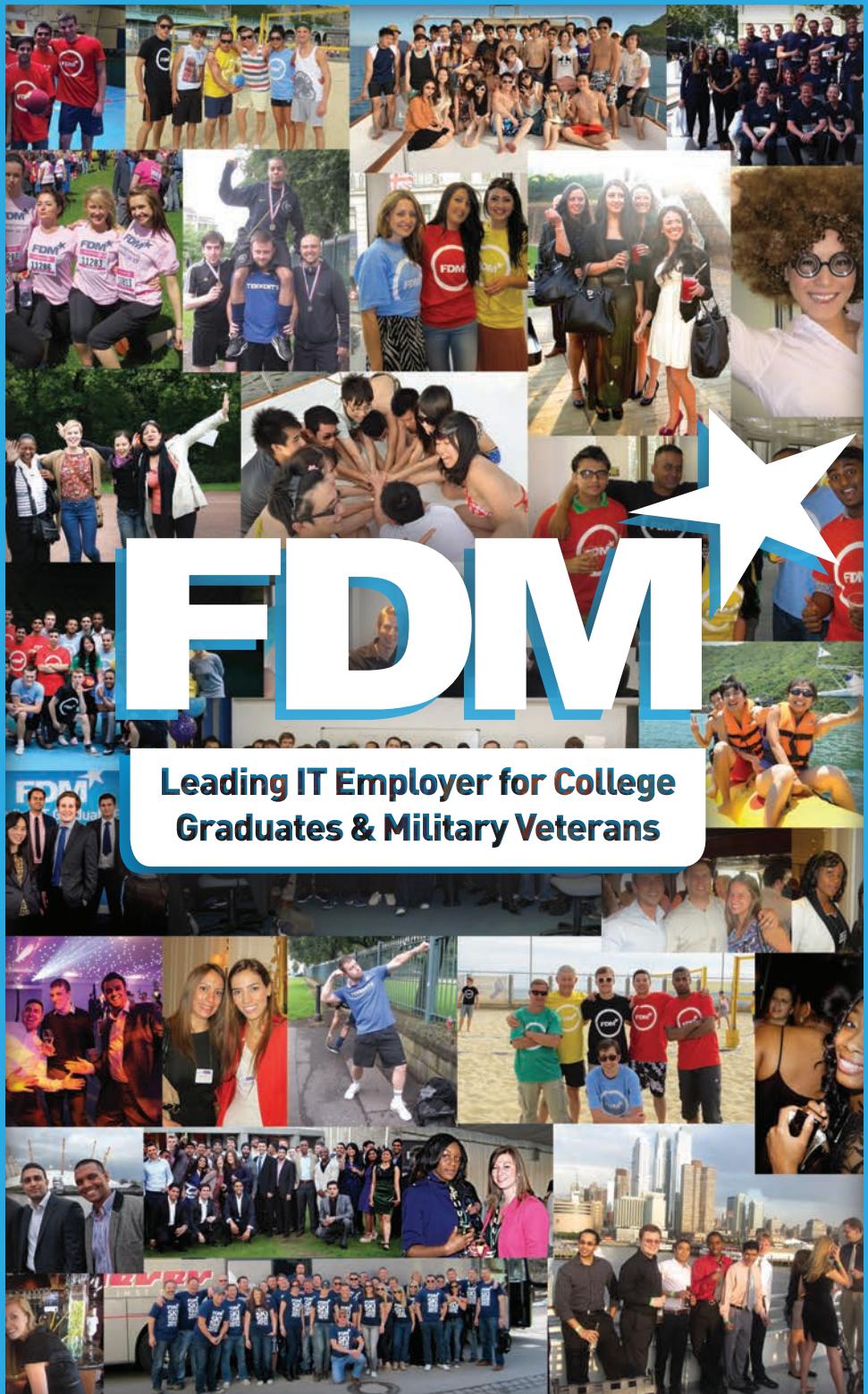




**Leading IT Employer for College  
Graduates & Military Veterans**





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# About us

# Welcome to FDM



At FDM we believe in employing enthusiastic, talented people who are driven to succeed. Our IT Consultants thrive in challenging roles and are trained to make a difference on client sites from day one.

FDM is an international IT services provider and a leading IT employer. Using a tailored blend of specialist training and skills development, we transform high-caliber graduates and military veterans into professional IT Consultants through our unique FDM Academy Program.

Globally, our training streams include: Development, Application Support, Murex, Infrastructure, PMO, Testing and Data Analysis. After the initial training, our trainees progress to represent the company as FDM Consultants on one or more client assignments for a minimum of two years.

Take a look through our brochure to find out about the fantastic opportunities that FDM can offer you. If you like the sound of our Academy Program and want to kick-start your IT career with FDM, apply online at:  
[www.fdmgroup.com](http://www.fdmgroup.com)

**Rod Flavell**  
FDM CEO



# FDM's Award-Winning Academy Program

The FDM Academy Program eradicates the “Catch-22” hurdle of qualifications without experience, providing graduates and military veterans with quality IT training, invaluable commercial experience and the opportunity for lucrative career progression. FDM is also a great place to work where you will meet enthusiastic, like-minded people who enjoy working in IT.

## The FDM Academy Program Advantage

- ✓ Full-time employment with a leading IT graduate employer
- ✓ Commercially relevant IT training combined with a minimum of two years of commercial experience
- ✓ Fast-growing global company with prestigious clients around the world
- ✓ International opportunities to work as an FDM IT Consultant
- ✓ Applications for the FDM Academy Program are accepted all year round
- ✓ Start dates are scheduled throughout the year





## Our people

FDM employees are hardworking and motivated individuals who also enjoy socializing, creating a dynamic team environment.

We believe rewarding our staff is important, which is why we host a variety of corporate events and networking opportunities and have regular achievement awards for exemplary work.

FDM staff are always prepared to go the extra mile and take pride in contributing towards the company's success.

One of the best things about my time in the FDM Academy, aside from the professional qualifications, was the diversity of people and the wealth of knowledge that filters through the Academy. I have had the opportunity to meet some great people and have made some influential connections with individuals from all walks of life.

**Leanne Lawrence**

FDM Project Analyst  
Placed at UBS

# Corporate culture



# FDM's Vision

To inspire, motivate and facilitate the careers of tomorrow's global IT professionals. To be recognized as the leading provider of innovative and specialized IT services making us the preferred choice in the marketplace.



## Motivation

We aim to be the best

## Energy

We thrive  
on activity

# FDM's Values:

## People

We are committed  
to our people

## Integrity

We believe in  
who we are

## Performance

We deliver beyond expectation

# Championing Women in IT at FDM



every  
woman  
in  
TECHNOLOGY AWARDS



- ✓ 50% of the management team at FDM is female
- ✓ 25% of all employees at FDM are female
- ✓ FDM's COO won 'Corporate Leader of the Year' at the Cisco everywoman in Technology Awards 2012
- ✓ FDM sponsored the 2013 New York Celebration of Women in Computing conference
- ✓ FDM was voted into the Top Ten IT Employers for Women (Guardian UK 300)
- ✓ FDM was a 2012 sponsor of NYTechWomen
- ✓ FDM has signed the United Nations Women's Empowerment Principles (UNWEP)

# How we recruit

# Our recruitment process

## 1. Apply to FDM

To apply to the FDM Academy Program, just fill in our online application form at [www.fdmgroup.com](http://www.fdmgroup.com)



## 2. Telephone Interview

Once you have submitted your application, we will assess your suitability in line with our entry criteria. If you are successful at the initial screening stage, we will contact you to conduct a telephone interview. This will involve talking about your current situation and a future career at FDM.



## 3. Assessment Day

If you pass the telephone interview stage, you will be invited to our assessment center at the FDM Academy. The assessment will focus on both your interpersonal and technical skill sets. During the assessment day you will complete different tasks and exercises so that we can assess your suitability for the FDM Academy Program. We will also assess your business knowledge during the day. You will gain an understanding of our working environment and get the chance to visit our offices and see the Training Academy for yourself.





“

The Account Managers and support staff are very passionate about what they do and fully believe in us. The Trainers are extremely knowledgeable in their subject areas and are always on hand to help, making an effort to get to know each trainee personally.

**Ryan Clark**

FDM Application Support Analyst  
Placed at Credit Suisse

”

# What we look for

- The FDM Academy Program provides fast-track entry into high-profile IT careers



- We look for candidates who have strong communication, team-working and interpersonal skills, as well as a dedicated work ethic. Most importantly, successful candidates will be determined and able to adapt to different working environments.



- We only take on those who have a strong aptitude in IT with the desire and ambition to succeed.



**To apply, please  
visit our website:**

[www.fdmgroup.com/us/apply](http://www.fdmgroup.com/us/apply)

# Application criteria - USA

**Before applying to join the FDM Academy Program in the US, please make sure you meet the following criteria:**

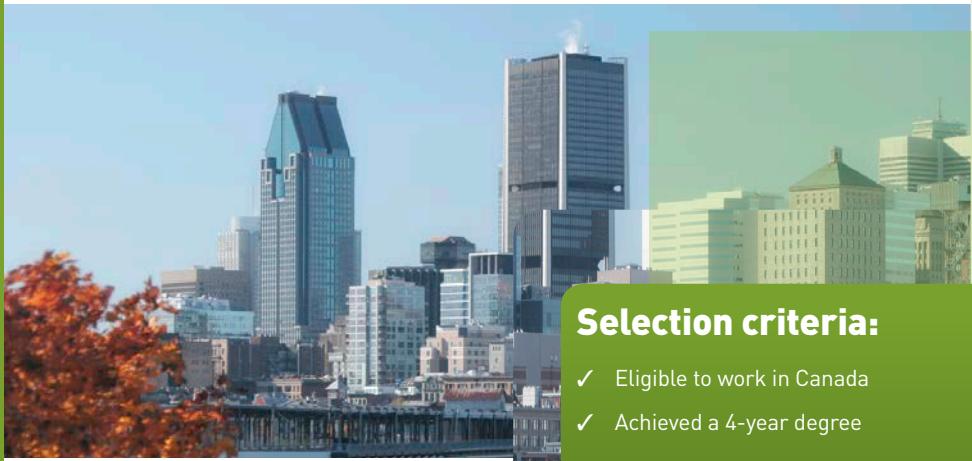
- ✓ Eligible to work in the US
- ✓ Geographically flexible to work throughout the tri-state area
- ✓ Able to commit to a minimum of two years of employment placement after the training is completed
- ✓ Able to support yourself financially during the 10 -17 week (approximately) full-time training period
- ✓ Have some technical knowledge or experience in IT
- ✓ Demonstrate a passion for IT
- ✓ Have a good understanding of the IT industry
- ✓ Have excellent verbal and written communication skills
- ✓ Priority will be given to applicants willing to be geographically flexible throughout the US

**Visas:** You must be eligible to work in the US. Please contact one of our Academy Recruiters to discuss this further by calling: **+1 347 329 3255**

FDM Group is committed to equal opportunities and we welcome applicants who reflect the diversity of our wider community.

**Please note:** This is on average a 2.5 year commitment in total, based on the initial training phase and the minimum two year period as an FDM employee. Other terms and conditions apply.

# Application criteria - Canada



FDM has many exciting opportunities for graduates to become Business Analysts, Application Support Analysts, Developers, Murex Analysts, and Software Testers in Canada.

Full training is provided within FDM's Academy, and once completed (approximately 10-17 weeks) you will spend two years working as a professional FDM IT Consultant onsite with prestigious clients in Canada.

**To apply, please visit our website:**

[www.fdmgroup.com/ca/apply](http://www.fdmgroup.com/ca/apply)

## Selection criteria:

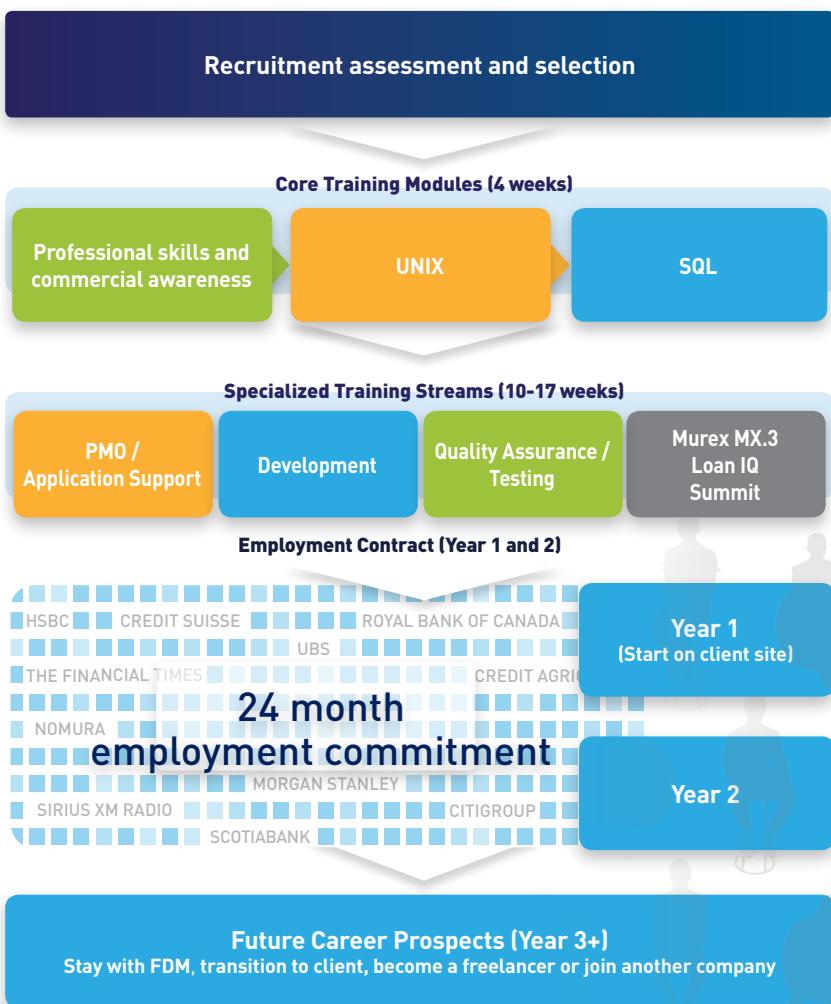
- ✓ Eligible to work in Canada
- ✓ Achieved a 4-year degree
- ✓ Available to complete 10-17 weeks of training before client placement

## Personal attributes:

- ✓ Ambitious and seeking to launch a high profile career in the IT/financial sector
- ✓ Confident, professional, analytical and an excellent communicator
- ✓ Hard working and able to work under pressure
- ✓ Fluency in French a strong plus

# Our program

# FDM Business Model



“

I decided to join FDM because, despite having a degree and being a newly graduated Master of IT, the current job climate restricted my chances of obtaining a future career. I would get the same responses after every application or interview... 'More experience needed'.

Therefore FDM seemed like the perfect choice for me, offering free experience and training as well as golden opportunities with companies I would never have been able to apply to without them.

”

**Sarah Perry**

FDM Production Support Analyst  
Placed at UBS

# Career opportunities and progression

After the two year program, the sky is your limit. You will have invaluable commercial experience, a first-class resume and impeccable references.

## Your options include:

- Transitioning to a permanent role with the client
- Becoming a Senior Technical Consultant or Trainer at FDM
- Freelancing/Contracting

“

As much as a University degree is impressive, you won't get in front of the people who can hire you without experience. FDM bridges the gap between gaining experience and starting somewhere. Because of their extensive network of clients and their ability to train you to industry standards that you do not receive in school, you are given an advantage. Before FDM I could not get interviews for any of the positions I wanted; now I have a two-year contract at Sirius XM Radio.

**Marc King**

FDM Java Developer

Placed at Sirius XM Radio

”



# FDM's international career opportunities

As an international company, FDM offers career opportunities worldwide. We have offices across Europe, North America and Asia Pacific where many of our IT Consultants are currently placed on client assignments.

On occasion, FDM has unique opportunities to work in other continents on specific projects.



“

I would recommend FDM to others looking for opportunities to work abroad as working internationally builds character, opens doors for you in the future and forges many life experiences; I am most definitely an advocate. The opportunities to work in Europe and beyond are on your doorstep once you start with FDM. In fact, the more flexible you are in your location, the more opportunities will come your way. At present I'm living and working in Paris and I love it. I can proudly say I am having the best time of my life (so far!). Many of FDM's clients have offices around the world. The company I am placed with has offices in New York, Sydney and Hong Kong to name a few, so whatever the future holds, either the company you are placed with or the experience you gain while at FDM could take you around the world.

**Pierre Jakomin**

FDM Murex Support Analyst  
Placed at Murex (France)

”

# FDM Employing US Veterans

## Transitioning Veterans into careers as professional IT Consultants

FDM is able to provide those with the aptitude and desire to work in IT the essential skills needed to build successful careers in the industry. Successful candidates will also be employed by FDM for a minimum of two years as IT Consultants, working to deliver FDM's innovative IT solutions.

### ★ How It Works

FDM's Academy Program is unique because it places IT Consultants at the heart of the FDM organization in a client-facing role, delivering FDM's unique IT solutions to major clients. FDM is seeking to employ a number of high caliber Veterans with the drive to work in the Information Technology sector. They will be trained through the award-winning FDM Academy Program to become IT specialists in Java Development, Application Support, Testing, Murex, or Project Management/Business Analysis. Once trained, these IT Consultants will represent FDM on client sites, supporting our clients' technology requirements.

### ★ Partnerships

FDM is currently a vendor with the Department of Veteran Affairs under the Chapter 31 Vocational Rehabilitation and Education Program, and works closely with the Department of Labor Veterans' Employment and Training Services (VETS) and WorkForce1 centers within the tri-state area. Additionally, the FDM Academy training has been reviewed and approved by the American Military University for the award of up to 21 semester hours of academic credits to be applied towards a Bachelor of Science degree in Information Technology. For more information about the VetSuccess Program, please visit [www.vba.va.gov/bln/vre](http://www.vba.va.gov/bln/vre) or contact the New York Regional Office Department of Veterans Affairs Vocational Rehabilitation and Employment Division, 245 West Houston Street, New York, NY 10014, at (212) 807-3008.

### ★ Affiliations

Through its contributions to Veterans on Wall Street, FDM proudly supports numerous charitable organizations dedicated to serving our veterans, including: Operation Mend, Travis Manion Foundation, Iraq Afghanistan Veterans of America, Children of Fallen Patriots, and more. FDM also serves organizations including Operation Homefront and Hope for the Warriors as a proud sponsor of ArmyWeek NYC. Through our affiliation with Wall Street Rocks For Our Heroes, FDM supports the Wounded Warrior Project, ReserveAid, and Operation Finally Home. Our partnership with 'Be A Hero, Hire A Hero' helps to support Higher Ground, No Greater Sacrifice, and Warrior Gateway, all organizations that are focused rehabilitating military Veterans and assisting in post-service employment.

## Most Valuable Employer (MVE) for Military 2013 (USA)

FDM has been recognized as a finalist by CivilianJobs.com

The MVE list, now in its fifth year of publication, recognizes the top employers for military-experienced job seekers and veterans to target for civilian career opportunities.



## Winner of the Be a Hero - Hire a Hero Courage Award (USA)

The Courage Award recognizes FDM's ongoing commitment to assisting veterans make the transition back into commercial employment.



“ Separating from the military and transitioning back into civilian life is one of the largest adjustments I have ever made. What made it difficult is the translation of my military experience into a language that could be understood by civilian employers. The training and character preparation I received from FDM has not only provided me with tools necessary to successfully function in a corporate environment but FDM has also helped to bridge the gap between veterans and civilian employers. As a result I am currently working at Credit Suisse as a PMO in portfolio management.

*Darell Powell-Lee, FDM Consultant and former US Army Finance Specialist*

”

“ The training received was exemplary in solidifying my foundation and expanding my expertise in Project Management and the skills required to excel in this career. I loved FDM so much, I joined them as a full time trainer!

*David Mahar, FDM Academy Trainer and Former Air Force NCO*

”

“ FDM has a Veterans Program that allows me and other veterans to apply the technical skills I learned in the military, while also learning the latest technologies that are used in today's workforce. I received much needed support from the very beginning of the program with FDM. It's amazing to have organizations like FDM that recognize the importance of hiring veterans and providing us with more tools to become successful in our civilian experience.

*Lissette Roca, FDM Consultant and former US Army Telecommunications Supervisor*

”

“ Going through training at FDM was a life-altering experience. The material was challenging at times, but I learned a great deal. I have met wonderful people and made some great friends along the way. It was exciting to graduate from the FDM Academy and receive my certificate. It symbolizes that I have completed a step in starting my career in IT.

*Antoneka Trought, FDM Consultant and Army Specialist (SPC)*

”



# Our clients

FDM works with over 200 prestigious clients worldwide and our IT Consultants are highly regarded. The broad range of expertise our Consultants demonstrate, combined with the quality and efficiency of our service, has enabled us to build a reputation of excellence.

FDM plays an important role in servicing clients in various sectors, including: financial services, transport and logistics, media, insurance, telecommunications, retail and systems integration.

Some of our clients include:

**NYSE Euronext, Scotiabank, Sirius XM Radio, HSBC, Credit Suisse, Royal Bank of Canada, Saks Fifth Avenue, Citigroup, UBS, JP Morgan Chase, Royal Bank of Scotland, HSBC, Misys, Credit Agricole, TD Bank** and the list goes on!

“

FDM exemplifies the commitment and consistent hard work required to excel in providing client services.

”

**Murex**

“

I have received nothing but quality Consultants and very often recommend FDM as a result of my experience.

”

**Credit Suisse**

# Awards

# Awards

## 2013/14

- CivilianJobs.com Most Valuable Employer (MVE) for Military Finalist
- The Job Crowd - Top 100 Companies For Graduates To Work For 2013/14 (7th)
- Europe's 500 Fastest Growing Companies
- Guardian UK 300 Most Popular Graduate Employers
- Jobvoting.de Top Employer of the Year



## 2012

- JobCrowd Top 50 Companies For Graduates To Work For
- Be a Hero - Hire a Hero Courage Award
- The Learning Awards Training Department of the Year
- Cisco everywoman in Technology Awards (FDM COO wins Leader of the Year)
- Guardian UK 300 Most Popular Graduate Employers
- Guardian UK 300 Top Ten IT Employers For Women
- Sunday Times International Track 200
- Sunday Times Buyout Track 100



# Have more questions ?

If you still have further questions regarding the program then check out our list of frequently asked questions on our website:

[www.fdmgroup.com/ca/careers/faqs](http://www.fdmgroup.com/ca/careers/faqs)

or call our Academy Recruitment Team on:

**347 329 3255, option 2**

to discuss the opportunities we have to offer.



To find out more about our opportunities in **Canada**, please email: [enquiriesCA@fdmgroup.com](mailto:enquiriesCA@fdmgroup.com)

or call: **+347 329 3255**

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