



2017 Rotational Development Program

The Northern Trust Rotational Development Program (RDP) is designed to develop the technical skills, business acumen, and leadership abilities of new or recent graduates.

During the one- to two-year program, participants will have the opportunity to perform meaningful assignments in various rotations while gaining a broader perspective, along with exposure to leadership of the different departments in their chosen career track.

After successfully completing the program, qualified Associates will be placed into a role that best leverages the experiences they've gained throughout their rotations and meets their career interests.

RDP Support and Development

The program provides participants with dedicated ongoing support and professional development opportunities that include:

- Two program mentors
- Monthly speaker series
- Social Events
- Access to RDP Alumni Network
- Learning & Development
- Comprehensive orientation

Members of Northern Trust's Rotational Development Program possess the following:

- A bachelor's degree from a four-year college or university
- A cumulative undergraduate GPA of at least a 3.0
- 3 years maximum relevant work experience upon program start date (post degree)
- Previous internships or related work experience
- Strong oral and written communication skills
- Analytical, quantitative and problem solving skills
- Adaptability and ability to learn quickly in high-pressure environments
- Leadership, teamwork and client servicing ability
- A well-rounded character, appreciating diversity and valuing inclusion
- Knowledge and interest in Northern Trust and the financial services industry

We do not/will not sponsor rotational development program participants for work authorization, including H- 1B petitions.

RDP Track Descriptions

Change Management Track

The Change Management Track offers an opportunity to rotate through core functions of Enterprise Change Management that report up to the Chief Operations Officer. Members of this track will have the opportunity to complete assignments under Learning & Development, Communications and Change Management.

The roles will include a 3-day intensive training and certification on Prosci's Change Management methodology and allow individuals to take ownership of key change deliverables on some of Northern Trust's largest strategic transformational initiatives. The Change Management track includes three 6-month rotations.

Examples of potential responsibilities (note: work varies by rotation and business need):

- Complete initial assessments of strategic initiatives to understand change scope and potential impact to partners
- Develop plans to address learning & development, communication and change management needs for the impacted audience
- Interact with senior-level Executive sponsors to ensure understanding of the change approach and required support
- Develop creative communications content, including use of digital mediums such as video and intranet pages
- Develop training content to support partners from the current state of working to the new, future state
- Lead meetings with business stakeholders to ensure buy-in and support for the initiative throughout the project lifecycle
- Collaborate with project team to support delivery of change deliverables (i.e., training or communications content) to impacted audience
- Develop plans to reinforce changes with business leadership and support execution
- Support cross-program strategic assessments to understand overall change portfolio health and plan against existing risks
- Support development and enhancement of our Change Management Center of Excellence, including methodology documentation, tool development, curriculum design and delivery for internal audiences

Placement Opportunities:

- Change Management Consultant
- Learning & Development Consultant
- Communications Consultant

Requirements:

- Excellent communication skills (written and oral)
- Interest in organizational change management, learning & development or internal communications
- Strong time management, organization and project management skills

Recommended Attributes:

- Ability to multi-task and manage multiple deadlines
- Creativity and strategic thinking skills
- People skills and personal courage (participating in meetings, asking questions, etc.)
- Strong proficiency in Microsoft Office – Excel, Word, PowerPoint
- Familiarity with project lifecycle phases (Agile vs. Waterfall)

Corporate Finance Track

The Corporate Finance Track offers an opportunity to rotate through core functions of Corporate Finance that report up to the Chief Financial Officer. Members of this track will have the opportunity to complete assignments in areas of Finance such as accounting, treasury, business unit finance, management reporting and analysis, and capital adequacy. The roles will provide training in accounting and finance fundamentals while providing exposure to senior leadership and an ability to have a tangible impact.

The Corporate Finance track program includes three 6-month rotations.

Examples of potential responsibilities (*note: work varies by rotation and business need*):

- Lead the new business reporting and analysis for a business unit.
- Assess and test internal controls in compliance with SOX 404
- Support the quarterly closing and reporting cycle with key analytics
- Implement “Total Cost of Ownership” process into monthly review to highlight global efficiency opportunities and increase profitability
- Drive and organize timing change and optimization of the monthly financial reporting process
- Clarify and streamline procedural documents to increase corporate accounting continuity
- Complete analyses at various entity and company levels
- Design process for monthly business unit operating reviews
- Analyze and report on enterprise technology initiatives
- Analyze expense allocations across the firm to explain the impact to each business unit

Placement Opportunities:

- Accountant
- Financial Analyst

Requirements:

- Intermediate proficiency in accounting – minimum of 3 courses completed
- Strong interest in financial analysis
- Accounting or Finance degree preferred

Recommended Attributes:

- Excellent understanding of financial statements with the ability to assess, analyze, and interpret complex financial information
- Excellent communication skills (written and presentation)
- People skills and personal courage (participating in meetings, asking questions, etc.)
- Ability to learn and adapt to new systems (financial reporting system, accounting systems, etc.)
- Strong proficiency in Microsoft Office – Excel, Word, PowerPoint

Technology Track

Members of the Technology Track contribute to key IT initiatives designed to expose them to Northern Trust's various technologies and systems, allowing them to accelerate their understanding of the bank's underlying applications and architecture. Core rotations may be completed in application development, data management, enterprise support, infrastructure engineering, systems architecture, and security. Additional rotations will increase in complexity to promote fast-paced, progressive learning throughout the program and may allow for specialization in a specific technology.

The Technology Track includes three 6-month rotations.

Examples of potential responsibilities (*note: work varies by rotation and business need*):

- Participate in all phases of full software development lifecycle
- Design, code, implement, and test new features and modules for trade processing systems
- Collaborate with business analysts to understand and translate product specifications
- Work with testing teams and business partners to support testing and fix defects
- Estimate work effort, schedules, milestones, risks and project status as it relates to product development
- Define and identify risks associated with the use of technology for internal systems and hosted external systems
- Review and assess controls through established frameworks for third party risk assessments, application control assessments, infrastructure control assessments, and other due diligence initiatives
- Manage, streamline and automate deployment and build process of an internal or vended solution
- Create and continuously improve support documentation and transition new support requirements to resources
- Draw and write up detailed software design diagrams with use-cases for appropriate stakeholders

Placement Opportunities:

- Information Security Analyst
- Applications Analyst
- Middleware Analyst
- Data Analytic Analyst
- Mobile Development Analyst

Requirements:

- Intermediate proficiency in programming – minimum of 3 courses completed
- Strong interest in technology and innovation

Suggested majors:

- Computer Science
- Computer and Electrical Engineering

- Information Technology (IT)
- Management Information Systems
- Informatics

Recommended Attributes:

- Working knowledge of common programming languages (i.e., Java, C#, Javascript, Python, C/C++, Unix, SQL, etc.)
- Understanding of agile methodologies (i.e. Scrum, TDD, devOps)
- Familiarity with popular version control software (i.e. Git, TFS)
- Excellent problem solving and trouble-shooting skills
- Ability to work independently and adapt quickly to new technologies/systems
- Strong sense of personal courage (active meeting participant, asking for help, etc.)