NORTHERN TRUST

Build Your Technology Career with Northern Trust

Develop the leadership, business and technical skills that drive today's global financial industry.

We don't leave the development of talented individuals to chance. Here, we've created a variety of programs to support students and graduates – helping them identify their interests, hone their skills and meet their goals.

From day one, all partners are essential. You'll work on important projects, network with leaders and develop skills to jump start your career.

Students & Graduates: Learn then lead.

We believe you're made for greater.

Our forward-thinking mindset drives us to create and advance technologies and products that unlock new opportunities for our clients. Our team is committed to innovating, collaborating, and challenging the status quo—all essential elements of our efforts to ensure we serve clients with distinction and retain our leadership role far into the future.

With this, we are investing in early career talent to develop our future leaders. We believe that the fastest way to change and grow as a technology-first organization is by hiring people who will learn and then lead.

We are committed to creating an experience where interns and new graduates are immersed in the core work of our technology enterprise, where we will expose you to new technologies and drive you to contribute to key organizational missions. We will help you connect with other aspiring technologists and experienced technologists and will help you grow a powerful network.

> There are many places within our technology teams to build and grow your career here at Northern Trust, including:
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> - Software Development
> - Infrastructure and Technology Management
> - Cyber Security
> - Cyber Risk

Internship Opportunities for Students

Our internship program is designed for students to complete the internship the summer prior to their graduating year of school. For those on a 4-year undergraduate degree path, this would mean completing their internship the summer before their Senior year. Summer Internships typically run 10 weeks from early June to early August.

At the heart of a Northern Trust internship is meaningful contribution and accelerated learning. You will experience what it is really like to work full-time in an enterprise technology organization. You will be fully integrated into a team of professionals; you will apply skills you learned in school to solve real world problems and deliver real solutions.

Interns are also given the opportunity to voice interest in and be considered for returning offers for full-time employment to commence following their graduation in one of our new grad paths or our Rotational Development Program, based on their internship performance and business needs.

Imagine having a job with a global financial institution lined up even before you finish your degree!

Joining as a New Graduate

Rotational Development Program

Our rotational development program (RDP) provides an opportunity for new graduates to experience different roles and different teams in an 18 – 27 month timeframe before deciding on your technology area of focus for your career. You'll have the ability to select several different areas of focus as you move through the RDP program. As a rotational development associate, you'll gain exposure to a variety of roles throughout Northern Trust while receiving continual support and opportunities for development.

The RDP is designed to support graduates who are interested in exploring technology career options and for those looking to accelerate their leadership development.

> As part of the RDP, Technology Associates can rotate through three teams, 9 months per rotation.
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> Cyber Risk Rotational Associates rotate through four teams, 6 months per rotation.

As a rotational associate, you will be part of a motivated and supported community. You will have the opportunity to attend tech events, contribute to significant products, and be empowered to learn, grow and then lead. You will have a significant amount of input into the teams you work with.

Direct Hire

The direct hire program is for graduates who are more sure of their career goals and would like to commit to a path that aligns with their vision for their career. As a direct hire, you will participate in the same development activities as in our RDP program, but you will stay with one team and one manager as you learn, grow and contribute. We will connect you with mentors and advisors who will guide you every step of the way and advocate for you. While you will join Northern as part of a specific technology team, there will be opportunities to grow your career, moving within the organization over time.

Ready to Get Started?

NORTHERN TRUST

Email us at CampusRecruiting@ntrs.com or visit careers.northerntrust.com

- facebook.com/ntcareers
- twitter.com/ntcareers
- CampusRecruiting@ntrs.com
- instagram.com/northerntrustcompany/
- youtube.com/user/NorthernTrustVideos

Areas of Focus for Technology Early Career Talent

Whether you're joining us as an intern or a full-time employee, you'll have a wide variety of technology areas in which to build and develop your career.

1 Software Development

Develop technical and business knowledge and skills and gain exposure to leading technology stacks while you inhabit different roles within our various software development groups. To promote efficient, progressive learning, you will contribute to key IT projects and initiatives.

- Front end development (single page apps, micro front ends, react.js)
- Back-end development (java micro-services, API's, databases)
- Full stack development (combination front end and back end)
- Data engineering (Data pipelines, ETL, SQL, Python)
- Data analytics (statistical models, visualizations, SQL, PowerBI)
- Data science (Data Research, Machine Learning Models, Python)
- Automation Tools (workflows, software robotics, Power Automate)
- DevOps (infrastructure as code, software delivery toolchain)
- Solution Consulting

- Software developer
- Data Engineer
- Data Scientist
- DevOps Engineer
- Solution Consultant

2 Infrastructure and Technology Management

You will operate and manage essential technology platforms that support business and financial applications, including cloud platforms like Azure and Amazon Web Services. You will be challenged as you work closely with developers, engineers and architects to manage traditional and cloud platforms as you drive reliability, scale and performance.

- Platforms (Tanzu/Cloud Foundry, Azure, AWS)
- Middleware (DotNet, Java, Kafka, etc.)
- Site Reliability Engineering (Monitoring, Log analytics)
- Networking (DNS, Firewalls, Security, Virtualization, etc.)
- IT Service Management
- Cyber Risk Analysis

- Systems Admin/Engineer
- Cloud Engineer
- Site Reliability Engineer
- Network Admin/Engineer

3 Cyber Security

Explore security and cyber resiliency practices including data protection, threat and vulnerability management, and identity and access management. As you contribute you will work alongside other talented cyber security professionals collaborating with infrastructure and software development teams to ensure the integrity of data and platforms.

- Data Protection
- Threat and Vulnerability Management
- Identity and Access Management
- Network Security
- Application Security

- Vulnerability Management
- Cyber Security Forensic Analyst
- Data Loss Prevention
- Cyber Incident Response
- Threat Intelligence and Defense

Areas of Focus for Technology Early Career Talent

Whether you're joining us as an intern or a full-time employee, you'll have a wide variety of technology areas in which to build and develop your career.

4 Cyber Risk

As a participant in the cyber risk management rotational development program, you will rotate across Cyber Risk Management, Technology, Secure Technology and IT Audit groups, providing a holistic view of the Bank's technology functions.

Explore security and cyber resiliency practices across the three lines of defense at the bank. As part of the program, you will work alongside other talented cyber security professions in risk management, technology and audit departments. This will allow you to experience how cyber security is implemented, enforced and reviewed across the organization, fostering a deeper understanding of cyber risk management.

Cyber Risk Management
- Insider Threat
- Penetration Testing / Red Team
- Cyber Enterprise Incident Management
- Global Risk and Controls
- Security Awareness
- Risk Assessments
- IT Metrics

Secure Technology
- Threat and Vulnerability Management
- Threat Hunting
- Threat Intelligence

Technology
- Public Cloud Engineering
- Tech Risk & Controls

Audit
- Technology Audit
- Cyber Security Audit
- Application Audit
- Digitalization and Data Analytics
- Integrated Business Operational and Technology Audit

Cyber Risk Management
- Insider Threat Analyst
- Penetration Testing Analyst
- Cyber Incident Coordinator
- Tech Risk & Controls Analyst

Secure Technology
- Vulnerability Management Analyst
- Threat Hunting Analyst
- Threat Intelligence and Defense Analyst

Technology
- Cloud Engineer
- Tech Risk & Controls Officer

Audit
- Information Technology Auditor
- Data Analytics Analyst
- Business Operations Auditor