

BUILDING YOUR **TALENT PIPELINE**



CREATING AND
INSPIRING
EXCITING CAREERS
THAT SHAPE OUR
DIGITAL FUTURE

THE FDM BUSINESS MODEL

FDM is a global professional services provider with a focus on IT. We work in partnership with over 180 market leading clients to help them achieve specific business objectives through the provision of quality IT and business solutions.

1. WE RECRUIT

We recruit, train and hire graduates, ex-forces personnel and those looking to return to work after a career break. Our commitment to create a diverse workforce ensures our clients can build their own balanced teams, employing consultants from a wide range of backgrounds, skill sets and experience.

3. WE DEPLOY

With flexible contract terms, FDM can provide scalable resources at short notice and across multiple client sites. We continue to support our consultants whilst they are on client site, as well as offer professional and technical support to underpin the training they receive in the academy.

2. WE TRAIN

We provide award-winning training to equip individuals with technical skills and commercial experience, transitioning them into professional IT and business consultants. As the training is fully funded by FDM, our consultants commit to work for us for a period of two years which allows us to provide guaranteed continuity of service to clients and the ability to scale at speed.

4. BEYOND THE TWO YEARS

Clients can transfer their on-site FDM consultants to be part of their permanent teams after our agreed contractual time frames have lapsed. This enables our clients to retain knowledge and skills whilst adding a broad mix of experienced professionals to their own talent pool.

GRADUATE CAREERS PROGRAMME

FDM is the UK's leading IT graduate employer. We partner with over 100 universities across the UK and Ireland, offering real-world insights into a career in business and IT. Our team is active on campus year round providing input into the curricula, presenting to tech and business societies, leading hackathons, running workshops and attending networking events. The team works closely with university careers professionals, academics and employability advisers throughout the year to identify the best talent prior to graduation.



The JobCrowd's Top 100 Companies For Graduates To Work For 2017/18



TARGETjobs National Graduate Recruitment Awards – The Diversity Recruitment Award 2016



The Guardian UK 300 – The Most Popular Graduate Employers for 2017/18



s1 Recruitment Awards – Best Employer Brand and Best Employer Training and Development 2017

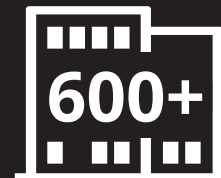
Our global recruitment team in numbers



full time recruitment professionals



partnerships with universities



events delivered on campus every year



assessment centres ran in 2016



EX-FORCES PROGRAMME

The FDM Ex-Forces Programme focuses on transitioning ex-servicemen and women into professional IT and business consultants.

We recruit across all services and ranks and are committed to offering service leavers a smooth transition into the corporate world.

We also offer an advanced Project Management training course for those coming from a leadership position, building upon their extensive skills and life experience.



The Defence Employer Recognition Scheme (ERS) - Gold Award Holder



White Ensign Association

Ex-Forces Advanced Course



Week 1
Professional Skills



Week 2
Project Management



Week 3
PRINCE2 (certification)



Week 4
SCRUM/Agile (certification)



Week 5
Case Study



Week 6
ITIL (certification)



GETTING BACK TO BUSINESS PROGRAMME

This programme is specifically designed to provide employment opportunities for high-calibre individuals who have taken an extended break in their career, facilitating their re-entry into the workplace.

The FDM Getting Back to Business Programme uniquely assists our clients in diversifying their workforce, tapping into a rich pool of talented professionals who already have experience in business.



Sponsor of the
everywoman in
Technology Awards



Information Age
Women in IT Awards
'Advocate of the
Year' 2016



Signed UN Women's
Empowerment
Principles (UNWEP)

The Getting Back to Business Course



Week 1
Professional Skills / Software
Development Lifecycle



Week 2
Excel



Week 3
Financial Industry
Awareness



Week 4
Skills for Business
Analysis



Week 5
Project Management
Framework
PRINCE2 (certification)



Week 6
Project Management
Tools / SCRUM Agile
Workshop



Week 7
Project Week



FDM TRAINING

The FDM Academies are designed as 'model office environments' which ensures our consultants can seamlessly transition to a client site and make a difference from day one.

Weekly assessments make sure trainees are achieving the high standards expected of them in order to be successful.

The learning experience combines theoretical knowledge with practical real-life application and includes trainer-led classroom work, online learning and project-based assignments.

The duration of the training is between 6-14 weeks and includes several industry-recognised certifications such as:

- PRINCE2
- ISTQB
- Scrum Master
- ITIL
- BCS Business Analysis Foundation



Core Foundation Modules

All consultants undergo an initial 3 weeks of foundation training which includes professional skills, SQL and Excel.

Professional Skills

- Interview techniques
- Communication skills
- Conflict resolution
- Assertiveness at work
- Time management
- Presentation skills
- Effective report writing
- Improving personal success

SQL

- Table joins, queries
- Data types
- SQL best practice
- Functions and procedures
- DDL, DML, DCL
- Statements, schemes, syntax

Excel

- Excel - basics
- Arithmetic, text and date functions
- Lookup functions
- WHATIF analysis
- Pivot tables and charts
- Conditional formatting
- Array functions
- Aggregate functions

Additional Technical Foundation Modules

UNIX

- Functions, parameters and variable scope
- Grep and regular expressions
- Use of the VI Editor
- Piping and redirection
- Writing shell scripts
- File permissions
- I/O streams
- Conditionals
- Loops

Web Apps

- User experience design
- Information architecture
- User stories & use case diagrams
- HTML5 & CSS3
- Responsive web design
- Web architecture
- HTTP request response cycle

VBA*

- VBA excel object model
- VBA subroutines and functions
- VBA IF, WHILE, For Loops

*also taught on the Risk, Regulation and Compliance course

Once completed, our consultants progress to training on their specific stream within the business or technical pathways.

Technical Pathways

Software Development

- Languages: Java SE and EE, MS .NET 4.5 using C#
- Object-oriented design pillars and SOLID principles
- Test-driven development (TDD)
- Entity relationship data modelling and data normalisation
- Waterfall
- Spring framework
- JPA
- Agile
- Use of Unified Modelling Language (UML) for analysis and design

Software Testing

- HP Quality Center
- ISTQB Foundation
- Test scripting & execution
- Defect management
- Manual functional testing
- Test automation - Selenium
- V-Model, Agile (SCRUM)
- BDD
- Risk-based testing
- Exploratory testing
- Industry standards & best practice

Business Intelligence

- Data normalisation & dimensional data modelling
- Extract, Transform, Load (ETL)
- Requirements engineering
- User experience design
- Waterfall
- Iterative
- Agile

Data Science

- Java
- SQL
- Hadoop and big data foundations
- Large data set import & scheduling
- Large data set scripting
- Large data set analysis
- ERD
- TDD
- Waterfall
- Agile

IT Service Management (ITSM)

- Operating system administration
- ITIL Foundation
- Troubleshooting
- UNIX (Solaris) and Linux
- Scripting
- MS Windows Server
- Financial Industry Awareness (FIA)
- PL/SQL

Salesforce

- Advanced MS Excel and VBA
- Salesforce platform administration
- Salesforce 'Click not Code' configuration
- Salesforce process automation
- Salesforce security UML and ERD

Information Security

- Security operations
- Networking
- ITIL Foundation
- Security threats and vulnerabilities
- Cryptography
- Standards and regulations
- Risk management
- Security policies
- Security assessments and auditing
- Malware
- Operating system exploitation and manipulation

Murex

- Post-trade workflows
- Reporting and accounting
- Market data interfaces
- Trade pricing and booking
- Profit and loss in MX.3
- Introduction to simulation
- Financial and non-financial static data
- Technical troubleshooting
- Introduction to MX Viewer
- Trade management

Business Pathways

Business Analysis

- BCS Business Analysis Foundation
- Modelling techniques
- Requirements engineering
- Investigation techniques
- Business case development
- Risk management
- Stakeholder management
- Financial Industry Awareness (FIA)

Project Support / Project Management Office

- PRINCE2 Foundation
- Agile project management
- Business Analysis foundation
- Programme and project support office essentials
- MS Visio and Project
- Financial Industry Awareness (FIA)

Risk, Regulation and Compliance

- Business Analysis
- Financial Industry Awareness (FIA)
- Financial Regulation and Compliance
- Financial sanctions
- Dodd-Frank
- Financial risk management (Basel II/III)
- Regulatory bodies
- MiFID II
- AML/CFT
- KYC

Client Tailored Programmes

FDM has worked in collaboration with clients to develop a number of tailored course programmes. Following the completion of FDM's standard foundation training, here is what some of the client tailored programmes have covered.

DevOps

- Java web and EE
- Jenkins
- Puppet
- Solid principles
- Design patterns
- Code security
- Continuous Integration (CI)
- Virtualisation / VMWare
- OOP principles
- Continuous deployment
- Scrum Master Certification

Test Automation

- Object-oriented development with Java
- Selenium IDE
- Selenium WebDriver
- BDD using Cucumber
- Testing SOA using SoapUI
- ISTQB Foundation

Legacy Programmes

Cobol/RPG

Perl

C++

PHP

SUPPORT AND ENGAGEMENT

Our consultants are our greatest asset. In order for them to become one of your greatest assets, we provide a fully-managed resource to ensure the support structure is in place for a seamless service. Some of our support and development initiatives include:

The Mentoring Programme

The FDM Mentoring Programme matches mentors with a mentee throughout the organisation, providing opportunities for long term career development.

Consultant Peer Support (CPS)

The CPS network provides assistance with on-boarding and has the knowledge to help new consultants acclimatise to their new role and company.

ME+

Me+ is a bespoke digital application developed for FDM which allows our consultants to set themselves goals and structure their careers in line with their aspirations.



“

We chose to work with FDM as it really is a partnership. They take time to understand what we need to do as a business and are able to offer us the skills and resource to get the job done.

”

Karl Hoods, CIO



Save the Children



SOME OF OUR CLIENTS

HSBC, Credit Suisse, National Grid,
Lloyds Banking Group, Virgin Media,
Nationwide Building Society, BP,
BNP Paribas, Bet365, Barclays,
Department for Work and Pensions,
The Financial Times, Wincor Nixdorf,
Home Office, British Airways, Aviva,
Department for Education, Sky, AXA
and many more...

INCLUSIVE BY NATURE

FDM employees represent a huge breadth of cultures, languages and ethnicities.

We are strong proponents of social mobility and employ candidates from a range of educational and socioeconomic backgrounds.

Our programmes for ex-forces personnel and returners to work, along with our Women in IT Initiative, are essential to our business, opening additional pools of talent.

In addition to our work with universities, FDM also works with schools throughout the UK in order to continue to build a sustainable talent pipeline. We run professional skills and coding sessions to inspire students as well as provide work experience days in our offices, internships and placements.

Our statistics reflect our proud commitment to diversity, which in turn enables us to assist our clients in becoming more diverse.



Nationalities



nationalities working together as a team at FDM

Ethnicity



of UK intake* are from a BAME** background

Social Mobility



of UK intake* attended a state school



of UK intake* were the first in their family to go to university

Gender



of FDM's global workforce identify as female



of the senior management team at FDM are women

*UK FDM intake 2017

**Black, Asian or Minority Ethnic

THE FDM ADVANTAGE

Transfer resources from FDM contract to permanent after two years

Cost effective, value add business model

Robust credentials and track record of success

Low-risk resource solution as FDM retains full accountability for consultants

Highly scalable onshore capability with no minimum commitment

Consultants trained to the latest industry standards

Excellent retention and service continuity for up to two years

Flexible terms for geographic deployment

Ability to recruit and train for specific requirements and skills when the need arises

International presence with localised support

UK

IRELAND

USA

CANADA

GERMANY

SWITZERLAND

SOUTH AFRICA

HONG KONG

SINGAPORE

CHINA

AUSTRALIA