

## RDP Support and Development

The program provides participants with dedicated ongoing support and professional development opportunities.

**Orientation.** The program begins in July with a comprehensive orientation in which RDP associates will deepen their understanding of Northern Trust's strategic initiatives and learn how their role is critical to the growth of the business.

**Summit Week.** At the midway point of the program, RDP associates will have the chance to reconnect and realign their focus during summit week. Past activities have included community service, communication and public speaking courses and a competitive business case challenge.

**Mentoring.** Each RDP associate is matched with a former associate from the same track, who provides ongoing support. Additionally, each RDP associate is partnered with a senior advisor who has extensive experience within their designated track's department.

**Speaker Series.** The monthly speaker series is an opportunity for RDP associates to learn about business methodologies and career journeys directly from top-level executives.

**Enrichment Club.** To encourage continuous learning and development, RDP associates read and participate in engaging discussions on impactful and relevant business books.

**Committee Participation.** Each RDP associate will have the opportunity to develop their organizational and leadership skills by serving on a program committee, including professional development, philanthropy, social events, and more.

**RDP Alumni Network.** RDP associates can leverage this network for introductions and career advice.

## What attributes do Rotational Development Program members possess?

### NEED TO HAVE (REQUIRED)

A bachelor's degree from a four-year college or university

A cumulative undergraduate GPA of at least 3.0

Maximum of 3 years relevant work experience (post degree) upon application

Previous internships and/or related work experience

### NICE TO HAVE (DESIRED)

Strong oral and written communication skills

Leadership, teamwork and client servicing ability

Analytical, quantitative and problem solving skills, along with adaptability and ability to learn quickly in high-pressure environments

A well-rounded character, appreciating diversity and valuing education

Knowledge and interest in Northern Trust and the financial services industry

*Please note that our internal candidates and college interns are provided the opportunity to apply to this program first. Accordingly, not all Rotational Development Program roles may be available to external candidates.*

### Who Is Northern Trust?

Northern Trust is a global financial services leader delivering innovative investment management, asset and fund administration, fiduciary and banking solutions to corporations, institutions, family offices and affluent individuals around the world. We deliver market-leading capabilities through exceptional employees and technology as we strive to be our clients' most trusted financial partner.

### How Do I Get Started?

Visit [northerntrustcareers.com](https://northerntrustcareers.com) and search "Rotational."

Email [CampusRecruiting@ntrs.com](mailto:CampusRecruiting@ntrs.com)

### ACHIEVE GREATER

[NORTHERNTRUST.COM](https://northerntrust.com) | [NORTHERNTRUSTCAREERS.COM](https://northerntrustcareers.com)  
[FACEBOOK.COM/NTCAREERS](https://facebook.com/ntcareers) | [TWITTER.COM/NTCAREERS](https://twitter.com/ntcareers)

It is the policy of The Northern Trust Company 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, protectedveteran status or any other legally protected status.

We do not/will not sponsor Rotational Development Program candidates for work authorization, including H-1B petitions.



# ROTATIONAL DEVELOPMENT PROGRAM

## What is the Rotational Development Program (RDP)?

The Northern Trust Rotational Development Program is designed to develop the technical skills, business acumen and leadership abilities of new or recent graduates.

During the one- to two-year program, participants will have the opportunity to perform meaningful assignments in various rotations while gaining a broader perspective along with exposure to leadership of the different departments within each chosen career track. Each track is aligned to one of Northern Trust's major divisions – Wealth Management, Corporate & Institutional Services, Asset Management or Enterprise Enablement.

After successfully completing the program, qualified associates will be placed into a role that best utilizes the experiences they have gained throughout their rotations.

# Getting on Track

A structured training plan includes rotations in core departments to build an understanding of the chosen career track. Subsequent rotations allow for specialization within the career track based on individual interests and organizational needs.

TRACK	GOALS	BUSINESS UNIT ALIGNMENT	SAMPLE ROTATIONS	APPROXIMATE PROGRAM LENGTH*	SAMPLE PLACEMENT OPPORTUNITIES
<b>Corporate Finance</b>	This track offers an opportunity to rotate through core functions of corporate finance that report up to the chief financial officer. Members of this track will experience oversight of the accounting and financial infrastructure, management of the corporation's financial position, financial analytics and reporting at both corporate and business unit levels, and interaction with the corporation's shareholders.	<b>Corporate Finance</b>	<ul style="list-style-type: none"> <li>• Business Unit Finance Team (6 months)</li> </ul> Then two six-month rotations with two of the following: <ul style="list-style-type: none"> <li>• Management Reporting, Planning &amp; Analysis</li> <li>• Accounting</li> <li>• Finance Operations</li> <li>• Capital Adequacy</li> <li>• Treasury</li> </ul>	18 months	Accountant Financial Analyst
<b>Credit</b>	This track begins with a structured credit training program, where participants develop an understanding of credit products, lending practices, financial analysis and the banking industry. Members of the credit track also participate in complementary rotations in sales/servicing roles.	<b>Wealth Management</b>  <b>Corporate &amp; Institutional Services</b>	<ul style="list-style-type: none"> <li>• Credit Training</li> </ul> Then two rotations with two of the following: <ul style="list-style-type: none"> <li>• National Credit Services</li> <li>• Wealth Advisory Team</li> <li>• Global Family &amp; Private Investment Office Team</li> <li>• Specialty Lending Group</li> <li>• Corporate Banking Group</li> </ul>	12 – 15 months	Underwriter, National Credit Services Associate Banking Advisor
<b>Global Fund Services</b>	This track rotates through core functions in support of our growing global fund services business, which provides client servicing and middle/back office support to our investment manager client base. Northern Trust's asset manager service types include, but are not limited to, mutual funds, unregistered funds, private equity, and hedge funds. Core rotations offer an opportunity to learn the main products and services Northern Trust provides and allows for specialization in either a client servicing role or an operations function.	<b>Corporate &amp; Institutional Services</b>	<ul style="list-style-type: none"> <li>• Fund Accounting (4 months)</li> <li>• Investment Operations Outsourcing (4 months)</li> <li>• Transfer Agency (4 months)</li> <li>• Specialization (4-6 months):                             <ul style="list-style-type: none"> <li>- Product Area</li> <li>- Sales</li> <li>- Relationship Management</li> </ul> </li> </ul>	18 months	Client Servicing/Relationship Management Associate Operations Analyst Project Manager Sales Associate
<b>Investments</b>	The Investments track offers an opportunity to gain experience in investment strategy, research, product and sales/servicing areas. Core rotations are completed within our traditional asset management and wealth management business units in order to prepare for a role in investment research or investment client servicing.	<b>Asset Management</b>  <b>Wealth Management</b>	<ul style="list-style-type: none"> <li>• Investment Strategy &amp; Research (6 months)</li> <li>• Investment Product Management (6 months)</li> <li>• Sales &amp; Client Service (6 months):                             <ul style="list-style-type: none"> <li>- Asset Management Client Servicing or Wealth Advisory</li> </ul> </li> </ul>	18 months	Associate Portfolio Analyst Associate Investment Analyst - Investment Strategy or Equity Associate Analyst - Alternative Investments Investment Associate – Wealth Management or Institutional Group
<b>Technology</b>	This track moves through rotations within the Enterprise Technology division. Rotations are designed to provide exposure to various technologies and roles, and members will develop technical and business acumen through their contributions to key IT projects and initiatives. Rotations will increase in complexity to promote fast-paced, progressive learning throughout the program.	<b>Enterprise Enablement</b>	<ul style="list-style-type: none"> <li>• Application Development/Support (6 months)</li> <li>• Infrastructure Engineering and Operations (6 months)</li> </ul> Specialization (6 months): <ul style="list-style-type: none"> <li>• Information Security</li> <li>• Enterprise Monitoring Tools</li> <li>• Data Analytics</li> <li>• Technology Risk &amp; Controls</li> </ul>	18 months	Information Services Analyst Information Security Analyst Applications Analyst

*\*This document is not intended to be and should not be regarded as a promise to provide employment, benefits and/or certain terms and conditions of employment for any period of time.*