

Who does Northern Trust typically hire?

Rotational Development Program participants are highly motivated recent graduates of four-year undergraduate colleges and universities. They have bachelor's degrees in liberal arts, business or computer science with a grade point average of at least 3.0. Participants will ideally possess previous internship or related work experience. In addition, we look for the following key attributes:

- Strong oral and written communication skills;
- Analytical and problem-solving skills;
- Adaptability and ability to learn quickly in high-pressure environments;
- Leadership, teamwork and human relations/client servicing ability;
- Excellent time management and organizational skills;
- Well-rounded individuals who understand diversity and value inclusion;
- Demonstrated motivation and initiative to succeed; and
- Knowledge and interest in Northern Trust and the financial services industry.

Given that there are a limited number of positions in the program each year, many of our participants will be hired from our summer internship program. We visit a number of targeted universities each fall for internship and full-time recruiting. We also give consideration to existing employees who have up to two or three years of work experience.

Getting on track

Each Rotational Development Program participant chooses a career track in one of the following areas:

- Change Management
- Corporate Finance
- Credit Services
- Global Fund Services
- Investments
- Technology

A structured training plan includes rotations in core departments to build a foundational understanding of the career track. Subsequent rotations allow for specialization within the career track based on individual interests and organizational needs. After successful completion of the program, the goal is to place participants on a team that best utilizes the training and skills gained through the various rotations. Having gone through a number of different rotation assignments and professional training, program alumni may be well positioned to grow within their roles and continue their career advancement at Northern Trust.

Getting started

To learn more about this competitive and rewarding career opportunity or to apply, visit careers.northerntrust.com



Northern Trust

ROTATIONAL DEVELOPMENT PROGRAM

Who is Northern Trust?

Northern Trust's exclusive focus is providing asset management and asset servicing solutions to successful individuals, families and institutions. Supported by a network of offices around the globe and more than 15,000 employees, our clients rest easier knowing that with 125 years of experience, Northern Trust has honed its expertise throughout every imaginable economic climate. Everything we do is designed to help our clients succeed – by their definitions of success – so they have the freedom to focus on what really matters.



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What is the Rotational Development Program?

The Rotational Development Program is an enterprise-wide development program designed for new or recent graduates. During the 15- to 18-month program, participants will have the opportunity to rotate through different departments in their chosen career track. Each track will tie back to one of Northern Trust's business units – Wealth Management, Corporate & Institutional Services, Asset Management, Operations & Technology – or one of our corporate groups such as Corporate Finance.

The program begins in the late summer each year with a comprehensive two-week orientation, during which participants are given an extensive overview of Northern Trust's business units and their strategies. Throughout the program, participants are given opportunities for professional skills development, the ability to attend a series of meetings and mentoring sessions with senior managers, and the ability to work together as a class on various program-related activities. At the end of the program, the goal is to place qualified participants into a role that enables them to fully utilize the experience gained through their rotations and further their contributions to the organization. The program serves to attract, develop and retain high-potential and high-performing talent.



TRACK	GOALS	BUSINESS UNIT ALIGNMENT	FOUNDATIONAL ROTATIONS	ADDITIONAL ROTATIONS	SAMPLE PLACEMENT OPTIONS
Change Management (~ 18 months)	The Change Management track offers an opportunity to rotate through core functions of Operations to gain an understanding of the discipline around change management and operations consulting. The goal of this track is to build business analysis and project management skills to drive progress, productivity and change in support of our Operations business unit.	Operations	Operations & Technology Consulting and Mobilization Group: <ul style="list-style-type: none"> Project Management (six months) Business Process Analysis (six months) 	One six-month rotation with one of the following: <ul style="list-style-type: none"> Enterprise Productivity Strategic Operations Solutions Business Unit Project Management Office 	<ul style="list-style-type: none"> Business Process Analyst Project Management Consultant
Corporate Finance (~ 18 months)	This track offers an opportunity to rotate through core functions of Corporate Finance that report up to the Chief Financial Officer. Members of this track will experience oversight of the accounting and financial infrastructure, management of the Northern Trust's financial position, financial analytics and reporting at both corporate and business unit levels, and interaction with our shareholders and rating agencies.	Corporate Finance	Business Unit Finance Team (six months)	Two six-month rotations with two of the following: <ul style="list-style-type: none"> Management Reporting, Planning & Analysis Accounting Finance Operations Capital Adequacy Treasury 	<ul style="list-style-type: none"> Accountant Financial Analyst
Credit Services (~ 15 months)	The Credit Services track offers an opportunity to take part in a structured credit training program, where participants develop an understanding of credit products, lending practices, financial analysis and the banking industry. Members of this track also participate in complementary rotations in sales/servicing roles. They can then choose to specialize in working towards a private banking or corporate banking underwriting role.	Wealth Management	Credit Training (three months)	Two six-month rotations with two of the following: <ul style="list-style-type: none"> National Credit Services Wealth Advisory Team Global Family Office Team 	<ul style="list-style-type: none"> National Credit Services Underwriter
		Corporate & Institutional Services	Credit Training (three months)	Two six-month rotations with two of the following: <ul style="list-style-type: none"> Corporate Banking Group Institutional Investors Group Specialty Lending Team 	<ul style="list-style-type: none"> Credit Portfolio Manager
Global Fund Services (~ 18 months)	Members of this track rotate through core functions in support of our growing Global Fund Services business, which provides client servicing and middle/back office support to our investment manager client base. Core rotations offer an opportunity to learn the main products and services Northern Trust provides and allows for specialization in either a client servicing role or a project management function.	Corporate & Institutional Services	<ul style="list-style-type: none"> Fund Accounting (four months) Investment Operations Outsourcing (four months) Transfer Agency (four months) 	One six-month rotation with one of the following: <ul style="list-style-type: none"> Global Fund Services/Hedge Fund Services Infrastructure Team - Controls, Implementations or Project Management Office Product Relationship Management 	<ul style="list-style-type: none"> Global Fund Services Project Consultant Hedge Fund Services Consultant Client Service Manager, Global Fund Services Operations
Investments (~ 18 months)	The Investments track offers an opportunity to gain experience in investment strategy, research, product and sales/servicing. Core rotations are completed within our traditional asset management and wealth management business units in order to prepare for a role in investment research or investment client servicing.	Asset Management Wealth Management	<ul style="list-style-type: none"> Investment Strategy & Research (six months) Investment Product Management (six months) 	One six-month rotation with a Sales & Client Service Team: <ul style="list-style-type: none"> Asset Management Client Servicing or Wealth Advisory 	<ul style="list-style-type: none"> Associate Investment Analyst Associate Relationship Manager Investment Associate
Technology (~ 18 months)	Over the course of three six-month rotations, members of the Technology track move through assignments designed to expose them to different technologies and roles, and which allow them to interface with various organizations and business partners in order to build their technical and business acumen.	Technology	<ul style="list-style-type: none"> Application Development/Support (six months) Infrastructure Engineering and Operations (six months) 	An additional six-month rotation within application/infrastructure teams or into a specialized function such as: <ul style="list-style-type: none"> Information Security Enterprise Monitoring Tools Data Analytics Mobile Application Development Technology Risk & Controls 	<ul style="list-style-type: none"> Applications Analyst Software Analyst Information Security Analyst