BANKING & FINANCIAL MARKETS

Quick Guide to Recruitment 2024 - 2025

**CAREERS
SERVICE**

A short guide to the recruitment cycle in Banking & Financial Markets

This guide is an overview of what to expect in the recruitment process, with some useful links to help you research the sector. It is not intended to replace your own research and attendance to events and briefings. Cambridge is a popular university for recruiters from all sections of the banking and finance world; it is up to you to make the most of connecting with them.

Before Applying

Consider your motivation for entering Banking & Financial Markets. It's crucial to assess whether you 'like' the industry, not just if it 'likes' you. Reflect on your feelings towards a firm's culture, and consider the tests, and interviews that you will need to go through to get a job. Key aspects to consider include:

- **Role considerations**: Innovation, centrality to deals, direct application of your degree skills, engaging clients, and expertise in specific sectors and geographies.
- **Challenges**: The rigorous recruitment process, long hours, high-pressure targets, salary motivations, and potential impacts on your lifestyle and wellbeing. These vary depending on the role you have; some are easier going on the work/life balance than others.
- **Alignment**: Assess whether your values, interests, and skills align with the sector and whether you can fulfil your potential. Evaluate the firm's clients and sectors.
- **Long-term Planning**: Consider your career trajectory, support for progression, and whether you aim for a senior position or a brief tenure. Research potential exit opportunities.
- **Cultural Fit**: Check for a supportive, diverse, and inclusive work environment that aligns with your values.

Recruitment Timeline

- **Preparation**: Roles are competitive, with demand exceeding supply. Early preparation is crucial.
- **Application Types**: Apply for Spring weeks, internships, graduate programs, or off-cycle roles, including open-market positions.
- **Peak Periods**: Recruitment peaks from Summer to Michaelmas (MT). Keep applying throughout the year, with Lent being key for off-cycle or experienced roles.
- **Global Recruitment**: International offices recruit at different times, so check local deadlines.
- **Internship-to-Job Path**: Many graduate roles are filled by interns from Spring weeks. Gaining experience through internships is often essential.
- **Deadlines and Competition**: Expect short deadlines and lengthy processes with prestigious firms. Popular roles in investment banks, especially in M&A and sales, have high competition.
- **Alternative Opportunities**: Boutique firms and fintechs hire less formally, so continue exploring opportunities beyond formal routes.

Cambridge Career Fairs 2024 (Featuring Banking & Finance employers)

- Banking and Finance Fair – 17th October
- Engineering and Tech Fair – 22nd October
- Maths and Quants Fair – 30th October

Timetable for recruitment

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
Penultimate year	Busiest internship applications cycle		Internships advertised									
All		Recruitment events and workshops					Recruitment events and workshops					
				Recruitment assessments, interviews, and assessment centres								
1st Year		Spring weeks applications cycle										
Finalists	Graduate programme recruitment cycle – particularly investment banks						Graduate recruitment continues (inc. internships) - retail banks, research firms			Recruitment assessments, interviews		
							Direct entry roles advertised					
							Roles at boutique firms, family offices					
Careers Service Careers Fairs and Festivals			Banking & Finance / Maths & Quant	Economics Fair			Creative Careers Festival / Life Sciences Festival / International Development & charities festival / Tech festival / Green careers festival				Graduate jobs fair	

This chart indicates the peak times for various recruitment activities – in reality, recruitment is more relaxed and happens throughout all months of the year. In banking and financial markets, roles can be filled on a 'first-come, first-served' basis so early application is useful. Firms might then fill empty roles in a second cycle. Graduate roles are often filled by previous interns and those who have been on development programmes. If you are looking at a 'direct entry' or experienced role, hiring is fluid and demand-driven, so you need not focus on specific cycles, but do register your interest with firms, even when they are not hiring. *Other CS Fairs running in October: Graduate Schemes & Internships, Consultancy, Engineering, Tech, Life Sciences, Law.

What to do

1. **Explore Diverse Roles**: There are many opportunities, some for those without experience. Research institutions and their offerings thoroughly to find your fit, especially if you don't follow the traditional entry pathway.
2. **Prepare a CV**: While not always required, a CV is crucial for showcasing your qualifications, skills, experiences, and achievements. Have it ready by mid-August and update it with summer experiences.
3. **Monitor Firms' Websites**: Check for open dates for internships and register your interest directly on the websites of firms you're targeting.
4. **Use Cambridge Connections**: Look at the Careers Service events calendar and firm websites for summer and Michaelmas Term (MT) recruitment events, including career fairs. See what societies in this space are offering in terms of alumni and recruiter talks.
5. **Apply Early:** Recruitment can start as early as August, so don't be delayed by later Cambridge term dates. Some positions may be filled on a first-come, first-serve basis.
6. **Practice Online Tests**: Start practicing now to avoid surprises during the recruitment process.
7. **Plan B:** Have applications for other schemes and opportunities ready, as success in this sector isn't guaranteed.
8. Research Thoroughly: Understand the department, division, and role you're applying for. Be prepared to explain why you're a good fit, as you may only apply to one or two positions at a time.
9. **Request Adjustments**: Ask for any needed adjustments at any stage of the process.
10. Use Preparation Portals: Utilize firms' online portals that support test preparation (e.g., HSBC). Check their student and graduate recruitment pages.
11. **Look for Specialist Roles**: Specialist, direct entry, and experienced roles have different timelines. Keep searching during and after the MT rush, right through to the summer.

The application landscape

- There are expected to be more vacancies available in 2024 than 2023, but competition for those places is increasing.
- Most roles go to those who have previous internships so you will be fighting for a small number of places.
- You do not need a degree from a numerical or finance background for some roles and firms are looking to diversify their talent pools. Do expect some roles to suit certain degrees better.
- For technical or data roles you will find there are specific requirements and tests, such as coding and programming language tests.
- In 2021 – 2022 recruitment cycle for Investment Banking there were 26,400 applications per employer, around 90 applications per graduate vacancy (Highflyers, The Graduate Market in 2023). For Banking & Finance there were 13,200 applications per employer, around 59 applications per vacancy.
- Acceptance rates for investment banking programmes are around 2%. Popular investment banks can receive around 300,000 applications for less than 5,000 roles globally.
- Data science, AI, quant and technology skills are in demand and often follow a different recruitment process to trading, sales and investment roles.

Read more: Times Top 100 Employers https://www.top100graduateemployers.com/

Equality, Diversity & Inclusion Events

Leading investment banks, commercial banks and other types of financial institutions are taking a more inclusive approach to recruitment – supporting those from underrepresented backgrounds to apply to roles. Events will often target specific groups.

If you believe you belong in a group underrepresented by the industry, before applying via traditional routes, consider:

- Does the firm have programmes or schemes that you can be involved in if you are in a target group?
- Do they have roles outside their graduate scheme that you can apply to? *Mentoring, internships, insight programmes*
- What are the student societies doing at Cambridge in partnership with employers that you can tap into? (Networking evenings etc)
- Are there mentoring programmes or special internships you can apply to?
- Find a list of Cambridge specific events on the event diary https://app.joinhandshake.co.uk/edu/events and be sure to see what societies at Cambridge have organised.

Supportive networks for underrepresented candidates

- SEO London https://www.seo-london.org/ibandam
- The Skills Workshop https://diversityproject.com/the-skills-workshop/
- GAIN (Girls are Investors) https://www.gainuk.org/
- EmployAbility – https://www.employ-ability.org.uk/
- Rare Recruitment https://www.rarerecruitment.co.uk/candidates
- MyPlus https://myplusstudentsclub.com/
- The Skills Workshop https://diversityproject.com/the-skills-workshop/
- Careers Service list of 'Disability resources and funding' resources
- View our list of 'Inclusivity and diversity initiatives' – under 'other things you should know' on our banking sector pages.

Digging deeper into an employer

- You can use Windo to check the corporate social responsibility (CSR) priorities of firms and see how they are progressing on issues important to you https://my.csrwindo.com/
- Visual Capitalist is an example of a site which can help differentiate organisations using a variety of criteria, using infographics.
- Access many more premium business data sources – including Bloomberg, Marketline and JP Morgan research at https://libguides.cam.ac.uk/cjbsdatabases/industry

The application process

1. **Prepare Your CV**: Ensure your CV is updated and ready by mid-August. You may also need to complete online testing, interviews, assessment centres, and additional tests (e.g., coding, software for technical roles). Smaller, boutique firms may require just an application and interview.
2. **Complete Application Forms**: You might need to write a short statement or cover letter explaining why you are applying for the role.
3. **Understand the Screening Process**: Your application will be reviewed by a human or an applicant tracking system (ATS), looking for key criteria (grades, skills). Review the firm's core values, usually on their website.
4. **Online Testing**: You may encounter tests such as Pymetrics (games), psychometric tests (situational judgement), and numerical and verbal reasoning assessments. You can practice these for free via [Graduate First.](#)
5. **Technical Assessments**: For technical roles, prepare for timed coding tests in your chosen language. Resources like Hackerrank can be helpful: [Hackerrank Guide](#) and [Goldman Sachs Hackerrank Guide](#). You can also use [Leetcode](#) and free coding assessments via [Graduate First.](#)
6. **Cognitive interviews:** Popular in quantitative roles, cognitive interviews use a variety of games, brainteasers and puzzles designed to assess your decision-making, analytical thinking and logical reasoning. These interviews may use a trading scenario to test your estimation, statistic and probability knowledge, but will also assess your learning agility and interpretation skills.
7. **Virtual Interviews**: You may be asked to complete a digital interview using software that records your responses to on-screen questions within a set time.
8. **Interviews and Assessment Centres**: If successful, you will be invited to in-person or online interviews and/or group assessment centres, involving various tasks individually and collaboratively.

Success Factors Across All Stages:

- **Research**: Know the firm and the role you're applying for.
- **Self-awareness**: Understand your strengths and why you are a good fit.
- **Contextualisation**: Relate your role to the firm's bigger picture.
- **Practice**: Prepare for tests and interviews thoroughly.
- **Quality Over Quantity**: Focus on fewer high-quality applications over numerous low-quality ones.
- **Timing**: Start early, ideally in the summer.
- **Backup Plan**: Keep an eye on other sectors and roles.
- **Personalisation**: Avoid generic applications; tailor them to each firm and role.
- **Geographical Relevance**: Apply to offices where you are proficient in the business language and have rights to work. You can often apply to multiple offices simultaneously.

Additional Tips:

- **Attend Events**: Participate in firm events, networking, workshops, and skills sessions. These can enhance your application and provide valuable contacts.
- **Stay Informed**: Follow firms on social media and LinkedIn to keep up with recruitment timelines, news, and events.

- Always use key words from the job or role description
- Include your understanding of the firms operating values and how you meet them.
- Articulate why you are applying to that specific division and that specific role.
- Use correct spelling, punctuation, and grammar – this is important for the sector (think pitch-decks, research reports, presentations)
- Imagine yourself writing a report for a client – your accuracy is the firms' indicator of trustworthiness and quality of service.

The application cycle - individual components

Application Forms

- **Initial Application**: You may need to complete an online application form instead of submitting a CV or cover letter. This will typically require personal details, education, qualifications, and short statements on your suitability and interest in the role.
- **Key Words and Core Values**: Use key words and core values from the job description to ensure your application stands out to recruiters and applicant tracking systems (ATS).
- **Be Precise**: Clearly evidence your knowledge and suitability for the role. Include grades and exam marks and mention any extenuating circumstances in the additional information section.
- **Adjustments**: Indicate any adjustments you need during the recruitment process.

CV

- **Format**: For roles in the UK/USA, keep your CV to one page, focusing on specific accomplishments related to the role. In other countries, the format may differ.
- **No Photo**: Do not include a photo on your CV for UK applications.
- **Highlight Key Areas**: Emphasise academic success, extracurricular activities, achievements, and work experience/internships.
- **Skill Clusters**: Group skills (e.g., technical, leadership) to make them easy to find for both ATS and human reviewers. Mention all relevant skills you possess.
- **Quantify Achievements**: Specify your personal responsibilities and the outcomes of your tasks/projects (e.g., "Decreased waiting time by 10%").
- **Specific Contributions**: Detail your extracurricular activities, training frequency, competition achievements, and travel experiences.
- **Educational Focus**: As you progress in your education, focus on recent achievements and briefly mention earlier ones with grades if requested.
- **Clear Outcomes**: Highlight key achievements with clear outcomes and specify your class standing and high module grades.
- **Use Bullet Points**: Be action-oriented, outcome-driven, and quantitative.
- **Broad Experience**: Include diverse experiences such as volunteering, entrepreneurship, and leadership roles.

Summary for CV

- Tailor your CV to the role(s) you're applying for.
- Highlight achievements and relevant experience.
- Share details about past projects and evidence of their success.
- Highlight leadership roles and collaborative efforts.
- Include relevant course projects, internships, and skills demonstrations.

Cover Letters

- **Length and Content**: Keep your cover letter to one page. Address the key criteria for the role, including your experience, attributes, studies, and values, and justify your interest in the role/division.
- **Avoid Generic Content**: Tailor each letter to the specific role and use key words related to the position.
- **Personal Connections**: Mention anyone you've met at firm events or if you've had direct contact with someone. Ask for their permission to mention their name.
- **Detail Achievements**: Expand on key achievements from your CV, highlighting your ability to meet the recruitment criteria with specific actions and outcomes.
- **Genuine Interest**: Share genuine reasons for your interest in the firm, such as details from a recent report, event, or workshop. Avoid simply telling the firm about themselves.
- **Offer examples**: Include unique and credible reasons for your interest. For instance, if you have a personal connection to a firm's project or initiative, mention it.

Summary for Cover Letters

- Develop points from your CV.
- Tailor the letter to the firm and role.
- Be specific about your actions and provide outcomes.
- Mention any firm contacts in your rationale for applying.

Online tests and assessments (see resources at the end of the document)

- **Purpose**: Firms design these assessments to evaluate your skills, attributes, technical abilities, value behaviours, and cultural fit for the role.
- **Early Stage**: These tests are usually administered early in the recruitment process to filter out unsuitable candidates from large pools.
- **Prompt Notifications**: You may receive a link to complete your assessments shortly after applying. Monitor your inbox and note deadlines, which can be as short as 5 days.
- **Formats**: Assessments can include tasks, questionnaires, technical tests, puzzles and gamification. If relevant, you will get coding tests and 'take home' technical assessments.
- **Common Tests**: Expect verbal reasoning, numerical reasoning, logical reasoning, situational judgement, and gamified assessments.
- **Technical Roles**: For technical positions, you will take specialised tests like coding and programming problem-solving (e.g., Hackerrank). Reviewing basic degree content can be beneficial.
- **Value-Based Tests**: Tests on judgement, core values, and behaviours are harder to practice for. Understanding and revising the firm's core values and standards, usually available on their website, is beneficial.
- **Preparation Platforms**: Some firms provide access to preparation platforms; others prefer you rely on your instincts and knowledge.
- **Practice Resources**: Use online practice assessments available through the Careers Service to get accustomed to the test format and pressure. You have free access to Graduate First. via the Career Service.
- **Test Variability**: Exact tests are rarely available for practice and may vary per candidate to prevent cheating. Practice tests will still help you prepare for the experience.

- Your recruiter will usually invite you to ask for any reasonable adjustments that can be made to your assessments/assessment environment before you take the test. Inform your recruiter if you require any adjustments to ensure you can take the assessments on a level playing field. Please ask for advice and support if you need it – the Careers Service can support you.

In summary

- Online tests and assessments are a way for an employer to measure your suitability against key criteria for the role and your suitability to the firm.
- Online tests and assessments are designed to move large numbers of candidates through the recruitment process at a time and are a method to cut-down the number of applicants at scale.
- You will usually take a number of different tests and assessments suitable for the role.
- Tests are usually timed, and you have a certain number of days to complete them.
- You can practice most tests online through the Careers Service or the firm's own recruitment platform – this is recommended, even if to get used to the test environment.
- Ask for adjustments if you need them.

Interviews

Overview

- **Purpose:** Interviews are a chance to hear directly from the candidate about their experience and skills in relation to the role they have applied to. It is also an opportunity to find out about your fit and interest in the firm. It is a chance for you to ask questions and explore whether the firm is right for you, too.
- **Prepare** to share specific examples of previous experience that directly represent transferrable skills to the role you are applying for – review the skills needed for the role prior to the interview. Prepare questions for the interviewer in advance. This will show genuine interest in the role and the culture of the firm.
- **Read and understand the firm's annual report**. You won't be expected to know all the details, but you should have a general understanding of they performed in the last year. This is usually found on the firms' website, alongside other publications and insights to help your understanding of their clients and expertise.
- **Commercial awareness is important**. Keep up with the news – this can be in relation to the firm, the sector or the industry(s) the role focuses on. This will help you speak from a place of knowledge and confidence.

Interview questions

- Interviews usually focus on six types of questioning:
  - **Behavioural questions** - *how you behave in certain situations.*
  - **Competency questions** - *how you have evidenced skills relatable to the role.*
  - **Situational questions** - *how you would respond to a scenario encountered in the role or more generally in a professional situation.*
  - **Analytical questions** - *how you evidence your ability to apply analytical thinking.*

- o **[Case studies](#)/commercial awareness questions** *how you interpret real-life scenarios and offer judgment (may be assessed in a written exercise)*
- o **Technical questions** – *technical applications/concepts you apply to projects and evidence your understanding of their application and limitations.*

Video interviews

- **Platforms**: Video interviews take place on virtual platforms such as Hirevue. You will be expected to record your answers to questions on a screen, over 2 – 5 minutes. You can rehearse beforehand, and you can normally re-record your answer once.
- **Practice**: It is important to practice for these interviews, which you can do via the Careers Service's platform '[ShortlistMe](#)'.
- **Prepare**: These interviews will be looking for you to mention key skills, attributes, experiences and values that match the requirements of the role. It is through these elements the software and the reviewing team will be able to shortlist you based on your suitability.
- **Format**: Normally you will be asked strengths-based or competency questions, which you can prepare for and practice, using the [STAR model](#).

In person interviews

- **Timing:** In larger firms, in-person interviews will come nearer the end of the recruitment process. In smaller, boutique firms, interviews will be earlier in the process – though you may still have multiple rounds.
- **Purpose:** If you make it to an in-person interview you are likely a strong candidate that they have genuine interest in. They will be aware of your skills and experience from your CV/application and will now be wanting to know more about you and your thought processes/approach to work at their firm.
- **People**: In-person interviews usually include a member of the department you will work for, a senior figure and a member of HR. You can be interviewed by one person or a panel, who will take it in turns to ask you questions.
- **Interaction:** Rapport and body language are important factors in in-person interviews, so consider how you are going to greet everyone, sit and hold yourself. Think of it as a professional conversation – you have done the hardest part to get there, so try and enjoy talking about yourself and your experiences.
- **Questions**: Have questions prepared to ask the interviewers – focus on topics you really want to know the answer to and not on anything you can find out on the website.

Assessment Centres

- Assessment centres will normally take place nearer the end of the recruitment process, when you have completed your applications, tests and video interviews.
- Assessment centres can also be called 'Super Days'. Essentially, they are opportunities for firms to bring candidates together and observe your behaviours and skills via a series of tasks.
- There is usually a social element to assessment centres to enable candidates to network with current employees, take an office tour and socialise with other potential employees. This is an important element of the day as it helps you to find out if the firm is right for you, so don't skip these.

- Assessment centres tend to focus on group tasks that enable the recruiter to observe your interaction in a team and undertake tasks that relate to the role you have applied to.
- You will need to bring your knowledge of the role and the aims of the firm to this activity, but you don't need to be an expert – group tasks are usually a way of monitoring your behaviours and attitudes and not specific knowledge. This is different for very technical roles, where your expertise is often under the spotlight too.
- You can prepare for assessment centres by understanding the role you are applying to, revising the core values and aims of the firm, keeping up to date with news and reports relating to the business of the firm and reviewing your application as a reminder of your key achievements (for the interview section).
- You may be asked to prepare a presentation for the interview. Ensure you have understood the topic, prepared the presentation well in advance and practiced it for timekeeping.

In summary

- Interviews are a way for you to expand on the information in your application.
- You will likely experience both virtual and in-person interviews, depending on the stage you reach in the process.
- Interviews are a chance for the firm to observe your behaviours in relation to the role, gather the scope of your interest in the sector and their firm and to hear more about your skills and interests.
- You can prepare for interviews by understanding the role you are applying to, revising the core values of the firm and being aware of the context(s) in which your firm does their business.
- Storytelling is an important part of the interview process, so preparing to talk about your experiences in more depth, whilst being specific about what you have accomplished; in relation to the job role is a key success factor.
- At the latter stages of the recruitment process, you can expect to be invited to the firm's office(s) to meet other candidates and interviewers in person, unless the role doesn't require it, or the process is taking place in another country.

Example Recruitment Information from Firms

- JP Morgan interview tips
- Goldman Sachs introduction to interviewing
- Goldman Sachs in-person interviewing tips
- Bank of America recruitment cycle
- Deutsche Bank video interview preparation
- D.E.Shaw Group Interviewing Guide

Data Science & Technology Resources

- UBS's AI & Data Science team advice: Stay on top of emerging trends in data science and demonstrate coding knowledge.
- Hackerrank articles and practice spaces:
  - Goldman Sachs Hackerrank article
  - Goldman Sachs guide to Hackerrank
- efinancial careers – technology

- Leetcode – test preparation

Other Useful Resources

Understanding the Sector and Roles

- HSBC Division Videos
- Forage virtual internships
- JP Morgan 'Understanding Asset Management' series on YouTube
- eFinancial Careers – their Banking Careers Guide has a list of divisions and firms.
- Bankers by Day
- Deutsche Bank 'Unofficial Guide to Banking'
- Investment Industry Career Paths (CFA)
- Quant trading (Investopedia)
- What is FinTech? (TargetJobs)
- Hedge Funds (Investopedia)
- Corporate Banker (TargetJobs)
- Private Wealth Manager (TargetJobs)
- Investment banking product groups (Mergers & Inquisitions)
- Financial Times League Tables
- Centre for Endowment Asset Management (JBS)
- CJBS Database Guide: Finance (login required with crsid)
- CFI Interactive Careers Map
- The Future of Banking: 2030 | Santander | FT Partner Content
- How AI Is Powering the Future of Financial Services | JPMorgan Chase & Co.

Career pages for students from employers, to start your research

- Bank of America Careers for Students
- Barclays Careers for Students
- Capula Investment Management
- Citadel

- Citibank Careers for Students
- Deutsche Bank Careers for Students
- DRW
- Flow Traders

- Goldman Sachs Careers for Students
- HSBC Careers for Students
- Hudson River Trading
- IMC Trading
- Jane Street

- JP Morgan Careers for Students
- Jump Trading
- Man Group

- Morgan Stanley Careers for Students
- Optiver

- RBC Careers for Students
- Renaissance Technologies

- Standard Chartered Careers for Students

- [Two Sigma](#)

- [UBS Careers for Students](#)
- [Wells Fargo Careers for Students](#)
- [WorldQuant](#)

Recruitment Resources from the Careers Service

- [Overview of roles in Banking and Financial Markets](#)
- [Employer guides and lists](#)
- [CV guide and Career Set](#): Start, refine, and check your CV.
- [Practice virtual interviews on ShortlistMe](#): Choose from various interview types, including Finance.
- [Banking & Financial Markets recommended resources](#).
- [Practice personality and psychometric tests](#): Including verbal reasoning, numerical reasoning, gamification, and situational judgement.
- [Support for group tasks (assessment centres)](#).
- [FAQs about post-application offers](#).
- [Read our blogs](#): Insights from a former Cambridge student on getting through the recruitment process.
- TargetJobs guide to Banking: Available in Handshake [Graduate Digital Publications](#) > Banking.
- [Careers Service Videos](#): Career & Recruitment Essentials Playlists (applications, interviews, job searching).
- [Disability and psychometric tests](#)

Student Societies

- [CU Finance and Investment Society](#)
- [CU Algorithmic Trading Society](#)
- [CU Women in Business](#)
- [CU Real Estate Finance & Investment Society](#)
- [CU Marshall Society](#)
- [CU Venture Capital & Private Equity](#)

Books for traders and investors:

You may like to read around the sector and are interested in its history. [Patrick Boyle](#) has a video on his recommendations (Top Ten Finance Books For Traders & Investors), these are those in the video:

1. Roger Lowenstein - When Genius Failed - https://amzn.to/2Jp0pwj
2. Edwin Lefevre - Reminiscences of a Stock Operator - https://amzn.to/3mnfXz8
3. Victor Niederhoffer - Education of A Speculator - https://amzn.to/3mlWNKc Jack Schwager - Unknown Market Wizards - https://amzn.to/3mleolt
4. Michael Lewis - Liars Poker - https://amzn.to/39sSFEn
5. Frank Partnoy - Fiasco - https://amzn.to/3lliWHc
6. Richard Thaler - The Winner's Curse - https://amzn.to/3lkrdex
7. Edward Thorp - A Man For All Markets - https://amzn.to/3mkfZI8
8. Emanuel Derman - My Life As A Quant - https://amzn.to/36kdhwM
9. Jim Rogers - Investment Biker - https://amzn.to/2JdCoc2

This book was recommended by a graduate who is now a Quantitative Researcher

1. [Fooled by Randomness: The Hidden Role of Chance in Life and in the Markets](#)

YouTube Videos on Banking & Financial Markets (a few!)

There are obviously a vast number of videos on banking and financial market careers and sector overviews, here are just a few that will support your research:

- Who killed the ESG party? (FT) https://www.youtube.com/watch?v=hMW_pT7w-Y8 (YouTube)
- Yale lecture on Investment Banking (Prof. Robert Shiller) https://www.youtube.com/watch?v=2yycGEFCNYE (2011, older video but a useful history) (YouTube)
- MIT Portfolio Management Lecture (Jake Xia) https://www.youtube.com/watch?v=8TJQhQ2GZ0Y (2013)
- How Private Equity Ate Britain (2024) Bloomberg https://www.youtube.com/watch?v=hIyl5SI6OL0 (example of topical insight videos)
- How Leaving the EU hit the UK (FT) https://www.youtube.com/watch?v=wO2lWmgEK1Y&t=57s (2023) (example of topical insight video)

Training resources
If you would like to upskill in tools useful to the sector, these free resources can help:

- Use [LinkedIn learning](#) for short and in-depth courses on a variety of topics including AI, cyber security, excel, giving presentations, marketing, coding, programming, image editing and so on. You can use your CRSID to log-in to LinkedIn to link it to your account to access it for free.
- Learn more about resources available for [hybrid working](#) through UIS
- Access specific courses on [using Office 365 effectively](#) (filter by level of ability)