



MOTIVATED



ENERGETIC



DEDICATED



INCLUSIVE



# FDM<sup>★</sup>

## YOU ARE THE NEXT GENERATION OF **IT & BUSINESS CONSULTANTS**



AMBITIOUS



COLLABORATIVE



DETERMINED



PROFESSIONAL



# Contents

About Us	3
Corporate Culture	6
How We Recruit	10
Our Programme	16
Awards	26





# About Us

## Welcome to FDM

At FDM we believe in employing enthusiastic, talented people who are driven to succeed. Our Consultants thrive in challenging roles and are trained to make a difference on client sites from day one.

FDM is an international professional services provider with a focus on IT. Using a tailored blend of specialist training and skills development, we transform talented university graduates and Ex-Forces personnel into professional IT and business Consultants through the esteemed FDM Careers Programme.

Globally, our training streams include a variety of business and technical pathways, such as Business Intelligence, Development, Application Support, Murex, Infrastructure, PSO, Testing,

Data Analysis and Risk Regulation and Compliance. After the initial training, our trainees progress to represent the company as FDM Consultants on one or more client assignments for a minimum of two years.

Take a look through our brochure to find out about the fantastic opportunities that FDM can offer you. If you like the sound of our Careers Programme and want to kick-start your career with FDM, apply online. This is your opportunity to shine.

**Rod Flavell**

CEO, FDM



# FDM's Award-Winning Careers Programme



The FDM Careers Programme eradicates the “catch-22” hurdle of qualifications without experience, providing graduates and Ex-Forces personnel with quality IT and business training, invaluable commercial experience and the opportunity for lucrative career progression. FDM is also a great place to work where you will meet enthusiastic, like-minded people who enjoy working in a dynamic and diverse environment.

## The FDM Careers Programme Advantage

- Full-time employment with FDM, a leading graduate employer
- Industry relevant IT and business training combined with a minimum of two years of commercial experience
- Fast-growing global company with over 160 prestigious clients around the world
- National opportunities to work as an FDM Consultant
- Applications for the FDM Careers Programme are accepted all year round
- Start dates are scheduled throughout the year

The FDM logo, consisting of the letters 'FDM' in a bold, white, sans-serif font, with a large white star to its right.

FDM Alumnus  
Ahmed Mujtaba



## Our People

FDM employees are hardworking and motivated individuals who also enjoy socialising, creating a dynamic team environment.

We believe rewarding our staff is important, which is why we host a variety of corporate events, networking opportunities and regular achievement awards for exemplary work.

FDM staff are always prepared to go the extra mile and take pride in contributing towards the company's success.



### Alexander Gold

FDM Consultant, placed at HSBC

“ *The culture at FDM is second to none. FDM invests in you as a person, nurturing and developing your individuality, whilst at the same time honing your business skills with two years of industry-relevant experience. Without the training, support and community of FDM I would not be where I am today!*



# Corporate Culture



# CREATING AND INSPIRING EXCITING CAREERS THAT SHAPE OUR **DIGITAL FUTURE**

SUCCESS STARTS HERE

## AMBITION

■ We set ourselves challenging goals and are determined to achieve them.

## COLLABORATION

■ We work best when we work together.

## ENERGY

■ We thrive on activity and getting things done.

## INCLUSIVITY

■ We embrace and bring together the best people with diverse backgrounds and experiences.

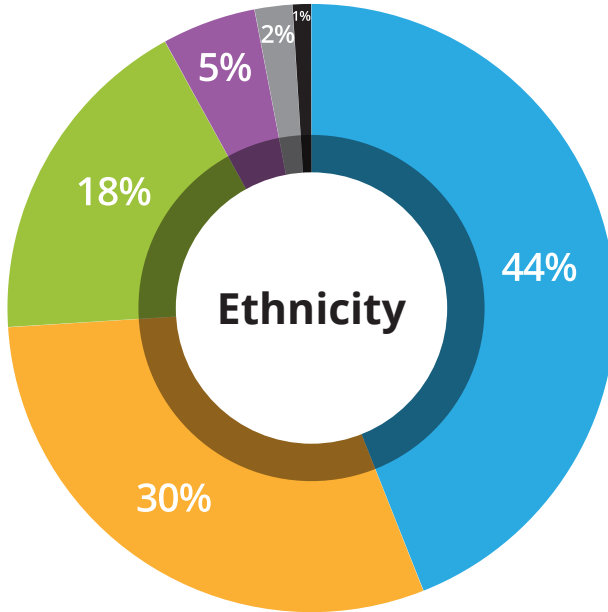
## PROFESSIONALISM

■ We work to high standards.

## GROWTH

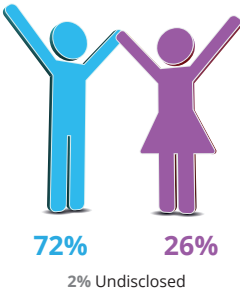
■ We like to be challenged and have a willingness to learn, innovate and improve.

## OUR WORKFORCE IS COMPRISED OF A BROAD RANGE OF PEOPLE WITH A VARIETY OF BACKGROUNDS



White/White British ■ Black/Black British ■ Arab/Arab British ■  
 Asian/Asian British ■ Mixed/Mixed British ■ Other ■

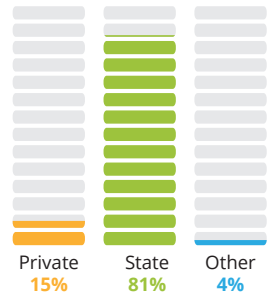
### GENDER



### NATIONALITIES



### EDUCATION



FDM is committed to equal opportunities and we welcome applicants who reflect the diversity of our wider community.



# Championing Women in IT at FDM



- Circa 50% of the senior management team at FDM is female
- 26% of all employees at FDM are female
- Winners of the TARGETJobs Diversity Recruitment Award 2016
- The annual FDM everywoman in Technology Awards recognise, reward and celebrate the achievements of extraordinary women
- FDM has signed the United Nations Women's Empowerment Principles (UNWEP)
- FDM's COO has been recognised in the '100 Women to Watch' (Female FTSE Report) in 2013 and 2014
- FDM won 'Advocate of the Year' at the Information Age Women in IT Awards 2016



# How We Recruit



# Our Recruitment Process

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## 1. Apply to FDM

To apply to the FDM Careers Programme, just fill in our online application form at [fdmgroup.com](http://fdmgroup.com)

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## 2. Telephone Screening

Once you have submitted your application, we will call you to assess your suitability in line with our entry criteria.

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## 3. Video Interview

If you are successful at the initial screening stage, we will contact you to conduct a video interview. This will involve talking about your CV and a future career with FDM.

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## 4. Assessment Day

Following successful completion of the video interview, you will be invited to one of our FDM Assessment Centres in Leeds, London or Glasgow. The assessment will focus on both your interpersonal and technical skill sets. During the assessment you will complete different tasks and exercises so that we can assess your suitability for the FDM Careers Programme. We will also assess your business knowledge during the day. You will gain an understanding of our working environment and get the chance to visit our offices and see the Training Centre for yourself.





# What We Look For

The FDM Careers Programme provides fast-track entry into high profile IT and business careers.



- We look for candidates who have strong communication, team-working and interpersonal skills, as well as a dedicated work ethic. Most importantly, successful candidates will be determined and able to adapt to different working environments.



- We only take on those who have a strong aptitude in IT and business with the desire and ambition to succeed.



# Application Criteria

Before applying to join FDM in the UK, please make sure you meet the following criteria:

- Eligible to work in the UK/EU
- Hold a Bachelor's degree, ideally in a STEM or business related field
- Able to commit to a minimum of two years working as an FDM Consultant following completion of the training period
- Have some technical knowledge or an analytical mind-set
- Demonstrate a passion for IT and business
- Have a good understanding of the IT industry
- Have excellent verbal and written communication skills
- Open to being geographically flexible within the UK
- Able to support yourself financially during the training period (trainees will receive a travel bursary of up to £100 per week towards their travel costs to the Academy)



To apply, please visit our website:  
[fdmgroup.com/uk/apply](https://fdmgroup.com/uk/apply)

**Please note:** This is on average a 2.5 year commitment in total, based on the duration of the initial training period followed by the minimum two years working as an FDM Consultant. Other terms and conditions apply.

# Success Stories



**Stephen Harbage**

## FDM Consultant placed at YBS

“ Currently placed at Yorkshire Building Society, I have been working on multiple projects to upgrade software in branches and make their website more effective. I am very thankful to FDM for giving me this opportunity and a way into this industry that I struggled to get in to through other routes. Being able to say that I now have a qualification in testing, the FDM training and industry experience has given me the foundation to launch my career in IT. ”

## FDM Consultant placed at Virgin Media

“ Working for FDM opens doors that would otherwise be inaccessible to people with non-traditional IT backgrounds. The fact that after my training, I would be in a role at one of FDM's many reputable clients gave me the confidence to take that step. ”



**Ashik Nanji**

## FDM Consultant placed at HSBC



**Olivia Curran**

“ I found training in the FDM Academy very fulfilling. I had no previous experience of Software Testing but due to the training I received I was able to gain the desired skills and knowledge to become a Software Tester. Without FDM it is unlikely that I would be working as a Software Test Analyst for a company such as HSBC, and for this I am grateful. ”

## FDM Alumnus placed at CMC Markets

“ FDM has given me the opportunity to work with renowned organisations to develop my technical skills and kick-start my career in IT. Whilst university taught me the fundamentals and theoretical side of computer science, to succeed in the real world a practical and business-focused approach to solving problems is just as important. FDM provided me with this invaluable training, which taught me everything from professional skills such as presentation techniques to the more in-depth technical areas of Java development. ”



**Michael Ray**



## Summer Internship Programme

FDM offers a paid eight-week internship to students who are interested in gaining work experience alongside other undergraduates and experienced professionals. A variety of different opportunities exist in IT Support, Marketing, Sales, HR and People Development. Students will have a chance to apply their theoretical knowledge to a more technical environment and to learn more about the company and culture of the UK's leading IT graduate employer.

All of our interns are based in our London, Glasgow, Brighton and Leeds offices. The diversity of experience continues to be our first priority at FDM, so whatever your degree background, we want to hear from you.

Please send your CV and covering letter to [internships@fdmgroup.com](mailto:internships@fdmgroup.com)

### Essential criteria:

- Professional and enthusiastic with a 'can-do' attitude
- An undergraduate in your penultimate year of study, from any academic discipline
- Demonstrable interest in business and IT with a drive to build a successful career
- Excellent communication and interpersonal skills
- An analytical approach to problem solving
- Ambitious with great ideas and ready to take up a challenge

Learn more about the programme from our interns and get a better understanding through their first-hand experience.



**Hear more from our interns  
on the FDM YouTube channel**



# Our Programme



**I wouldn't be where I am today, working for Virgin Money, without FDM. ”**

**Grace Picking**  
FDM Alumna  
Now permanent Virgin Money



**Hear more from Grace on the FDM YouTube channel**



# FDM Business Model

## Recruitment assessment and selection

### Foundation Training Modules

Professional skills and commercial awareness

SQL

Excel VBA

### Specialised Training Streams

Production Support

Development

Business Analysis

Risk, Regulation & Compliance

Testing

Project Support

Business Intelligence

Murex

Data and Operations

## Years 1 & 2 Placement on Client Sites

HSBC, Credit Suisse, Lloyds Banking Group, Nationwide Building Society, UBS, BNP Paribas, Barclays, Virgin Media, BSkyB, The Financial Times, Wincor Nixdorf, Asda, BP, Centrica, National Grid, Home Office, Ministry of Justice, Department for Education, TFL, British Airways, Leaseplan, Liverpool Victoria, AXA, Towergate Insurance, Save the Children...

### Year 3+ options

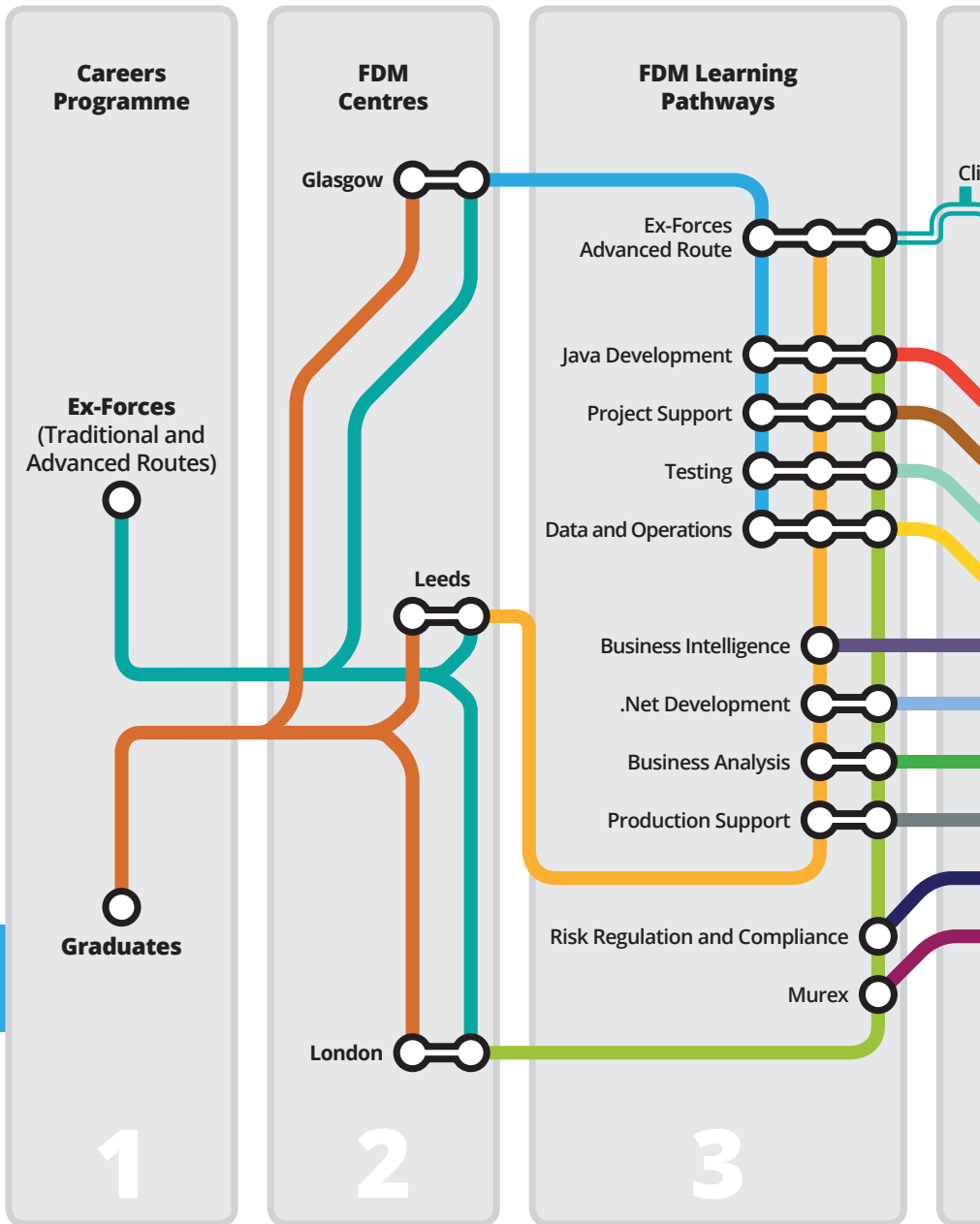
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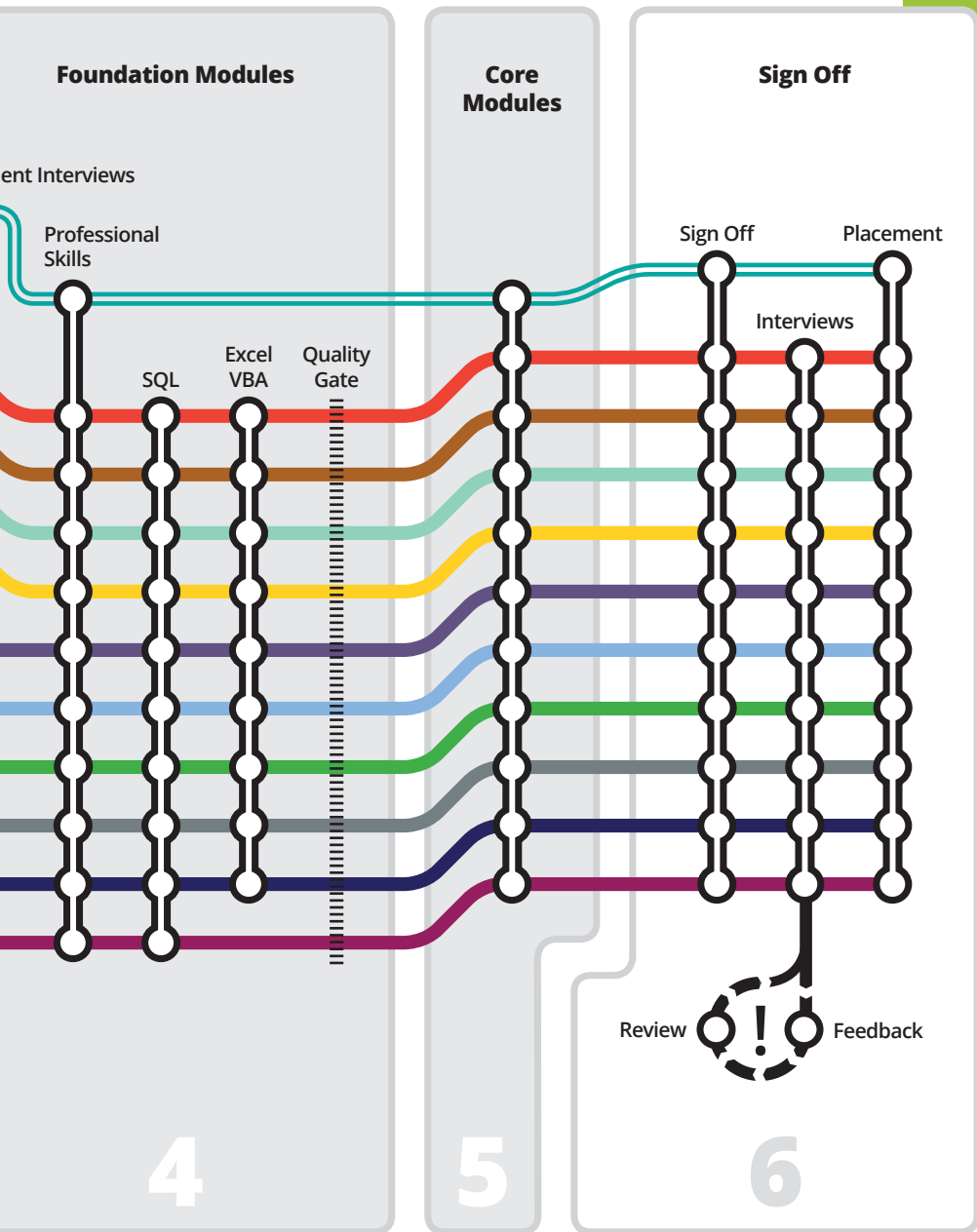
Continue career with FDM

2

Transition to Client

# Consultant Journey Map







## Opportunities in Ireland

FDM Ireland has many exciting roles available for IT and business Consultants. Successful candidates will receive award winning training in one of our UK Academies (London, Leeds or Glasgow) before being placed with one of our prestigious clients in Ireland. During the training period, living and travel allowance will be provided for all Irish candidates.

### Application criteria:

- Eligible to work in the UK/EU
- Bachelor's degree in a STEM or business related field
- Able to commit to a minimum of two years working as an FDM Consultant
- Geographically flexible in the UK and Ireland
- Demonstrate a passion for IT and business
- Excellent verbal and written communication skills

To apply, please visit our website:

[fdmgroup.com/uk/apply](https://fdmgroup.com/uk/apply)



**Rachel Lee**

FDM Consultant placed at Wincor Nixdorf, Cork

Working as a Software Analyst, I find my role very interesting as it requires being very efficient and hardworking. The best thing about joining FDM is that it has helped me start my career in a multinational successful company



**Please note:** All Consultants will be placed in Ireland as a first preference but due to demand, Consultants may be placed within the UK. Other terms and conditions apply.



## Opportunities in APAC

FDM has a number of opportunities with our clients in the Asia-Pacific region. Successful candidates will receive full training at one of FDM's Academies in either London, Leeds or Glasgow before progressing to work as a professional FDM Consultant onsite with our clients in APAC.

### Essential criteria:

- Eligible to work in mainland China, Hong Kong, and/or Singapore
- 2:1 or above in an IT, business, numerical science or related discipline
- Fluent in English as well as Cantonese or Mandarin
- Geographically flexible in the Asia-Pacific region and willingness to relocate.

For more information, visit

[fdmgroup.com/Asia](https://fdmgroup.com/Asia)



# Ex-Forces Programme

## Your past in the Forces, your future at FDM.

Our successful Ex-Forces Programme bridges the gap between leaving the Services and forging a meaningful second career. The Programme employs servicemen and women from all ranks and across the three services, placing them as FDM Consultants with one or more of our clients such as Barclays, HSBC, British Airways and National Grid.

We deliver:

- Commercially relevant and fully-funded training
- A job for a minimum of two years as an IT and business Consultant
- Ongoing pastoral care

### Qualities our Ex-Forces Consultants possess:

Leadership

Reliability

Composure

Flexibility

Discipline

Adaptability

Teamwork

Communication

Commitment



*"We've successfully been working with FDM for a number of years and more recently have had the pleasure of being involved with their Ex-Forces Programme. This experienced, more senior resource compliments the FDM Graduate Programme perfectly and they've had a positive impact on the delivery of our ambitious technology programmes. The calibre of people I've seen coming through the Ex-Forces route is first class; it's great to be involved with this initiative and have FDM Consultants join our team at Save the Children."*

**IT Director, Save the Children**



To apply, please email:  
[exforces@fdmgroup.com](mailto:exforces@fdmgroup.com)

## The FDM Advantage

Our dedicated Ex-Forces Programme offers Service leavers a bespoke career path to support their transition into the corporate world as professional IT and business Consultants. The programme provides professional vocational training in a number of disciplines, both business and technically focused, followed by commercial experience working onsite with our clients. We are dedicated to launching the careers of Ex-Forces personnel and formally signed the Ministry of Defence Corporate Covenant, cementing our commitment to the Armed Forces community.

## Awards and Partnerships

- Bronze Employers Recognition Scheme by the Ministry of Defence
- CivilianJobs.com Most Valuable Employers (MVE) for Military 2015 – Winner
- FDM has signed the Ministry of Defence Armed Forces Corporate Covenant in recognition of our commitment to the Armed Forces community
- We have partnered with British Forces Resettlement Services (BFRS), a non-profit organisation working to support the Ex-Forces community during their career transition



# Our Clients

FDM works with over 160 prestigious clients worldwide and our Consultants are highly regarded. The broad range of expertise that our Consultants demonstrate, combined with the quality and efficiency of our service, has enabled us to build a reputation of excellence.

FDM plays an important role in servicing clients in various sectors, including financial services, transport and logistics, media, insurance, telecommunications, retail and not for profit.

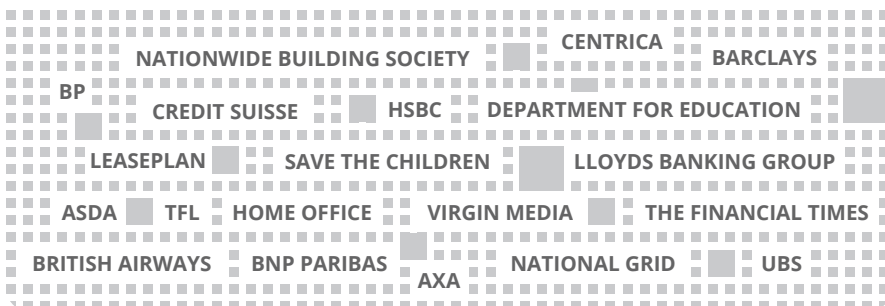
## After two years your options include:

- Transitioning to a permanent role with the client
- Becoming a Senior Technical Consultant or Trainer at FDM
- Freelancing/Contracting

## Career Opportunities And Progression

After the two year programme, the sky is your limit. You will have invaluable commercial experience, a first-class CV and impeccable references.

### Some of our clients include:





## What Clients Say About Our Consultants:

### Virgin Media

“ FDM’s involvement in our key projects has been invaluable to Virgin Media. Young, enthusiastic individuals who are keen to progress and always give their best. Looking forward to getting more FDM graduates in! ”

Senior Commercial Manager

### HSBC

“ Without Alexander’s assistance the team might not have achieved our deadline, which would have led to serious consequences and held up the rest of the company’s targets. ”

Chief Risk Admin Officer

### Barclays

“ I am impressed both by the quality of work and the commitment shown to projects. The quality which has impressed the most though is her initiative and drive to overcome the numerous technical challenges she has faced on this project. ”

Head of Global Mobile Engineering



# Awards

## 2015 - 2016

- The Diversity Recruitment Award - TARGETJobs 2016
- Best Employer Brand - S1 Jobs Recruitment Awards 2016
- The Job Crowd - Top 100 Companies For Graduates To Work For 2016/17
- The Job Crowd - Top IT Services and IT Consulting Companies To Work For 2015/16
- Information Age Women in IT Awards 'Advocate on the Year' 2016
- CEO Insight Magazine - Best IT Services Employer 2015
- European CEO Awards - Rod Flavell, Best CEO in the IT Industry 2015
- Best Main Market Company Achievement - Shares Awards 2015
- Military Times Best for Vets Employer 2016
- CivilianJobs.com Most Valuable Employer (MVE) for Military 2016





# Have more questions?

If you have further questions regarding the Programme, please check out our list of frequently asked questions on our website:

[fdmgroup.com/uk/careers/faqs](https://fdmgroup.com/uk/careers/faqs)

Or contact our Recruitment Team

Email: [UK.recruitment@fdmgroup.com](mailto:UK.recruitment@fdmgroup.com)

SEIZE THE OPPORTUNITY  
& MAKE YOUR MARK

