BlackRock.

Investments

Positions available in all regions: Americas, Europe and Asia Pacific

Together, we help more and more people experience financial well-being.

In particular, the Investments teams conduct market research and analyze specific investment opportunities which meet client needs.

What business divisions sit within Investments?

- **Alternatives**
  Build alternative investment portfolios
- **Client Portfolio Solutions**
  Bring together our research, investment experience and technology to meet our clients needs
- **Equities**
  Build equities investment portfolios to generate superior returns for clients
- **ETF & Index Investing**
  Develop, analyze and manage ETFs and Index Investments
- **Fixed Income**
  Build fixed income investment portfolios
- **Multi-Asset Strategies**
  Provide investment strategies and outcomes
- **Quantitative Investing**
  Research and develop quantitative models and strategies
- **Trading, Lending & Liquidity**
  Improve trading standards across asset classes

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Alternatives

Positions available in: Americas, Europe, and Asia Pacific

As allocations grow, alternative investments play an increasingly critical role in portfolios. BlackRock offers access to a broad spectrum of alternative investments in **alternative solutions**, **hedge funds**, **credit**, **private equity**, **real estate** and **infrastructure**. Each business is responsible for strategic planning and oversight as well as investment management activities.

Our business contains seven teams across three key areas:

Alternative Investment Strategies

Alternative Solutions Group

Constructs and manages portfolios that invest across core and emerging alternative asset classes on behalf of some of the firm's most sophisticated investors. We provide investors with a single point of access to BlackRock's wide-ranging Alternative investment and risk management capabilities.

BlackRock Alternative Advisors

Provides custom hedge fund solutions and manages hedge fund of funds portfolios. Our team invests in external hedge funds and has deep experience in structuring and managing custom, co-investment and commingled hedge fund of funds portfolios.

Credit

Manages private and public credit investments across the full spectrum of risks, liquidity and geographies. BlackRock has expertise in opportunistic and distressed debt, specialty finance, middle market investing, high yield, leverage loans and CLOs. The team is global with investment professionals in Americas, Europe, and Asia.

Private Equity

Delivers a broad array of private market solutions through customized and commingled private equity programs focused on investing in primary funds, direct co-investments and secondaries. We cover the spectrum of private equity, from venture capital to buyouts to distressed investments. We are dedicated to the sourcing, selection, management, structuring, monitoring and administration of private equity investments and partnerships.

Real Assets

Includes both Real Estate investments and Infrastructure investments. Real estate manages investments across the four quadrants of the real estate market including private equity, private debt, public equity (REITS) and public debt, across all major real estate markets globally. Infrastructure manages equity and debt infrastructure investments as well as fund of funds, providing investors with access to infrastructure assets with a fiduciary framework and tailored investment solutions.

Distribution

BlackRock Alternative Specialists

A client-facing sales team that collaborates with investment groups across BlackRock Alternative Investors and the firm's relationship managers to deliver the breadth and depth of the Alternatives platform to our clients. They are tasked with delivering Alternatives-focused solutions that help to solve for our client's specific investment requirements.

Sourcing & Financing

BlackRock Private Capital Markets

A dedicated capital markets function for sourcing private and illiquid investment opportunities with a focus on alternatives sourcing and deployment. We help banks, sponsors and other intermediates best navigate the entire BlackRock platform by thoroughly understanding potential investment opportunities, working with investment teams to execute transactions, and managing relationships to build strong connectivity between counterparties and BlackRock.

BlackRock.

Alternatives

Our team is known for:

- Offering clients access to a **variety of investment options** not generally available through traditional fixed income and equity markets
- Highly regarded investment specialists armed with industry-leading information and insights, **managing over +218 billion in client's assets** across 49 offices (as of March 2020)
- Bringing high-quality investments, no matter the market cycle
- Using the **industry's most sophisticated technology** by combining the power of Aladdin's risk analytics and eFront's private markets data platform to help ensure that risks are deliberate, and investors know what they own
- Putting **sustainability at the center of how we invest** to provide better risk-adjusted returns to our investors

We partner with:

- **Internally:** We work with Portfolio Managers, Institutional and Wealth Client Business, Operations & Technology, Portfolio Analytics Group (PAG), Legal & Compliance, Business Operations, Internal Audit, and Finance
- **Externally:** We engage with Institutional and Retail Clients, Stakeholders and Board Representatives

What will you do as an analyst?

- Learn the basics of the investment process within Alternative investments and become an active participant
- Conduct analysis of returns/financial modeling and learn to identify drivers of return
- Partner with team members to perform risk analysis and investment research
- Develop a comprehensive understanding across all alternative asset classes and learn how Alternatives impact the rest of a portfolio
- Acquire a deeper understanding of client needs to solve for clients ranging from large scale institutions to large private clients
- Benefit from the resources of a world-class technology firm

What capabilities are we looking for?

- Analytical and numerical skills
- Communication and presentation skills
- Strong problem-solving skills and critical thinking
- Basic or intermediate coding and programming skills
- Team leadership and teamwork skills
- Innovative skills

Client Portfolio Solutions

Positions are available in: Americas, Europe, and Asia Pacific

Do you have a zest for markets and for working across multiple asset classes? Are you searching for an exciting, multifaceted early career opportunity with the world's largest asset manager? Client Portfolio Solutions is uniquely crafted to deliver outstanding outcomes, better returns, increased convenience and improved transparency for our clients by building investment quality, efficient portfolios, while prioritizing client engagement.

We deliver the outcomes our clients seek by embracing end-to-end partnership, improving diversified return drivers, considering a whole portfolio approach, and fueling powerful insights through Aladdin technology. We are the investment group at the heart of BlackRock's portfolio construction and asset allocation ecosystem that brings together research, investment experience, and technology to meet clients' needs for whole-portfolio approaches.

Our business contains four teams:

Product Strategy

Wealth strategist are responsible for product development and servicing new and existing products and clients

Client CIO (Chief Investment Officer)

Supervises investment performance and leads client relationship by constructing portfolios, handling risk and hedging exposure in alignment with client's objectives

Global Client Fulfilment

Coordinates investment operations and client servicing by owning client onboarding, mandate changes and collaboration with internal teams around the firm

Global Manager Research

Reviews performance and rates third-party managers alongside internal BlackRock strategies to guide Client CIOs and Client Portfolio Solutions clients

We partner with:

- **Internally**: Portfolio Managers, Risk Managers, Product Strategists, Portfolio Consultants, COOs of Investment teams, and many others
- **Externally**: Aladdin client community

Our team is known for:

As the firm's newest investment function, the 140+ member team seeks to be strategic partner that enables clients focus on portfolio decisions that matter most:

- Breadth of services: Ability to provide both asset management and advisory services (e.g., risk advice, asset allocation, liability analysis)
- Broad approach: Solutions based on complete understanding of a client's needs and goals
- Investment excellence: Asset allocation, portfolio optimization, risk management and outsourcing implementation. All work is grounded in Aladdin – whether it is a one-time advisory consultation, ongoing risk engagement, or managed total portfolio solutions
- Depth of resources: Deep client segment expertise/experience combined with direct access to BlackRock's vast pool of intellectual resources and implementation tools

Client Portfolio Solutions

What will you do as an analyst?

As the firm's only investment team organized by client type, we envision a bold and exciting future and invite you to join our team.

- Receive training in portfolio construction, portfolio analysis and risk management across the full range of asset classes and strategies
- Prepare analysis that drives real decisions for diverse and sophisticated investors worldwide
- Support research and contribute to articles and white papers on relevant topics of interest
- Build strong relationships within Client Portfolio Solutions and with other investment professionals, client teams, and leaders across the firm

What capabilities are we looking for?

- Ability to learn
- Analytical mindset
- Critical thinking
- Client service
- Collaborative demeanor
- Technical curiosity
- Basic or intermediate coding and programming skills
- Interest in research or portfolio management
- Interest in consulting with clients to help them achieve their goals

Your learning & development will include:

We encourage our analysts to be results-oriented and make an impact, while applying intellectual curiosity to solve tough problems. We love innovating to deliver enhanced, technical solutions that meet our clients' evolving needs.

As a new team member, you will have the opportunity to help us grow:

- Innovative solutions: We build data focused, custom investment solutions to tackle the sophisticated challenges of our clients
- Uncompromising client service: We deliver an outstanding client experience through insightful perspectives based on each client's unique situation
- Tight-knit group culture: We are passionate about working in teams. Our engagements demand cross-functional expertise that no one person can deliver alone

Equities

Positions are available in: Americas, Europe, and Asia Pacific

The Equities division makes active decisions in the Equity market to generate superior returns for clients through fundamental research into companies and consideration of the macroeconomic environment. We take multiple investment approaches to manage portfolios across several different styles, geographies and capitalization ranges. We also find opportunities to seek out inefficiencies in stock markets which can be identified and exploited by proprietary fundamental research.

With over 250 investment professionals across the globe, the Active Equity platform is in a unique position to draw on quantitative approaches and fundamental strategies to deliver alpha for our clients. Our teams are organized under a specialist model, with 26 equity teams on 5 continents across 10 countries, all focused on generating alpha.

We are supported by dedicated business management and product strategy functions across investment groups, including regional and functional leads to support the local execution of our global and regional business plans and priorities.

We partner with:

- **Internally:** We partner with Risk & Quantitative Analysis to understand the risk of our holdings and potential investment ideas, with Product Strategy to help clients understand our strategies and portfolios, with Distribution channels (such as Institutional Client Businesses, US Wealth Advisory, etc.) to deliver and market these solutions to clients, and lastly, with Marketing to build our platform brand.
- **Externally:** We engage with management teams of companies we invest in to better understand their business structure and long-term growth and value potential

What will you do as an analyst?

- Research and understand different sectors across equity markets, learning the key drivers and dynamics specific to each sector
- Make active investment recommendations to portfolio managers covering a specific region or sector
- Participate in meetings with senior management at various external companies

What capabilities are we looking for?

- Analytical approach
- Critical thinking
- Distilling large amounts of data
- Problem solving
- Research skills

ETF & Index Investing

Positions available in: Americas, Europe, and Asia Pacific

BlackRock is the largest exchange traded fund (ETF) and index investments provider. As a business, we develop, analyze, and manage ETFs and Index Investments that track most major indices, providing clients with access to markets around the world. In joining our team, you will be part of a fast-paced, market-centric, global business. Our team-based atmosphere ensures constant teamwork, knowledge-building, and opportunities to connect with clients and partners across regions and functions.

Our business contains seven teams:

Global Markets
Helps our clients understand markets, trading, and best execution opportunities

Product
Develops and researches product opportunities and defines our product strategy

Marketing
Drives our brand strategy and distributes our client-ready thought leadership

Investment Management
Powers our portfolios and manages our investment funds

Sales
Develops and manages client relationships with institutions, hedge funds, and insurers

Strategy
Researches and identifies new markets, segments, and product opportunities

Technology
Develops technology solutions to manage portfolios, build out investment platform, provide insights to clients, and develop automated solutions for scale

We partner with:

- **Internally**: Colleagues from Sales, Product, and Strategy
- **Externally**: Some teams partner extensively with clients

What will you do as an analyst?

- Join daily market-related updates, learning about how our products trade and react to market events, and how clients utilize ETF and Index strategies in their portfolios.
- Learn about our clients and their investment strategies. You may assist in guiding investors towards achieving their unique investment goals using our technology and tools.
- Develop a deep foundation on our products and solutions. You will collaborate across multiple business functions to learn the product life cycle and our strategies for continued growth.

What capabilities are we looking for?

- Resourcefulness
- Analytical approach
- Basic or intermediate coding and programming skills
- Critical thinking
- Presentation skills

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Fixed Income

Positions are available in: Americas, Europe, and Asia Pacific

Using credit, bonds, interest rates and foreign exchange, the Fixed Income team offers a variety of fixed income products crafted to meet specific client risk and return profiles. We bring together distinct, yet complementary businesses under one global structure.

With over 400 investment professionals across the Americas, APAC and EMEA, Global Fixed Income is in a unique position to draw on a depth of expertise and experience to provide clients with the most comprehensive and diverse investment strategies in the market today.

We are supported by dedicated business management and product strategy functions across investment groups, including three regional leads to support the local execution of our global and regional business plans and priorities.

Our business contains three functional roles:

Portfolio Management

Manages client flows, constructs portfolios, monitors risk and hedge exposure to implement trading strategies based on clients' needs and preferences

Research

Responsible for analyzing the performance of companies, industries and countries for Portfolio Managers and clients

Product Strategy

Responsible for product development and servicing new and existing products and clients

We partner with:

- **Internally:** Every team at the firm depending on the role
- **Externally:** Work extensively with external clients

Our team is known for:

- Market and investment expertise
- Specialized coverage of global fixed income markets
- Smart and experienced investment teams and complementary processes
- A culture of information sharing
- Portfolio construction and risk management skills
- State-of-the-art systems support
- An ability to speak professionally about portfolios and risk
- A great place to work and build a career
- Culture of excellence with clear accountability
- Challenging, fun learning environment

Fixed Income

What will you do as an analyst?

- Provide daily support in the Fixed Income investment process
- Provide and analyze analytics and data for BlackRock to use internally when making investment decisions
- Generate financial models
- Analyze and research for existing and new Fixed Income clients
- Manage and amend client accounts as needed
- Undertake sector-based research

What capabilities are we looking for?

- Coding & programming skills: Python (required for Portfolio Management; preferred for other teams within Fixed Income)
- Resourcefulness
- Analytical approach
- Critical thinking
- Distilling large amounts of data
- Research skills
- Technical curiosity

Your learning & development will include:

- Contributing to the work of the team and meeting members across various sectors within Fixed Income through departmental meetings and group training sessions
- Access to senior leaders across Fixed Income
- Departmental investment strategy meetings and debrief sessions to ask questions in small group settings

Multi-Asset Strategies

Positions are available in: Americas, Europe, and Asia Pacific

Do you have a zest for markets and for working across multiple asset classes? Are you searching for an exciting, multifaceted early career opportunity with the world's largest asset manager? Our multi-asset solutions platform is crafted to uniquely deliver outstanding outcomes, better returns, increased convenience and improved transparency for our clients by navigating evolving markets, optimizing portfolios, and incorporating diversity of perspective.

We deliver the outcomes our clients seek by listening objectively, eliminating boundaries to improve investment opportunities, embracing new ideas, and building innovative, flexible solutions for tomorrow's markets. Multi-Asset Strategies encompasses a broad range of investment strategies all designed to deliver outcomes more consistently than can be readily achieved through a single-asset class investment. The platform brings together over 30 years of expertise and 240 investors across distinct investment teams to capitalize on multiple sources of return and target distinct investment outcomes such as growth, income, absolute return and lifecycle investing.

BlackRock's Multi-Asset Strategies eliminates traditional investment boundaries to deliver investment outcomes with more precision:

- **'Solutions first' mentality:** Multi-Asset offerings ensures that clients' investment solutions are closely aligned against individual goals and objectives
- **Breadth of expertise**: Dynamic investment processes draw on expertise in macro-economic research, data science, asset allocation, factor investing, security selection and thematic investing
- **Broad intelligence:** Diversity of skill sets and perspectives provides a deeper understanding of sophisticated financial markets and allows for more informed decision making in portfolios
- **Culture of innovation:** Proven history of adapting to quickly changing financial markets and helping clients tackle new investment challenges through advances in portfolio construction and technology

Our business contains three functional roles:

Portfolio Management

Manages client flows, constructs portfolios, monitors risk and hedge exposure to implement trading strategies based on clients' needs and preferences

Research

Responsible for analyzing the performance of companies, industries and countries for Portfolio Managers and clients

Product Strategy

Responsible for product development and servicing new and existing products and clients

Our business contains eight teams:

- Factor Based Strategies
- Diversified Strategies
- Income Strategies
- Global Tactical Asset Allocation
- LifePath Research
- Model Portfolio Solutions
- Multi-Asset Strategies Asia Pacific
- Private Investors

Multi-Asset Strategies

We partner with:

- **Internally:** Aladdin and Risk and Quantitative Analysis (RQA) provide Multi-Asset Strategies the resources necessary to create robust portfolios that seek to match clients' desired outcomes. We also partner across the entire firm working with investment professionals on other investment teams to incorporate their strategies into our portfolios and by coordinating interactions between Portfolio Managers across our teams.

What will you do as an analyst?

- Develop a comprehensive understanding of asset classes, regions, sectors, industries, currencies and securities across the Multi-Asset Strategies investment platform.
- Participate in the development and implementation of portfolio construction, risk analytics, strategy evaluation and trading tools.
- Collaborate with team members across Multi-Asset Strategies and share insights and ideas that will drive investment outcomes.

What capabilities are we looking for?

- Ability to learn
- Analytical mindset
- Critical thinking
- Client service
- Collaborative demeanor
- Technical curiosity
- Basic or intermediate coding and programming skills
- Interest in Research or Portfolio Management
- Interest in consulting with clients to help them achieve their goals

Your learning & development will include:

We encourage our analysts to build positive relationships and make an impact, while applying technical curiosity to solve tough problems. All Multi-Asset Strategies are rooted in the platform's unified core investment beliefs. We start by understanding the client's desired outcome, and then we deploy our Multi-Asset class approach, and risk-aware capabilities. As a new team member, you will be exposed to:

- Blending fundamental and systematic research techniques to be able to broaden perspective and analyze the wealth of information
- Exploring index, factor, and alpha building blocks in our quest for optimal portfolios
- Analyzing portfolios through a factor lens to better understand portfolio exposures
- Developing thematic investment views and then learning how we express those views across our portfolios, often across multiple dimensions and asset classes
- Looking beyond conventional asset classes to deliver an outcome in a more consistent and risk-aware manner

Quantitative Investing

Positions are available in: Americas and Europe

Quantitative investing roles involve conducting quantitative research, developing mathematical trading models and strategies, establishing metrics for risk and performance, and developing software.

Our business contains two teams:

Systematic Active Equities

Systematic Active Equity is a groundbreaking quantitative investment team that applies the latest Big Data and Machine Learning techniques to the world of investing. To achieve superior outcomes for our clients including large institutional investors, retirement plans of the world's leading companies, and individual investors saving for the future. We build constantly evolving models that capture the drivers of stock returns, from today's trading activity or internet searches to next year's economic forecasts or long-term demographic trends.

Systematic Fixed Income

Systematic Fixed Income is responsible for generating investment performance across a spectrum of portfolios. Team members are researchers and portfolio managers who build quantitative models for a range of assets. Models are based on a variety of inputs and employ sophisticated financial theory, econometrics and computing techniques. The team continually adapts the models to a constantly evolving investment landscape.

What capabilities are we looking for?

- Familiarity with natural language processing, machine learning, and/or artificial intelligence
- Strong programming skills, either from a data pipeline background (AWS, Hadoop, Spark, SQL), and/or statistical analysis background (Python, R, Matlab, ML libraries)
- Analytical approach
- Distilling large amounts of data
- Numerical skills
- Problem solving
- Research skills

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Trading, Lending & Liquidity

Positions are available in: Americas, Europe, and Asia Pacific

The Trading, Lending & Liquidity groups were established with the goals of improving trading standards across asset classes, streamlining and using counter-party relationships, attracting and retaining top trading talent in the industry, and developing a "One BlackRock" culture for trading activities.

Our business contains five teams:

Global Trading

Trading

Leverages deep market expertise and knowledge of supply and demand factors to buy and sell securities to deliver the best possible outcome for our clients

Global Capital Markets

Actively seeks out opportunities for new debt and equity issuances, so our Portfolio Managers get first access to new investment opportunities

Transition Management

Helps clients trade most efficiently when they are changing their investment strategy or benchmark

Lending & Liquidity

Securities Lending

Finds enhanced return for clients by lending out our funds' securities on a short-term basis for a fee that improves the funds' return. Borrows cash for some of BlackRock's portfolios so that they can get a leveraged return

Cash

Provides access to liquidity directly to our clients by investing in short duration, low risk assets to satisfy clients' investment objective of stable returns and immediate access to their funds

Our team is known for:

- Trade execution: Finding the best prices in buying, selling, and lending securities
- Evolving to serve our clients: Using the firm's scale to drive innovation in the capital markets, and implementing technology solutions to better access supply in the markets
- Managing change: Efficiently handling changes in clients' investment strategies in order to preserve performance
- Managing cash: Providing our clients with direct access to liquid cash when they need it

What will you do as an analyst?

- Partner with traders to execute trades
- Define execution strategies
- Analyze trading performance
- Provide quantitative and qualitative analysis on key strategic projects
- Work closely with internal and external strategic partners to inform changes in products, processes and technology

What capabilities are we looking for?

- Analytical approach
- Basic or intermediate coding and programming skills
- Distilling large amounts of data
- Outcome driven
- Technical curiosity

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