



FDM[★]

YOUR CAREER
STARTS **HERE**

A Message from our CEO

As founder and CEO of FDM Group I have seen the business grow from a small attic start-up to a FTSE 250 Company. One thing remains the same: companies continue to need talent and the industry requires people who are skilled and adaptable with the ambition to succeed.

FDM recruits, trains and deploys talent around the world through our renowned Career Programme. People are at the core of our business and we focus on employing enthusiastic individuals with the drive and aptitude to learn new skills which will kick start their career.

**Rod Flavell,
CEO and Founder**



About FDM



Centres in **Europe, APAC** and **North America**



FTSE 250 **multi-award** winning employer



3,000+ FDM consultants worldwide



Impressive client list across multiple sectors



80+ nationalities working together as a team



28% of FDM's global workforce is female



0% median gender pay gap reported in the UK for two consecutive years



Circa 50% of the senior management team at FDM are female

OUR VALUES:

- ★ **Together we are stronger**
- ★ **We strive for success**
- ★ **Committed to our clients**
- ★ **We say it how it is**
- ★ **We make it happen**

The FDM Careers Programme

FDM provides quality IT and business training, as well as invaluable commercial experience and the opportunity for rewarding professional development.

Once trained, you will be placed on-site with one or more of our clients for a minimum of two years. Our training and ongoing support will ensure you can make a difference on the client site from day one.



The JobCrowd's Top 100 Companies For Graduates To Work For 2018/19



The Guardian UK 300: the most popular graduate employers for 2018/19



National Undergraduate Employability Awards – Best Collaboration between a University and Employer 2018



Mogul – Top 1000 Companies Worldwide for Millennial Women 2018

The FDM Advantage

- We recruit all year round
- Industry recognised training and qualifications
- Opportunity to work with some of the world's biggest brands
- Mentoring and ongoing support throughout your FDM career
- Two years of commercial experience working on exciting tech and business projects



FDM is a great company that provides very comprehensive training and gives you the opportunity to work with amazing clients.

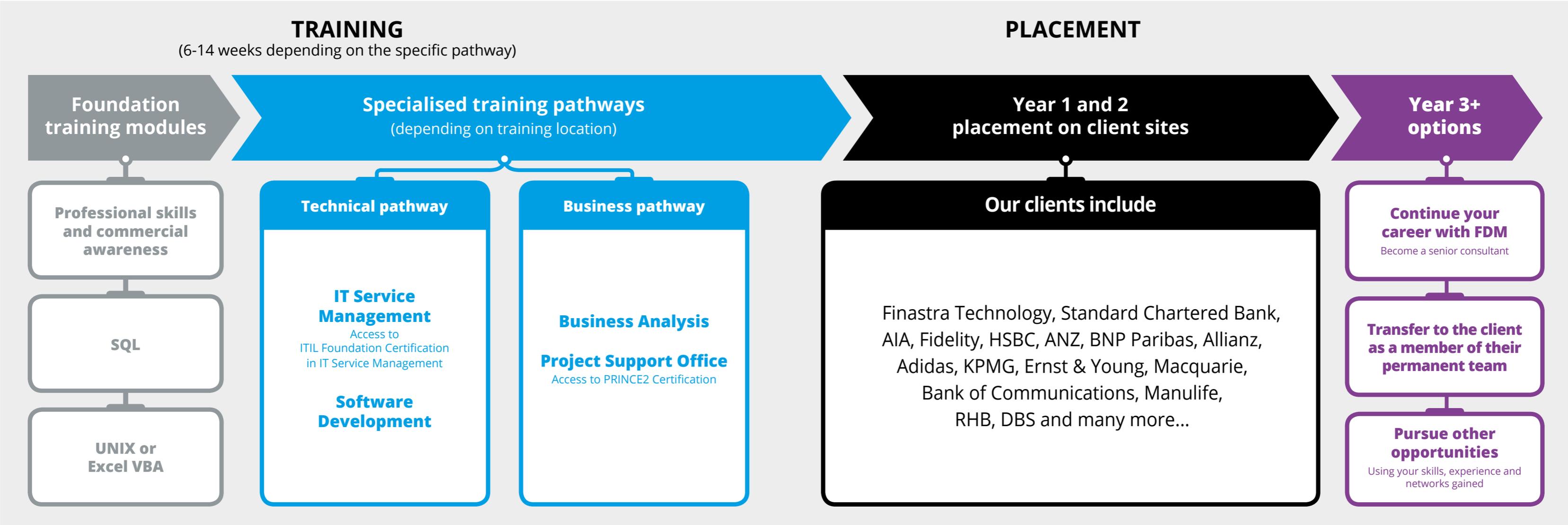
Harvey Zhao
FDM Consultant
placed at Finastra



Your Career Journey at FDM

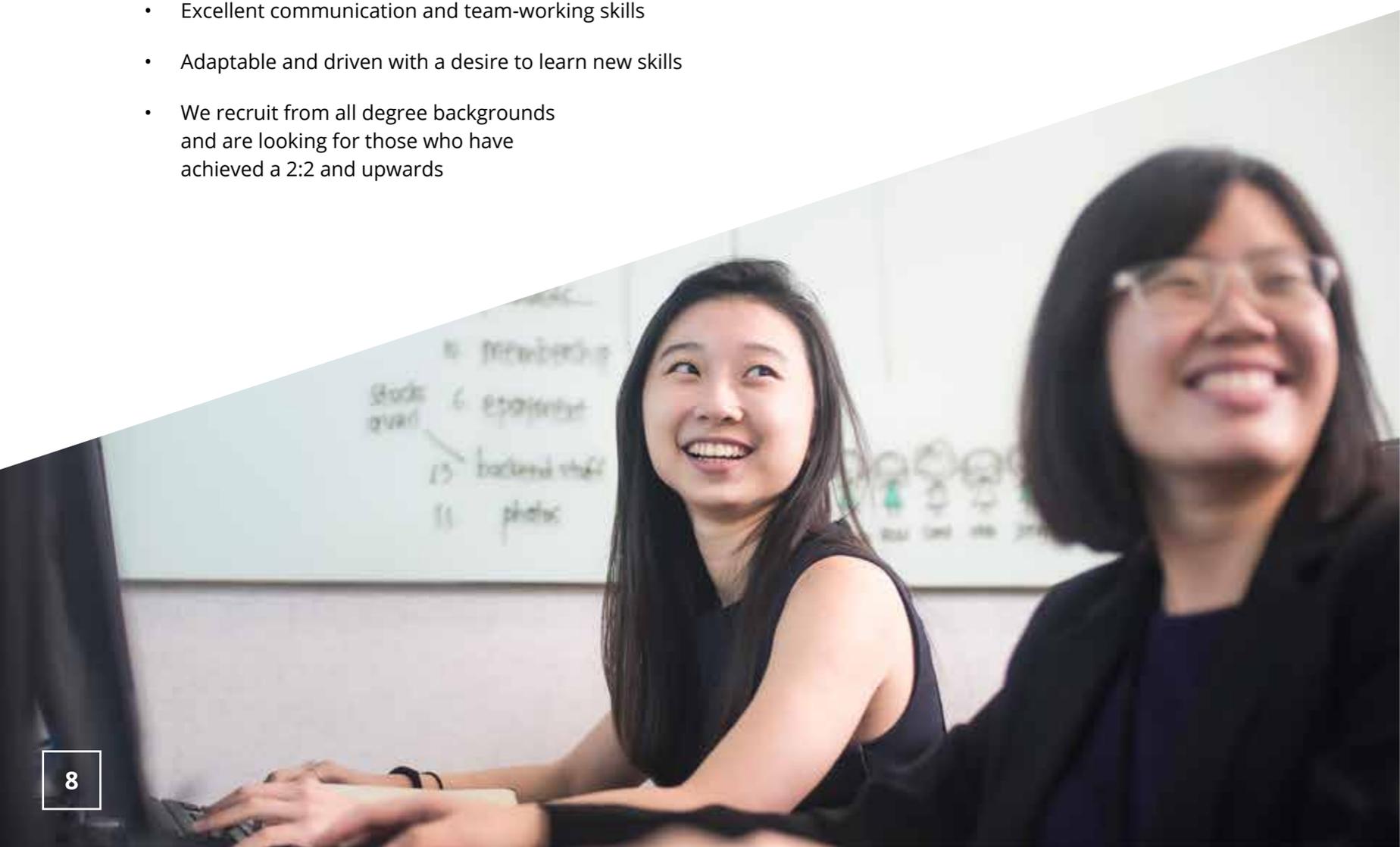
Foundation training modules:
All trainees undergo an initial three weeks of foundation training which includes professional skills, SQL and Excel.

Specialised training pathways:
Once completed, trainees embark on their specific training stream (either a business or technical pathway).



Programme Criteria

- Ability to commit to a minimum of two years working as an FDM consultant following completion of the training period
- Demonstrate a passion for IT, business and/or financial environments
- Excellent communication and team-working skills
- Adaptable and driven with a desire to learn new skills
- We recruit from all degree backgrounds and are looking for those who have achieved a 2:2 and upwards



Application Process



Apply Online

Submit your application and CV at fdmgroup.com/careers



Telephone Screening

A member of the FDM recruitment team will call you to discuss the programme and your career aspirations



Phone Interview

Demonstrate your research and understanding of the programme and a passion for IT



Assessment Day

The assessment day consists of numerical, verbal and IT aptitude tests as well as face-to-face strengths based interviews. You will also meet some of the FDM team and see the training centre for yourself



Support and Development

Our commitment is to provide you with training, support and the opportunity to kick start your career. We have a number of initiatives which are designed to support you throughout your career journey with FDM including:



Consultant Support and HR
Provides help with any day-to-day queries you may have. You will be assigned a dedicated HR representative who will conduct annual reviews with you based on feedback from the client



Relationship Managers
A senior member of the team at FDM who you can contact for additional support



Consultant Peer Support Team
On the larger client sites, you will be connected with another FDMer who will help you acclimatise to your new role



Account Managers
The liaison between yourself and the client. They will help to place you in the role and are your point of call during your time on that client site



E-learning Tools
A vast library of online learning is available through tools such as Pluralsight and Intuition Know-How to enable continued professional development



Alumni Network
Even when you move on in your career, you are always part of the FDM family. The alumni network hosts regular events to keep you connected

#FDMcareers

