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 INVESTMENTS

EQUITIES
Build equities investment portfolios
The Equities team makes active decisions in the Equity market where their ultimate goal is to generate superior returns for clients through fundamental research into companies and consideration of the macroeconomic environment.

New York | Princeton | Edinburgh | London | Hong Kong

FIXED INCOME
Build fixed income investment portfolios
Using credit, bonds, interest rates and foreign exchange, the Fixed Income team offers a variety of fixed income products designed to meet specific client risk and return profiles. By leveraging a global platform the team manages over $1 trillion USD.

New York | Princeton | San Francisco | London

ALTERNATIVES
Build alternative investment portfolios
BlackRock Alternative Investors is responsible for strategic planning and oversight across BlackRock's $110+ billion alternatives investment platform and investment management activities across alternative solutions, hedge fund of funds, real estate, infrastructure, private equity fund of funds and private market opportunities.

New York | Princeton | London | San Francisco

QUANTITATIVE INVESTING
Research and develop quantitative models and strategies
BlackRock is seeking research candidates to execute a combination of quantitative research for products with alpha expectations managed by Beta Strategies, develop mathematical trading models and strategies, establish metrics for risk and performance, and software development.

New York | San Francisco | Hong Kong | London

INVESTMENT GROUPS

TRADING & LIQUIDITY STRATEGIES
Enhance trading standards across asset classes
BlackRock's Trading and Liquidity Strategies organization was established with the goals of enhancing trading standards across asset classes, streamlining and leveraging counter-party relationships, attracting and retaining top trading talent in the industry, and developing a "One BlackRock" culture for trading activities.

New York | San Francisco | London

MULTI-ASSET STRATEGIES
Provide investment strategies and outcomes
The Multi-Asset team provides investment strategies and outcomes to institutional and retail clients, generating investment returns primarily through asset allocation across global equity, fixed income, currency, commodities and alternative investment markets.

New York | San Francisco | Princeton | London

KEY TASKS

MANAGE PORTFOLIOS　　**BUILD STRATEGIES**　　**ADVISE CLIENTS**　　**RESEARCH NEW PRODUCTS**

BLACKROCK®CAMPUS CAREERS

ABOUT **EQUITIES**

The Fundamental Equities team makes active decisions in the Equity market where their ultimate goal is to generate superior returns for clients through fundamental research into companies and consideration of the macroeconomic environment.

OUR TEAM IS KNOWN FOR:

► **Active decision making** in the Equity market with the aim to generate superior return for our clients
► **Multiple investment approaches** to manage our portfolios across a number of different styles, geographies and capitalization ranges
► **Identifying opportunities** to seek out inefficiencies in stock markets which can be identified and exploited by proprietary fundamental research

AS AN ANALYST YOU WILL:

► 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
► Across the two year graduate program you will rotate between two teams within the Fundamental Equity division

QUALITIES WE LOOK FOR:

► Passion for learning about equities and all areas of Investment management
► Active interest in financial markets, business and current affairs
► Highly articulate and confident dealing with colleagues and clients regardless of seniority
► Analytical and problem solving skills
► Strong communication and presentation skills
► Additional Language skills are a plus

TEAMS AT A GLANCE

Portfolio Management
The team manages client flows, constructs portfolios, monitors risk and hedge exposure to implement trading strategies based on client's needs

Strategy
The team's responsibilities include product development and the servicing of new and existing products and clients.

Private Investors
The team is responsible for building relationships internally with Portfolio Managers, investment teams and the sales organization, as well as externally with clients and Financial Advisors.

BLACKROCK® CAMPUS CAREERS

ABOUT FIXED INCOME

Using credit, bonds, interest rates and foreign exchange, the Fixed Income team offers a variety of fixed income products designed to meet specific client risk and return profiles. By leveraging a global platform the team manages over $1 trillion USD.

OUR TEAM IS KNOWN FOR:

Market and investment expertise - focus on the markets
- ► Specialized coverage of global fixed income markets
- ► Smart and experienced investment teams and complementary processes
- ► Culture of information sharing

Portfolio construction and risk management skills - focus on our clients
- ► Ability to customize
- ► State-of-the-art systems support
- ► Communications skills - ability to speak professionally about portfolios and risk

A great place to work and build a career - focus on our people
- ► Culture of excellence with clear accountability
- ► Challenging, fun learning environment

AS AN ANALYST YOU WILL:

- ► 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
- ► Research and analysis for existing and new fixed income clients
- ► Manage and amend client accounts as needed
- ► Undertake sector based research using a variety of sources

QUALITIES WE LOOK FOR:

- ► A passion for finance, markets and business with applied curiosity
- ► Strong quantitative skills with a desire to develop them
- ► Computer savvy (Word, Excel, PowerPoint)
- ► Strong work ethic and teamwork
- ► Excellent communication skills
- ► Natural problem solver

TEAMS AT A GLANCE

Strategy
The team's responsibilities includes product development and servicing new and existing products and clients.

Portfolio Management
The team manages client flows, constructs portfolios, monitors risk and hedge exposure to implement trading strategies based on client's needs and preferences.

Research
The team is responsible for analyzing performance of companies, industries and countries for Portfolio Managers and clients.

BLACKROCK® CAMPUS CAREERS

ABOUT ALTERNATIVES

BlackRock Alternative Investors is responsible for strategic planning and oversight across BlackRock's $110+ billion alternatives investment platform and investment management activities across alternative solutions, hedge fund of funds, real estate, infrastructure, private equity fund of funds and private market opportunities.

OUR TEAM IS KNOWN FOR:

► BlackRock Alternative Investors (BAI) has a global presence with approximately 500 employees in 20+ offices
► BAI invests across the spectrum of alternative strategies on a global platform with institutional-quality market depth, access and execution
► BAI leverages proprietary risk management tools and our deep expertise to build customized alternative investment portfolios

AS AN ANALYST YOU WILL:

► Learn the basics of the investment process within alternative investments and become an active participant
► Gain deeper understanding and appreciation of the alternative investment industry
► 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

QUALITIES WE LOOK FOR:

► Genuine interest in alternative investments and asset management
► Ability to multi-task and collaborate in a fast-paced environment
► Strong analytical, interpersonal, leadership, and oral and written communication skills
► Creative, analytical problem solver who is comfortable with using a wide range of technology and analysis methods
► High degree of organization and independent thinking

TEAMS AT A GLANCE

Alternative Solutions
Alternative Solutions manages customized multi-asset alternative investment portfolios for institutional clients. Our team is responsible for investment strategy, research, asset allocation, risk reporting and advisory services on multi-alternative investment strategies.

Real Estate
BlackRock's Real Estate team manages investments across the four quadrants of the real estate market including private equity, private debt, public equity (REITS) and public debt. Our team has experience investing globally in all major real estate markets.

Private Equity Partners
Private Equity Partners (PEP) manages private equity funds of funds and direct co-investment programs. PEP's diversified portfolios include primary and secondary private equity funds and direct co-investments in both commingled and customized separate account structures.

Hedge Fund Strategies
Hedge Fund Strategies is responsible for business management and strategy of BlackRock's internal hedge fund platform. The team partners with the underlying investment teams to develop the overall business strategy and product development priorities across our hedge fund platform.

Blackrock Alternative Advisors
BlackRock Alternative Advisors (BAA) manages traditional funds of hedge funds portfolios and provides custom hedge fund solutions. Our team invests in external hedge funds and has deep experience in structuring and managing core hedge fund of funds and custom portfolios.

Infrastructure
BlackRock's Infrastructure team manages equity and debt infrastructure investments as well as fund of funds. Our team provides investors with access to infrastructure assets with a fiduciary framework and tailored investment solutions.

BLACKROCK® CAMPUS CAREERS

ABOUT TRADING & LIQUIDITY STRATEGIES

BlackRock's Trading and Liquidity Strategies (TLS) organization was established with the goals of enhancing trading standards across asset classes, streamlining and leveraging counter-party relationships, attracting and retaining top trading talent in the industry, and developing a "One BlackRock" culture for trading activities.

OUR TEAM IS KNOWN FOR:

- ► **Trade execution:** Finding the best prices in buying, selling, and lending securities
- ► **Evolving to best 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 market
- ► **Managing change:** Efficiently managing 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

AS AN ANALYST YOU WILL:

- ► Partner with traders in executing trades in the market
- ► Define an optimal execution strategy
- ► Analyze trading performance
- ► Provide quantitative and qualitative analysis on key strategic projects
- ► Work closely with internal and external strategic partners to help drive changes in products, processes and technology

QUALITIES WE LOOK FOR:

- ► Strong quantitative and analytical skills, including clear and structured thought process
- ► Strong communication skills, both verbal and written
- ► Ability to perform guided analysis on products and markets
- ► Intellectual curiosity
- ► Attention to detail, strong work ethic

TEAMS AT A GLANCE

Trading
- Leverages deep expertise in the supply and demand for securities in the market to buy and sell securities at the best available price for our clients
- Actively seeks out opportunities for new debt and equity issuances, so our Portfolio Managers get first access to new investment opportunities

Sec Lending & Finance
- 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

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

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

BLACKROCK®CAMPUS CAREERS

ABOUT MULTI-ASSET STRATEGIES

The Multi-Asset team provides investment strategies and outcomes to institutional and retail clients, generating investment returns primarily through asset allocation across global equity, fixed income, currency, commodities and alternative investment markets.

OUR TEAM IS KNOWN FOR:

- ► **Market and investment expertise** across client types, jurisdictions, and regulations, enabling us to deliver effective, client-specific strategies
- ► **Flexibility in investment opportunity:** We are unconstrained by traditional asset classes, instruments or style boxes
- ► **Dynamic investments:** We are experts in adapting to market conditions by taking tactical and opportunistic investment views, both across and within asset classes
- ► **Risk management:** We balance all risks and opportunities to minimize unwanted surprises for our clients

AS AN ANALYST YOU WILL:

- ► Become an active member of the Multi-Asset team with a focus on research, portfolio management, or product strategy
- ► Develop a comprehensive understanding of asset classes, regions, sectors, industries, currencies and securities across the Multi-Asset 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 and share insights and ideas that will drive investment outcomes

QUALITIES WE LOOK FOR:

- ► A passion for finance, markets and the Multi-Asset industry
- ► Strong quantitative skills with a desire to develop them
- ► Proficient in Word, Excel and PowerPoint
- ► Strong work ethic and attention to detail
- ► Excellent communication skills and team player
- ► Intellectual curiosity

ROLES AT A GLANCE

Product Strategy
The team's responsibilities includes product development and servicing new and existing products and clients.

Portfolio Management
The team manages client flows, constructs portfolios, monitors risk and hedge exposure to implement trading strategies based on client's needs and preferences.

Research
The team is responsible for analyzing performance of companies, industries and countries for Portfolio Managers and clients.

BLACKROCK® CAMPUS CAREERS

ABOUT QUANT: SCIENTIFIC ACTIVE EQUITY

Scientific Active Equity (SAE) is a pioneering 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 – the retirement plans of the world's leading companies or 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 growth forecasts or long-term demographic trends. Based in San Francisco, New York, London, Tokyo and Sydney, we combine academic rigor with the entrepreneurial mind-set typically found in the Tech industry and our team consists of people with eclectic backgrounds – from academia in Computer Science, Accounting, Finance and Economics to Google, Nasa and hedge funds. And every day we ask ourselves the same question: How do you beat the market?

AS AN ANALYST YOU WILL:

► Apply statistical techniques, state-of-the-art natural language processing tools and data visualization to a wide variety of data sets in order to find new and interesting patterns that can be used to understand financial markets and predict asset returns.
► Communicate research results clearly and effectively to team members, portfolio managers, and senior management.
► Quickly turn promising research results into well-tested production code to incorporate in our alpha models.

QUALITIES WE LOOK FOR:

► A passion for working on data-driven problems especially in the context of fast-paced financial markets and investment decisions.
► A proven interest in Economics or Finance and the ability to apply disciplined modelling techniques to solve investment problem.
► Familiarity with one or more of: Java, Python, R, Matlab and willingness to learn new technologies on the job
► A collaborative approach to data analysis, a desire to share information and ideas, and an ability to see the big picture.

BIG DATA AT A GLANCE

IBM (2015)
"90% of the data in the world today has been created in the last two years"

McKinsey Global Institute (2011)
Big data refers to datasets whose size is beyond the ability of typical database software tools to capture, store, manage, and analyze.

Natural language processing
▪ Analysis of vast amounts of textual information: social media, meeting transcripts, company reports, regulatory filings, internet search, etc.
▪ Transform unstructured textual data into quantitative form that can be used to score and rank individual securities and baskets

Typical data size that SAE processes
▪ 400m tweets a day
▪ 4000 broker reports a day
▪ 5000 meeting transcripts a quarter
▪ 4m internet searches per minute

BLACKROCK® CAMPUS CAREERS

ABOUT QUANT: MODEL BASED FIXED INCOME

Model Based Fixed Income is responsible for generating investment performance across a spectrum of active portfolios including one of Blackrock's flagship hedge funds. The team members are researchers and portfolio managers who build quantitative models for a wide range of assets. The models are based on a variety of input and employ advanced financial theory, econometrics and computing techniques. The team continually adapt the models to an ever-changing investment landscape.

OUR TEAM IS KNOWN FOR:

► Model Based Fixed Income has presence in London and San Francisco with more than 70 investment professionals
► We invest across a number of different asset classes and manage risk using quantitative models
► We strive to use innovative data sources and techniques to advance our understanding of the markets and deliver performance for our clients

AS AN ANALYST YOU WILL:

► Work alongside seasoned investment professionals
► Learn the basics of the model based investment process
► Gain deeper understanding and appreciation of the various asset classes we invest in
► Enhance our investment process by conducting in-depth quantitative analysis
► Develop a comprehensive understanding of investments and markets
► Learn how to code or expand your coding skills
► Improve your empirical research skills

QUALITIES WE LOOK FOR:

► Strong motivation for personal and team success
► Ability to multi-task and collaborate in a fast-paced environment
► Strong analytical, oral and written communication skills
► Creative, analytical problem solving using a wide range of technology and analysis methods
► Genuine interest in investments and asset management
► Experience in coding and/or statistics is beneficial

OUR TEAM AT A GLANCE

Credit
The credit team manage investments in corporate bond and equity assets. The team focus on portfolios with hundreds of holdings, for which accurate risk management is key.

Rates
The Rates team is split into Macro and Relative Value. The Macro sub-team focus on macro strategies across the developed markets, while the RV team exploit idiosyncratic value opportunities without taking on significant factor exposures.

Asset Allocation/FX
The Asset Allocation team manage risk across various asset classes, both directionally and RV. The FX team focus on global currency trades.

Volatility
The volatility team invest using options and other volatility instruments across a number of fixed income asset classes and markets.

Innovation across teams
All teams have been working on exciting and innovative projects, such as ways of extracting information from text, using big data and managing risk with various instruments.

Technology
We take pride in the models and processes that we develop, using cutting edge techniques. You will be expected to use advanced internal systems as well as program in Python, Matlab and/or other language.