

A young woman with long dark hair, wearing a white blouse, a black blazer, and a long beige skirt, is walking on a city sidewalk. She is smiling and looking towards a young man walking next to her. The man is wearing a dark blue suit, a white shirt, and a light blue tie. They are both smiling and appear to be in conversation. The background shows a city street with trees, a bus, and buildings. A red rectangular frame is overlaid on the image, partially enclosing the couple. In the top left corner, there is a red square with the word 'DAVY' in white. At the bottom, there is a red horizontal bar.

DAVY

Investing in your future

Graduate Programme 2023



Welcome to Davy



From day one you'll notice there is something special about working with Davy. Yes, it's business. But more than that, it's a success built on strong relationships with our clients. Sharing the same goals, we work together to get outstanding results for our clients. Our values of client first, always growing and one team are evident in everything we do. As part of the one Davy team, you will be encouraged to learn and to grow, both professionally and personally. You will be challenged and enabled to look at complex issues through different lens. We are looking for people with energy, enthusiasm and passion who are ready for a challenge to be part of a dynamic team. We look forward to hearing from you and wish you well in your final months in university.

Orla Graham
Chief People Officer



**It's not just
the choice
of investors.
It's the choice
of ambitious
graduates.**



The Davy Graduate Programme 2023

What you can expect

We offer two separate programmes, one in Wealth Management and one in Capital Markets. These are three-year rotational training contracts during which you will gain valuable experience and insights into our business.

A place on our Graduate Programme 2023 is a guarantee that you'll be given all the mentoring and encouragement you need

to be the best you can be. With regular rotations, you'll see how different business units operate, and how they work together.

Investing in your future, with financial support and ample study leave to help you complete further qualifications. You'll be challenged, inspired and given opportunities to shine, as you follow your Personal Development Plan.





What we're looking for in an applicant

It's not just finance

There's a whole lot more to what Davy offers to clients than financial advice. That's why, when recruiting graduates, we also look to disciplines outside of finance. Alternative approaches and points of view allow us to provide a truly holistic service. We invite applications from undergraduates and postgraduates qualified in various fields:

- Business
- Engineering
- Economics
- Finance
- Maths
- Actuarial
- Law

It's not just academic brilliance

Clients turn to Davy for excellence, and we deliver. What really sets us apart, however, is our ability to create and sustain meaningful relationships through openness, approachability and mutual trust.



Where Graduates will gain experience

Davy Private Clients

Davy Private Clients is the largest division of the Davy Group. We draw on the expertise of our specialist teams, such as Investment Strategy, Global Investment Selection, Portfolio Construction and Financial Planning, to provide the world-class wealth management services our clients expect

What you'll experience

Participating in the work of the various strategic disciplines and management specialists, you'll be exposed to world-class investment techniques.

Davy Capital Markets

As corporate broker to over 60% of the companies listed on the Irish exchange, Davy is the largest provider of capital market services to Irish corporates.

What you'll experience

Graduates are given the opportunity to gain valuable experience in all five areas of Capital Markets – Research, Corporate Broking, Sustainability Advisory, Institutional Equities and Corporate Finance.

Davy Corporate Finance

As 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.

What you'll experience

Graduates may be involved in assessing advice for Initial Public Offerings (IPOs), or assisting in strategic transactions such as acquisitions, disposals, raising capital or public takeovers.



Davy Horizons

Davy Horizons launched in 2020 and specialises in helping organisations understand stakeholder and societal expectations and translating those into a sustainable strategy to drive long-term success.

What you'll experience

Graduates will support on sustainability and ESG consultancy projects in business and government across multiple sectors.

Davy Real Estate

Our Real Estate division invests in and manages c. €2.25 billion* worth of real estate assets in Ireland onbehalf of domestic and international investors.

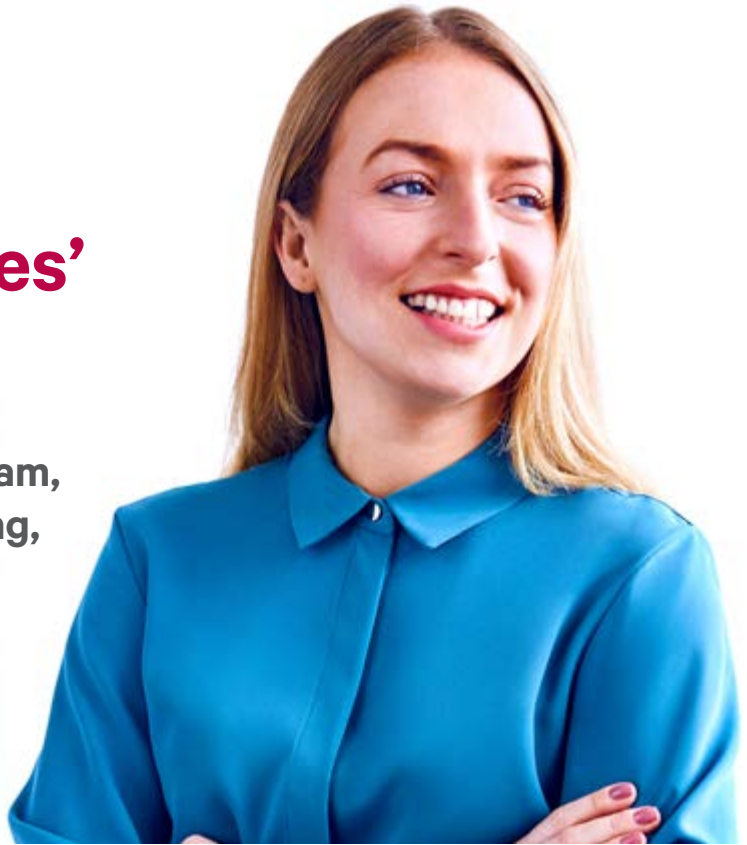
What you'll experience

Graduates can expect to play an active role in the life cycle of Irish commercial real estate transactions; from initial sourcing right through to appraisal, securing, structuring and executing deals to post-acquisition management and exit strategy.

Source: * The team manages €1.8 billion in regulated structures and €450 million in unregulated structures. All data correct as at 31st December 2019.

Our graduates' views

We are one team, always growing, putting our clients first.



Megan O'Hanlon | Davy Private Clients

During my first year on the Davy Graduate Programme, I have had the opportunity to rotate within two departments of Davy Private Clients. I began on the Financial Planning team, and this was an excellent introduction to Davy as the plans involve liaising with Tax and Pensions Specialists. There is a wealth of technical information to be learned which is also very helpful for pursuing the QFA.

My second rotation is in the Business Owners division. I act as an Investment Analyst, supporting Advisors to manage their client relationships, producing client presentations and executing trades on clients' behalf. I have also been able to begin pursuing the CFA qualification with Davy's support.





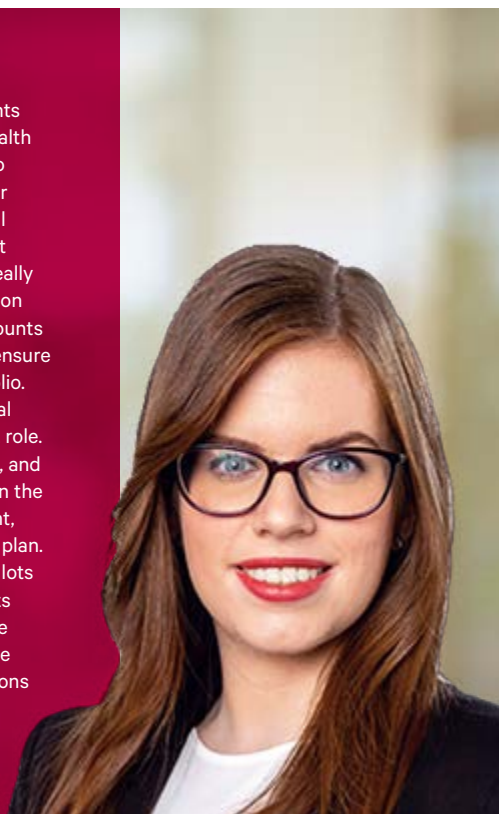
Peter O'Connor | Davy Private Clients

My experience of the Davy Graduate Programme has been dynamic and hugely rewarding. I've had the chance to work in four completely different roles, allowing me to meet different people across the business and learn new skills in each of my rotations. I started on the Global Investment Strategy team, which monitors macroeconomic developments and makes strategic investment decisions for Private Clients. After this, I worked as an investment analyst in a client facing role in Private Clients. My third rotation was in Davy Real Estate, where I worked on a commercial property fund before moving to the Strategy Advisory team for my final rotation.

The Davy Graduate Programme gives you the unique opportunity to try different roles to see which area suits you and where you want your future career to be, whilst also meeting some amazing people along the way.

Yvonne Clinton | Davy Private Clients

I work as a financial planner in Davy's Private Clients department. My graduate rotations around the wealth management and investment teams enabled me to develop a really well-rounded understanding of our Private Client offering. I started on the Institutional Consulting team, which gave me a fantastic insight into investments for not-for-profit institutions, a really unique set of investors. I then spent two rotations on the Investment team, managing discretionary accounts by monitoring and adjusting account holdings to ensure client experience was in line with the model portfolio. When I completed my final rotation on the Financial Planning team, Davy then offered me a permanent role. My role as a financial planner has developed since, and I have progressed to become a Senior Associate on the team. I work with clients to plan for their retirement, partnering with advisors to develop their financial plan. I love that my role is client-facing, as I get to meet lots of interesting people every week, while retaining its technical challenges. It is very rewarding to be able to help them achieve their goals by putting in place a financial plan and guiding them through the actions required. Davy have been very supportive of my further education, supporting both my QFA and later my ACCA qualification.



What our programme offers



The opportunity to gain valuable experience with Ireland's leading institutional, corporate and private client financial services provider.

We have two separate Graduate Programmes available: one which will rotate around the Wealth Management department and one which will rotate around the Capital Markets department. These are both structured three-year graduate programmes during which you will gain a deep understanding of the various teams within the department. Trying out the various departments will help you discover the part of business that best suits you and your ambitions.



A structured Personal Development Plan that includes training, development and further education – everything you need to reach your potential and achieve your career goals.

Financial support and a generous study leave package that allows you to pursue a variety of relevant and industry-recognised qualifications, such as Qualified Financial Adviser (QFA), Certified Financial Planner (CFP) and Chartered Financial Analyst (CFA).



Feedback, advice and support every step of the way. All graduates are assigned a 'Buddy' – a colleague who has already been through our Graduate Programme – to help them settle into the company, and a 'Mentor' – a senior member of the business who will act as a 'sounding board' and career guide.

Graduate package

- Competitive graduate salary
- Bonus scheme
- Generous study leave
- Gym & fitness studio
- On-site café
- Volunteering opportunities

Graduate support

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



How to apply

Apply online at www.davy.ie/graduates



Closing Date: Sunday 23rd October

Early November: Video interview
Panel presentation and Q&A

Mid November: First and second round
interviews

End November: Final round interview

Early December: Offers

If you have any queries, please email askhr@davy.ie

About us

Who we are

Established in 1926, the Davy Group is a trusted market leader in wealth management and capital markets. We build rewarding relationships that last. Our vision is to be the financial services partner most trusted by our clients and most admired by our people. We are committed to delivering world-class outcomes for our clients. We are over 800 people, managing over €16 billion of our clients' assets, with offices in Dublin, Cork, Galway, Belfast and London.

How did we get here?

By helping generations of business and personal clients achieve their goals in an ever-changing market. By making it personal, we care more, learn more and try harder. We listen, and take the time to understand what really matters to our clients – delivering the best outcomes for them.

Where we are going?

Our three-pillar strategy keeps us focussed on growing, adapting and learning:

- Constantly embrace change and maximise shareholder value through consistent market share growth.
- Attract and retain the best people, so we can deliver world-class customer experiences and outcomes.
- Continually streamline our processes, increase our reliability, and allow our people to be their productive best.

In an ever-more digitally connected, complex and regulated world, we will continue to invest in technology and talent to create industry-leading insights and better client outcomes, providing our clients with the reassurance that comes from being future-ready and agile.

Life at Davy

Ours is an organisation that facilitates and encourages dynamism, entrepreneurial flair and creativity; one that inspires excellence, with colleagues getting all the training and mentoring they need to reach their full potential, and where successes are acknowledged and rewarded. In order to look after our clients, we must also look after our people.

There's more to life than 9 to 5

We place a strong emphasis on promoting a healthy work-life balance. For example, we provide a wide range of social events, fitness classes and facilities, such as a fully-equipped in-house gym. Also, where appropriate and when possible, we facilitate colleagues who wish to work flexible hours.

Sports & Social

Here's a flavour of what you can expect:

- Soccer
- Tag rugby
- Golf outings
- Early morning, lunch-time and after-work classes in circuit & fitness training, yoga, Pilates, cross-fit and more
- Health & wellbeing seminars
- Comedy nights
- Cooking classes
- Wine tasting evenings
- Quiz nights
- Christmas party
- Charity events
- Volunteering opportunities



**This is not just a place to work,
it's a way of working.**



It's not just business

Our Corporate Social Responsibility policy is guided by our values. We understand the importance of being a good corporate citizen, and managing all aspects of our business so that we can make differences that matter in the community, workplace, environment and marketplace, and among our employees, clients, shareholders and other stakeholders.

While we have partnered with a number of charities over the years, we also support employees who are making a contribution to the community, by matching funds raised for charitable causes.

Supporting Irish talent

We are committed to supporting talented individuals – in sport as well as business – in their pursuit of achieving world-class results. That's why, as an Irish company, we're delighted to help our home-grown stars to shine on the world stage.



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The Davy Group Privacy Notice can be found at www.davy.ie.

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