

Investment20/20 Trainees – London

We look for curious, innovative and collaborative school or college leavers and graduates for our 12 month Trainee Programme.

Key Information:

Application deadline: 1st March 2021

Start date: September 2021

Location: London

Application link: <https://careers.avivainvestors.com/starting-your-career/investment-2020/>

Our Trainee Programme

Our trainee programme is designed for both school/college leavers and graduates and offers paid year-long placements in a variety of different roles. While you may not have an in-depth understanding of the investment management industry, our programme will introduce you to this very worthwhile and exciting industry and the variety of roles and opportunities it has to offer.

As a trainee you will be placed in a role that will allow you to build a fundamental understanding of the asset management industry. You will gain industry knowledge, experience and develop relationships enabling you to progress your career and provide you with skills to secure a permanent job, either with us or with another industry firm. Across the Investment 20/20 programme 75% of trainees are offered a permanent position with their host firm.

Learning and development opportunities will be offered by Aviva Investors and through the centrally organised Investment 20/20 programme. During your traineeship we will support you in obtaining the CFA Investment Management Certificate (IMC) qualification.

About you

Our people come from a wide range of backgrounds, allowing them to bring diversity of ideas and unique perspectives to our investment decision-making process. You don't need to have studied a specific subject to apply to our programmes.

The qualities we do look for are:

- Curiosity, people who have an insatiable hunger to learn, discover and question the world around them
- Innovative, people who can think differently and create unique solutions to meet our clients' needs
- Initiative, self starters who can solve problems
- Collaborate, people who can communicate well and share ideas with colleagues
- Analytical, able to gather, monitor and analyse data and figures
- Communication, clear communicators who can convey messages accurately, concisely and with integrity

The Assessment Process

Stage one: The Application

You will be asked to select which business area you are interested in, upload your CV and fill in a few basic questions such as your contact details – it's that easy!

Stage two: Online Testing

You will be invited to complete a couple of online tests designed to assess your abilities. You will have 7 days to complete these and can be done at any time during those 7 days.

Stage three: Video Interview

Our Video Interview is a great chance for us to get to know more about you and your aspirations.

Stage four: Assessment Centre

This is our final stage. Making it to this stage means we think you've got what we are after. This is a dynamic day during which we will assess your potential through a number of different assessments and also give you the opportunity to meet our people. Due to COVID 19 this is likely to be held virtually

Working at Aviva Investors

Aviva Investors is a global asset manager with broad and deep expertise across all major asset classes. As part of the Aviva Group – the UK's largest insurance company – we are uniquely positioned to combine our insurance heritage with our investment capabilities to deliver the outcomes that matter most to today's investor.

More than 1,500 people work across the globe, bringing it all together for today's investor. When everyone feels part of a unified team, in an environment of fairness, inclusion and positivity, we all achieve more. We care deeply about this, which is why we encourage applications from people with diverse backgrounds and experiences.

At Aviva, we're people with a purpose. To be with you today, for a better tomorrow. We bring this to life by ensuring managing risk is at the heart of how we all work. We love people who do the right thing for our customers, and our colleagues. We want people who speak up, who take responsibility, and who make good decisions.

The way we do this is important too. We're all about our people – that's you – so we can be pretty flexible. In fact, we don't advertise roles as either part or full time, because we know each person has different needs, just as each business area's needs vary. So, it's up to you to discuss working hours during your interview.

We interview every disabled applicant* that meets the minimum criteria for the job. Just send us an **email** once you've applied stating that you have a **disclosed** disability, and we'll make sure we interview you.

You will be assessed against the Aviva values: care more, kill complexity, never rest and create legacy.

We'd love it if you could [submit your application online](#). If you require an **alternative method** of applying, please send an email to GlobalRecruitment@avivainvestors.com

As defined in The **Equality Act 2010*. By '**minimum criteria**' we mean you should provide us with evidence which demonstrates that you generally meet the level of competence required and have the qualifications, skills or experience defined as essential to perform the role.*