

BLACKROCK® CAMPUS CAREERS

ABOUT BLACKROCK®

BlackRock was founded 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 CORPORATE

FINANCE

Accounting, financial reporting and control of BlackRock's financial resources

Finance's mission is to be a trusted, world-class global finance organization. To accomplish our mission, we must deliver timely, accurate and insightful financial information and analysis, be thought leaders and partner across the firm in the context of a rigorous control and risk management environment.

INTERNAL AUDIT

Help businesses meet strategic, operational and risk management objectives

Internal Audit's primary mission is to provide assurance that BlackRock's businesses are well managed and meeting objectives. The team engages with senior leaders and all businesses globally to evaluate the effectiveness of key processes. Internal Audit's work builds confidence that BlackRock will meet its obligations to clients, shareholders, employees and other stakeholders.

BUSINESS OPERATIONS

Provide end to end support to BlackRock's portfolio management teams and global client groups

Business Operations is responsible for all information required for the end to end investment management process, providing operational support to BlackRock's portfolio management teams and global client groups.

CORPORATE GROUPS

HUMAN RESOURCES

Uphold and maintain BlackRock's culture

BlackRock's Human Resources group serves as a strategic partner to the firm in recruiting, managing and developing talent across the organization. Human Resources provides a broad range of services, programs and products to BlackRock Employees, in addition to managing internal initiatives aimed at upholding the firm's strong reputation and culture

LEGAL & COMPLIANCE

Oversee BlackRock's compliance with laws and regulatory requirements

The Legal & Compliance team's mission is to deliver the highest quality services to the firm; to understand and advise on the impact of regulatory requirements and best practices; and to develop and implement an effective compliance program designed to address compliance with regulatory, client and firm requirements globally.

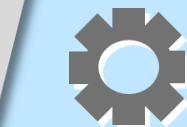
MARKETING

Connecting with clients. Building brand and reputation.

BlackRock's Global Marketing and Communications group prides itself on creating, communicating, and delivering BlackRock's brand to institutional and retail clients worldwide. Unified under one Global Marketing platform, our teams specialize in a diverse range of functions to provide robust campaigns, advertising, communications, training, investment and educational material, conferences and events.

Positions available in: New York | London | San Francisco | Princeton | Delaware | Toronto | Hong Kong | Singapore | Edinburgh

KEY TASKS



MANAGE
OPERATIONS



BUILD
STRATEGIES



ADVISE
PARTNERS



MITIGATE
RISK

BLACKROCK® CAMPUS CAREERS

ABOUT MARKETING & COMMUNICATIONS

BlackRock's Global Marketing and Communications group prides itself on creating, communicating, and delivering BlackRock's brand to institutional and retail clients worldwide. Unified under one Global Marketing platform, our teams specialize in a diverse range of functions to provide robust campaigns, advertising, communications, training, investment and educational material, conferences and events.

OUR TEAM IS KNOWN FOR:

- ▶ BlackRock's Global Marketing and Communications group prides itself on creating, communicating, and delivering BlackRock's brand to institutional and retail clients worldwide.
- ▶ We partner with teams across the firm to raise BlackRock's brand profile and ensure quality and consistency of the brand experience across all media.
- ▶ Our teams specialize in a diverse range of functions to provide robust campaigns, advertising, communications, training, investment and educational material, conferences and events.

AS AN ANALYST YOU WILL:

- ▶ Develop and implement global marketing initiatives and programs to support various product lines within BlackRock
- ▶ Work closely with Sales teams and Channel Marketing teams to create, communicate and deliver investment solutions to our clients
- ▶ Help develop marketing campaigns and plans that help drive key business goals
- ▶ Create and develop sales enablement tools that help sales further the dialogue and enhance their relationship with clients

QUALITIES WE LOOK FOR:

- ▶ Flexibility to adapt to changing environments, business priorities, and situations
- ▶ Demonstrated interest in financial services
- ▶ All majors with outstanding academic achievement
- ▶ Ability to work well on cross-functional teams as well as independently
- ▶ Excellent written, verbal and interpersonal communication skills; active listening skills and the ability to connect with others
- ▶ Intellectual curiosity, leadership capabilities and strong work ethic

TEAM(S) AT A GLANCE

Channel Marketing

Channel Marketing drives the client experience by packaging BlackRock's capabilities and investment solutions across Institutional, Retail, iShares and the Defined Contribution and Retirement channels. The team partners with businesses across the firm to build BlackRock's brand and provide better investment advice and insights for clients.

Digital Marketing

Digital Marketing builds connections with clients through interactive web and mobile experiences. The team supports the business with a wide spectrum of functions, including content marketing, social media, search engine optimization, mobile apps, web analytics, relationship marketing, digital branding and more.

Brand Strategy & Media

Brand Strategy & Media seeks to define and express the BlackRock brand for key investor and advisor audiences across every relevant communications touch-point. The team works with creative and media agencies to plan and execute fully integrated communication campaigns that deliver against the goals of the businesses we support.

Corporate Communications

Global Corporate Communications develops a compelling and consistent story for BlackRock and its products. Partnering with groups across the firm, it provides counsel and execution on vital communications matters, including media, messaging, thought leadership and employee engagement.

BLACKROCK® CAMPUS CAREERS

ABOUT HUMAN RESOURCES

BlackRock's Human Resources group serves as a strategic partner to the firm in recruiting, managing and developing talent across the organization. Human Resources provides a broad range of services, programs and products to BlackRock employees, in addition to managing internal initiatives aimed at upholding the firm's strong reputation and culture.

OUR TEAM IS KNOWN FOR:

- ▶ Our partnership and coaching of senior leaders to develop talent, managers and leaders to increase business results
- ▶ Delivering initiatives to uphold the firm's strong reputation, One BlackRock culture and drive employee performance and engagement
- ▶ Driving the formulation and execution of the business' Talent & Diversity objectives
- ▶ Recruiting and hiring new employees; placing the right talent in right roles
- ▶ Providing solutions to employee and manager needs
- ▶ Providing a broad range of services and programs to BlackRock employees and business leaders across the worker lifecycle

AS AN ANALYST YOU WILL:

- ▶ Participate in a two-year program to learn about the BlackRock HR function, services and talent proposition, understand how it operates from the bottom up and gain a strong foundational knowledge for Human Resources
- ▶ Train on the operational activities of the team and execute appropriate daily responsibilities to develop an insight into each function
- ▶ Develop special cross-functional initiatives to improve the HR value proposition
- ▶ Build relationships within HR

QUALITIES WE LOOK FOR:

- ▶ Demonstrated interest in Human Resources
- ▶ Flexibility to adapt to changing environments, business priorities, and situations
- ▶ All majors with outstanding academic achievement
- ▶ Broad skill sets, encompassing technical, analytical and relationship management competencies
- ▶ Excellent written, verbal and interpersonal communication skills; active listening skills and the ability to connect with others
- ▶ Strong sense of ownership, leadership capabilities and work ethic

TEAM(S) AT A GLANCE

Talent Acquisition

Talent Acquisition hires the strongest talent into the firm, through lateral and campus channels.

Talent Management

Talent Management is responsible for driving talent development activities at the firm, including: training sessions, succession planning, promotions, performance management, internal mobility, and onboarding.

HR Operations

HR Operations provides operational support to all of the HR functions, in addition to supporting inquiries from employees and managers.

Total Rewards

Total Rewards manages a wide array of BlackRock compensation and benefit programs, including: health, stock purchase and retirement plans, compensation, and work life support programs.

Business Partner

HR Business Partners are trusted HR advisors to the BlackRock business on talent strategies.

Systems and Analytics

The Systems and Analytics team manages the development, maintenance and integrity of all HR systems. The team also provides reporting and dashboard analytics on topics such as headcount, diversity and population demographics.

BLACKROCK® CAMPUS CAREERS

ABOUT INTERNAL AUDIT

Internal Audit's primary mission is to provide assurance to the Board of Directors and Executive Management that BlackRock's businesses are well managed and meeting strategic, operational and risk management objectives. The team engages with senior leaders and all businesses globally to understand and advise on the risks in their business and evaluate the effectiveness of key processes. Internal Audit's work builds confidence that BlackRock will meet its obligations to clients, shareholders, employees and other stakeholders

OUR TEAM IS KNOWN FOR:

- ▶ Building confidence in the firm as:
 - ▶ An independent evaluator of BlackRock's operations, processes and controls
 - ▶ An advisor and partner to BlackRock's businesses
 - ▶ A trusted resource for the Board of Directors and senior leadership
- ▶ Working with businesses across the firm to:
 - ▶ Help them align their operations as intended or required
 - ▶ Identify and help businesses manage the risks inherent in their operations
 - ▶ Assure that the controls built into our processes are working properly or effectively
- ▶ The diversity of our skills, expertise, and backgrounds
 - ▶ Our people come from trading, sales, risk management, compliance, technology, finance, operations and other roles

AS AN ANALYST YOU WILL:

- ▶ Engage with a wide range of BlackRock businesses each year to identify key processes and risks
- ▶ Evaluate process design and operations within BlackRock businesses and analyze the effectiveness of these processes
- ▶ Identify emerging firm-wide and business-specific risks and assess the impact of procedural and organizational changes through semi-annual engagements with businesses
- ▶ Interface directly with senior leaders and develop an understanding of how BlackRock departments operate and interact
- ▶ May have opportunities to participate in advisory projects aimed at optimizing business and technology control activities and processes

QUALITIES WE LOOK FOR:

- ▶ Keen interest in financial markets
- ▶ Excellent communication and interpersonal skills
- ▶ Intellectual curiosity and healthy skepticism
- ▶ Critical thinking and problem solving abilities
- ▶ Ability to synthesize and articulate complex ideas

TEAMS AT A GLANCE

Business

With teams in the US, Europe, and Asia, the Business Audit group performs audits covering all BlackRock businesses, including investment and asset management, risk management, operations, finance, and legal and compliance.

Technology

The Technology Audit group, also in the US, Europe and Asia, performs design review and testing related to technology controls across application systems and infrastructure components such as databases, operating systems, data centers and messaging platforms. The Technology Data Analytics team, based in the US, performs in-depth data mining and analysis in support of audit controls testing.

BLACKROCK® CAMPUS CAREERS

ABOUT LEGAL & COMPLIANCE

The Legal & Compliance team's mission is to deliver the highest quality services to the firm; to understand and advise on the impact of regulatory requirements and best practices; and to develop and implement an effective compliance program designed to address compliance with regulatory, client and firm requirements globally.

OUR TEAM IS KNOWN FOR:

- ▶ **Protecting our reputation:** Working closely with each business to interpret and ensure compliance with regulatory requirements
- ▶ **Providing investment advisory services:** Supporting business activities with sound, creative and responsive legal and regulatory advice
- ▶ **Understanding, challenging and advising:** on the impact of applicable laws and regulations on our business

AS AN ANALYST YOU WILL:

- ▶ Build relationships with the potential for a longer term career within Compliance
- ▶ Be involved in various aspects of Compliance activities, which may include compliance advisory, monitoring & surveillance, regulatory engagement and development
- ▶ Experience high profile project work
- ▶ Participate in projects aimed at optimizing business and control activities and processes
- ▶ Have the opportunity to bring fresh perspective

QUALITIES WE LOOK FOR:

- ▶ Individuals interested in broad exposure to investment management, regulation, risk management, operations, finance and/or technology in the asset management industry
- ▶ Proven record of academic achievement
- ▶ Strong oral/written communication skills, analytical and quantitative skills desirable
- ▶ Attention to detail, a strong work ethic and the ability to work as part of a team in a fast-paced environment
- ▶ Self-motivated with a "can do" attitude and initiative
- ▶ Previous work experience in a corporate environment, preferably in a financial services organization, is desirable

TEAM(S) AT A GLANCE

Compliance Advisory

- Provides advisory support to teams internally at BlackRock

Core Compliance

- Ensures various policies are adhered to, creates annual compliance training for all employees and manages employee personal account trading, political contributions and outside business activities

Risk & Controls

- Monitors teams internally through various testing and review processes

Financial Crime

- Deals with all aspects of financial crime prevention including anti money laundering, sanctions and fraud prevention

Regulatory Engagement & Development

- Focuses on interaction with BlackRock's various regulators across exams, inquiries and other engagements, and helps monitor regulatory reform from impact assessment to implementation

BLACKROCK® CAMPUS CAREERS

ABOUT FINANCE

Finance's mission is to be a trusted, world-class global finance organization. To accomplish our mission, we must deliver timely, accurate and insightful financial information and analysis, be thought leaders and partner across the firm in the context of a rigorous control and risk management environment.

OUR TEAM IS KNOWN FOR:

- ▶ **Being a Trusted Business Partner:** providing relevant, timely and value-added analysis and reporting that informs business decision making and drives business performance
- ▶ **Quality:** producing high quality financial reporting and maintaining rigorous risk oversight and controls
- ▶ **Driving Efficiencies:** delivering strategic insight and driving enhanced accountability

AS AN ANALYST YOU MAY:

- ▶ Be supported to pursue an accountancy qualification, if applicable
- ▶ Be provided with 3 to 6 rotations within various key departments of Finance for the 2 to 3 years of the program (varies by region)
- ▶ Have an opportunity to experience different elements of the Finance function and how these all come together to deliver results to our stakeholders
- ▶ Be provided with training on the operational activities of the team and tasked with appropriate daily responsibilities to develop an insight into each of the Finance functional teams
- ▶ Be tasked with the completion of accounting entries and reconciliations
- ▶ Be tasked with the production of financial reports, commentary and analysis
- ▶ Assist with answering queries by the Boards, external auditors or regulators
- ▶ Develop an understanding of internal controls and risk management framework
- ▶ Be encouraged to actively search for process improvements within the role

QUALITIES WE LOOK FOR:

- ▶ Strong Academic Record
- ▶ Excellent Communication Skills
- ▶ Sound Work Ethic
- ▶ Intellectual Curiosity
- ▶ Team Player
- ▶ Problem Solver
- ▶ Quick Learner
- ▶ Organized and Disciplined

TEAM(S) AT A GLANCE

Controllers
Responsible for corporate accounting, books and records, and financial reporting

Financial Planning & Analysis
Provide analysis and reporting that informs business decision making and drives performance

Tax
Focus on tax planning, reporting and regulatory compliance for BlackRock and its products

Treasury
Focus on cash management and operational liquidity

Business Economics
Provide insight on profitability, operating expense drivers and resource use via analytical model

Corporate Development
Identify and execute transactions, lift-outs and strategic partnerships that support BlackRock objectives

Investor Relations
Manage and communicate firm info with investment community

Sourcing & Vendor Mgmt
Actively engage and manage vendors to minimize risk and realize full value of investment

Mgmt Information Systems
Coordinate data, process and technology initiatives to enhance operations and business support

Finance Controls
Drive compliance with corporate-wide financial statement audit and control requirements

BLACKROCK® CAMPUS CAREERS

ABOUT BUSINESS OPERATIONS

Business Operations is responsible for all information required for the end to end investment management process, providing operational support to BlackRock's portfolio management teams and global client groups. The group also has responsibility for managing the day-to-day relationships with external service providers, ensuring that we leverage our counterparty relationships effectively.

OUR TEAM IS KNOWN FOR:

- ▶ Managing the firm's mutual fund complexes aligning to the Retail and iShares client businesses
- ▶ Providing information services and solutions in support of all BlackRock and BlackRock Solutions businesses.
- ▶ Managing relationships with banks and market data/index providers
- ▶ Providing scalable and custom reporting to our clients

AS AN ANALYST YOU MAY:

- ▶ Learn the ins and outs of a wide array of financial instruments used to manage money, such as SWAPs, Futures, Credits, Asset Backs, Mortgages and many others.
- ▶ Work in a challenging and demanding environment that will push them to think outside the box in order to solve numerous complex issues.
- ▶ Analyze trends in queries to improve client deliverables
- ▶ Evaluate systems, processes and procedures for inefficiencies and make recommendations for improvement

QUALITIES WE LOOK FOR:

- ▶ Ability and desire to work in a collaborative team environment.
- ▶ Demonstrates excellent attention to detail, accuracy and the ability to meet strict deadlines.
- ▶ Focus on client expectations to ensure continued client satisfaction.
- ▶ Individuals who constantly evaluate systems, process and procedures for inefficiencies and make recommendations for improvements.

TEAM(S) AT A GLANCE

Aladdin Portfolio Services

BlackRock's Aladdin Portfolio Services team maintains client and investment data across over \$4 trillion in global assets within BlackRock's enterprise investment system, Aladdin.

Global Fund Services

The Global Fund Services team provides oversight of all BlackRock mutual funds and alternative investment vehicles, developing scalable solutions throughout product creation and launch.

Client Operations

Client Operations provides client solutions by working in close partnership with the Client Business teams supporting our global client base.

Global Provider Strategy

Global Provider Strategy is responsible for maintain the firm's strategic partnerships with financial institution services and market data & index providers.

Office of Business Operations COO

The Chief Operating Office team partners closely with the executive management team to ensure a seamless running of Business Operations.