

# Rotational Development Program

Develop the leadership, business and technical skills  
that drive today's global financial industry.

We don't leave the development of talented individuals  
to chance. Here, we've created a variety of programs to  
support students and graduates – helping them identify  
their interests, hone their skills and meet their goals.

From day one, all partners are essential. You'll work on  
important projects, network with leaders and develop  
skills to jump start your career.

**Students & Graduates:** **Learn then lead.**



## We believe you're made for greater.

As a rotational development associate, you'll gain exposure to a variety  
of roles throughout Northern Trust while receiving continual support and  
opportunities for development.

**Orientation.** Deepen your understanding of Northern Trust's strategic  
initiatives. You'll learn why your role is critical to growth of the business.

**Mentoring.** You'll be mentored by an experienced senior advisor who knows  
the ins and outs of your chosen career track. You'll also partner with a former  
associate in your track who provides ongoing support.

**Speaker Series.** Hear directly from top-level executives about business  
methodologies and career journeys through a monthly speaker series.

**Summit Week.** Midway through the program, you'll realign your focus with  
opportunities in community service, public speaking and a competitive business  
case challenge.

**Enrichment Club.** Engage in continuous learning opportunities with other  
rotational development associates through meaningful discussions on relevant  
business books and topics.

**Committee Participation.** Develop organizational and leadership skills  
by serving on program committees, including philanthropy, social events,  
professional development and more.

**Alumni Network.** Get introductions and career advice through a network of  
Rotational Development Program alumni.

After successfully completing the program, qualified participants can apply for  
the position that best fits their career interests and leverages the experiences  
gained during rotations.

### Required Qualifications

- Bachelor's degree from a four-year university with a minimum GPA of 2.7
- Previous internships and/or related work experience

### Desired Qualifications

- Active communicator with leadership, teamwork and client servicing ability
- Analytical, quantitative and problem solving skills
- Adaptable with ability to learn quickly in high-pressure environments
- Well-rounded with an appreciation of diversity and learning
- Knowledge of and interest in the financial services industry

### Reasons to join our global team:

- A culture of care and collaboration
- A focus on individual career development, growth and support
- An opportunity to innovate
- Dedication to a more diverse, equitable and inclusive workplace
- The chance to make a meaningful impact

## Ready to Get Started?

Email us at [CampusRecruiting@ntrs.com](mailto:CampusRecruiting@ntrs.com)  
or visit [careers.northerntrust.com](https://careers.northerntrust.com)



 [facebook.com/ntcareers](https://facebook.com/ntcareers)  [twitter.com/ntcareers](https://twitter.com/ntcareers)  [CampusRecruiting@ntrs.com](mailto:CampusRecruiting@ntrs.com)  
 [instagram.com/northerntrustcompany/](https://instagram.com/northerntrustcompany/)  [youtube.com/user/NorthernTrustVideos](https://youtube.com/user/NorthernTrustVideos)

It is the policy of Northern Trust to afford equal opportunity in all phases of employment without regard  
to an individual's age, race, color, religion, creed, gender, national origin, citizenship status, marital status,  
pregnancy, sexual orientation, gender identity, gender expression, genetic tests and information, physical  
or mental disability, protected veteran status or any other legally protected status.

# Get on Track

## TRACK

## SUMMARY

## TERM

## BUSINESS UNIT

## GOALS

## OPTIONAL ROTATIONS

## POTENTIAL ROLES

Choose a career track based on your personal interests to build understanding as you rotate through assignments.

### 1 Corporate Finance

The corporate finance track offers candidates to participate in three 6-month rotations across the Corporate Finance business unit. One rotation will be based in the Finance team and you will be given a further opportunity to rotate within other areas such as Finance operations, Treasury and Accounting. You will also be exposed to other areas within this business unit to give you a holistic view as to how these areas operate and support Northern Trust.

18 months

Corporate Finance

Rotate through corporate finance functions that report up to the CFO. Interact with stakeholders to understand oversight of accounting and financial infrastructures, managing the corporation’s financial position and financial analytics and reporting.

- Business Unit Finance (6 mos)
- And, two 6-month rotations:
- Management Reporting, Planning & Analysis
  - Treasury
  - Accounting
  - Capital Adequacy
  - Finance Operations

- Accountant
- Financial Analyst

### 2 Credit

The credit track offers an opportunity to participate in a structured 3-month Credit Training program where participants develop an understanding of credit products, lending practices, financial analysis, and the banking industry as a whole. Members of the Credit Track then participate in an underwriting rotation with an emphasis on either Corporate & Institutional or Wealth Management clients.

18 months

Wealth Management  
Corporate & Institutional Services

You’ll begin with a structured credit training program to learn about credit products, lending practices, financial analysis and the banking industry. You’ll also rotate through complementary sales and servicing roles.

- Credit Training (2-3 mos)
- Then, up to three 4-month rotations:
- National Credit Services
  - Corporate Banking
  - Global Family & Private Investment Office
  - Specialty Lending
  - Wealth Advisory

- Underwriter, National Credit Services
- Associate Banking Advisor
- Credit Portfolio Manager

### 3 Asset Servicing

This specific track allows partners across both North America & EMEA to rotate through different areas of the Asset Servicing business. These areas include both Client Servicing and Back office administrated roles. You will complete a total of 4 rotations, three of which will be 4 months in duration with one final rotation equating to 6 months.

18 months

Corporate & Institutional Services,  
Europe, Middle East & Africa

Learn about client servicing and middle- and back-office support for Northern Trust’s investment manager clients. As you rotate through Global Fund Services functions, you’ll learn about mutual funds, private equity funds and hedge funds.

- Fund Accounting (4 mos)
- Investment Operations Outsourcing (4 mos)
- Transfer Agency (4 mos)
- Specialization in Sales, Product Area or Relationship Management (4-6 mos)

- Client Servicing/Relationship Manager
- Operations Analyst
- Project Manager
- Sales Associate

18 months

Corporate & Institutional Services,  
North America

Rotate through both the Front Office Solutions and Hedge Fund Services business areas across Northern Trust. As you rotate through these areas you’ll learn about both client servicing and middle / back-office roles.

4 month rotations across Front Office Solutions & the Hedge Fund Services business such as Client Implementation, Relationship Management, & Program Management.

- Client Solutions Analyst
- Client Servicing Manager
- Operations analyst

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4 Asset Management (NTAM)

The NTAM track will allow partners to rotate through the 3 main pillars within NTAM. Them being Investments, Sales & Distribution and Product & Strategy. The successful candidate who joins this track will complete a total of three 6-month rotations within each of these areas within NTAM.

18 months

Asset Management

Gain experience in investment strategy, research, products, sales and servicing as you rotate through Asset Management and Wealth Management business units.

- Investment Strategy & Research (6 mos)
- Investment Product Management (6 mos)
- Asset Management Client Servicing or Wealth Advisory (6 mos)
- Associate Portfolio Analyst
- Investment Analyst, Equity or Investment Strategy

- Associate Analyst, Alternative Investments
- Investment Associate, Wealth Management or Institutional

5 Technology

As a technology rotational associate, you will be part of a motivated and supported community, attending tech events, contributing to significant products, empowered to learn and grow. You will be connected with mentors and advisors who will guide and advocate for you.

27 Months. Three 9 month rotations.

Software Development

Develop technical and business knowledge and skills and gain exposure to leading technology stacks while you experience different roles within our software development groups. To promote efficient, progressive learning, you will contribute to key IT projects and initiatives.

- Front End Development
- Back End Development
- Full Stack Development
- Data Engineering
- Data Analytics
- Data Science
- Automation Tools
- DevOps
- Solution Consulting

- Software Developer
- Data Engineer
- Data Scientist
- DevOps Engineer
- Solution Consultant

Infrastructure and Technology Management

Learn to operate and manage essential technology platforms that support business and financial applications, including cloud platforms like Azure and Amazon Web Services. Overcome challenges as you work closely with developers, engineers and architects to manage traditional and cloud platforms as you drive reliability, scale and performance. Use low code automation capabilities to accelerate at the speed of cloud.

- Platforms
- Middleware
- Site Reliability Engineering
- Networking
- IT Service Management
- Cyber Risk Analysis

- Systems Admin/Engineer
- Cloud Engineer
- Site Reliability Engineer
- Network Admin/Engineer

Cyber Security

Explore security and cyber resiliency practices including data protection, threat and vulnerability management, and identity and access management. As you contribute you will work alongside other talented cyber security professionals collaborating with infrastructure and software development teams to ensure the integrity of data and platforms.

- Data Protection
- Threat and Vulnerability Management
- Identity and Access Management
- Network Security
- Application Security

- Vulnerability Management Analyst
- Cyber Security Forensic Analyst
- Data Loss Prevention Analyst
- IAM Analyst
- Cyber Incident Response Analyst
- Threat Intelligence and Defense Analyst

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## 6 Cyber Risk Management

As a participant in the cyber risk management rotational development program, you will rotate across Cyber Risk Management, Technology, Secure Technology and IT Audit groups, providing a holistic view of the Bank’s technology functions. As part of this program, you will also be able to participate in technology events and connect with mentors and advisors who will guide and advocate for you.

24 months. Four 6 month rotations.

Cyber Risk Management, Technology, Secure Technology and IT Audit

Explore security and cyber resiliency practices across the three lines of defense at the bank. As part of the program, you will work alongside other talented cyber security professions in risk management, technology and audit departments. This will allow you to experience how cyber security is implemented, enforced and reviewed across the organization, fostering a deeper understanding of cyber risk management.

|   |  |   |   |
|---|--|---|---|
| <b>Cyber Risk Management</b> <ul style="list-style-type: none"><li>• Insider Threat</li><li>• Penetration Testing / Red Team</li><li>• Cyber Enterprise Incident Management</li><li>• Global Risk and Controls</li><li>• Security Awareness</li><li>• Risk Assessments</li><li>• IT Metrics</li></ul> | <b>Secure Technology</b> <ul style="list-style-type: none"><li>• Threat and Vulnerability Management</li><li>• Threat Hunting</li><li>• Threat Intelligence</li></ul>                          | <b>Technology</b> <ul style="list-style-type: none"><li>• Public Cloud Engineering</li><li>• Tech Risk &amp; Controls</li></ul> | <b>Audit</b> <ul style="list-style-type: none"><li>• IT Audit</li><li>• Cyber Audit</li></ul> |
| <b>Cyber Risk Management</b> <ul style="list-style-type: none"><li>• Insider Threat Analyst</li><li>• Penetration Testing Analyst</li><li>• Cyber Incident Coordinator</li><li>• Tech Risk &amp; Controls Analyst</li></ul>   | <b>Secure Technology</b> <ul style="list-style-type: none"><li>• Vulnerability Management Analyst</li><li>• Threat Hunting Analyst</li><li>• Threat Intelligence and Defense Analyst</li></ul> | <b>Technology</b> <ul style="list-style-type: none"><li>• Cloud Engineer</li><li>• Tech Risk &amp; Controls Officer</li></ul>   | <b>Audit</b> <ul style="list-style-type: none"><li>• IT Auditor</li></ul>                     |