



Graduate Careers

TECHNICAL INFRASTRUCTURE

# EXPLORE. INNOVATE. DELIVER.

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*Exploring how advanced technologies can shape  
the future of imaginative business solutions*

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– Baillie Gifford Graduate Careers



FIND OUT MORE AND APPLY AT [BAILLIEGIFFORD.COM/GRADUATES](https://www.bailliegifford.com/graduates)



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# ABOUT BAILLIE GIFFORD

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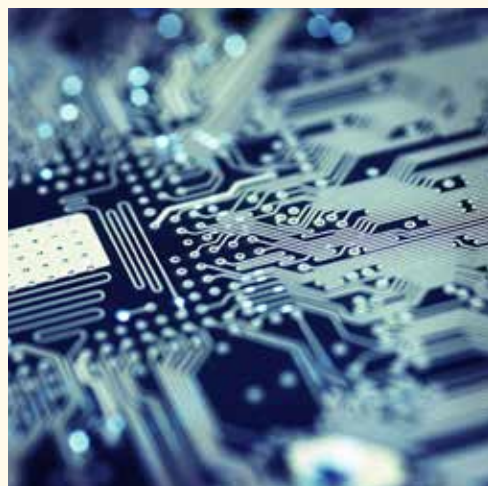
Established over  
100 years ago



Over £100 billion  
under management



More than 900 people  
based in one location  
in Edinburgh



220 Information  
Systems  
professionals

*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.*

*“Our Technical Infrastructure graduates get the chance to do real work as soon as possible. We give them the opportunity to explore our business, discover the leading-edge technologies we use and gain hands-on experience with it. We want them to experiment, try out new things and find out what’s possible.*

*At the same time, they enjoy full support from everyone around them, and our structured training programme sees them learn about different areas of the business. That way, they understand how everything fits together to make Baillie Gifford tick. Of course, the bulk of training is geared to developing technical abilities, but we focus on soft skills too – including teamworking 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



# BE AT THE HEART OF OUR BUSINESS

**Up to two years' structured training**

**Developing advanced business solutions**

**Working hands-on with emerging technologies**

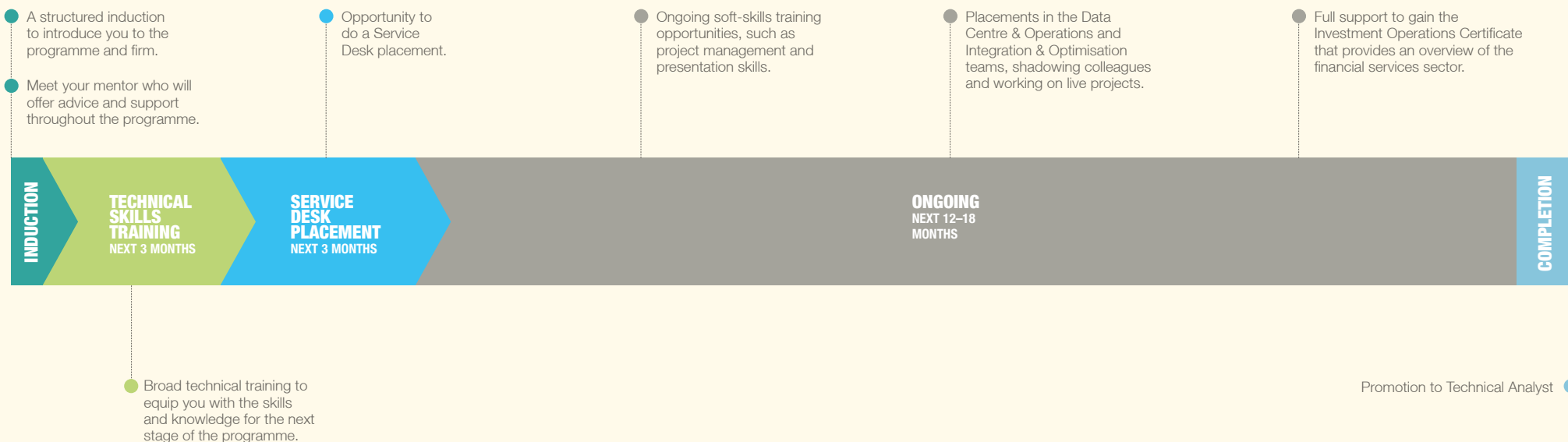
**Supportive and collaborative working environment**

Our training programme lasts for up to two years and provides opportunities to rotate around a number of areas, leading to a permanent role within the team. After a comprehensive induction, you'll be working with our team, which maintains and develops the entire IT infrastructure. Our platform uses technologies from leading vendors such as EMC, Oracle, Splunk, Cisco, F5, Microsoft, Apple and Palo Alto. 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.

*“At Baillie Gifford, we pride ourselves on having a unique and very distinctive approach – to investment, to technology and to the way we treat people who come here to learn. You're an individual with your own interests, talents and aspirations. So we'll see you as much more than a graduate trainee. You'll be a key member of our team from the day you join us.”*

Gary MacDougall, Project Manager

### EXAMPLE OF YOUR 18–24 MONTH PROGRAMME





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# WORKING WITH THE LATEST KIT

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A snapshot of life at Baillie Gifford.



*It's easy to get too focused on big employers when you're about to graduate. You want a job in tech so you look at the big names. But if you speak to people who've joined these kind of companies, you often find that they feel like cogs in the machine. At Baillie Gifford, I'm definitely a name, not a number, and I know people right around the business, at all levels.*

*When you're a student, you also want to work with the latest kit. What I didn't realise then was that I could work with big names like Cisco, Dell or Fujitsu right here at Baillie Gifford. We've got new kit from these manufacturers coming in all the time for testing and development, and we can enjoy working with a wide variety of different products.*

*You do need to get out of your comfort zone though – I couldn't even programme before I joined Baillie Gifford but recently I've been part of a team developing a programme that's widely used in the business. Last year I wouldn't have thought that was possible but as long as you're willing to learn, you'll have all the training and support you need. Now I'm working with the Service Desk team and learning more practical skills which I can put to work right away – everything from keyboard issues to in-depth tech questions. I've learnt more in the first six months here than a year and half in uni!*

**CALLUM CLARK**  
**TRAINEE TECHNICAL**  
**ANALYST**

University of the West of  
Scotland – BSc Computer  
Networking, 2015



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# EXPLORING THE NEW

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A snapshot of life at Baillie Gifford.



**ASHTON RAMSAY**  
**DATA CENTRE &  
OPERATIONS TEAM LEADER**  
University of Westminster –  
BSc Computer Networks &  
Security, 2009

*Joining the graduate programme, I had expected to do my two years here then move to London. Seven years later I'm still learning and there's so much more to get involved with. Baillie Gifford is always looking ahead into new technologies so I'm constantly developing new skills and finding new opportunities.*

*Although my degree was in networks, I joined the server and storage infrastructure team as a Technical Analyst. I wanted to be stretched, and I was fortunate to attend major conferences in Boston, Las Vegas and Amsterdam to keep up to date with what's new in tech. Baillie Gifford actively encourages graduates to network with peers, and to come back with ideas from industry events like Microsoft Ignite.*

*A stand-out project for me was being involved in the move from a traditional tiered storage infrastructure to an all-flash array. We were right at the beginning of something new, which was amazing. A few years down the line and we're still thinking 'what's next?' That's what's so exciting. We're now BETA testers for XtremIO and talking to EMC in Boston about how we use their products and how we can work together better.*

*Importantly, there's no stifling bureaucracy. We can speak to senior people easily and have our opinions listened to. Having the whole company in one location is a big advantage too. There's a one-company culture with technology at its heart. You see daily how everyone works together and how we can fully support the business.*

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# WORKING HERE

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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.

*“There's always new tech being introduced here and you can have training on anything from SQL and C# through to firewall and data mining to keep you up-to-date.”*

Maxine Reid, Trainee Technical Analyst



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# FOR THE GREATER GOOD

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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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# MOVING OUTSIDE MY COMFORT ZONE

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A snapshot of life at Baillie Gifford.



**MAXINE REID**  
**TRAINEE TECHNICAL**  
**ANALYST**

Glasgow Caledonian  
University – BSc Networking  
and Systems Support, 2014

*When I think about it, I'm amazed at how much I've achieved during my time here. I enjoy pushing myself and I've challenged myself on C# and SQL in particular. I've found that there are lots of opportunities to learn about new technologies, as well as build from scratch. Unlike what happens at university where it's all just theory, it's great to see something that's going to be used within the business.*

*I recently had the opportunity to work in our small New York office on a three-month secondment. That was an amazing experience at every level. I was the face of IT, and didn't want to let the department down! I worked closely with a third-party*

*support vendor, as well as implementing new tech including Cisco Meraki and an ACS server. It was interesting work and I learned a lot in a short time. I would thoroughly recommend this to any future graduate.*

*Back in Edinburgh, I'm working on rolling out the cloud networking Meraki system to this office and beyond. I'm also part of a project team rolling out Bomgar for remote support. It's really good to be working on these kinds of projects. I enjoy pushing myself and I'm pleased at the breadth of day-to-day tasks generally. I want to continue to learn about technologies and improve my trouble-shooting skills.*



# TAKING TECHNOLOGY FURTHER

**Technology at the leading edge**

**Partnering with world class suppliers such as Dell, EMC, Cisco, Microsoft and Apple**

**Working with cloud technologies including Airwatch, Office365, Azure and Amazon**

**Collaborating with project teams across information systems and the wider business**

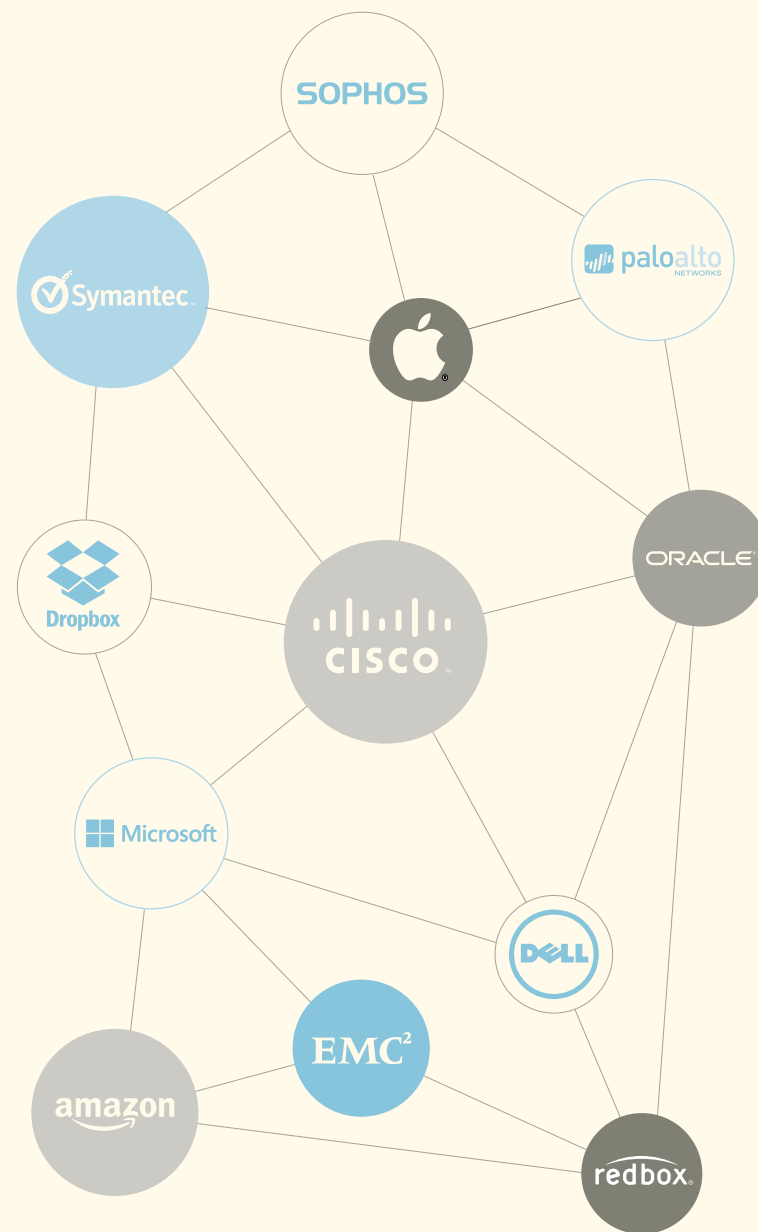


In this fast moving business landscape, cutting-edge information systems underpin everything we do and we're constantly investing in the development of our technical infrastructure. What this means for you is that you'll have real encouragement to impact on our technology, perhaps through partnering with major software companies or taking an idea right through from concept brief to product launch for our investment teams. You'll be able to develop your own interests and therefore your own career.

*"Baillie Gifford is always ready to invest in infrastructure and technology to improve the way the business works. For example, our recent projects have included moving to AirWatch for mobile device management, and upgrading everyone to the latest smartphones and tablets."*

*We currently work with a vast array of technologies from vendors such as CISCO, EMC, Dell, VMware, Palo Alto and F5. One great thing here is that we partner with world-class suppliers over the long term, which means we often get involved at a beta stage, helping drive forward product development as well as delivering bespoke solutions. EMC XtremIO is a good example; the Technical Infrastructure team were using it in live environments before its general release."*

Russell Glencross, Technical Infrastructure Team Leader



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# MORE THAN A GRADUATE TRAINEE

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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.

**Small project teams working closely with the business**

**You're a key member of our team from day one**

**Support to build your skills across the board**

**A constant sharing of ideas and thinking**





*“Initially I shadowed someone in the team to get familiar with project technologies, and I was asking for help almost all the time. But if you’re asking questions, you’re interested. There’s a lot to take in but you start to see how it all fits together, and how to work well with other departments.”*

Gary Redpath, Technical Analyst



**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

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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.**



# BAILLIE GIFFORD. COM/ GRADUATES

[LinkedIn.com/company/baillie-gifford](https://www.linkedin.com/company/baillie-gifford)



*Graduate Careers*

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