

Expert recruitment consultancy for the financial markets



19.50	37.52	17.12	-0.10	1.	
38.75	17.02	42.15	+0.75	1.	
17.47	40.86	27.09	+0.13	0.	
42.45	26.07	22.47	+0.46	2.	
27.15	21.71	23.37	-1.26	-5.	
22.59	22.74	391.66	+12.51	3.	
23.97	391.70	377.43	95.61	+0.74	0.
95.67	93.96	25.22	+0.42	1.	
25.32	24.74	24.82	+0.30	1.	
24.89	24.35	57.55	55.00	57.07	



## Banking overview

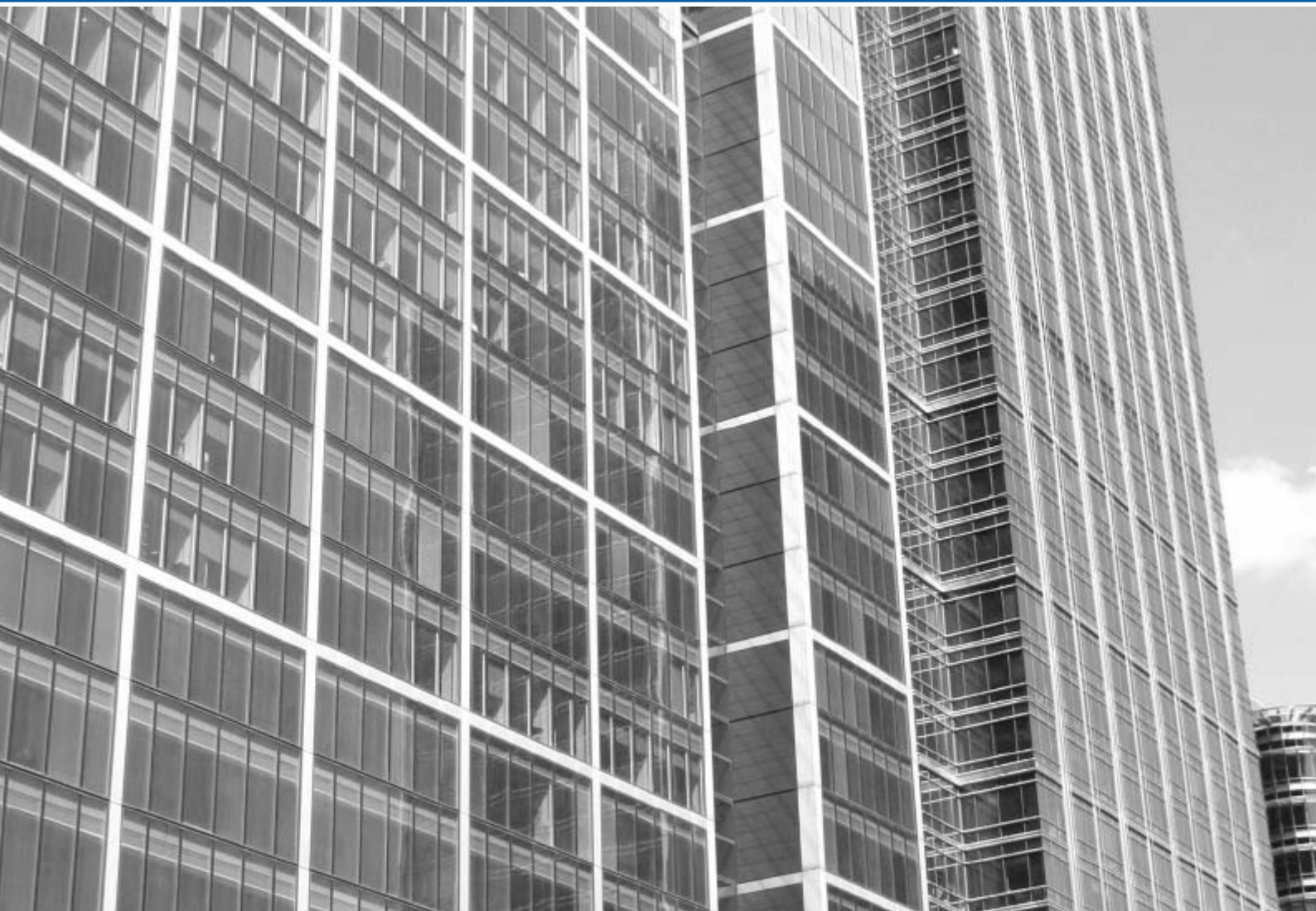
# NER

**FINANCIAL  
RECRUITMENT**

*augmenting businesses, expanding careers*



"To be recognized as a market leading research driven recruitment consultancy for sales and trading positions within the investment banking and brokerage industry. Delivering a consultative recruitment experience to both candidate and clients that is a benchmark in our industry"



# Overview

NER Financial specialises in recruiting Institutional, Corporate and Retail Sales and Traders across most asset classes. We work with a number of Tier 1 and Tier 2 banks.

By adopting a research driven recruitment process we are able identify both active and passive candidates within your market, so you recruit the right people for the future of your business.

Our consultants and researchers specialize in one asset class and have in depth experience recruiting from Associate to Managing Director grades. We believe that by hiring correctly at these levels you can develop your key staff of the future and reduce employee turnover.

By working closely with you we help you understand what it takes to succeed within your business culture and the key skills needed to flourish, we then identify the correct candidates who will succeed in this environment and manage your recruitment process to allow you the time to concentrate on your core business.

We realise that every client is different and work with you to build a bespoke recruitment solution that integrates smoothly into your business. Our consultative-advisory approach to recruitment is designed to deliver creative solutions for clients, which enables us to become genuine business partners to our clients rather than mere suppliers.

Our goal is to ensure that we not only provide candidates who can 'do the job' but also fit happily into the prevailing culture and make a genuine contribution.

## How We Work

- We are a research driven recruitment consultancy utilizing advertising, networking, referrals, publications and the web to develop our market maps. This research driven approach allows us to access on your behalf both active and passive candidates.
- Our solutions include contingency, search, retained search and candidate representation.
- In order to provide the level of service to clients that will produce long-term results, we ensure we invest the time and effort to get to know them, understand their business and get a real feel for their corporate culture.
- Our teams of consultants and researchers work in only one asset class
- We take our responsibilities seriously – all our candidates are professionally screened before being short-listed for interview. Including



competency-based interviews, telephone screening and culture fit profiling.

- Each of our consultants works closely with a limited number of clients to ensure both a high level of relevant market knowledge and an equally high quality of service.
- Our genuinely consultative approach is designed to deliver a recruitment experience that sets a market standard. We can manage your recruitment needs efficiently in addition to filling your vacancies cost-effectively. In short, the best way to think of us is as an extension of an own in-house HR resource.

## Markets

NER Financial Recruitment recruits sales and traders for Institutional, Corporate, Commercial and Retail client roles in the UK, Europe, USA, Asia and the Middle East.

Equities  
Derivatives  
Structured Products  
Fixed Income  
Foreign Exchange

Commodities  
Corporate Markets  
Electronic  
Proprietary  
Treasury

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