



An investment bank that invests in you...

WHO WE ARE

Daiwa Capital Markets Europe Limited is the wholly-owned subsidiary of Daiwa Securities Group Inc., one of the largest brokerage and financial services groups in Japan. We are an award winning investment bank with offices throughout Europe and the Middle East, whilst maintaining strong ties with our Asian roots, working closely with colleagues across the region.

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All images that feature in this guide were taken at our London Headquarters.



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Each year we assess our business needs and confirm areas where new Graduates will be best placed to develop into full time roles with opportunities for progression. Following the successful completion of the programme, our Graduates become full time, permanent employees of the firm.

This introductory guide will offer an insight into what it is like to pursue a career with Daiwa Capital Markets Europe using our tailored Graduate Programme.

MESSAGE FROM THE CEO

Daiwa Capital Markets

“ I am looking for future Graduates who are curious, eager to learn and ready to contribute to our unique and exciting global operation.”

“Daiwa Capital Markets Europe is a firm that represents excellence and innovation across the region. We are an award winning investment bank and this is due to the commitment and dedication of our talented professionals. As the European arm of one of Japan's leading financial services firms, we play an incredibly important part in the Group's global activities. You will find a unique spirit and proud heritage here where diversity and collaboration are at our heart.

Since arriving in London more than fifty years ago we have established strong, sustainable

client relationships and we continue to make significant infrastructure investments, meaning we are in an ideal position to contribute to the growth of the Group's global business. By joining Daiwa you will immediately play an important role in the continued success of the firm.

We are not only searching for excellent academics, but also individuals with original thought, collaborative capabilities, and a passion for success. On a personal level, I am looking for future Graduates who are curious, eager to learn and ready to contribute to our unique and exciting global operation.”

Keith Meekins
CEO

GRADUATE TRAINING PROGRAMME

Our 18 month programme is designed to attract fresh talent into new and meaningful roles, where trainees can contribute quickly, whilst undertaking specific training and development activities tailored to their needs. We are looking for highly motivated and dynamic individuals who will thrive in a demanding and exciting environment.

“Daiwa is a fantastic place to develop your career. If you show initiative and commitment you get the chance to cover top accounts and be involved in strategic decisions. It's a friendly and dynamic environment where you can maintain a great work life balance.”

*Lukas Roth
Fixed Income Graduate*

Our programme provides the opportunity to:

- Gain a globally recognised professional qualification.
- Engage with Senior Management and liaise regularly with Division Heads.
- Receive hard and soft skills training with on-going support on regulatory concepts.
- Obtain systems training from Reuters and Bloomberg.
- Enrol in the 'Graduate New Business Committee' where graduates provide new business proposals directly to Senior Management.
- Receive on the job training with direct mentorship from industry experts and support from the Graduate Liaison Officer.
- Join a network of professionals that recognise, encourage, and value your contribution.

WHY CHOOSE DCME?

With a global network across 20 countries, Daiwa Securities Group Inc. is one of the largest brokerage and financial services groups in Japan. Daiwa Capital Markets Europe Ltd. is the European investment banking arm of the Group, and operates across Fixed Income, Equity, Convertible Bonds, Debt and Equity Capital Markets business areas, whilst also expanding our reach into Principal Investments.

With over 35 nationalities represented in our London office, we pride ourselves on possessing a culture which embraces and reflects the contributions made by all members of our diverse workforce.

The company is passionate about removing stereotypes, closing the gender pay gap, and increasing the representation of women in the financial industry. Whilst all staff have accountability, we recognise that we are strongest when we are positively working together. Teamwork and collaborative working are at the heart of Daiwa's culture.



At Daiwa, our overall aim is to provide a harmonious working environment which allows our staff to flourish and achieve their full potential for the benefit of themselves and their teams. We also offer these great benefits:

Competitive London Salary

Sports and Social Events

Subsidised Gym Memberships

Professional Qualifications & Training including CISI Corporate Finance Certificate

Discretionary Bonus Scheme

Private Medical Insurance & Wellbeing Support

On-site Cafe and Wellbeing Centre

Flexible Non-Contributory Pension Scheme with Hargreaves Lansdown

“My role has been hands-on since day one. All Senior Managers are very approachable which really shows the type of culture that exists here at Daiwa.”

Abby Muhdar
HR Graduate

MYTHS VERSUS REALITY

MYTHS

A career in investment banking means you have to work incredibly long hours.

REALITY

Employees work hard and may occasionally stay behind to complete tasks but Daiwa prides itself on providing a great work-life balance and takes employee wellbeing very seriously.

MYTHS

Women have fewer opportunities in Finance.

REALITY

We encourage people from all backgrounds to apply; we recently signed the Women in Finance Charter to further demonstrate our commitment to a more balanced workforce.

MYTHS

Investment banks are very hierarchical and Senior Management is not easily accessible.

REALITY

You will receive regular exposure to Senior Management, including an introductory lunch and dinner with the CEO and COO!

MYTHS

Graduate Programmes are temporary and do not guarantee a permanent job.

REALITY

We invest in graduates' long-term success at Daiwa; our successful trainees become permanent employees and are therefore expected to take advantage of training opportunities and relish the challenges of the role.

MYTHS

To be considered for a Graduate role at Daiwa, you need to have a Maths or Economics degree.

REALITY

If you show passion and aptitude for the business area, you will be considered for the role. We ensure that every graduate is supported and receives the appropriate training to fill in any gaps.

“You have the benefit of being in a global organisation but you get the experiences and exposure of a smaller firm - you get the best of both worlds.”

Alex Mackintosh
Internal Audit
Graduate

WHAT CAN YOU EXPECT IF YOU ARE SUCCESSFUL?

- Mid-September start date
- 18 month non-rotational programme
- Competitive London salary and bonus potential
- On-going training and support, including the undertaking of a globally recognised CISI Qualification
- Full-time, permanent position upon successful completion of the 18 month programme

Where are we based?

Our offices are located in the City of London between Bank and Monument



Find out more information about available roles on our website:

www.daiwacm.com/careers