

DAVY

DAVY GRADUATE PROGRAMME

INVESTING IN YOUR SUCCESS



DEVELOPMENT

SUCCESS

EXPERIENCE

An Introduction to Davy

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At Davy, we pride ourselves on being an organisation which facilitates and encourages dynamism, entrepreneurial flair and creativity.

We are committed to making Davy a place where the talented get a real opportunity to fulfil their potential. We will do our utmost to nurture and develop your talents and we will give you the opportunity to work with and learn from the best and brightest people in the industry.

Davy is a genuine meritocracy and our people are rewarded for their efforts and results in a fair and proportionate manner, regardless of how long they have been with the firm. Every year, our graduate intake displays the energy, passion and ambition that gives me confidence that our future is in good hands. If you would like to be part of our journey, we look forward to hearing from you.

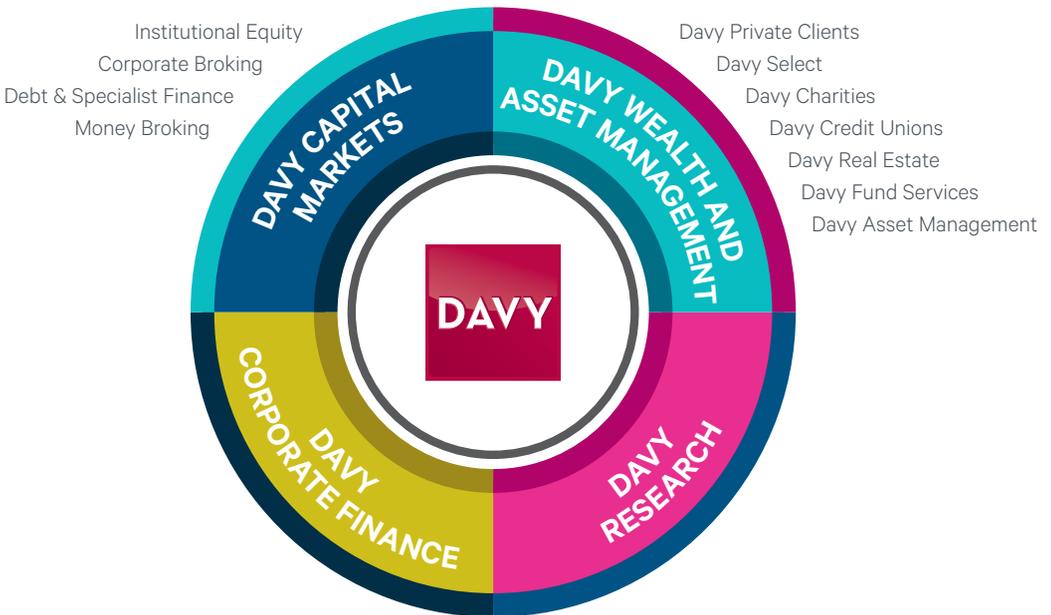
Brian McKiernan
Chief Executive
Davy

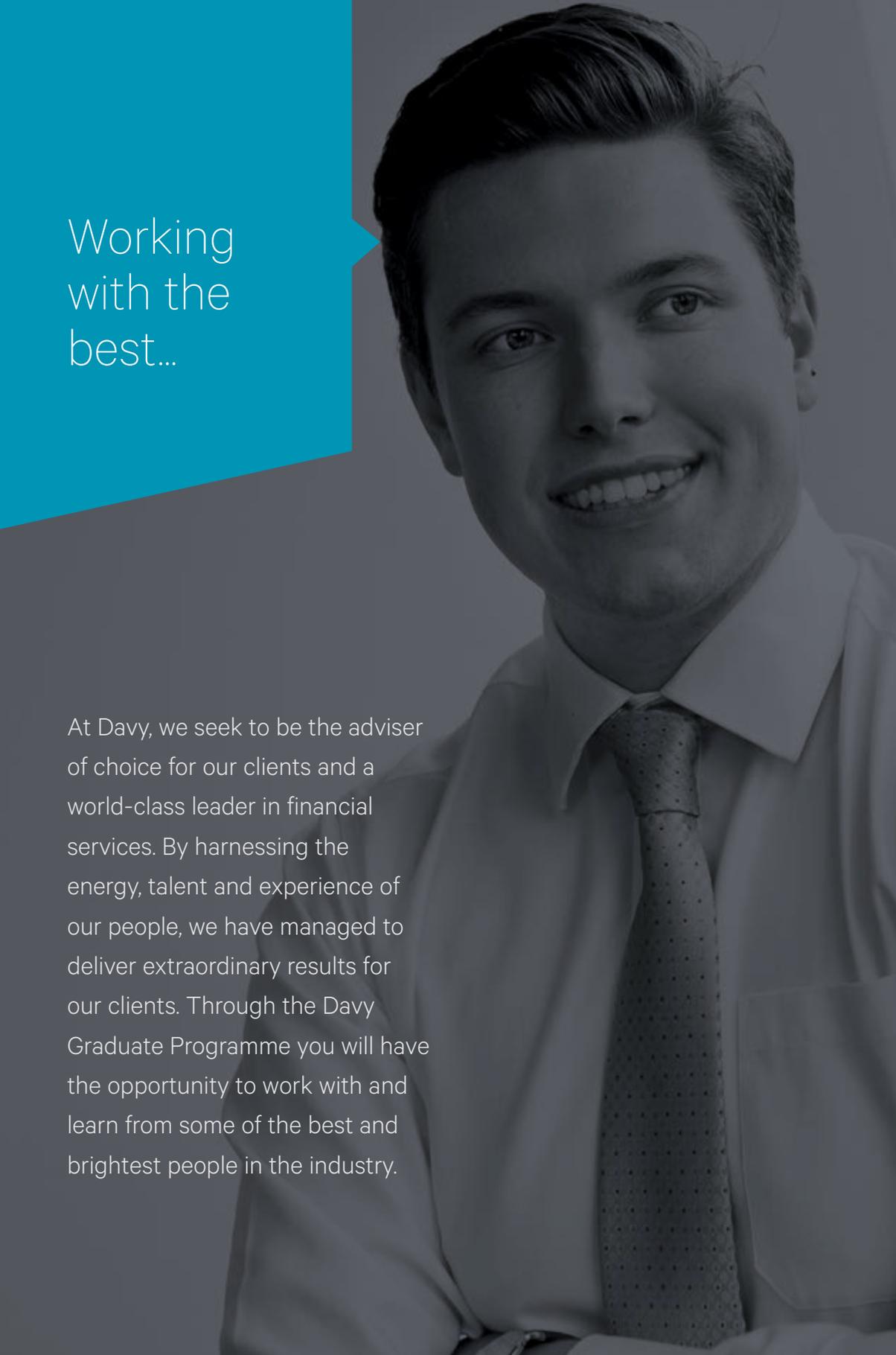


OUR STORY

Established in 1926, the Davy Group is Ireland's leading provider of wealth management, asset management, capital markets and financial advisory services.

Employing more than 670 people, we offer a broad range of services to private clients, small businesses, corporations and institutional investors, and organise our activities around five interrelated business areas – Asset Management, Capital Markets, Corporate Finance, Private Clients and Research.





Working
with the
best...

At Davy, we seek to be the adviser of choice for our clients and a world-class leader in financial services. By harnessing the energy, talent and experience of our people, we have managed to deliver extraordinary results for our clients. Through the Davy Graduate Programme you will have the opportunity to work with and learn from some of the best and brightest people in the industry.



PRIVATE CLIENTS

The Private Clients division comprises the largest part of Davy's core business activities. Our clients include high net-worth individuals, institutional clients and charities, whom we work closely with to achieve client-specific financial planning and investment objectives. Private Clients incorporates many closely-related divisions which are integrated together to deliver top-class wealth management services.

As a graduate working in Private Clients, you will have the opportunity to work across various disciplines such as Investment Strategy, Global Investment Selection, Portfolio Construction, and Investment Management, gaining exposure to world-class investment techniques and investment specialists.

Investment Strategy

Within Private Clients, the investment process begins with our strategists forming the 'Davy view of the world.' This forms the foundation on which all of our main investment decisions are based, and also gives both clients and the investment team a sense of direction throughout the investment process. A clear and comprehensive investment strategy allows us to remain focused on longer-term goals without being influenced by market noise in the interim. The Investment Strategy Team takes a 'top-down' view of financial markets, the global economy, and major political events and continuously analyses market data and commentary to create a coherent investment strategy for both the short-term (referred to as tactical positioning) and the longer-term (strategic positioning). Strategists will spend a lot of time analysing large datasets, creating financial models, meeting with external analysts and strategists, and communicating ideas and forecasts both to clients of Davy and other employees within the firm.



Global Investment Selection (GIS)

The Global Investment Selection (GIS) team is the second stage of Davy's investment process. The role of the GIS team is to take the Strategy team's view of the world and find investments that execute those ideas. This can range from a passive index Exchange Traded Fund (ETF), to an active fixed income manager, to hedge funds. The GIS team carries out searches and quantitative screens to narrow down the universe of investable funds and meets with managers to qualitatively assess their investment process. The GIS team also carries out ongoing monitoring of funds already invested, including weekly performance reviews, manager updates, and peer comparisons.

As a graduate on the investment selection team you will have the opportunity to meet with fund managers who specialise in different asset classes and investment styles, critically assess and analyse the merits and weakness of a particular fund, and take part in broader investment discussions.

Portfolio Construction

The third part of the investment process at Davy involves the portfolio construction phase. As the name suggests, this part of the investment process is based on utilising the instruments that have been chosen by Investment Selection to create model portfolios using a comprehensive risk-controlled framework. The main focus of this part of the investment process is to diversify the client's portfolio across a broad range of sectors, geographic areas and asset classes. The advantages of this are two-fold; firstly it allows our clients to participate in any strong returns that one particular asset class, market or sector may be experiencing at any given time, while also providing an element of protection by ensuring the client is not over-exposed to one particular area. Much of the day-to-day work in Portfolio Construction involves the continuous monitoring of core client portfolios using metrics such as annualised returns, correlation, variance, and risk-adjusted returns. Working in Portfolio Construction allows analysts to experience a vitally important part of the investment process, by drawing on ideas of both Strategy and Selection and creating portfolios that are designed to provide long-term superior risk-adjusted returns over a range of market environments.



Private Client Adviser

The Davy Private Client Advisers are the face of Davy to its clients. They manage the relationships with clients and ensure that investments are suitable to best achieve the client's goals. Each adviser is dedicated to a unique group of people, such as professionals, retirees, or business owners, which allows each adviser to provide the best investment advice and service to their clients. There's also an Adviser team who specialise in working with religious and non-profit organisations to assist them in ethical investing, financial planning, and actuarial analysis.

As a graduate in the Private Client division Group, you will be working closely with Senior Private Client Advisers and Investment Managers in building, managing, and monitoring clients' portfolios. During your rotation, you will have the opportunity to attend client events and meetings.

DAVY ASSET MANAGEMENT

Davy Asset Management manages a range of equity, fixed income and multi-manager strategies for domestic and international institutions. Our clients include company pension schemes, life insurance companies, charities and wealth management companies. Our fund managers strive to be world class investors in the strategies in which they choose to compete and our marketing and sales team work to gain a deeper understanding of our clients' needs and objectives. We aim to be deep thinkers, straight talkers and good listeners.

As a graduate, you may work alongside our seasoned fund managers where you will learn about the process of picking stocks or bonds. You will be expected to actively contribute to research and model development, portfolio construction and risk management. You may also have the opportunity to work with the relationship management and distribution team where we ensure that existing clients get great service and our prospective clients get to learn more about Davy Asset Management.

CAPITAL MARKETS

Davy Capital Markets is broker to approximately 70% of Irish quoted companies including 7 of the top 10 quoted stocks on the Irish Stock Exchange and is divided into five distinct areas:

- Research
- Corporate Broking
- Institutional Equities
- Fixed Income
- Corporate Finance

The Davy Graduate Programme provides a unique opportunity in the Capital Markets area, offering depth of experience and expertise. During your time on the Davy Graduate Programme you will have the opportunity to rotate through some of these areas.

Research

Our award winning equity research department covers five broad Pan-European sectors:

- Transport, Distribution & Logistics
- Industrials & Property
- Food & Beverage
- Leisure
- Resources

Davy Research offers analysis that is unrivalled in the Irish market and has progressively been expanding its Pan-European offering over the past decade. Davy research now covers 66 non-Irish corporates, in addition to 48 domestic companies.

As a graduate in our Research department you will learn the most up-to-date valuation and research methods. You will have the opportunity to work with sector analysts, who are experts in their field, to develop an understanding of the most up-to-date valuation and research methods and a thorough understanding of both international and domestic Corporates through a combination of management meetings and in-depth analytical techniques.



Corporate Broking

Our Corporate Broking Department is the most preeminent in Ireland and is broker to over 60% of the companies that make up the national ISEQ index. Davy has a history of long-standing corporate relationships and providing consistent support. Davy acts as corporate broker to 4 FTSE companies, including 2 in the FTSE 100.

As Ireland's leading corporate broking franchise, we act for 15 out of the 25 companies listed on the Irish Stock Exchange (ISE) Main Market.

Some of our clients

Bank of Ireland



Institutional Equities

Our Institutional Equities Department consists of our sales, sales trading and trading departments who over the last 90 years, have developed significant distributions in the UK, North America and European networks and were ranked number one by market share on the ISE in 2015. We currently service a wide range of domestic and international institutions including some of the largest global fund managers, hedge funds, sovereign entities and money managers.

As a graduate in Institutional Equities you will develop a wide range of skills, including the ability to time the market, recognise investment ideas and communicate them effectively to our clientele. You will work closely with our Research Department in promoting investment ideas to our clientele globally.

Debt & Specialist Financing

Davy Fixed Income desk is made up of 12 dedicated professionals across Trading, Sales, Research and Strategy. Our Fixed Income desk is market leader in secondary market turnover in Irish sovereign debt and is the only Primary Dealer in Irish government bonds to be appointed as Joint Lead Manager to every syndicated sovereign transaction.

CORPORATE FINANCE

Davy Corporate Finance is Ireland's leading corporate financial adviser. We work with domestic and international public, private, commercial and semi-state entities, combining innovative advice and proven execution skills, to provide a complete range of integrated corporate finance services. On the public company side we are an approved sponsor and nominated adviser for companies seeking public listing on the London Stock Exchange and the Irish Stock Exchange and consequently, have advised many of Ireland's leading companies from the time of their IPO including the day-to-day requirements of being a listed company as well as a range of subsequent strategic initiatives or transactions. This may include acquisitions, disposals, further capital raising or public takeovers. On the private company side we offer experienced advice in raising growth capital for ambitious entrepreneurs and businesses as well as M&A execution and project management. Finally, we advise various government departments and semi-State companies on matters of key importance to them.







INFORMATION SYSTEMS

At Davy, technology is at the heart of everything that we do. In the Information Systems department we meet the needs of our businesses by providing robust technology solutions that satisfy complex business challenges. Our team consists of over 60 IT professionals, ranging from software developers, network engineers, database administrators, and business analysts to system administrators, IT security specialists, and project managers organised into specialist teams.

Enterprise Applications

Our application teams develop and manage the key systems and 3rd party applications that support our businesses. Many of these applications are connected to trading, settlement, banking, and market data systems around the world. We develop our public facing trading platform using the latest Java technologies and agile methodologies to provide highly available systems to our clients.

Our business analysts work in conjunction with business users to design solutions to complex problems. We are passionate about creating robust, reliable & effective solutions that support our businesses in meeting their goals and targets.

Quality Assurance

The quality assurance team play an integral role in the software development lifecycle and carry out end to end system validation to ensure quality in the

applications and systems we manage. We leverage automated testing frameworks to make the process as efficient as possible.

Service Delivery

The service delivery team responds to the technology needs of the business by providing software, hardware, and infrastructure support. We build & support the complex technology infrastructure needed to run our business systems. We work with global and local telco providers to deliver a WAN network that provides secure high speed connectivity to the major financial centres in addition to our own branch offices. We have several hundred physical and virtual servers based on Linux, Solaris, Windows and IBM platforms. We manage the Oracle, Informix, SQL Server and DB2 databases that support our key business applications.

As a graduate in our (non-rotational) Information Systems Graduate Programme, you will have the opportunity to work with these teams to design, deliver, and manage the systems that run our businesses. You will be given the opportunity to grow your technical and professional skills with the guidance and assistance of a knowledgeable, professional and energetic team. Whatever your interests and career aspirations are, Davy can provide a dynamic environment where you can develop and broaden your understanding of Information Technology, and how it can deliver value to businesses.



Our Graduate Programme

OPPORTUNITY
EXPERIENCE
RESPONSIBILITY
VALUED
★ SUCCESS
TRAINING
MENTORING
KNOWLEDGE

THE DAVY GRADUATE PROGRAMME OFFERS:

- An opportunity to gain challenging and varied work experience with Ireland's leading institutional, corporate and private client broker;
- A 2-year company-wide rotation based graduate programme. Each rotation consists of six months within four different business units. The rotational programme offers you a deeper understanding of the whole business and allows you the opportunity to select your area of interest at the end;
- A structured Personal Development Plan encompassing training and development initiatives & further education;
- Financial support and generous study leave package to pursue a variety of relevant and industry-recognised qualifications, such as Qualified Financial Advisor (QFA), Certified Financial Planner (CFP) and Chartered Financial Analyst (CFA);
- Networking opportunities across all aspects of the Davy business;
- Feedback, advice and support to ensure that you achieve your goals.



Educational background of successful applicants

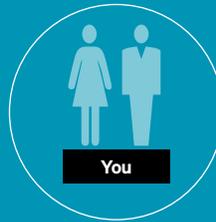


- Business
- Finance
- Engineering
- Economics
- Law
- Computer Science
- Business Information
- Maths
- Actuarial

WHY CHOOSE DAVY?

Graduate Support

- Mentor
- Buddy
- Further education
- Training
- Development
- HR support
- Management support
- Internal network



Success

“

International reach via a global network.

”

17*

companies quoted on the AIM market of the London Stock Exchange are represented by Davy.

*Source: London Stock Exchange, January 2016



“

You will become a key member of the team, with lots of responsibility from an early stage.

”

56%**

of companies quoted on the ESM market are represented by Davy.

** Source: Irish Stock Exchange, January 2016



14+ €bn

under management. Davy is the largest private client adviser in Ireland.

Data correct at August 2016

“

Some of the most renowned people in the financial services industry.

”



KATY HUTCHINSON | PRIVATE CLIENTS

Working on the Investment Selection team was a fantastic place to begin my rotations within Davy as it provided me with an opportunity to see first-hand the level of detail and due-diligence that goes into fund manager selection.

Since starting at Davy, I have begun my second rotation on the Portfolio Construction team where I work

primarily on Charity portfolios. My main responsibilities include the continuous monitoring of investments within client portfolios with a strong focus on tactical asset allocation, relative performance and risk management.

Davy has a really strong culture of further training and education and provides unrivalled exam support for employees who wish to enhance their skills.

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“The rotations offered to us as graduates are excellent learning tools as they ensure we can grow our skill sets quickly and efficiently.”



HANNAH COONEY | DAVY ASSET MANAGEMENT

I am currently working within Davy Asset Management on the fund management team. I work within the small and mid-capitalization equity strategy and am primarily responsible for stock research. I monitor the managed portfolios and prepare stock research to present to the entire team in order to generate new ideas for the funds. I work with the business development team to ensure there is a high standard

of communication between the fund management team and clients.

The rotations offered to us as graduates are excellent learning tools as they ensure we can grow our skill sets quickly and efficiently. They also act as an excellent opportunity to make meaningful connections around the business.

JOHN MOLLOY | DEVELOPMENT TEAM

As an Application Developer I am involved in the complete software development lifecycle of the applications we work on.

The Davy graduate programme offers the opportunities to do meaningful in depth work as a full member of the development team from the get go. Having the chance to work on client facing products that need to

have a high level of availability and stability is extremely exciting and challenging. A big emphasis is also put on training and development through knowledge sharing sessions, and support for further education.



“The Davy graduate programme offers the opportunities to do meaningful in depth work as a full member of the development team from the get go.”



“Many current employees also joined Davy on the graduate programme, and they are all more than willing to give advice and insight into the programme.”

EOGHAN REID | GLOBAL INVESTMENT SELECTION

My current rotation is as investment analyst within the Global Investment Selection team. My primary responsibilities lie in alternative investments, with particular attention given to private equity funds and hedge funds. In my previous rotation on the graduate programme, I was part of the Charity and Non-Profit team with a focus on charity financial planning and operating reserve policy.

I saw Davy as an excellent learning opportunity; the programme affords us to get exposure to many parts of the business through our four 6 month rotations. Many current employees also joined Davy on the graduate programme, and they are all more than willing to give advice and insight into the programme.

Sports and Social



At Davy, we place significant emphasis on providing our employees with a wide range of facilities, fitness classes and social events to ensure a healthy work-life balance.

Our fully-equipped in-house gym is open to employees from 5.30am – 9.30pm daily, as well as 9am-1.30pm on Saturdays, and our purpose built fitness studio holds a wide range of classes for all fitness levels.

We pride ourselves on our vibrant social calendar and below is just a taste of the variety of events throughout the year.

- Soccer
- Tag rugby
- Golf outings
- Language classes
- Wine tasting evenings
- Guitar lessons
- Comedy nights
- Cooking classes
- Book clubs
- Pub quizzes
- Christmas party
- Health and wellbeing seminars
- Charity events
- Volunteering opportunities
- Parenting seminars

We also provide employees with access to the following early morning, lunch-time and after-work classes:

- Circuit and fitness training
- Yoga
- Pilates
- Abdominal strengthening classes
- Urban Fitness
- TRX
- Cross-fit



Benefits

Our benefits package is designed to recognise and reward your performance. We provide our employees with a range of benefits to reflect contribution, including:

- Competitive salary
- Discretionary annual performance-related bonus award
- Generous pension scheme
- Life assurance
- Long Term Illness Cover (PHI)
- 21 days' annual leave, with an extra day for every two years' service
- Full financial support for relevant further study or professional qualifications
- Generous study leave package
- Employee referral bonus scheme
- Cycle to work scheme
- Tax saver commuter tickets
- On site gym
- Commission free share dealing
- Intensive development programme

Our on-site services include:

- Fitness Classes
- On-site Physiotherapy service
- On-site Dental service
- In-house dry cleaning service
- In-house lunch delivery service
- Juice – on-site freshly pressed juice machine
- Kitchen facilities with daily delivery of healthy brown bread and refreshments
- Discounted Health Insurance - annual consultations with Aviva, Glo, Laya and VHI in advance of renewals
- Annual pension clinics with Willis Towers Watson
- Banking at work – representatives from some of the main banks available on site at Davy throughout the year



Training Development, and Support

Continuous learning is an essential feature of life at Davy.

We encourage and support our staff to pursue self-development opportunities through the acquisition of professional qualifications, knowledge sharing sessions, mentoring, formal training and active on-the-job coaching.

We believe that continuous development not only widens your skills and knowledge base, it also equips you to perform your role more effectively. Each year you will be involved in the design of your personal development plan. This plan outlines your development goals and the time frame and resources needed to meet these goals. We will actively support study for approved professional qualifications and will provide financial assistance and study leave.



TRAINING

You will participate in a structured training programme, aimed at providing you with all the skills you will need to achieve your career goals and to excel in your role. The training that you receive will focus on improving your technical skills, business knowledge and soft skills, helping you to reach your full potential.

FURTHER EDUCATION

At Davy we actively encourage employees, particularly our graduates, to pursue further education. You will be given the opportunity to undertake professional qualifications such as the Certificate in Stockbroking and we will also encourage you to pursue additional qualifications such as the Qualified Financial Advisor (QFA), Certified Financial Planner (CFP) and the Chartered Financial Analyst (CFA). Davy provide a generous study leave package to help you through exam time. We also provide on-site lectures to help employees prepare for QFA exams.

SUPPORT

The support given to those on the Davy Graduate Programme is multifaceted.

This includes the appointment of a 'Buddy', who is a previous participant in the Graduate Programme. The role of the Buddy is to assist your integration into the company. You will also be assigned a 'Mentor', a senior member of the business who will act as a 'sounding board' and a career guide. Our HR team is also on hand to assist and support you along the way.



We are seeking to recruit graduates with excellent academic track records who have obtained a minimum 2.1 average so far. We are welcoming applications from both undergraduates and postgraduates in a variety of disciplines such as Business, Engineering, Economics, Finance, Maths, Actuarial, Law and IT.

Please note the following stages in the graduate recruitment process:

STAGES IN THE PROCESS >>





Application Procedure

>> Please note:

The closing date for applications is Sunday, 23rd October 2016.

To apply for the Graduate Programme 2017, please complete an application form available at www.davy.ie/graduates before the closing date.

If you have any queries please contact

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