

# BLACKROCK® CAMPUS CAREERS

## ABOUT BLACKROCK®

BlackRock was founded over 28 years ago by eight entrepreneurs who wanted to start a very different company. One that combined the best of a financial leader and a technology pioneer. And one that focused many diverse views on a singular purpose: making a difference in the lives of the parents and grandparents, the doctors and teachers who entrust us with their money—and their futures—every day.

## UNLOCKING ADVISORY AND STRATEGY

### FINANCIAL MARKETS ADVISORY

**Support clients with consulting, analytical, capital markets and strategic advisory services**

The Financial Markets Advisory (“FMA”) group supports financial institutions, long-term investors, finance ministries and central banks with a range of consulting, analytical, capital markets and strategic advisory services. FMA provides customized services across enterprise risk management; balance sheet and capital management; regulatory strategy and implementation; capital markets and transaction execution; and data and financial modeling.

New York | DC | London | Singapore

### CORPORATE STRATEGY & DEVELOPMENT

**Supports BlackRock’s Board of Directors and Senior Management in driving key strategic priorities**

Corporate Strategy and Development is dedicated to supporting BlackRock’s Board of Directors and Senior Management in operating the day-to-day business, optimally positioning the Firm to create value for shareholders, and driving the achievement of our key strategic priorities.

New York | London

### STRATEGIC PRODUCT MANAGEMENT

**Drive organic revenue growth by enhancing product development and innovation**

SPM seeks to bring innovation, discipline and focus to BlackRock’s product line-up, as well as to partner with each of the firm’s business units to ensure alignment behind a clear set of priorities. Done effectively, this ensures that BlackRock continues to meet the needs of its clients and achieves its growth objectives.

New York



### CLIENT SOLUTIONS

**Combines consulting and portfolio management**

The Client Solutions (“CS”) team combines strategic consulting with portfolio management to solve our clients’ most complex investment challenges. CS builds custom portfolios spanning all asset classes, sectors, styles, and regions. The team also provides tailored advice to the Firm’s institutional clients, including many of the world’s most influential asset owners: pensions, endowments, central banks, insurers, and sovereign wealth funds. Rooted in BlackRock’s longstanding culture of objective problem-solving, the CS group is among the highest strategic priorities at the Firm.

New York | London | Singapore | San Francisco

## KEY TASKS



**ANALYZE PORTFOLIOS**



**BUILD STRATEGIES**



**ADVISE CLIENTS**



**ASSESS RISK**

# BLACKROCK® CAMPUS CAREERS

## ABOUT FINANCIAL MARKETS ADVISORY

The Financial Markets Advisory group (FMA) at BlackRock provides advice to financial institutions, financial market regulators, market intermediaries, and government entities to address their most critical, and often most complex issues around enterprise risk management; balance sheet and capital management; regulatory strategy and implementation; capital markets and transaction execution; and data and financial modeling. Many of FMA's engagements arise from client needs driven by a wide range of inter-connected factors including rapid rate of regulatory change, complexity of strategic, financial and risk management initiatives, expanding size of data and accelerated utilization of new technologies, demand for increased transparency, and volatility in capital markets and the related challenges of enterprise risk management.

### OUR TEAM IS KNOWN FOR:

- ▶ **Financial Markets Expertise:** Our team has expertise across all asset classes with deep practitioner's insight and leading research capabilities
- ▶ **Analytical Capabilities:** Our team has the unique ability to analyze large, complex data sets, produce comprehensive analyses, and leverage state of the art technology, modeling expertise and a global risk analytics platform
- ▶ **Regulation / Risk Management Expertise:** Strong understanding of regulation and enterprise risk management practices which combine policymakers' and practitioners' perspectives to address clients' specific needs
- ▶ **Customized Services:** Tailored advisory framework and flexible delivery model through highly disciplined approach to support our clients
- ▶ **Leadership:** Proven project management capabilities leading complex, multifaceted assignments, often under demanding client timelines
- ▶ **Trusted Advisor:** Similar to the entirety of BlackRock, FMA abides by the highest fiduciary standards and conflict management principles to best serve our clients' interests

### AS AN ANALYST YOU WILL:

- ▶ Be afforded a diverse and challenging professional experience with broad reach across the public and private sectors
- ▶ Interact directly with clients to present results, address requests and questions
- ▶ Work on multiple cross-functional project teams concurrently, providing you with access to a range of professionals, their expertise and experience
- ▶ Learn about financial institutions, markets, and the key issues driving change
- ▶ Hone analytical skills by performing quantitative analyses in support of client engagements
- ▶ Enhance written and verbal communications skills by preparing presentations for client projects, supporting the new business pitch process, conducting research, writing proposals, and communicating project results to clients

### QUALITIES WE LOOK FOR:

- ▶ Demonstrated record of academic achievement and leadership
- ▶ Strong critical thinking and problem solving abilities
- ▶ Highly motivated self-starters that work well without direct supervision
- ▶ Successful collaboration and ability to work in teams
- ▶ Excellent written and verbal communication skills
- ▶ Superior organizational skills and ability to perform under pressure and tight deadlines
- ▶ Demonstrated interest in current financial institution and market issues

### STATISTICS AT A GLANCE\*

- Five broad focus areas
  - Enterprise Risk Management
  - Balance Sheet & Capital Management
  - Regulatory Strategy & Implementation
  - Capital Markets & Transaction Execution
  - Data & Financial Modeling
- Since 2008, served over 215 unique clients in 31 countries in over 475 engagements
- Execute on complex and transformational initiatives for our clients, frequently across global platforms
- Advise primary banking supervisory organizations as well as individual banks on stress test diagnostics in over 20 countries, including the U.S., the U.K., France, Germany, Greece, Ireland and the Netherlands
- Support a wide range of regulatory strategy and implementation issues across global regulatory regimes

\*As of Aug 2016

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### OUR TEAM IS KNOWN FOR:

- ▶ **Innovative solutions:** We design custom investment strategies that solve the complex challenges of our clients
- ▶ **Uncompromising client service:** Senior leaders across a host of leading global organizations come to us with their most pressing investment needs...and expect us to deliver!
- ▶ **Tight-knit group culture:** We are passionate about working in teams – our engagements demand cross-functional expertise that no one person can deliver alone

### AS AN ANALYST YOU WILL:

- ▶ Receive training in portfolio analysis and risk management across the full range of asset classes and strategies
- ▶ Prepare analysis that will drive real decisions for sophisticated investors worldwide
- ▶ Become a “super user” of our market-leading, proprietary investment platform, Aladdin®
- ▶ Build relationships with other investment professionals, client teams, and leaders across the Firm

### QUALITIES WE LOOK FOR:

- ▶ **Attitude:** humility to admit knowledge gaps, and strong work ethic to diligently fill those gaps; ability to cope with tight deadlines and competing priorities without losing composure
- ▶ **Blend of left and right brains:** strong quantitative/analytical abilities, combined with exceptional communication and writing skills
- ▶ **Intellectual curiosity:** keen interest in capital markets and compulsion to probe deeply on research topics

### TEAMS AT A GLANCE

#### Strategy

- Design solutions to meet a broad set of investment challenges faced by the Firm’s institutional clients. Perform portfolio optimization, investment research, risk analysis, and design outcome-oriented solutions
- Solutions must incorporate return targets, risk budgets, capital constraints, liquidity needs, and liability profiles, along with a host of other considerations to help clients achieve their holistic investment objectives

#### Manager Research

- Specialized team tasked with implementing portfolio solutions by finding the best investment managers across asset classes
- Assesses the performance, talent, and operational stability of investment strategies within fixed income, equity, and other specialized asset classes

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### OUR TEAM IS KNOWN FOR:

- ▶ Fostering innovation and playing a central role in defining the firm's product strategy
- ▶ Providing objective analysis and advice on BlackRock's global product set
- ▶ Being a focused and nimble team that has an outsized impact by serving as a critical connector of the firm's business units

### AS AN ANALYST YOU WILL:

- ▶ Utilize research skills and statistical data analysis to identify, analyze and forecast trends across the asset management landscape
- ▶ Work on analysis to provide clients with insights and recommendations based on trends in the asset management industry and in the broader economy
- ▶ Acquire a deep knowledge of BlackRock's global product set and manage the new product approvals and rationalization processes
- ▶ Research new ideas and opportunities for the firm, identify market trends, analyze the investment and commercial performance of existing products, as well as conduct in-depth competitor analysis
- ▶ Enhance quantitative product analytics models, build an analytics framework to determine the firm's alpha generation capabilities, and navigate and improve firm-wide data structures
- ▶ Analyze competitors and build financial reports to accurately represent the business to internal and external stakeholders

### QUALITIES WE LOOK FOR:

- ▶ Deep understanding of financial markets and performance analytics
- ▶ Ability to multi-task and work in a fast-paced environment
- ▶ Excellent communication and interpersonal skills, including ability to coordinate across multiple functions, geographies and stakeholders
- ▶ Creative problem solver with strong analytical abilities, including attention to detail and affinity for data analysis
- ▶ High degree of organization, project planning and management skills, and independent thinking
- ▶ Enthusiasm and intellectual curiosity

### TEAMS AT A GLANCE

**SPM is responsible for executing the following six elements:**

#### *Forward-looking Strategy*

- Develop a clear product strategy for the firm that evolves with market developments and changing client needs

#### *Innovation & Incubation*

- Incubate differentiated and scalable products that capitalize on BlackRock's unique capabilities

#### *Product Alignment*

- Align the firm's resources behind BlackRock's key product priorities and serve as a critical connector of the firm's businesses

#### *New Product Process*

- Manage a rigorous and globally consistent new product approval and development process to ensure every new product is of the highest quality

#### *Product Analytics*

- Measure objectively the performance of our product set by setting standard performance metrics

#### *Rationalization*

- Rationalize products from the line-up so the firm can focus on the things that really matter to our clients

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### OUR TEAM IS KNOWN FOR:

- ▶ **Trusted Advisor:** Partners with senior management and business units to determine strategic objectives and how to best execute upon them
- ▶ **Exposure:** Works across various geographies and businesses to assess performance and drive forward looking strategy
- ▶ **Diligence:** Evaluates external business opportunities globally, including acquisitions, partnerships and JVs
- ▶ **Visibility:** Educates and updates buy-side investors about the strategic direction and financial results of BlackRock

### AS AN ANALYST YOU WILL:

- ▶ Understand key revenue and expense drivers and work with business management to optimize firm productivity
- ▶ Be a thought partner for businesses to analyze investment in strategic initiatives, including potential acquisitions, divestitures and capital-related initiatives
- ▶ Develop detailed budget and forecast models to drive asset allocation decisions and closely monitor firm performance
- ▶ Support BlackRock's participation in shareholder meetings, financial conferences, earnings releases and Investor Days

### QUALITIES WE LOOK FOR:

- ▶ Demonstrated interest in exploring and understanding financial markets and the asset management industry
- ▶ Ability to clearly articulate ideas, both written and oral, to senior internal and external audiences
- ▶ Desire to work in a high-energy environment with a dedicated commitment to excellence
- ▶ Ability to work as a team player, accept substantial individual responsibility and proactively create value for the team



### TEAMS AT A GLANCE

#### Strategy

- Partners with senior business leaders in strategy formulation and execution

#### Corporate Development

- Identifies and executes M&A transactions, lift-outs and strategic partnerships

#### Investor Relations

- Communicates firm strategy and financial results via industry conferences, earnings calls and investor days