UNLOCK

MENTORING PROGRAMME

YOUR TALENT - ENDLESS POSSIBILITIES

ROLE CATALOG

CASH EQUITY RESEARCH ANALYST

The Cash Equity Research Advisory focuses on the production of independent, fundamental, long-term research for clients. They role provide direct support to senior team members through model updates and market analysis, while contributing directly to the bank's written research products to help clients navigate the equity markets.

The main responsibilities consist of:

- Performing financial analysis and modelling of financial statements
- Responding to client requests using relevant industry data sources
- Assisting with the writing of research reports
- Contributing to idea generation for new research reports
- Maintaining and improving the teams data infrastructure and products
- Undertaking in-depth research into specific areas of interest
- Monitoring of relevant news flows, industry developments

Main skills required for a junior:

- Bachelor's degree in finance or IT
- Fluency in English
- Knowledgeable in Financial Markets, Finance and Equity, Office Pack
- VBA, Tableau, Bloomberg (preferred)
- Adaptability, critical thinking, and ability to deliver results
- Strong collaborative and communication skills

CURRENCY HEDGING ANALYST

The team is managing a customized and automated solution to implement, on behalf of clients, their FX Hedging strategy related to a portfolio of assets (Asset Hedging) or share classes of investment funds denominated in a currency different to that of the fund itself (Share Class Hedging).

The main responsibilities consist of:

- Execute daily overlay processes with high accuracy, punctuality, and strict adherence to client guidelines.
- Calculate FX exposure based on client hedging strategies and validate all orders before submission to the trading desk.
- Identify inefficiencies and suggest automation (Excel/VBA) to optimize workflows.
- Participate in cross-functional projects, such as new service roll-outs, client onboarding, and specialized reporting

Main skills required for a junior:

- Bachelors (+4/5) in Engineering, Business, or University (Market Finance specialization preferred).
- Strong interest in financial markets (Money Markets, FOREX, Portfolio Management).
- Fluent in English (written and spoken); additional languages are a plus.
- Rigorous, motivated, and proactive with strong interpersonal, writing, and critical thinking skills.
- Proficient in Excel and VBA/programming; Bloomberg knowledge is a plus.

DIGITAL SALES PRODUCT MANAGER

Digital Sales has the primary responsibility of pitching, marketing and enabling BNPP's Digital Offers (including new digital execution and content tools) to new and existing clients. The team is key in maintaining a growing franchise and in helping deliver on BNP Paribas' strategic digital aims.

The main responsibilities consist of:

- Manage and implement all Client and User Enablement requests
- Schedule demos and meet with new Clients to showcase the digital platforms
- Monitor new and existing client activity, follow up on issues relating to accesses
- Prepare digital marketing materials for internal and external Users and Clients to pitch our Digital Offers
- Build and maintain reports on user activity and interaction with the etrading platforms for management

Main skills required for a junior:

- Academic background in Engineering, Mathematics, Finance, Economics or similar areas (preferential) OR Bachelor's degree in a relevant area for the position
- Understanding and interest in the financial world
- Fluency in English both oral and written
- Excellent communication skills and client focus
- Strong teamwork while being able to work autonomously
- Strong analytical and problem-solving skills
- Ability to work under tight deadlines and organizational skills

E-BUSINESS ANALYST

The e-Business Teams are in the forefront of providing the best customer support for BNPP's digital Trading Platforms, including managing and implementing Client and User enablement, troubleshooting, status monitoring and client activity monitoring.

The main responsibilities consist of:

- Manage and implement all Client and User Enablement requests to BNP Paribas eTrading platforms
- Troubleshoot and Resolve issues across all BNP Paribas e-products
- Monitor the status of all systems and eTrade flows, ensure clients are connected, being priced and able to trade at all times
- Manage price controls and limits across all products
- Monitor new client activity and follow up on credit and limit issues

Main skills required for a junior:

- Degree in engineering, mathematics, finance, economics or a related field.
- Strong analytical and problem solving abilities.
- Excellent written and verbal communication in English.
- Ability to work independently and as part of a team.
- Proficiency with Microsoft Excel.
- Intermediate knowledge of Python or another programming language.

LAB DATA SCIENTIST

This GM Data and AI Lab is a small team of data scientists applying the latest techniques in Artificial Intelligence, Data modeling and Natural Language Processing to strategic projects for the business.

The main responsibilities consist of:

- Explore and examine data from multiple diverse data sources
- Conceptual modeling, statistical analysis, predictive modeling and optimization design
- Data cleanup, normalization and transformation
- Hypothesis testing: being able to develop hypothesis and test with careful experiments
- Discover hidden insights/embedded patterns and enable business stakeholders to make decisions that are more informed
- Help build work flows for extraction, transformation and loading of different data from a variety of sources and enable linking them to existing systems and datasetS

Main skills required for a junior:

- Qualifications: Master or PhD degree in Computer Science, Data Science, other science or engineering field
- Knowledge of key concepts in Statistics and Mathematics such as Probability Theory, Inference, and Linear Algebra
- Knowledge or experience in Machine Learning procedures and tasks such as Classification, Prediction, and Clustering
- Programming skills in Python and knowledge of common numerical and machine-learning packages (NumPy, Scikit-learn, Pandas, Keras, TensorFlow, PyTorch)
- Knowledge of data analytics, manipulation and visualization techniques

MARKET/CREDIT RESEARCH ANALYST

Market Research aims at providing insights into customer behavior and analyzing market shifts due to external factors and variations in market trends. Overall, creating methodologies to break down financial markets data and put it into a broader context, which is key to understand how financial markets work and, hence, be able to help clients explore opportunities.

The main responsibilities consist of:

- Generation of in-depth market and macro-economic analysis
- Development of new and maintenance of current quantitative tools and processes for analyzing economies & markets, and generating trade ideas
- Research new modeling techniques to improve current tools used by the teams
- Preparation of presentations/pitch books about team developments/market research/trade ideas for clients
- Assist with running data analytics in response to client requests and market events
- Work with other teams for the improvement of digitalization, automation and distribution of contents

Main skills required for a junior:

- Master's degree in a numeric subject with understanding of economics and markets (e.g.: Economics, Finance, Computer Science, Applied Math, Engineering, Physics)
- High attention to detail/rigor
- Autonomy, proactiveness, reliability and results driven
- Creative approach to problem solving
- Strong communication skills (both spoken and written)
- Strong level of English
- Knowledge of Python, R, Matlab, VBA or any other coding languages is a big plus

PRIME SERVICES RELATIONSHIP MANAGER

The team combines the historical strength in both traditional and synthetic Prime Brokerage services, (Financing, Client Service, Risk Management, Electronic Execution, Securities Lending, Capital Introduction, Cross-Asset Margining) with the innovative DNA of the Equity Derivative franchise.

The main responsibilities consist of:

- **Client Support:** Serve as the primary contact for institutional clients (mainly hedge funds) regarding post-trade inquiries.
- **Margin & Collateral:** Manage portfolio collateral, ensure margin compliance, monitor data integrity, and follow up on margin calls.
- **Cash Management:** Oversee wire transfers, manage funding/equity resets, and resolve cash discrepancies with clients.
- **Swaps Resets:** Facilitate the timely agreement and settlement of financing requirements.
- **Reporting:** Manage client inquiries regarding standard and customized reports to ensure accuracy.
- **Technology Liaison:** Partner with clients to identify technical needs and coordinate with IT to integrate these solutions into the business strategy

Main skills required for a junior:

- Graduate degree in Mathematics or Engineering with strong analytical skills (Finance knowledge preferred).
- Fluency in English
- Advanced Excel (VBA, SQL) and Python (preferred).
- Excellent interpersonal and communication skills; ability to engage with global, cross-cultural teams and senior management.
- Proactive, detail-oriented, and able to work effectively under pressure.
- Willingness to work flexible/late hours to align with New York schedules.
- Strong commitment to risk awareness and adherence to internal compliance principles and guidelines.

QDI DATA ENGINEER

The Quantitative Data Intelligence (QDI) team is responsible for providing data, insights and analysis to Global Markets Front Office on client activity. The team aims to build a solid database from various sources and develop analysis, reports and dashboards to provide valuable insight to the Front Office in a rapid, agile manner.

The main responsibilities consist of:

- Development, maintenance, and support of data processing and analytical stacks
- Ensure architecture meets business requirements
- Develop data ETL processes in production environment
- Leverage large volumes of data from internal sources
- Proof of concept data projects with innovative methods or tools
- Help Global Markets to achieve digital transformations

Main skills required for a junior:

- Master in Computer Science (preferred), Mathematics, Physics, Electronic, Biomedical or similar
- Engineering Master
- Knowledge of Python programming language (Java/C++/C# will be considered)
- Knowledge of SQL
- Knowledge of data visualization tool (Tableau, PowerBI, etc.)

QUANTITATIVE RESEARCH ENGINEER

GM Quantitative Research team is responsible for research and implementation of innovative financial models and tools for Global Markets, and works closely with Trading and Risk on a day-to-day basis to manage the valuation and risks of their portfolios.

The main responsibilities consist of:

- Maintain and enhance pricing libraries as well as build and support tools based on these libraries
- Continuously improve existing models, design and implement new models based on business requirements and regulations
- Perform quantitative engineering to help trading manage the valuation and risks of their books
- Provide support to Trading, Sales, IT and Operations teams

Main skills required for a junior:

- Qualifications: Masters or PhD degree in Mathematics, Statistics, Finance, Physics or Engineering
- Experience in programming
- Knowledge of Mathematics, preferably Financial Mathematics/Stochastic Calculus
- Good understanding of Computer Science: algorithms, complexity, etc.
- Research mindset with attention to details

RISK MANAGER

The role of a Risk Manager is to develop solutions for the management of financial resources, namely capital, balance sheet, liquidity and risks in general (counterparty risk, credit risk, market risk, operational risk and equity risk). In addition to that, a Risk Manager must be aware of future regulatory changes and understand the impacts of it in the business.

The main responsibilities consist of:

- Production and monitoring reports for Balance Sheet metrics (Leverage exposure, GSIB, Single Resolution Fund) at desk/product level
- Production and monitoring of Global Market's liquidity – balance sheet, funding and liquidity indicators
- Analyze and explain variations by liaising with Front Office teams, Finance and Risk departments
- Production of overall departments' capital explain per type of risk
- Ensure regulatory texts are accurately applied and implemented in systems
- Understand the new framework Basel IV (across all risk types)

Main skills required for a junior:

- MSc in Finance or Financial Mathematics
- Very good communication skills
- Analytical ability, attention to details, autonomy
- Eagerness to learn
- Technical skills – R, VBA and Python
- Knowledge of Financial markets and products is a plus

SALES

The Sales oversees promoting the firm's brand, products and services to new and existing clients; implementing the sales strategy by conducting sales pitch, identifying product needs and establishing strong relationships. The Sales works internally and shares information across products, client servicing and marketing.

The main responsibilities consist of:

- Help the client execute and monitor their portfolio
- Be proactive with the client and cover intensively the people in charge of execution
- Provide timely market color and leverage on automated content tools to customize content relevant to accounts
- Ensure good connectivity between clients and BNP Paribas traders
- Be involved in account management where required (onboarding, credit limits, etc.)
- Work in partnership with Macro sales to deliver the whole BNP Paribas product capabilities to clients
- Proactively focus on digitalization, automation and in general, using data and analytics to improve the client's journey and the bank's ability to grow market share

Main skills required for a junior:

- Interest and understanding in Financial Markets
- Analytical skills around critical thinking, ease with numbers
- Resilience and client focused
- Attention to detail/rigor
- Ability to deliver/results driven
- Ability to develop and leverage networks
- Ability to communicate clearly; Fluency in English is a must, Portuguese and/or other languages is a plus

SALES AND TRADING ASSISTANT

The Sales and Trader Assistant team is part of a global workforce in Global Markets and aims to accompany the continuous enhancement of the quality of service provided to our clients, supporting traders and sales in their daily tasks (pre-trade to post-trade processes), in the most timely and efficient manner.

The main responsibilities consist of:

- Interacting with Sales and sometimes Clients to finalize their on-boarding
- Interacting with all of the internal stakeholders regarding any traded deal: MO, BO, Legal, Compliance, Fee
- Finalizing booking of Traded deals in the Sales upstream system
- Continuously escalating feedback and improvement ideas to increase streamlining of the workflow
- In charge of suggesting and driving digitalization projects and implementing them in the day to day

Main skills required for a junior:

- Academic background in Mathematics, Finance, Economics or similar areas (preferential)
- Interest in Financial Markets
- A structured, methodical and organized approach to work
- Good Team spirit, ability to work alone and with others
- Proactive and capacity to deliver results with precision and rigorousness

STRUCTURER

The Structurer is a key role in a Front Office department. They work closely with Traders, Sales and other Structurers to design and price complex financial instruments fitting with the clients' needs from the bank.

The main responsibilities consist of:

- Coordinate with Traders, Sales and Structurers, as well as Compliance, Legal, and Marketing to support the commercial effort and price complex products
- Answer clients' requests regarding specific features of the products, in a timely manner
- Create new products achieving the business plan and contributing to the generation of investment ideas
- Create product pitches and support the delivery to clients

Main skills required for a junior:

- Academic background in Financial Mathematics and/or Stochastic Calculation
- Fluent in English
- Proficiency in Excel
- Analytical ability, attention to details, autonomy
- Client focused, communication skills
- Knowledge of a programming language is a plus
- Knowledge of Financial markets and products is a plus

TRADER

The Trader is a key role in the bank. They are the main contact with the market, providing prices to the clients and ensuring the best service while preserving market stability and the pro¬fitability of the bank.

The main responsibilities consist of:

- Pricing of derivatives
- Booking of deals traded by the desk
- Refresh and publish bid/ask prices to the market
- Trading of financial instruments on the market (cash, futures, vanilla options, etc.)
- Daily monitoring and reporting of the desk exposure to market movements impacting its profi¬tability and adjust the hedging strategy accordingly
- Assist other Traders worldwide and liaise with Sales, Structurers, Research as well as Middle-Office
- Work on automation projects to optimize the desk efficiency

Main skills required for a junior:

- MSc in Finance or Engineering
- Decent understanding of Financial Markets
- In-depth Derivatives knowledge, including pricing
- Strong Mathematical reasoning
- Programming knowledge is a plus (may be a required skill depending on the position)
- Ability to communicate clearly
- Strive under a time sensitive environment

READY TO UNLOCK YOUR POTENTIAL?

Check out our website GM or email us at earlycareers.globalmarkets@bnpparibas.com