BAILLIE GIFFORD | *Graduate Careers*

APPLICATION DEVELOPMENT

EXPLORE. INNOVATE. DELIVER.

Creating inventive software solutions to make our business work better

– Baillie Gifford Graduate Careers

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ABOUT BAILLIE GIFFORD

Established over 100 years ago

Over £100 billion under management

More than 900 people based in one location in Edinburgh

220 Information Systems professionals

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Baillie Gifford is an independent global investment management partnership, based in Edinburgh. In this fast-moving and ever-changing business landscape, cutting-edge information systems underpin everything we do. So, as you'd expect, we're constantly investing in the development of our technical infrastructure. Just as important though, we invest a lot in the development of our people: the 220-strong team of IS professionals in Edinburgh who bring that technology to life.

"We like to get our graduates involved in real work as early as possible. We want them talking to people across the business, finding out what they need from their technology and creating imaginative solutions that really deliver. We give them the freedom to experiment and explore.

But that's balanced with the kind of support and structured training that is needed to do a great job. It's not just learning the technical side of things. Our graduate trainees get the chance to discover more about the financial industry and how this business works, as well as developing soft skills like project management and presentation skills. We care about our graduates. We want them to enjoy life here as they build the foundations for a long-term career with us."

Richard McGrail, Partner and Head of Information Systems

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BUILDING A SOLID FOUNDATION

Up to two years' structured training

Exposure to decision makers across the business

Involvement in the full project life-cycle

Supportive and collaborative working environment

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Our training programme lasts for up to two years and you'll work with users to define and create systems with technologies including database design, HTML5, Java Script, ASP. NET MVC, Oracle SQL and PL/SQL, and C#. After a comprehensive induction, you'll be working on real projects and getting involved in their complete life-cycle. You will also have a mentor to support you throughout your training, and to help you take your career down the path that's right for you.

"When I think of the projects I've worked on, I can honestly say that I've always had an equal voice – even when I'd just begun. It's great to see how projects evolve over time and new ways of working are developed. Often that's because teams can approach others within the department for technical advice, which is made easier by the fact that we're all based in one location."

Laura Wynne, Application Developer

EXAMPLE OF YOUR 18–24 MONTH PROGRAMME

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BUILDING RELATIONSHIPS

A snapshot of life at Baillie Gifford.

RACHEL BARTON
TEAM LEADER
Nottingham University – MEng Electronic Engineering & Mathematics, 2005

I like dealing with people. For me, the most rewarding part of the job is finding out exactly what the business needs and working with others to provide the right solution. In this team, we recognise our different strengths and we all collaborate closely, building relationships and being honest about what can and can't be done when talking to other teams and departments.

For example, we work closely with several departments to produce systems that will help in their everyday job, so we need to understand a fair amount about their roles too. We are constantly asking where data is coming from and how it is being used, thinking about impacts on other projects, and ultimately working together to find the best and most practical solution.

Any solution that we come up with must be a long-term fix, so we are constantly looking to the future and thinking how - the changing technology will help or hinder us.

I also enjoy being involved with the graduate recruitment process, helping to select the right candidates. It's thoroughly rewarding to mentor new graduates and see them grow both professionally and personally within Baillie Gifford. The people are a huge part of what makes the firm such an enjoyable place to work. There's a role for everyone – whatever their particular talents and aspirations. This is what makes our IS team so strong.

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TAKING OWNERSHIP

A snapshot of life at Baillie Gifford.

TOMAS VAN ZELLER
TRAINEE APPLICATION DEVELOPER
University of Glasgow – MSc Software Development, 2015

I made a career change to study programming. I originally studied Law in Lisbon, but soon wanted to work in a more creative area than corporate law. I didn't expect to work in financial services either as I assumed a tech company would offer a better focus on technology; but when I heard about Baillie Gifford from the university careers service, it was clear from all the information I read that technology really sits at the core of the business. I knew it was the kind of place I wanted to be.

You get the chance to learn a lot early on here. The best part for me so far was our graduate project to develop a system to manage database resources. Three of us took ownership of it through the full life-cycle, from gathering requirements to the design, programming, testing and release. It certainly helped us find our feet, learn from our mistakes and was a great experience – and one you're unlikely to get elsewhere.

Baillie Gifford gives you the chance to explore your skills, develop them and focus on becoming the best programmer you possibly can be. Every day I know that I'm going to learn a lot as part of a team who are passionate about what they're doing and are valued by the company. Personally, I've also enjoyed the social side including a gin tasting in the courtyard and Edinburgh Festival events.

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WORKING HERE

Because we're all based in one location in Edinburgh, we really know that face-to-face communication works. People here know who you are, so you know you're already part of the business from day one. And it's not just the people on your team: you'll be expected to work with senior managers and end-users right across the business, learning about their requirements and developing solutions to improve business processes.

As an independent business that's owned by its partners, the culture here is different. People co-operate and collaborate across teams and technical disciplines. We learn from each other. It all makes for a really stimulating, inspiring and enjoyable working environment.

"You can take on as much responsibility as you want and the support is there when you need it. No one says 'you're a grad trainee' – everyone is treated the same. But equally you can't use it as an excuse! My contribution isn't capped and I'm encouraged to suggest new things."

Tom Davies, Application Developer

FOR THE GREATER GOOD

At Baillie Gifford, we're proud to support the communities around us. Here in Edinburgh for example, we support a number of organisations including Contact the Elderly, our Charity of the Year 2015/16, and the Hidden Door arts festival. But our commitment to corporate citizenship goes further than that – like our sponsorship of the Hay Festival and Bailey's Stardust at the National Portrait Gallery, not to mention the Baillie Gifford Young Ambassador Award for the Prince's Trust.

Or you could look further still. We've been supporting Habitat for Humanity's work since 2008. By repairing and rebuilding homes, we're helping to build a pathway out of poverty.

All of these initiatives are bound together by one thing: our desire to see people achieve what they want in their lives and reach their full potential. The same thinking underpins our own culture too. As a business that's wholly owned by its partners, we have no external shareholders demanding short-term gains. So we can focus on fostering a different kind of culture. One that's built on a long-term approach to the development of our staff, our clients and our investments.

Of course, that means everyone needs to be at the very top of their game when they're in the office. But we understand that you can only give 100% at work if you enjoy a rewarding and fulfilling personal life. So helping you achieve a healthy work-life balance is a big priority here.

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BEING VALUED AND SUPPORTED

A snapshot of life at Baillie Gifford.

RHYS POWELL
APPLICATION DEVELOPER
University of Hull –
BSc Computer Science, 2011

Looking back, it's clear from my earliest days here that graduates are appreciated: from being introduced to senior partners within my first few weeks, to the day-to-day support provided by the team. Everyone's very helpful and will point you in the right direction for guidance. You know you're a name, not a number.

Five years on, I'm now part of the core IS team, working on a long-term project developing in-house systems for our investment teams' portfolio management. My day involves working closely with operational teams, and contributing to show-and-tell meetings to keep everyone up to date with progress. Of course, working on the same floor as the investors helps, as we're close to the senior people we need to talk to as well.

In terms of experience, these large projects also offer the opportunity for full life-cycle exposure. And that, together with our move to two-week 'sprints' now that we've adopted Agile, has definitely changed our business for the better. We get through a lot more work earlier, and it's rewarding for us to have positive feedback.

Within the Application Development team, you'll find a broad range of backgrounds. It's certainly not all about the tech skills. It's more about our people, team fit and culture. The firm sees you as a long-term investment and they're willing to put time and effort into your development.

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EXPLORING THE BOUNDARIES OF TECHNOLOGY

Focus on advanced web-based technologies

At the leading edge – technology research and development

Agile project teams using scrum and kanban

Creating new systems in house

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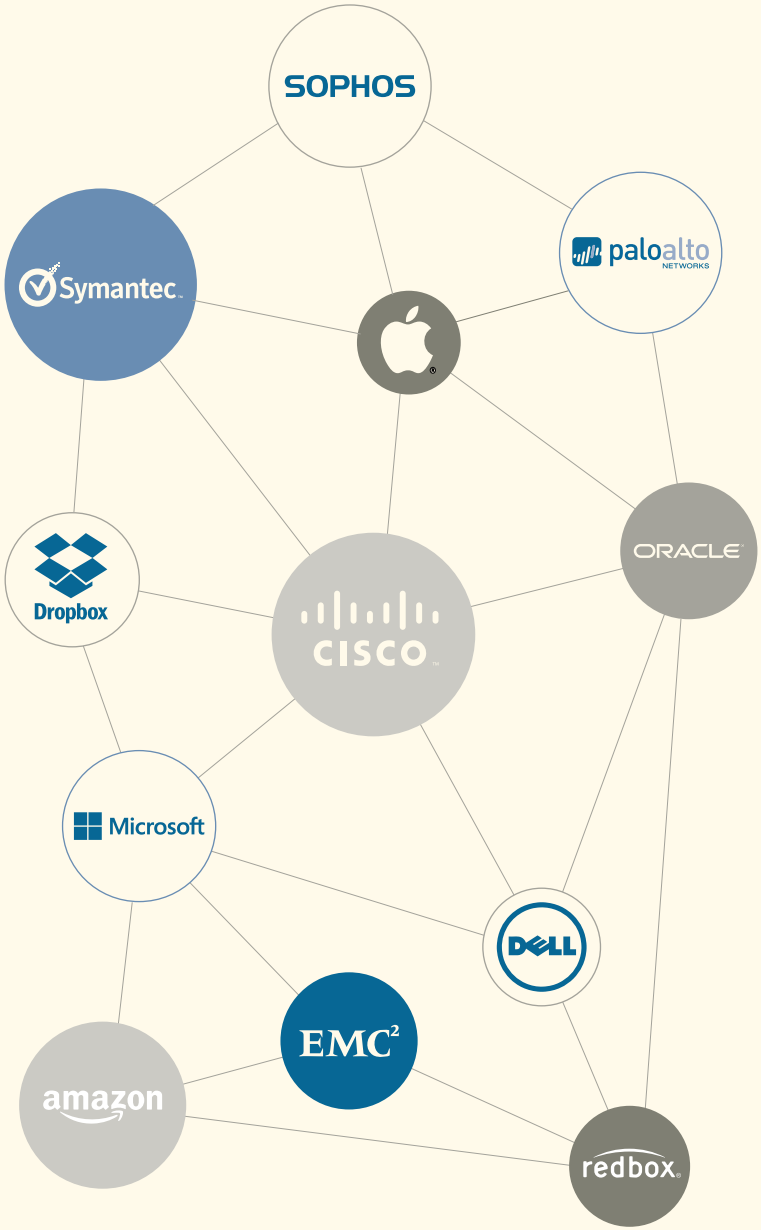
Leading-edge systems drive our business. They keep us at the forefront of this rapidly changing commercial landscape. That's why we're constantly investing in the research and development of new technologies. So, explore the boundaries of what's possible. Be right at the heart of our groundbreaking work as you get involved in live projects throughout their full life-cycle. And think beyond the tech. Because here, it's about people too. It's about getting out there into the business and working with colleagues across the organisation to gain a full understanding of their roles, their needs and what your solutions can achieve.

"There's definitely a big jump between learning and work. My MSc gave me broad IT skills and now I've extended these in a business context. In academia you have a blank canvas, but in real life you don't just design a database, you integrate it, which is more challenging. I'm pleased at how much I've learned generally, not only technically, such as C# and SQL. I've learned how to run effective meetings and I enjoy this team-based environment."

John Mercer, Application Developer



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SUPPORTING YOU EVERY STEP OF THE WAY

From day one on the graduate training programme, you can expect in-depth inductions and broad training modules to support your IT knowledge and skills. Your structured training programme supports you during your first couple of years with us and includes a useful overview of investment management to help you understand the context and importance of your role. You'll have the opportunity to build behavioural skills such as effective meetings, report writing and presentation skills as well as attending our popular Outward Bound course. We also provide support as you work towards the professional IOC qualification.

But training isn't something that just happens during the first stage of your career. Throughout your programme and your career here, we encourage everyone to take responsibility for their ongoing development, whether that's attending a formal training course, signing up to a webinar, going to a conference or working on a new project. You'll find you're not restricted to a narrowly defined role in a big anonymous company. You'll be able to develop your own interests and steer your own career path.

Take your ideas from concept brief to launch

Supporting you to maintain a healthy work-life balance

Everything you do will have a business purpose

A constant sharing of ideas and thinking

"The interview process was different in itself. Rather than a formal interview, it felt more open and relaxed which allowed me to be myself and to do my best. I also liked the fact that a previous graduate trainee was at the interview. It gave me the impression that graduates are respected here."

Ioannis Mimtsoudis, Application Developer

More than 250 hours of formal training courses during your graduate programme

Ongoing support for Learning and Development

Full support for the IOC

Active social scene

Competitive starting salary and annual bonus

15% employer pension contributions

34 days annual leave

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APPLY

Now it's over to you. Ideas and a genuine interest in technology are just the start. If you're keen to work with emerging technology, our two-year structured training programme is for you.

STAGE ONE

Complete our short application form, which includes questions about why you'd like to join us and what you think makes us tick. Then attach your CV and a covering letter.

STAGE TWO

We'll invite you to our Edinburgh office for an interview with one of our HR team as well as one of our IT professionals. We'll run through your CV with you and talk about the academic and professional choices that you've made so far, together with some competency-based questions.

STAGE THREE

This is a final and more in-depth stage of interviewing. We'll talk about your technical experience and assess your abilities in more detail through some practical exercises including an IT related scenario. You'll have the chance to ask questions and meet our IT professionals, including other graduates who are currently on the programme.

Application Development

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LinkedIn.com/company/baillie-gifford

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