking there were 26,400 applications per employer, around 90 applications per graduate vacancy (Highflyers, The Graduate Market in 2023). For Banking & Finance there were 13,200 applications per employer, around 59 applications per vacancy.
- Investment banking has the highest graduate starting salary of any sector (£55k+) with Banking & Finance roles 4th (£40k+) (Highflyers, The Graduate Market 2023, 19).
- Change in Applications to Employers in 2022-2023, by Sector or Industry: Banking and Finance up by 25% and Investment Banking up 7%.

Read more: https://www.highfliers.co.uk/download/2023/graduate_market/GMReport23.pdf and access the Times Top 100 Employers <https://www.top100graduateemployers.com/>

Equality, Diversity & Inclusion Events

Leading investment banks, commercial banks and other types of financial institutions are taking a more inclusive approach to recruitment – supporting those from underrepresented backgrounds to apply to roles. Events will often target specific groups.

Some examples of events in the past year at the Careers Service include:

Women's Coffee Chat on Careers in Investment Management	Orbis Investments
2022 Women in Sales, Trading & Structuring Panel	Deutsche Bank
Women in Technology	J.P. Morgan
Women in AI & Quant Analytics Summit - London	J.P. Morgan
Jefferies Women in Finance Recruitment Dinner	Jefferies International
2022 Black Women in Banking	Deutsche Bank
Females in Finance	Bank of America
Virtual Women in Fixed Income and Currencies Panel	Deutsche Bank
Women in Finance Open Day	Societe Generale

If you believe you belong in a group underrepresented by the industry, before applying via traditional routes, consider:

- Does the firm have programmes or schemes that you can be involved in if you are in a target group?
- Do they have roles outside their graduate scheme that you can apply to? *Mentoring, internships, insight programmes*
- What are the student societies doing at Cambridge in partnership with employers that you can tap into? (Networking evenings etc)
- Are there mentoring programmes or special internships you can apply to?
- Find a list of Cambridge specific events on the event diary <https://app.joinhandshake.co.uk/edu/events> and be sure to see what societies at Cambridge have organised.

Supportive networks for underrepresented candidates

- SEO London <https://www.seo-london.org/ibandam>
- The Skills Workshop <https://diversityproject.com/the-skills-workshop/>
- GAIN (Girls are Investors) <https://www.gainuk.org/>
- EmployAbility – <https://www.employ-ability.org.uk/>
- Rare Recruitment <https://www.rarerecruitment.co.uk/candidates>
- MyPlus <https://myplusstudentsclub.com/>
- The Skills Workshop <https://diversityproject.com/the-skills-workshop/>
- Careers Service list of '[Disability resources and funding](#)' resources
- View our list of 'Inclusivity and diversity initiatives' – under 'other things you should know' on our [banking sector pages](#).

Digging deeper into an employer

- You can use Windo to check the corporate social responsibility (CSR) priorities of firms and see how they are progressing on issues important to you <https://my.csrwindo.com/>

- [Visual Capitalist](#) is an example of a site which can help differentiate organisations using a variety of criteria, using infographics.
- Access many more premium business data sources – including Bloomberg, Marketline and JP Morgan research at <https://libguides.cam.ac.uk/cjbsdatabases/industry>

The application process and success factors

- To apply to a role in BFM you will need a CV, complete online testing, undertake interviews, assessment centres and for more technical roles, additional tests (coding, software etc). Experienced roles or hires at smaller, boutique firms don't always require these steps (perhaps just an application and interview).
- You may also be invited to complete an application form where you have to write a short statement about why you are applying for the role – this could be an application form or cover letter.
- Your application will be read by a human or by an applicant tracking system (ATS). In both cases they will be looking for key attainment criteria (grades) and key words that mirror the skills required for the role (found in the role description). It is valuable to revise the core operating values of the firm – usually found on their website.
- You will then be passed through some online testing, either Pymetrics (games) or psychometric tests (situational judgement) and/or numerical and verbal reasoning ability
- For technical roles you may be asked to undertake a timed coding test, usually in a language of your choice. See Hackerrank: <https://www.efinancialcareers.co.uk/news/2018/09/goldman-sachs-hackerrank> and <https://www.goldmansachs.com/careers/blog/posts/guide-to-hackerrank.html>
- You may then be asked to undertake a digital interview, using interview software that gives you a question on-screen to answer in an allotted amount of time – this will be recorded and reviewed by an assessor.
- If you make it past these stages, you will be invited to an interview in-person or online and/or a group assessment centre. In the later stages you will encounter multiple tasks, some alone and some collaborating with other people.

The success factors across all stages are:

- Knowing who you are applying to and when.
- Understanding the role you are applying to.
- Know who you are, your strengths and why they should hire you.
- Contextualise your role into the firm (understanding the bigger picture)
- Practicing tests and interviews
- Quality over quantity- do not make tens of poor-quality applications.
- Start early – summer is ideal.
- Have a back-up plan – keep an eye on other sectors and roles.
- Do not make too many generic applications – you are wasting your time and energy.
- Apply to an office in your home country or where you speak the language to a professional business level. You can often apply to multiple offices at one time.
- Attend firm events, networking, workshops and skills sessions to learn more and have more content for your applications – they will have a record you attended too and likely use this to contact you about future opportunities.
- Follow firms on social media and on LinkedIn to keep up to date with their recruitment timelines and news/events.

Further Tips:

- Always use key words from the job or role description
- Include your understanding of the firms operating values and how you meet them.
- Articulate why you are applying to that specific division and that specific role.
- Use correct spelling, punctuation, and grammar – this is important for the sector (think pitch-decks, research reports, presentations)
- Imagine yourself writing a report for a client – your accuracy is the firms' indicator of trustworthiness and quality of service.

The application cycle - individual components

Application forms

- You may not be asked for a CV or cover letter straight away, or at all. Instead, you may be asked to complete an online application form.
- Application forms usually require your personal details, education and qualification details as well as asking you to complete a few short statements on your suitability and interest in the role.
- Using key words and including core values aligned to the role will help any recruiter or piece of software to pick-out your application as suitable for selection.
- Be precise and direct in evidencing your knowledge and suitability for the role.
- Be clear with any grades and exam marks you have achieved – if you have extenuating circumstances, you can usually include these in a supporting statement or 'additional information' box.
- This may also be a time that you will be asked to indicate any adjustments you will need throughout the recruitment process.

CV

- For roles in the UK/USA your CV should be on 1 page and arranged to highlight your specific accomplishments in relation to the role you are applying to. You'll be surprised how much you can cut out. In other countries the format can be different and longer.
- In the UK you will not add a picture to your CV
- You will need to highlight academic success, extra-curricular interests and achievements and any work experience/internships.
- Group your skills in clusters (technical, leadership) so that any scanning software can find them easily (and a human!) and mention as many as you can, as long as you actually do have them.
- For your achievements and experience, mention your exact personal responsibility for that task or project and the outcomes from it – quantify your outcomes (e.g., Decreased the waiting time of guests to enter the May Ball by 10%)
- Extra-curriculars are important but be specific and evidence your contributions. E.g., If you are a recreational runner, then state how many times you train a week, if you compete and your achievements/personal bests. If you have travelled – how many cities, countries, total miles?
- As you progress through your education, perhaps up to PhD level, you will need to be less specific about earlier educational achievements and focus on the now (they don't need a paragraph about your GCSE or A Level choices, but do include the grades if they are asked for)
- Focus on key achievements and be very clear in the outcomes.

- Your grades are important, so be clear about your standing in your class if you know it and any specific high module grades.
- If you do not have grades for any reason at all, then you can add a note to extenuating circumstances or put in a prediction with an asterisk.
- You should use bullet points.
- Be action oriented, outcome driven and quantitative.
- Experience comes from anywhere – don't be put off by lack of direct experience in the sector. Volunteering, entrepreneurship, leadership roles and more are all valued.

In summary

- Tailor your CV to the role(s) you're applying for.
- Highlight your achievements and relevant experience.
- Share details about past projects and any evidence of their success.
- Highlight any leadership roles and the ways you supported your team to work collaboratively.
- Include relevant course projects, details of internships and any projects that demonstrate your skills.

Cover letters

- Your cover letter should be no more than one page.
- It should directly address the key criteria for the role, including your experience, attributes, study and your values in relation to the role, as well as some justification for the role/division you are applying to.
- Stay away from a 'copy and paste' approach to your letters – any scanning software will be looking for key words and phrases that are directly related to their own roles.
- Do mention anyone you have met at the firms' events and any initiatives you have taken part in. If you have been in contact with someone directly then ask them if you can mention their name in your letter.
- Go into more detail regarding the key achievements in your CV, especially those that highlight your ability to meet the recruitment criteria – be specific about what you did and the outcomes.
- Include genuine information about what attracts you to the firm. This could be details from a recent report, an event you attended or a workshop. You might have met an alumni or staff member that share useful insights, for example.
- Don't be tempted to tell the firm about themselves (you are the largest ESG investor in Europe) instead focus on areas of professional interest; how they align with your interests and values.
- Quote from a Cambridge student who secured an [internship](#): "In your cover letter, try to come up with something which sounds credible, explaining why you want to work at that particular bank. For me, in Citi's applicant newsletter I spotted that the organisation had financed building up the data centre of CERN in Hungary. Now I'm a Physicist, and Hungarian as well, so I could (briefly) talk about how inspiring that was...and it really was!" (Cambridge Careers Service Blog)

In summary

- Your cover letter is a chance to develop points on your CV.

- It should be tailored to the firm and to the role you are applying to.
- Be specific about your own actions in your examples and provide outcomes.
- Mention anyone you have met with from the firm in your rationale for applying.

Online tests and assessments

- Online tests and assessments are designed by firms to examine skills, attributes, technical abilities, and value behaviours suitable to the role you are applying to, as well as your cultural fit with the firm.
- They are normally completed early in the recruitment cycle to cut-down the number of unsuitable candidates from large talent pools.
- You can be sent a link to complete your assessments very quickly after making an application, so keep a close eye on your inbox and the deadline you have to meet (sometimes only 5 days to complete).
- Assessments and tests take on several different formats, commonly through tasks, questionnaires, technical tests and gamification.
- Common types of tests and assessments for banking and finance include: verbal reasoning tests, numerical reasoning tests, logical reasoning tests, situational judgement tests and gamified assessments.
- For technical roles you will be expected to undertake tests specific to the skills needed in the role, such as coding and programming problem-solving tests (hackerrank). It is usually useful to revisit some of your basic degree content.
- Some firms will give you access to their own preparation platforms in the lead-up to you taking the real tests, others will not, as they want you to take the tests using your instincts and inherent knowledge.
- You can practice a variety of assessments online via the Careers Service
- It is rare that you will be able to practice an exact test beforehand and tests tend to change from candidate to candidate to stop any cheating – though the online practice tests that are available will get you used to the pressure and feel of taking an online assessment.
- Tests that focus on your judgement, core values and behaviours are not easy to practice as they encourage you to answer based on your instinct – however, understanding the core values of the firm and their standards regarding behaviours and operating values are worth revising and usually openly available on their websites.

Asking for adjustments

- Your recruiter will usually invite you to ask for any reasonable adjustments that can be made to your assessments/assessment environment before you take the test. Inform your recruiter if you require any adjustments to ensure you can take the assessments on a level playing field. Please ask for advice and support if you need it – the Careers Service can support you.

In summary

- Online tests and assessments are a way for an employer to measure your suitability against key criteria for the role and your suitability to the firm.
- Online tests and assessments are designed to move large numbers of candidates through the recruitment process at a time and are a method to cut-down the number of applicants at scale.

- You will usually take a number of different tests and assessments suitable for the role.
- Tests are usually timed, and you have a certain number of days to complete them.
- You can practice most tests online through the Careers Service or the firm's own recruitment platform – this is recommended, even if to get used to the test environment.
- Ask for adjustments if you need them.

Interviews

Overview

- Interviews are a chance to hear directly from the candidate about their experience and skills in relation to the role they have applied to. It is also an opportunity to find out about your fit and interest in the firm.
- It is a chance for you to ask questions and explore whether the firm is right for you, too.
- Prepare to share specific examples of previous experience that directly represent transferrable skills to the role you are applying for – review the skills needed for the role prior to the interview.
- Prepare questions for the interviewer in advance. This will show genuine interest in the role and the culture of the firm.
- Read and understand the firm's annual report. You won't be expected to know all the details, but you should have a general understanding of they performed in the last year. This is usually found on the firms' website, alongside other publications and insights to help your understanding of their clients and expertise.
- Commercial awareness is important. Keep up with the news – this can be in relation to the firm, the sector or the industry(s) the role focuses on. This will help you speak from a place of knowledge and confidence.

Interview questions

- Interviews usually focus on six types of questioning:
 - **Behavioural questions** - *how you behave in certain situations.*
 - **Competency questions** - *how you have evidenced skills relatable to the role.*
 - **Situational questions** - *how you would respond to a scenario encountered in the role or more generally in a professional situation.*
 - **Analytical questions** - *how you evidence your ability to apply analytical thinking.*
 - **Case studies/commercial awareness questions** *how you interpret real-life scenarios and offer judgment (may be assessed in a written exercise)*
 - **Technical questions** – *technical applications/concepts you apply to projects and evidence your understanding of their application and limitations.*

Video interviews

- Video interviews take place on virtual platforms such as Hirevue. You will be expected to record your answers to questions on a screen, over 2 – 5 minutes. You can rehearse beforehand, and you can normally re-record your answer once.
- It is important to practice for these interviews, which you can do via the Careers Service's platform 'ShortlistMe'.

- These interviews will be looking for you to mention key skills, attributes, experiences and values that match the requirements of the role. It is through these elements the software and the reviewing team will be able to shortlist you based on your suitability.
- Normally you will be asked strengths-based or competency questions, which you can prepare for and practice, using the [STAR model](#).

In person interviews

- In larger firms, in-person interviews will come nearer the end of the recruitment process.
- In smaller, boutique firms, interviews will be earlier in the process – though you may still have multiple rounds.
- If you make it to an in-person interview you are likely a strong candidate that they have genuine interest in. They will be aware of your skills and experience from your CV/application and will now be wanting to know more about you and your thought processes/approach to work at their firm.
- In-person interviews usually include a member of the department you will work for, a senior figure and a member of HR. You can be interviewed by one person or a panel, who will take it in turns to ask you questions.
- Rapport and body language are important factors in in-person interviews, so consider how you are going to greet everyone, sit and hold yourself. Think of it as a professional conversation – you have done the hardest part to get there, so try and enjoy talking about yourself and your experiences.
- Have questions prepared to ask the interviewers – focus on topics you really want to know the answer to and not on anything you can find out on the website.

[Assessment Centres](#)

- Assessment centres will normally take place nearer the end of the recruitment process, when you have completed your applications, tests and video interviews.
- Assessment centres can also be called ‘Super Days’. Essentially, they are opportunities for firms to bring candidates together and observe your behaviours and skills via a series of tasks.
- There is usually a social element to assessment centres to enable candidates to network with current employees, take an office tour and socialise with other potential employees. This is an important element of the day as it helps you to find out if the firm is right for you, so don’t skip these.
- Assessment centres tend to focus on group tasks that enable the recruiter to observe your interaction in a team and undertake tasks that relate to the role you have applied to.
- You will need to bring your knowledge of the role and the aims of the firm to this activity, but you don’t need to be an expert – group tasks are usually a way of monitoring your behaviours and attitudes and not specific knowledge. This is different for very technical roles, where your expertise is often under the spotlight too.
- You can prepare for assessment centres by understanding the role you are applying to, revising the core values and aims of the firm, keeping up to date with news and reports relating to the business of the firm and reviewing your application as a reminder of your key achievements (for the interview section).
- You may be asked to prepare a presentation for the interview. Ensure you have understood the topic, prepared the presentation well in advance and practiced it for timekeeping.

In summary

- Interviews are a way for you to expand on the information in your application.
- You will likely experience both virtual and in-person interviews, depending on the stage you reach in the process.
- Interviews are a chance for the firm to observe your behaviours in relation to the role, gather the scope of your interest in the sector and their firm and to hear more about your skills and interests.
- You can prepare for interviews by understanding the role you are applying to, revising the core values of the firm and being aware of the context(s) in which your firm does their business.
- Storytelling is an important part of the interview process, so preparing to talk about your experiences in more depth, whilst being specific about what you have accomplished; in relation to the job role is a key success factor.
- At the latter stages of the recruitment process, you can expect to be invited to the firm's office(s) to meet other candidates and interviewers in person, unless the role doesn't require it, or the process is taking place in another country.

Example recruitment information from firms you can find on their websites:

- JP Morgan interview tips: <https://careers.jpmorgan.com/global/en/how-we-hire/interview-tips>
- Goldman Sachs introduction to interviewing: <https://www.goldmansachs.com/careers/blog/posts/goldman-sachs-video-interviewing.html>
- Goldman Sachs in-person interviewing tips: <https://www.goldmansachs.com/careers/blog/posts/interview-preparation-tips.html>
- Bank of America recruitment cycle <https://campus.bankofamerica.com/our-process.html>
- Deutsche Bank <https://careers.db.com/students-graduates/your-application/faq/#show-content-of-how-should-i-prepare-for-the-video-interview>
- D.E.Shaw Group https://www.deshaw.com/assets/articles/D_E_Shaw_Group_Interviewing_Guide.pdf

Data Science & Technology resources

- The world of data science is always changing - stay on top of emerging trends in the industry. You will also need to demonstrate some of your coding knowledge in your application. See this advice from UBS's AI & Data Science team (scroll to 'Setting you up for success'): <https://www.ubs.com/global/en/careers/university-students/ad-adp/global/en/careers/university-students/opportunities/data-science.html?caasID=CAAS-ActivityStream>
- For technical roles you may be asked to undertake a timed coding test, usually in a language of your choice. See Hackerrank articles and practice space: <https://www.efinancialcareers.co.uk/news/2018/09/goldman-sachs-hackerrank> and <https://www.goldmansachs.com/careers/blog/posts/guide-to-hackerrank.html>
- efinancial careers – technology <https://www.efinancialcareers.co.uk/news/technology>

Other useful resources

Understanding the sector and roles

- HSBC Division Videos: <https://www.hsbc.com/careers/students-and-graduates/graduate-opportunities?tab=Global%20Banking%20%26%20Markets>
- Forage virtual internships <https://www.theforage.com/course-catalog>
- JP Morgan 'Understanding Asset Management' series on YouTube <https://www.youtube.com/playlist?list=PLwl4mVAzABofoy5ZaejKhvPp1SFdqjrv>
- eFinancial Careers <https://www.efinancialcareers.co.uk/news/student>
- Bankers by Day <https://www.bankersbyday.com/>
- Deutsche Bank 'Unofficial Guide to Banking' <https://unofficialguidetobanking.com/>
- Investment Industry Career Paths (CFA) <https://www.cfainstitute.org/en/programs/cfa/charterholder-careers/roles>
- Quant trading (Investopedia) <https://www.investopedia.com/articles/active-trading/112614/steps-becoming-quant-trader.asp>
- What is FinTech? (TargetJobs) <https://targetjobs.co.uk/careers-advice/accountancy-banking-and-finance/what-fintech-guide-graduate-careers-financial-technology>
- Hedge Funds (Investopedia) <https://www.investopedia.com/articles/financialcareers/08/hedge-fund-career.asp>
- Corporate Banker (TagretJobs) <https://targetjobs.co.uk/careers-advice/job-descriptions/corporate-banker-job-description>
- Private Wealth Manager (TargetJobs) <https://targetjobs.co.uk/careers-advice/accountancy-banking-and-finance/private-wealth-management-graduate-area-work>
- Investment banking product groups (Mergers & Inquisitions) <https://mergersandinquisitions.com/investment-banking/product-groups/>
- Financial Times League Tables: <https://markets.ft.com/data/league-tables/tables-and-trends>
- Centre for Endowment Asset Management (JBS) <https://www.jbs.cam.ac.uk/faculty-research/centres/ceam/>
- CJBS Database Guide: Finance <https://libguides.cam.ac.uk/cjbsdatabases/finance> (you will need to log-in with crsid)

Recruitment resources from the Careers Service

- Use the CV guide and Career Set to start, refine and check your CV <https://www.careers.cam.ac.uk/applying-for-jobs/cvs-and-cover-letters>
- Practice virtual interviews on ShortlistMe <https://www.careers.cam.ac.uk/applying-for-jobs/practice-interviews> - you can choose from a range of different interview types, including Finance
- Recommended resources for Banking & Financial Markets [Careers Service Banking Recommended Resources](#)
- Practice personality and psychometric tests online, including verbal reasoning, numerical reasoning, gamification and situational judgement <https://www.careers.cam.ac.uk/psychometric-tests>
- Support for group tasks (assessment centres) <https://www.careers.cam.ac.uk/applying-for-jobs/selection-group-tasks-assessment-centres>
- FAQs about post-application offers <https://www.careers.cam.ac.uk/negotiating-job-offers>

- Read our blogs, including this one from a former Cambridge student on getting through the recruitment process
<https://unicamcareers.edublogs.org/2018/09/23/bankingoutsider/>
- [TargetJobs guide to Banking](#) (in Handshake Graduate Digital Publications > Banking)
- Careers Service Videos
 - Career & Recruitment Essentials Playlists (applications, interviews, job searching)
https://www.youtube.com/@universityofcambridgecaree6492/playlists?view=50&sort=dd&shelf_id=4

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