

RFi Group Graduate Program

November 2016

About RFI Group

RFi Group is a global intelligence and media provider focusing exclusively on financial services. We specialise in data and information gathering, customer based insight generation and business decision support for the world’s leading financial service providers.

Our aim is to combine global intelligence and local knowledge to provide insightful, valuable and actionable recommendations, with a core focus on the provision of exceptional client service.

Covering 43 key global markets, with regional offices in San Francisco, Toronto, London, Hong Kong, Singapore and Sydney, RFI Group consistently provides clients with tailored advice and independent intelligence relevant to their specific markets and business needs.

RFi Group’s expertise and deep understanding of the banking and finance sector delivers high-value outcomes. Our areas of expertise include:

- Retail Banking
- Savings Accounts
- Mobility and Banking Technology
- Mortgages
- Consumer Lending
- SME and Business Banking
- Transaction Accounts
- Cards and Payments
- Private Banking
- Wealth Management
- Banking Regulation

Our Clients

Over 500 clients across 43 global markets



The Opportunity

The **RFi Group Graduate Program** has been specifically designed to target ambitious and high achieving university students and graduates who are looking to take the first step into launching their corporate careers.

Graduate program – Full time (*All bachelor degrees accepted*)

Undergraduate program – Part-time (*Applicants must be in their final year of study*)

What RFi Group offers graduates:

- A 12-module research course to commence your experience at RFi Group
- 25 unique knowledge sessions to ensure you have all the relevant information needed for a strong foundation understanding in most areas of banking and finance.
- 30 noteworthy skills sessions to create a strong understanding of the various components that make up the business
- Customer experience and client services best practice from across the globe along with plenty of opportunities for face-to-face client interactions
- 2 x one week rotations in any other department within the company
- A program timeline that is flexible enough for you to control your own pace of development and for those hungry for success, there is the opportunity to stand out and become a fast starter employee for rapid career development
- A welcome breakfast with our CEO and CFO within your first month
- Access to a dedicated mentor to guide you on your career journey
- Access to senior management specialists across research, analytics, consulting, marketing, media, events, and operations
- Company options for successful candidates
- Opportunity to participate in the RFi Group global community day across a range of volunteer initiatives and ability to join in ongoing charitable partnerships
- Engage with our extensive client network with over 45,000 banking and finance professionals
- A 12-week secondment to any of our global offices, including: San Francisco, Toronto, London, Hong Kong, Singapore and Sydney (Flights and accommodation paid for by RFi Group)

Why RFi Group?

Dynamic. Authentic. Accessible. Leaders. Ambitious.

The five RFi Group values are:

1. **Dynamic** – RFi Group is an extremely fast-paced company with an annualised growth rate of 55% year-on-year since 2007. We were listed on the BRW Fast Starters in 2010 and 2011 and have been listed in the BRW Fast 100 in 2011, 2012, 2013, 2014, 2015 and 2016.
2. **Authentic** – RFi Group employees are committed to transparency, honesty and trustworthiness in all that we do both internally and externally. All of our insights and content are based on rigorous methodologies and analysis
3. **Accessible** – RFi Group offers a unique high-touch customer experience model and work very collaboratively with clients. The organisation itself has a flat structure whereby every employee has access to all levels of management within the business.
4. **Leaders** – RFi Group is a thought leader within financial services and we lead by providing actionable content and insights to our clients as well as best in class customer experience.
5. **Ambitious** – RFi Group is determined to provide the best actionable insight and valuable content to Financial Services in the world

Our Achievements

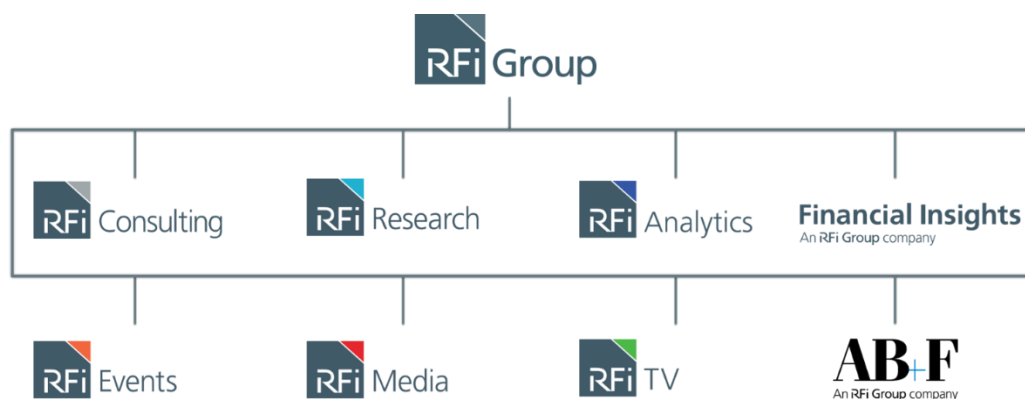


The RFi Group Way

We are committed to fostering a positive culture and workplace environment

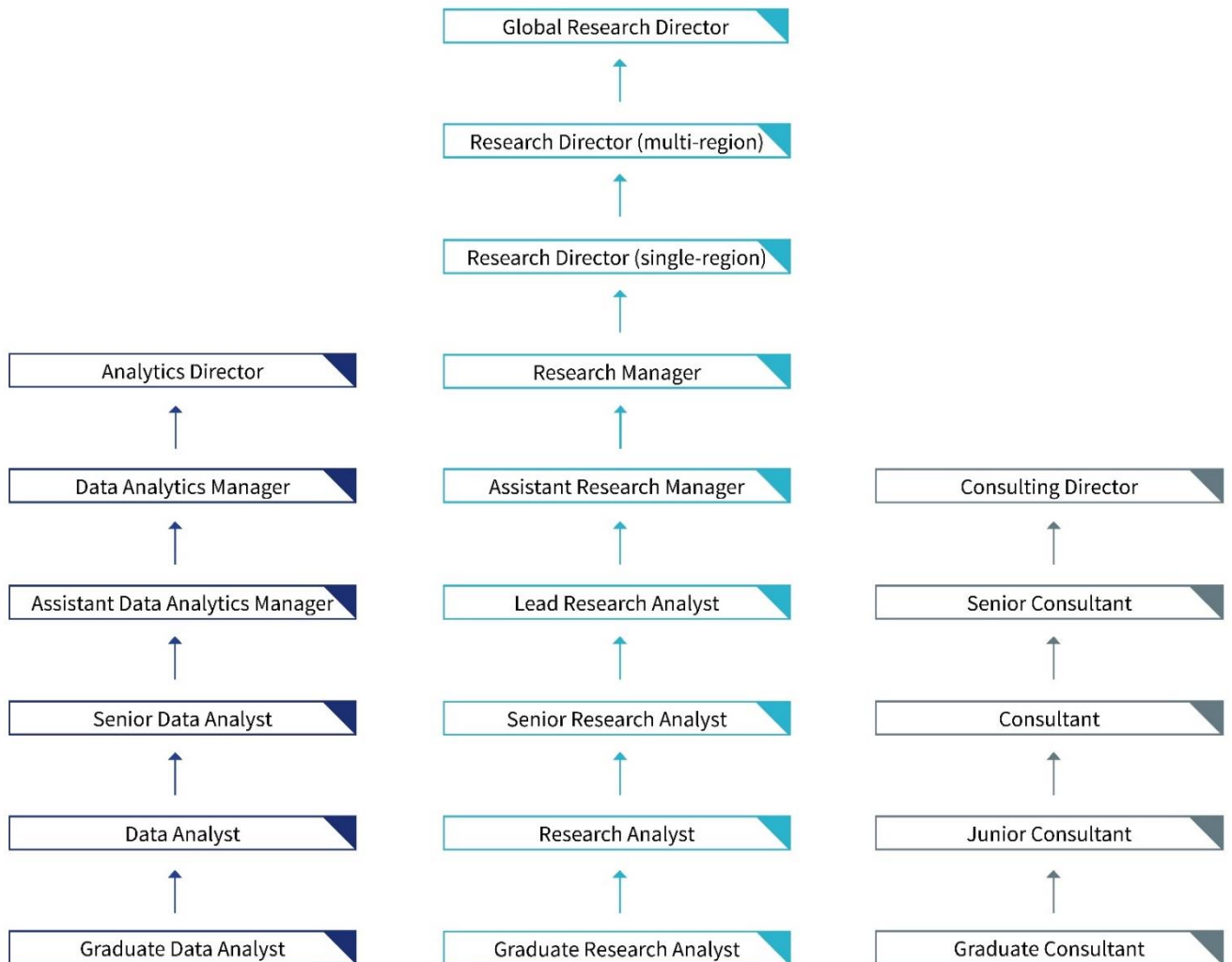
- Our recruitment process focusses heavily on individual attitude and drive to succeed - ensuring that we hire passionate and hardworking individuals who to learn and thrive within the company
- Fortnightly global newsletter – allowing complete transparency in communication across all offices
- Employee onboarding process – mapping out the first 100 days so you know exactly what to expect
- Employee success team – Regional project teams driving new initiatives and engagement
- Monthly drinks – Facilitates networking with employees from other departments
- Bi-annual companywide strategic offsite events - where all employees are encouraged to contribute ideas to the company’s strategy for the next financial year
- Volunteer initiatives and charitable community partnerships
- Career behavioural testing – available for those who are interested
- Annual employee awards – recognizing high achievers across the board
- Social events for special events throughout the calendar year
- Casual dress and 4pm finish Fridays
- Birthdays off work and monthly cakes

How we are structured?



Career Opportunities at RFi Group

Navigate your own path – Move from one area to the next



Graduate Program Timeline

Month 1 - 3 – Theoretical module

- A 12-module research skills course presented by the Managing Director of our Consultancy division
- Participants who successfully complete the course will be awarded a formal certificate at the company monthly meeting along with the achievement to be included on individuals LinkedIn profiles.
- 5 x Skills sessions including: Sales I, Research I, Research II, Client service I, Digital I
- At the end of the first three months, successful participants will be promoted from *Graduate Analyst* to *Research Analyst*.

Month 3 - 6 – Practical module

- The practical module will utilise skills obtained from the theoretical model to implement within day-to-day tasks and responsibilities
- Participants who successfully complete this module will be awarded a formal certificate at the company monthly meeting along with the achievement to be included in individuals LinkedIn profiles
- Upon successful completion of this module, participants will undergo a remuneration review along with a travel voucher for a long weekend away of their choosing

Month 6 - 12

- Participation in 5 x face-to-face client meetings
- Completion of 5 x knowledge sessions (of your choice)
- Participants will receive a work laptop at the end of their 9th months
- Upon successful completion of the first 12 months, participants will undergo a remuneration review with participants also receiving share options
- Successful participants will be promoted from *Research Analyst* to *Senior Research Analyst*

Month 12 - 18

- Completion of 3 x core skills session
- Completion of 3 x alternate skill sessions
- Participation in 5 x face-to-face client meetings
- Opportunity to partake in certified external training for further role development
- Upon successful completion of month 18, participants will undergo a remuneration review
- Successful participants will be promoted from *Senior Research Analyst* to *Lead Research Analyst*

Month 18 - 24

- Participants to undergo 2 x one week rotations within an alternate department within their local office

Month 24

- Participants to experience a 12-week secondment to an RFi Group global office of their choosing
- Accommodation + flights to be covered by RFi Group

Month 30

- Upon successful completion of the secondment, participants will undergo a remuneration review with participants also receiving further share options

12-module Graduate Analyst Course Index



Delivering quality output



Delivering as promised



Pyramid principle



Presentation techniques & tips

The basics

Telling a story



The importance of context



Don't forget the basics



Using secondary data



The limitations of consumer data



Avoiding 'so what'

Contextualizing your work & delivering valuable content



Making estimates



Creating models



Forecasting

Logic and reasoning

Knowledge Sessions Index



Cards



Consumer payments



Personal loans



Retail banking



SME banking



Commercial banking



Commercial payments



XPRT



Brand tracking



Private banking



Digital



Transactions & savings



Mortgages



Insurance



Merchant acquiring



Global reports - Share of wallet



Global reports - Distribution



Global reports - Islamic banking



Priority banking



Affluent banking



Wealth model



How do banks work?

Skills Sessions Index



Client services -
Basic



Client services -
Intermediate



Client services -
Advanced



Time
management



Business writing



Sales -
Basic



Sales -
Intermediate



Sales -
Advanced



Finance -
Intro to Finance



Finance -
Cashflow & EBITDA



Research -
Basic



Research -
Intermediate



Research -
Advanced



Operations



Comms -
Do's & Don'ts



Events -
Creation



Events -
Management



Events -
Moderating



Media -
Journalism



Media -
Social Media



Media -
Media training



Media -
PR/interviews



Digital -
Salesforce



Digital -
General



Digital -
Basic IT



Marketing -
Media production



Marketing -
Design



Marketing -
Employee
engagement