NORTHERN TRUST

Rotational Development Program

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.

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.

Orientation. Deepen your understanding of Northern Trust's strategic initiatives. You'll learn why your role is critical to growth of the business.

Mentoring. You'll be mentored by an experienced senior advisor who knows the ins and outs of your chosen career track. You'll also partner with a former associate in your track who provides ongoing support.

Speaker Series. Hear directly from top-level executives about business methodologies and career journeys through a monthly speaker series.

Summit Week. Midway through the program, you'll realign your focus with opportunities in community service, public speaking and a competitive business case challenge.

Enrichment Club. Engage in continuous learning opportunities with other rotational development associates through meaningful discussions on relevant business books and topics.

Committee Participation. Develop organizational and leadership skills by serving on program committees, including philanthropy, social events, professional development and more.

Alumni Network. Get introductions and career advice through a network of Rotational Development Program alumni.

After successfully completing the program, qualified participants can apply for the position that best fits their career interests and leverages the experiences gained during rotations.

Required Qualifications

- Bachelor's degree from a four-year university
- Previous internships and/or related work experience

Desired Qualifications

- Active communicator with leadership, teamwork and client servicing ability
- Analytical, quantitative and problem solving skills
- Adaptable with ability to learn quickly in high-pressure environments
- Well-rounded with an appreciation of diversity and learning
- Knowledge of and interest in the financial services industry

Reasons to join our global team:

- A culture of care and collaboration
- A focus on individual career development, growth and support
- An opportunity to innovate
- Dedication to a more diverse, equitable and inclusive workplace
- The chance to make a meaningful impact

Ready to Get Started?

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

NORTHERN TRUST

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instagram.com/northerntrustcompany/ youtube.com/user/NorthernTrustVideos

It is the policy of Northern Trust to afford equal opportunity in all phases of employment without regard to an individual's age, race, color, religion, creed, gender, national origin, citizenship status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic tests and information, physical or mental disability, protected veteran status or any other legally protected status.

Get on Track

Choose a career track based on your personal interests to build understanding as you rotate through assignments.

TRACK	1 Corporate Finance	2 Credit	3 Digital Services Wealth Management (DSWM)
SUMMARY	The corporate finance track offers candidates to participate in three 6-month rotations across the Corporate Finance business unit. One rotation will be based in the Finance team and you will be given a further opportunity to rotate within other areas such as Finance operations, Treasury and Accounting. You will also be exposed to other areas within this business unit to give you a holistic view as to how these areas operate and support Northern Trust.	The credit track offers an opportunity to participate in a structured 3-month Credit Training program where participants develop an understanding of credit products, lending practices, financial analysis, and the banking industry as a whole. Members of the Credit Track then participate in an underwriting rotation with an emphasis on either Corporate & Institutional or Wealth Management clients.	The Wealth Management Digital Services track offers employees the opportunity to rotate through four areas of focus in Digital Services, including Product Management, Data and Analytics, Change Management, and General Management. You will be exposed to the front lines of the Digital Metamorphosis for Northern Trust's Wealth Management business, following change from ideation to execution, adoption, foundational enablement and support. We invite you to make your mark as we shape our tomorrow.
TERM	18 months	18 months	18 months
BUSINESS UNIT	Corporate Finance	Wealth Management Corporate & Institutional Services	Wealth Management
GOALS	Rotate through corporate finance functions that report up to the CFO. Interact with stakeholders to understand oversight of accounting and financial infrastructures, managing the corporation's financial position and financial analytics and reporting.	You'll begin with a structured credit training program to learn about credit products, lending practices, financial analysis and the banking industry. You'll also rotate through complementary sales and servicing roles.	Learn how comprehensive digital change is made by rotating through five different teams within Digital Services. You will gain experience with product creation and maintenance, data analysis and governance, effective communication and change strategies, and operations that cut across Wealth Management.
OPTIONAL ROTATIONS	• Business Unit Finance (6 mos) And, two 6-month rotations: • Management Reporting, Planning & Analysis • Treasury • Accounting • Capital Adequacy • Finance Operations	• Credit Training (2-3 mos) Then, up to three 4-month rotations: • National Credit Services • Corporate Banking • Global Family & Private Investment Office • Specialty Lending • Wealth Advisory	• 6-8 months in Product Management (3-4 in Delivery and Execution, 3-4 in Product and Platform) • 3-4 months in Data and Analytics • 3-4 months in Run and Change • 3-4 months in General Management Elective rotation options (3-4 months) in other teams (choose no more than one): • Client Servicing • Control and PMO • Training • Technology
POTENTIAL ROLES	• Accountant • Financial Analyst	• Underwriter, National Credit Services • Associate Banking Advisor • Credit Portfolio Manager	• Associate Product Manager • Data Analyst • Implementation Analyst • Business Strategy Analyst

Get on Track

Choose a career track based on your personal interests to build understanding as you rotate through assignments.

TRACK	4 Asset Management (NTAM)	5 Technology		
SUMMARY	The NTAM track will allow partners to rotate through the 3 main pillars within NTAM. Them being Investments, Sales & Distribution and Product & Strategy. The successful candidate who joins this track will complete a total of three 6-month rotations within each of these areas within NTAM.	As a technology rotational associate in North America or EMEA, you will be part of a motivated and supported community, attending tech events, contributing to significant products, empowered to learn and grow. You will be connected with mentors and advisors who will guide and advocate for you.		
TERM	18 months	27 Months. Three 9 month rotations.		
BUSINESS UNIT	Asset Management	Software Development	Infrastructure and Technology Management	Cybersecurity
GOALS	Gain experience in investment strategy, research, products, sales and servicing as you rotate through Asset Management and Wealth Management business units.	Develop technical and business knowledge and skills and gain exposure to leading technology stacks while you experience different roles within our software development groups. To promote efficient, progressive learning, you will contribute to key IT projects and initiatives.	Learn to operate and manage essential technology platforms that support business and financial applications, including cloud platforms like Azure and Amazon Web Services. Overcome challenges as you work closely with developers, engineers and architects to manage traditional and cloud platforms as you drive reliability, scale and performance. Use low code automation capabilities to accelerate at the speed of cloud.	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 cybersecurity professionals collaborating with infrastructure and software development teams to ensure the integrity of data and platforms.
OPTIONAL ROTATIONS	• Investment Strategy & Research (6 mos) • Investment Product Management (6 mos) • Asset Management Client Servicing or Wealth Advisory (6 mos) • Associate Portfolio Analyst • Investment Analyst, Equity or Investment Strategy	• Front End Development • Back End Development • Full Stack Development • Data Engineering • Data Analytics • Data Science • Automation Tools • DevOps • Solution Consulting	• Platforms • Middleware • Site Reliability Engineering • Networking • IT Service Management • Cyber Risk Analysis	• Data Protection • Threat and Vulnerability Management • Identity and Access Management • Network Security • Application Security
POTENTIAL ROLES	• Associate Analyst, Alternative Investments • Investment Associate, Wealth Management or Institutional	• Software Developer • Data Engineer • Data Scientist • DevOps Engineer • Solution Consultant	• Systems Admin/Engineer • Cloud Engineer • Site Reliability Engineer • Network Admin/Engineer	• Vulnerability Management Analyst • Cybersecurity Forensic Analyst • Data Loss Prevention Analyst • IAM Analyst • Cyber Incident Response Analyst • Threat Intelligence and Defense Analyst

Get on Track

Choose a career track based on your personal interests to build understanding as you rotate through assignments.

TRACK	6 Cyber Risk Management	7 Asset Servicing
SUMMARY	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. As part of this program, you will also be able to participate in technology events and connect with mentors and advisors who will guide and advocate for you.	This specific track allows partners across EMEA to rotate through different areas of the Asset Servicing business. These areas include both Client Servicing and Back office administrated roles. You will complete a total of 4 rotations, three of which will be 4 months in duration with one final rotation equating to 6 months.
TERM	24 months. Four 6 month rotations.	18 months
BUSINESS UNIT	Cyber Risk Management, Technology, Secure Technology and IT Audit	Corporate & Institutional Services, Europe, Middle East & Africa
GOALS	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 cybersecurity professions in risk management, technology and audit departments. This will allow you to experience how cybersecurity is implemented, enforced and reviewed across the organization, fostering a deeper understanding of cyber risk management.	Learn about client servicing and middle- and back-office support for Northern Trust's investment manager clients. As you rotate through Global Fund Services functions, you'll learn about mutual funds, private equity funds and hedge funds.
OPTIONAL ROTATIONS	**Cyber Risk Management** • Insider Threat • Penetration Testing / Red Team • Cyber Enterprise Incident Management • Global Risk and Controls • Security Awareness • Risk Assessments • IT Metrics **Technology** • Public Cloud Engineering • Tech Risk & Controls • Threat Hunting • Threat Intelligence **Secure Technology** • Threat and Vulnerability Management • Threat Hunting • Threat Intelligence **Audit** • IT Audit • Cyber Audit	• Fund Accounting (4 mos) • Investment Operations Outsourcing (4 mos) • Transfer Agency (4 mos) • Specialization in Sales, Product Area or Relationship Management (4-6 mos)
POTENTIAL ROLES	**Cyber Risk Management** • Insider Threat Analyst • Penetration Testing Analyst • Cyber Incident Coordinator • Tech Risk & Controls Analyst **Technology** • Cloud Engineer • Tech Risk & Controls Officer **Secure Technology** • Vulnerability Management Analyst • Threat Hunting Analyst • Threat Intelligence and Defense Analyst **Audit** • IT Auditor	• Client Servicing/Relationship Manager • Operations Analyst • Project Manager • Sales Associate