



Davy Graduate Programme

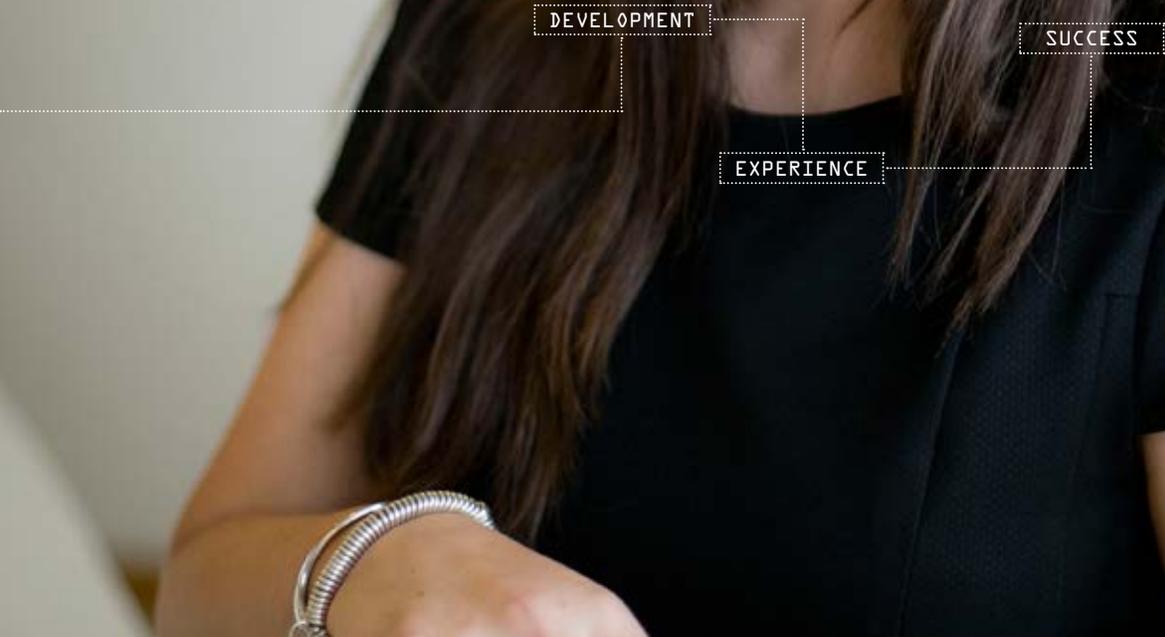
# Investing in your success



DEVELOPMENT

SUCCESS

EXPERIENCE



# An Introduction to Davy

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

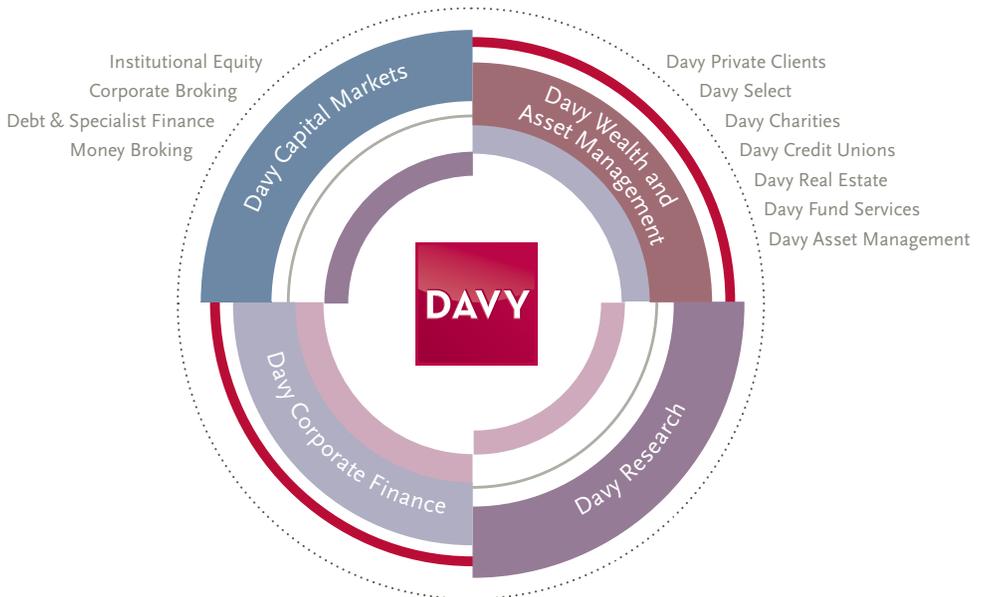
If you are considering a career in financial services and you have a strong work ethic, together with lots of ambition, you should consider the Davy Graduate Programme. For our part, we will do our utmost to nurture and develop your talents and will give you the opportunity to work with and learn from the best and brightest people in the business. 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. We are looking for graduates brimming with energy, passion and ambition. If this resonates with you, we look forward to meeting up.

**Brian McKiernan**  
Chief Executive  
Davy



## OUR STORY

Established in 1926, Davy is Ireland's leading provider of wealth management, asset management, capital markets and financial advisory services. Employing over 600 people, we offer a broad range of services to private clients, small businesses, corporations and institutional investors and organise our activities around four interrelated business areas - Wealth and Asset Management, Capital Markets, Corporate Finance, 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

Our Private Clients business works with individuals, charities and companies to meet their wealth management needs through first-class financial planning, investment management and asset selection. By integrating our view of the world with investments that combine in-house expertise with external specialists, we construct risk managed and results-focused portfolios customised to our clients' individual needs.

As a graduate in Private Clients, you will be provided with exposure to many of the specialist areas within the department and you will gain an in-depth understanding of how the business area operates.

## 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 will work with our fund management team where you will be exposed to the various stages of the investment process ranging from investment strategy to stock selection. You also have the opportunity to work with the sales team in ensuring that existing clients get great service and our prospective clients get to learn more about Davy Asset Management.



## INSTITUTIONAL EQUITY SALES & TRADING

Our Institutional Equity Sales & Trading business offers clients unrivalled expertise in the Irish equity market and European Industrials and Consumer sectors. We work with a wide range of domestic and overseas institutional investors, including some of the largest global fund managers, hedge funds, sovereign entities and money managers.

As a graduate in Institutional Equity Sales & Trading you will develop the skills of recognising market opportunities and promoting ideas and solutions. You will have access to a constant flow of insights from our highly rated research teams and have the opportunity to work with a global client base.

## EQUITY RESEARCH

Our Equity Research business, the largest and most authoritative in Ireland, provides insightful, robust, award-winning analysis across a range of sectors to help our clients make more informed investment decisions. Our analysts, specialists from a range of disciplines, have a deep understanding of the sectors represented in the Irish market and the broader international and peer group context in which the companies in these sectors operate.

As a graduate in Equity Research, you will learn the most up-to-date valuation and research methods. You will have the opportunity to meet management teams from leading Irish and international companies. You will develop a thorough understanding of particular companies/sectors and have the opportunity to present your ideas and publish your own research notes.



## CORPORATE FINANCE

Our Corporate Finance business works with domestic and overseas companies, combining innovative advice and proven execution skills, to provide a complete range of integrated corporate finance services including IPOs, AIM/IEX admissions, private and public company fundraisings, mergers and acquisitions, management and leveraged buyouts, disposals, company valuations, strategic advice, venture capital sourcing and cross-border investments.

As a graduate in Corporate Finance, you will be heavily involved in a wide variety of capital market and private company transactions alongside senior members of the team. You will gain significant industry knowledge through your involvement in business origination and transaction execution. You will also be involved in corporate valuations, identification of targets for acquisitions or potential investment.

### Some of our clients

Bank of Ireland 

 **RYANAIR**  
THE LOW FARE AIRLINE







## INFORMATION SYSTEMS

At Davy, technology is at the heart of everything we do. As a graduate working in the Information Systems team, you will work with over 50 other IT professionals to design and deliver the systems that run our businesses.

Our team has a very diverse skills profile, from software developers, network engineers, database administrators and business analysts to system administrators, IT security specialists and project managers. We use a combination of in-house developed, third party and cloud based applications to support our business processes. Many of these applications are connected to trading, settlement, banking and market data systems around the world. Our online trading platforms use the latest Java frameworks and

technologies to deliver highly available services and applications. You will be exposed to all aspects of business analysis, systems design, development & implementation. You will work on a wide range of projects delivering solutions across our businesses.

Davy provides a fast-paced and challenging environment where you can 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 an environment where you can develop and broaden your understanding of how Information Technology 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 offering you a deeper understanding of the overall business and the opportunity to select your area of strength at the end;
- A structured Personal Development Plan encompassing training and development initiatives & further education;
- Sponsorship and support to pursue a variety of relevant and industry-recognised qualifications, such as QFA, CFP and 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

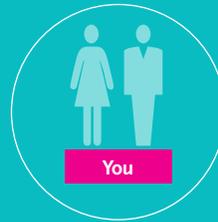


- Business
- Finance
- Engineering
- Economics
- Law
- Computer Science
- Business Information
- Maths
- Actuarial

## Why choose Davy?

### Graduate Support

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



Success

“

International reach via a global network.

”

# 18\*

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

\* Source: London Stock Exchange, March 2015



“

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

”

65%\*\*

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

\*\* Source: Irish Stock Exchange, March 2015



12+ €bn

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

Data correct as at July 2015

“

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

”



## SARA MacGrath

Private Clients

The flexibility of the Davy Graduate Programme provides opportunities for personal development with exposure to all areas of the business from an early stage. In my current role, I have gained a deeper understanding of clients' financial needs and exposure to fund managers who are global leaders in their fields across a range of asset classes, giving me a broad insight into all areas of the investment industry

while simultaneously developing an analytical skill set.

At Davy, there is a significant focus on training and development. Every month we have the opportunity to participate in an Investment Forum which allows for the discussion of financial markets with a wider audience of both in-house and external investment experts.



**“The opportunities that the Davy Graduate Programme provides allow for deeper personal development and progression whilst on a steep learning curve.”**



**“Learning is not restricted to exams as the flat structure of the firm facilitates learning from senior employees with many years' experience.”**



## KEITH Geoghegan

Information Systems

The Davy Graduate Programme enabled me to gain valuable experience within the IT sector in Davy.

I've been involved in small and large scale projects and gained exposure to many different systems and people. These projects have given me a great insight as to how the IT operations area interacts and continually supports the business.

My role involves constant interaction with the business. Working alongside other senior IT professionals has allowed me to gain invaluable techniques and methods to fulfil the Business Analyst role successfully. Upon joining, the training and support resources were extremely helpful ensuring the best possible platform to commence my career.

## **FIONA** Haughey

Private Clients

The Davy Graduate Programme has been an excellent way to gain an in-depth understanding of the financial services industry. I have progressed from a graduate to managing a team in the Financial Planning area. My current role entails working closely with portfolio managers and technical specialists to help our clients identify and prioritise financial goals and provide bespoke financial planning solutions.

I have been fortunate to have great managers who care about my success and invest in my development. The programme allowed me to find a role that is best-suited to my skillset. I am enhancing my skills by undertaking a Graduate Diploma in Financial Planning, a gateway to becoming a Certified Financial Planner (CFP).



**“Davy places a good emphasis on work life balance, offering numerous classes, from circuit training and yoga to French classes, I’ve met a broad range of people from across the company.”**



**“I knew that I wanted to work in the corporate finance space and Davy was widely recognised as being the market leader in Ireland.”**



## **TADHG** McTiernan

Corporate Finance

Working in Davy Corporate Finance offers unparalleled exposure to leading Irish corporates through a variety of mergers and acquisitions (M&A) and equity capital market transactions. My everyday challenge is to think strategically about clients’ businesses and propose transactions that are tailored to their strategies.

My role involves significant responsibility at an early stage, including working on marketing roadshow presentations,

developing financial models, meeting with clients and drafting prospectuses to help clients raise capital in the public markets. It’s exciting to see how my work is having an impact on the financial markets and the local economy.

Davy Corporate Finance has been supportive in helping me participate in financial transactions and pursue the Chartered Financial Analyst (CFA) qualification.



# Sports and Social



Davy places a significant emphasis on supporting and promoting sports and social activities. Employees are provided with a range of fitness classes on-site in our purpose-built fitness studio in addition to access to a fully equipped in-house gym. The following list includes some of the activities that take place on a regular basis:

- 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
- Pension scheme
- Life assurance
- Permanent Health Insurance Scheme
- 21 days' annual leave, with an extra day for every two years' service
- Full financial support for relevant further study or professional qualifications
- Employee assistance programme
- Cycle to work scheme
- Tax saver commuter tickets

## 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).

## SUPPORT

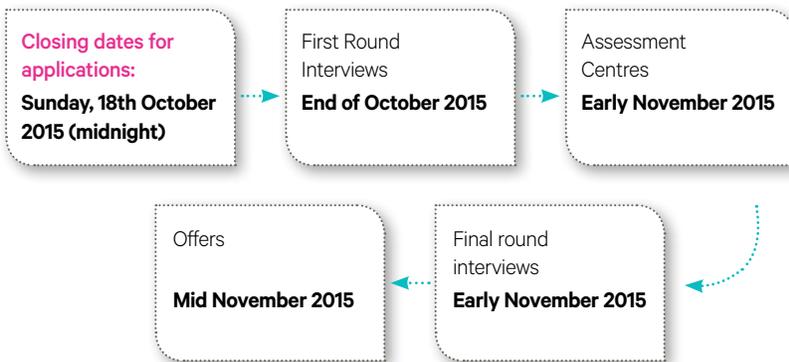
The support given to those on the Davy Graduate Programme is multifaceted. This includes the appointment of a 'Buddy', who is a previous participant in the Graduate Programme. The role of the Buddy is to assist your integration into the company. You will also be assigned a 'Mentor', a senior member of 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, 18th October 2015.

To apply for the Graduate Programme 2016, please complete an application form available at [www.davy.ie/graduates](http://www.davy.ie/graduates) before the closing date.

**If you have any queries please contact**

Grace Walsh  
Human Resources Business Partner  
[grace.walsh@davy.ie](mailto:grace.walsh@davy.ie)

**01 614 9160**

**Dublin Office**

Davy House  
49 Dawson Street  
Dublin 2, Ireland  
T +353 1 679 7788  
F +353 1 671 2704

**Cork Office**

89/90 South Mall  
Cork, Ireland  
T +353 21 425 1420  
F +353 21 425 1410

**London Office**

13th Floor, Dashwood House  
69 Old Broad Street  
London EC2M 1QS, England  
T +44 207 448 8880

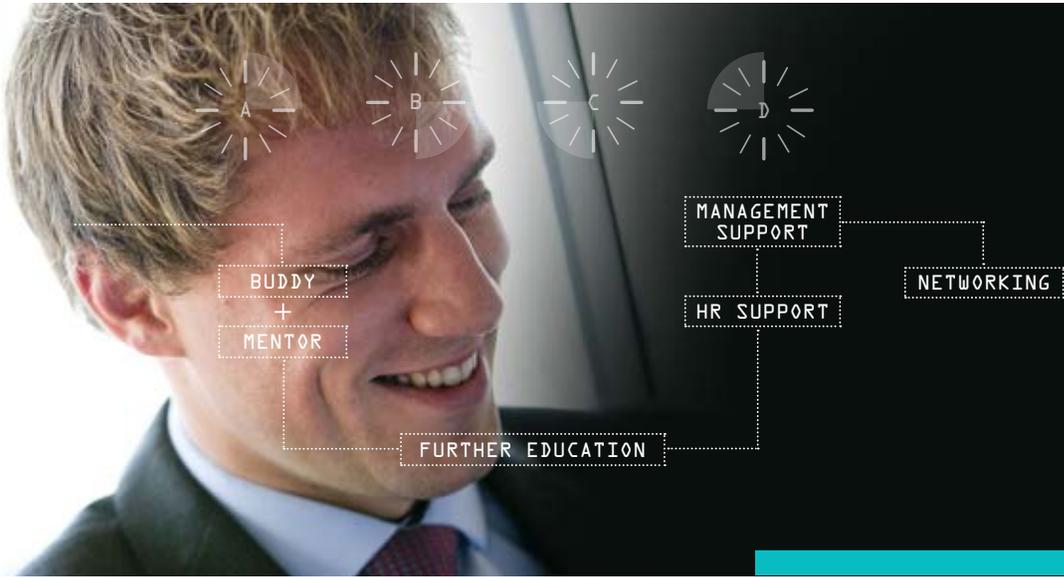
**Belfast Office**

Donegall House  
7 Donegall Square North  
Belfast BT1 5GB, Northern Ireland  
T +44 28 90 310 655  
F +44 28 90 310 656

**Galway Office**

1 Dockgate, Dock Road  
Galway, Ireland  
T +353 91 530 520  
F +353 91 530 710

[www.davy.ie](http://www.davy.ie)



*J&E Davy, trading as Davy, is regulated by the Central Bank of Ireland. Davy is a member of the Irish Stock Exchange, the London Stock Exchange and Euronext. In the UK, Davy is authorised by the Central Bank of Ireland and authorised and subject to limited regulation by the Financial Conduct Authority. Details about the extent of our authorisation and regulation by the Financial Conduct Authority are available from us on request. No part of this document is to be reproduced without our written permission.*