

Capco's Associate Talent Program (ATP)

LOCATION: New York | Chicago | Washington DC | Charlotte

What is Capco?

Capco is a global business and technology management consultancy dedicated solely to the financial services industry. We combine innovative thinking with unrivaled industry knowledge to deliver business consulting, digital, technology and transformational services to our clients. Our collaborative and efficient approach helps our clients increase revenue, manage risk and regulatory change, reduce costs, and enhance control. Here at Capco, we are defined by innovative development and provide you with the opportunity to help solve significant business issues and transform operations for some of the world's largest financial services institutions during a period of sweeping industry change.

What does our Associate Talent Program offer you?

Our 18 to 24 month-long Associate Talent Program is designed for recent graduates or graduates with no more than 1.5 years of total work experience. It starts with an intensive 2-week developmental training program to ensure that you have both the soft and hard skills to hit the ground running at a client site. Our program provides you with a strong foundation of consulting methodologies, personal brand development, and client strategy on which to build a career within the Capco family.

Examples of projects / roles include:

- **Derivatives Regulatory Project:** Work with the client to implement regulatory requirements across the derivatives trading business by creating project plans, drafting business requirements, and working with stakeholders across the organization.
- **Executive Level Cost Cutting Initiative:** Multi-line of business program aimed at reducing the bank's costs by \$200 million over a three-year period through a multitude of cost-cutting / transformative initiatives. Responsibilities include drafting key meeting content, maintenance of the RAID log, KPI tracking, and working with stakeholders across every business /function within the bank.
- **Global Investment Bank Account PMO Lead:** Work with senior leadership from a Capco perspective to manage an account of 120+ consultants across North America. Account management responsibilities include revenue and headcount forecasting, preparation of status reports, facilitating meetings with senior client stakeholders, and providing strategic solutions to various obstacles faced across the account.

Examples of day to day experiences include:

- Developing an understanding of strategic client direction, risk and issues, and project goals.
- Conducting structured data gathering, research, and analysis while evaluating controls to provide relevant recommendations for enhancing current operations.
- Preparing, facilitating, documenting, and participating in client meetings and workshops.
- Creating high quality presentations and reports to effectively communicate project findings.
- Participating in the development of new market opportunities that will expand our business, the Capco brand, and our global reach.

Professional Qualifications:

- Must have or be pursuing a Bachelor's Degree with a relevant business, finance, or technology major, or must have a strong and passionate interest in business, finance, technology, and/or management consulting.
- Must have **graduated in Summer 2018 or will be graduating in Winter 2018-2019 / Summer 2019.**
- Must have a minimum **cumulative 3.2 GPA** from an accredited college or university.
- No more than 1.5 years of relevant financial services and/or management consulting experience.
- Willingness to travel extensively and work in cross-border/cross-disciplined teams at client sites.
- **Must be authorized to work in the United States** (US Citizens or Permanent Residents ONLY).

Personal Qualifications:

- Ability to think innovatively, strategically, and creatively, without fear of sharing ideas or voicing opinions to senior stakeholders or clients.
- Excellent verbal and written communication skills with the ability to discuss complex ideas, develop project deliverables, and present in a coherent manner.
- Ability to thrive in a fast-paced and ever-changing environment, with the ability to adapt quickly when necessary.
- Ability to recognize the importance of constructive criticism and feedback to build on existing strengths and succeed in the future.

A Final Thought:

Capco is a dynamic, supportive, and innovative place to begin your career and grow both personally and professionally. We encourage you to learn more and apply online at www.capco.com/careers to join our Associate Talent Program. Welcome to the Capco family!