

## ONGOING SUPPORT AND PROFESSIONAL DEVELOPMENT

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.

 [facebook.com/ntcareers](https://www.facebook.com/ntcareers)

 [twitter.com/ntcareers](https://twitter.com/ntcareers)

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

## REQUIRED QUALIFICATIONS

- Bachelor's degree from a four-year university with a minimum GPA of 3.0
- 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

Ready  
to Get  
Started?

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

## ACHIEVE GREATER

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

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. 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.

[northerntrust.com](https://www.northerntrust.com)

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# ROTATIONAL DEVELOPMENT PROGRAM

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

Meaningful assignments in your chosen track offer you a broad perspective and well-rounded insight to start your career with a market-leading financial services firm.

Learn More. Achieve Greater.



# Get on Track



TRACK

TERM

BUSINESS UNIT

GOALS

SAMPLE ROTATIONS

SAMPLE PLACEMENT OPPORTUNITIES

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

1	2	3	4	5	
Corporate Finance	Credit	Global Fund Services	Investments	Technology	
18 months	12 – 15 months	18 months	18 months	18 months	
Corporate Finance	Wealth Management Corporate & Institutional Services	Corporate & Institutional Services	Asset Management Wealth Management	Technology	
				Business Solutions	Engineering
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>Gain experience in investment strategy, research, products, sales and servicing as you rotate through Asset Management and Wealth Management business units.</p>	<p>Develop technical and business acumen and gain exposure to various technologies and roles across enterprise technology. You'll contribute to key IT projects and initiatives that get increasingly complex to promote fast-paced, progressive learning.</p>	<p>Learn about technology stacks that support business applications, leveraging tools like Hadoop and Splunk to drive reliability, scale and performance. You'll work closely with developers, engineers and architects to maximize the benefits across enterprise platforms.</p>
<ul style="list-style-type: none"> <li>• Business Unit Finance (6 mos)</li> </ul> <p>And, two 6-month rotations:</p> <ul style="list-style-type: none"> <li>• Management Reporting, Planning &amp; Analysis</li> <li>• Treasury</li> <li>• Accounting</li> <li>• Capital Adequacy</li> <li>• Finance Operations</li> </ul>	<ul style="list-style-type: none"> <li>• Credit Training (2-3 mos)</li> </ul> <p>Then, up to three 4-month rotations:</p> <ul style="list-style-type: none"> <li>• National Credit Services</li> <li>• Corporate Banking</li> <li>• Global Family &amp; Private Investment Office</li> <li>• Specialty Lending</li> <li>• Wealth Advisory</li> </ul>	<ul style="list-style-type: none"> <li>• Fund Accounting (4 mos)</li> <li>• Investment Operations Outsourcing (4 mos)</li> <li>• Transfer Agency (4 mos)</li> <li>• Specialization in Sales, Product Area or Relationship Management (4-6 mos)</li> </ul>	<ul style="list-style-type: none"> <li>• Investment Strategy &amp; Research (6 mos)</li> <li>• Investment Product Management (6 mos)</li> <li>• Asset Management Client Servicing or Wealth Advisory (6 mos)</li> </ul>	<ul style="list-style-type: none"> <li>• Application Development &amp; Support (6 mos)</li> <li>• Infrastructure Engineering</li> <li>• Operations (6 mos)</li> <li>• Specialization in Information Security, Enterprise Monitoring Tools, Data Analytics or Technology Risk &amp; Controls (6 mos)</li> </ul>	<ul style="list-style-type: none"> <li>• Data analytics (3-4 mos)</li> <li>• DevOps (3-4 mos)</li> <li>• Cloud (3-4 mos)</li> <li>• Platforms (3-4 mos)</li> </ul>
<ul style="list-style-type: none"> <li>• Accountant</li> <li>• Financial Analyst</li> </ul>	<ul style="list-style-type: none"> <li>• Underwriter, National Credit Services</li> <li>• Associate Banking Advisor</li> <li>• Credit Portfolio Manager</li> </ul>	<ul style="list-style-type: none"> <li>• Client Servicing/ Relationship Manager</li> <li>• Operations Analyst</li> <li>• Project Manager</li> <li>• Sales Associate</li> </ul>	<ul style="list-style-type: none"> <li>• Associate Portfolio Analyst</li> <li>• Investment Analyst, Equity or Investment Strategy</li> <li>• Associate Analyst, Alternative Investments</li> <li>• Investment Associate, Wealth Management or Institutional</li> </ul>	<ul style="list-style-type: none"> <li>• Information Services Analyst</li> <li>• Information Security Analyst</li> <li>• Applications Analyst</li> </ul>	<ul style="list-style-type: none"> <li>• Data Scientist</li> <li>• DevOps Engineer</li> <li>• Site Reliability Engineer</li> </ul>