THE NEXT GENERATION OF IT AND BUSINESS TALENT
FDM is a global professional services provider with a focus on IT, working with over 160 market-leading clients. We have developed a portfolio of clients from industries including finance, insurance, media, retail, utilities, pharmaceuticals and the public sector, to name a few. Our mission is simple: to help organisations like yours achieve specific business objectives through the provision of quality IT and business services.
FDM's Careers Programme provides high-quality training to university graduates and ex-Forces personnel, transitioning them into careers as professional IT and business Consultants. The selection process is rigorous and only the best candidates make it through our award-winning programme, which combines technical education with industry-standard certifications and professional training. Our Consultants progress to represent FDM on client sites worldwide.

Some of our clients include:

- HSBC
- AXA
- National Grid
- Department for Education
- Lloyds Banking Group
- Nationwide Building Society
- Virgin Media
- Home Office
- British Airways
- Save the Children
- Wincor Nixdorf
- BNP Paribas
- Bet365
- The Financial Times
- Sky
- Aviva
- Barclays
- UBS
- Department for Work and Pensions
- Liverpool Victoria
- BP
- Credit Suisse
CREATING AND INSPIRING EXCITING CAREERS THAT SHAPE OUR DIGITAL FUTURE

OUR VALUES

SUCCESS STARTS HERE

AMBITION
- We set ourselves challenging goals and are determined to achieve them.

COLLABORATION
- We work best when we work together.

ENERGY
- We thrive on activity and getting things done.

INCLUSIVITY
- We embrace and bring together the best people with diverse backgrounds and experiences.

PROFESSIONALISM
- We work to high standards.

GROWTH
- We like to be challenged and have a willingness to learn, innovate and improve.
CONSULTANT PLACEMENT JOURNEY

FDM’s programme encompasses a two-year journey that offers continuous development and contact throughout each Consultant’s training and placement period.

1 FINDING RESOURCE FOR YOUR BUSINESS NEEDS

FDM can offer flexible contract terms to suit client requirements at short notice, providing scalable resource.

With the geographic flexibility of FDM Consultants, we can assist in finding suitable resources for various client sites in the UK and Ireland.

2 SUPPORT THROUGHOUT PLACEMENT

All Consultants have the opportunity to receive technical mentorship from the FDM Academy whilst being placed on client sites.

We work closely with both our clients and staff to identify suitable development plans to enable individuals to reach their full potential.

3 BEYOND THE TWO YEARS

Clients have the ability to transfer resources from FDM contract to permanent after our agreed contractual time frames have lapsed.
Our recruitment team attend local and national career fairs for students, graduates and ex-Forces personnel

**Graduates**

FDM’s dedicated recruitment team visits over 170 universities throughout Europe, North America and APAC every year. We host technical and soft skills seminars, presentations and CV workshops throughout the academic year in order to identify the best talent prior to graduation. A snapshot of universities we recruit from includes:

- Brunel University London
- City University London
- Imperial College London
- Queen Mary University of London
- University College London
- University of Hertfordshire
- University of Manchester
- University of Southampton
- University of Kent
- University of Strathclyde
- University of Glasgow
- Coventry University
- Newcastle University
- University of Hertfordshire
- University of Nottingham
- University of Leeds
- Loughborough University

**Ex-Forces**

We recruit from all services and ranks and work closely with the CTP, BFRS, the Officers’ Association, the White Ensign Association and other organisations to make service leavers aware of the opportunities that FDM provides.

**Selection and Progression**

Selecting the best individuals to join FDM is a stringent process. All CVs are carefully screened and those that progress to the interview stage will be assessed for suitability in the areas of communication, eligibility to work, technical skills and drive to achieve.

We hold assessment days every week where we evaluate each candidate’s technical and interpersonal skills, as well as gauge their ability to integrate within our clients’ environments and structures.

Successful candidates undergo rigorous reference and disclosure checks. This includes criminal, security and education checks as well as document verification.
Bridging the skills gap

The two year FDM Careers Programme is designed to equip individuals with technical expertise and commercial experience enabling fast-track career progression into the IT industry. The roadmap below is an illustration of the journey that our Consultants undertake. Once they complete the programme, the sky is the limit.

As this award-winning training is fully funded by FDM, our trainees commit to work for FDM for a period of two years following completion. This commitment not only allows FDM to provide guaranteed continuity of service to clients, but also the ability to scale at speed. Once the twenty-four month bond is complete, FDM Consultants can transition permanently onto client sites or can remain with FDM as Senior Consultants.

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**Foundation Training Modules**

- Professional skills and commercial awareness
- SQL
- Excel VBA

**Specialised Training Streams**

- Production Support
- Development
- Business Analysis
- Project Support
- Business Intelligence
- Murex
- Risk, Regulation & Compliance
- Data and Operations

**Years 1 & 2**

Placement on Client Sites


**Year 3+ options**

1. Continue career with FDM
2. Transition to Client
We expect technical excellence with a winning attitude

The FDM Training Academies are designed as ‘model office environments’ which ensures our Consultants can seamlessly transition to a client site and make a difference from day one. Weekly assessments ensure that progress is made and the trainees are achieving the high standards demanded from them in order to be successful.

The training is a blended learning experience combining theoretical knowledge with practical real life application and includes trainer-led classroom work, on-line learning and project-based assignments. The training also includes several industry recognised certifications.

The training takes place at our award-winning Academies in London, Leeds, Glasgow, Frankfurt, New York, Reston, Toronto and Hong Kong. FDM has also set up “pop up” Academies for driven client programmes in locations near the client site.

FDM Careers Programme 7 - 14 weeks training depending on the chosen pathway
This programme is designed for Graduates and Junior Ranks from the ex-Forces

PROFESSIONAL SKILLS

3 weeks

• Interview techniques
• Communication skills
• Conflict resolution
• Assertiveness at work
• Time management
• Presentation skills
• Effective report writing
• Improving personal success

SQL

• Table joins, queries
• Statements, schemes, syntax
• Data types
• SQL best practice
• Functions and procedures
• PL/SQL blocks and procedures
• DDL, DML, DCL

EXCEL VBA

• Excel - basics
• Arithmetic, text and date functions
• Lookup functions
• WHATIF analysis
• Charts
• PivotTables and PivotCharts
• Macro recorder
• VBA Excel object model
• VBA subroutines and functions
• VBA IF, WHILE, For Loops
FIT FOR PURPOSE: DRIVEN PROGRAMMES

FDM has worked in collaboration with clients to develop a number of driven course programmes. Following the completion of FDM’s standard foundation training, here is what some of the driven programmes have covered:

### DevOps

<table>
<thead>
<tr>
<th>Core Technologies</th>
<th>Best Practices</th>
<th>Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Java Web and EE, Jenkins, Puppet, Virtualization / VMWare</td>
<td>OOP Principles, SOLID Principles, Design Patterns, Code Security</td>
<td>Continuous Integration, Continuous Deployment, Scrum Master Certification</td>
</tr>
</tbody>
</table>

*tailored to client demand

### Hadoop

<table>
<thead>
<tr>
<th>Core Technologies</th>
<th>Process</th>
<th>Methodologies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Java, SQL, Hadoop and Big Data Foundations, Hortonworks HDP Operations Certification</td>
<td>OOP / SOLID Principles, ERD, UML</td>
<td>TDD, Waterfall, Agile, Iterative</td>
</tr>
</tbody>
</table>

### Salesforce

<table>
<thead>
<tr>
<th>Core Technologies</th>
<th>Process</th>
<th>Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>SQL, Advanced Excel</td>
<td>UML and ERD, Salesforce Platform Administration, Salesforce ‘Click not Code’ Configuration</td>
<td>Business Analysis Principles and Techniques, Financial Industry Awareness, Business Process Modelling, CRM Sales and Support Processes</td>
</tr>
</tbody>
</table>

### FATCA Tax Ops

<table>
<thead>
<tr>
<th>Core Technologies</th>
<th>Business</th>
<th>Accounting Fundamentals, Tax Operations, Reporting Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Excel and VBA</td>
<td>Law and Regulation - UK and Ireland, Anti-Money Laundering, FATCA, Foreign Bank and Financial Accounts</td>
<td></td>
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</tbody>
</table>

### InfoSec / Cyber Security

<table>
<thead>
<tr>
<th>Core Technologies</th>
<th>Process</th>
<th>Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNIX, Advanced Excel and VBA</td>
<td>Networking, InfoSec, ITIL</td>
<td>Cyber Resilience, Advanced Cyber Security, Infrastructure</td>
</tr>
</tbody>
</table>

### Data Modelling

<table>
<thead>
<tr>
<th>Core Technologies</th>
<th>Process</th>
<th>Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>SQL, Advanced Excel and VBA</td>
<td>Data Marts and Warehousing, Approaches: Inmon vs Kimball, Data Modelling Fundamentals, UML and ERD, Project Management, Stakeholder Engagement</td>
<td>Client Specific Domain Knowledge Training, Finance and Investment Banking</td>
</tr>
</tbody>
</table>
The FDM Ex-Forces Programme focuses on transitioning ex-servicemen and women into professional IT and Business Consultants. We are committed to offering service leavers a smooth transition into the corporate world. We provide IT and business training at no cost, before placing FDM Consultants on-site with one or more of our 160+ blue chip clients.

We have partnered with the British Forces Resettlement Services (BFRS), a non-profit organisation working to support the ex-Forces community during their career transition.

Our involvement with BFRS broadens the opportunities to engage with highly skilled ex-Forces personnel by offering careers to the community. FDM also works closely with the Career Transition Partnership (CTP), an organisation that provides resettlement services to assist service leavers with the transition to civilian life.

**Awards and partnerships**

- Bronze Employers Recognition Scheme by the Ministry of Defence
- FDM has signed the Ministry of Defence Armed Covenant in recognition of our commitment to the Armed Forces community
- Partnership with the British Forces Resettlement Services (BFRS)

### Advanced Training Programme 6 weeks training

Designed for senior level service leavers and officers, this advanced training course builds upon their extensive leadership skills and experience.

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Professional skills development</th>
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<tbody>
<tr>
<td>Week 2</td>
<td>Project Management skills</td>
</tr>
<tr>
<td>Week 3</td>
<td>PRINCE2 (certification)</td>
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<tr>
<td>Week 4</td>
<td>Scrum/Agile (certification)</td>
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<tr>
<td>Week 5</td>
<td>Case Study</td>
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<tr>
<td>Week 6</td>
<td>ITIL (certification)</td>
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</tbody>
</table>

**Prospective roles include:**

- Project manager
- Programme manager
- Scrum master
- Agile lead
- PMO lead
- Cyber security analyst
- Service delivery manager
- Networking manager
- Technical project manager
- Support manager
- Data analyst lead
- Implementation Lead
THE FDM ADVANTAGE

FDM meets all the criteria that a client requires from a strategic partner

Our high-calibre Consultants are trained to make a difference on client sites from day one. They receive quality technical and business-focused training through the award-winning FDM Careers Programme. The programme also covers the importance of professional skills so that clients can benefit from technical excellence with a winning attitude.

Robust credentials and track record of success
Consultants trained in the latest industry standards
Flexible terms for geographic deployment
Ability to recruit and train for specific requirements and skills when the need arises
Excellent retention and service continuity for up to two years

Low-risk resource solution as FDM retains full accountability for Consultants
Highly scalable onshore capability with no minimum commitment
International presence and service capabilities
High cost savings compared to the freelance contract market

Awards

- The Job Crowd - Top 100 Companies For Graduates To Work For 2016/17
- TARGETJobs - The Diversity Recruitment Award 2016
- S1 Jobs Recruitment Awards - Best Employer Brand 2016
- Military Times - Best for Vets Employer 2016
- CivilianJobs.com - Most Valuable Employer (MVE) for Military 2016
- Information Age Women in IT Awards - Advocate of the Year 2016
- The Job Crowd - Top IT Services and IT Consulting Companies To Work For 2015/16
- CEO Insight Magazine - Best IT Services Employer 2015
- European CEO Awards - Rod Flavell, Best CEO in the IT Industry 2015
- Shares Awards - Best Main Market Company Achievement 2015
Our Consultants are at the core of FDM’s business model and are our greatest asset. In order for our Consultants to become one of your greatest assets, we provide a fully-managed resource service so that both FDM Consultants and clients have the support required for a seamless service. As part of FDM’s commitment to the ongoing development of our Consultants, we continue having regular contact with them on-site to monitor and assess progress and performance and also identify further training needs in line with client requirements.

FDM has also developed a bespoke digital application called ME+, which allows our Consultants to set themselves goals and structure their careers in line with their aspirations.
At FDM we are proud to be leading by example; in order to create a more gender-balanced workforce we are committed to supporting and encouraging women to pursue a career in IT. We showcase the exciting opportunities for women in tech and by doing so have seen a dramatic rise in women joining our company.

- 50% of the senior management team at FDM is female
- 26% of all employees at FDM are female
- Internal Female Champions support network
- ‘Advocate of the Year’ winner at the Information Age Women in IT Awards 2016
- The FDM everywoman in Technology Awards celebrate female achievements in the industry
- Signed the CEO Statement of Support for the United Nations Women’s Empowerment Principles (UNWEP), sealing its commitment to gender diversity in the workplace and the wider business community
- Winner of the ‘Diversity Recruitment Award 2016’ at the TARGETjobs National Graduate Recruitment Awards
- Recently launched the ‘Getting Back to Business Programme’ which is specifically designed to provide employment opportunities for high-calibre individuals who have taken an extended break in their career

Dalia Zadaviciute

“Dalia has been an absolute dream to work with, both personally and professionally. She provides process information clearly and accurately, she is well informed and when she needs to validate a query she knows who to speak to. In addition to being extremely bright, Dalia’s work ethic is very strong.”

Business Analysis Practice Lead, Nationwide Building Society
I have seen FDM’s commitment to gender diversity continue to grow through tangible and practical initiatives. I have experienced first-hand how FDM is committed to promoting women’s leadership and gender diversity.

Projects Editor, Computer Weekly
As a business, inclusivity is one of our values and we embrace the differences that make us stronger as a whole. We don't have quotas or diversity recruitment targets, because we don't need them – being diverse is quite simply part of who we are.

We employ talent from a range of educational and socioeconomic backgrounds, ranging from universities to non-profit training organisations and ex-Forces. As an equal opportunity employer, our aim is to build an inclusive environment where people from all backgrounds and ethnicities are able to thrive.

**UK FDM Consultants 2016 to date**

**EX-FORCES**

**Junior ranks**

**Senior NCOs**

**Officers**

**Ethnicity**

- White/White British: 47%
- Asian/Asian British: 25%
- Black/Black British: 20%
- Mixed/Mixed British: 4%
- Arab/Arab British: 3%
- Other: 3%

**NATIONALITIES**

60+ nationalities working together as a team at FDM

**GENDER**

26% of FDM’s global workforce are female

**EDUCATION**

5% Private

58% Grammar

11% Outside UK

21% State

5% Other

* UK FDM Consultants 2016 to date
Following the completion of the two year FDM Careers Programme, our Consultants become seasoned industry professionals and have a number of career options. Many of our Consultants transition directly to permanent employment with our clients, where they advance into senior leadership and management roles. They are your talent pipeline for the future.

FDM Alumni around the world

Jason Ho
Senior Manager
HSBC

Leanne Lawrence
Business Operating Manager
UBS

Jorge Muñoz
Analyst – FO Risk and Controls
Barclays

Grace Picking
Senior IT Analyst
Virgin Money

Amit Sharma
Release Manager
Credit Suisse

Geene Rose Enriquez
AVP of Applications Support Delivery, BAML

Hear from some of our Alumni on the FDM YouTube channel
FDMGroupVideos
I have received nothing but quality Consultants and very often recommend FDM as a result of my experience.

**Development Team Leader, Credit Suisse**

I am delighted with the relationship Virgin Money has developed with FDM. Not only have we connected from a cultural perspective and shared ideas, thoughts and initiatives that align to our EBO values, but we’ve also secured brilliant talent.

**Chief Operating Officer, Virgin Money**

Sky values the flexibility of FDM, who we have partnered with to assist us with the development and testing on our core broadcast applications. Working with FDM Consultants has enabled us to adopt a flexible and cost efficient model for development and test work, allowing us to quickly expand or contract the teams, as demand requires.

**Head of Broadcast and ATS ADM, Sky**

National Grid is excited by the work we are doing with FDM to bring new and diverse talent into our team. FDM has enabled us to connect with a new generation of talent, both graduates and ex-Forces. We look forward to evolving this relationship.

**Head of IS, UK Global IS, National Grid**
**Lloyds Bank**

**The Challenge:** The Lloyds Risk IT Team were required to take on the support of further applications and systems that enabled the front office trading activities. As such, their existing team capability became stretched in terms of the technical scope and overnight batch processing so additional support was required. Lloyds’ objective was to identify a service provider that could supply a scalable and flexible resource solution, whilst driving down costs and enabling Lloyds to build their own long-term capabilities.

**The Solution:** FDM provided three Support Analysts within Risk IT, delivering not only day-to-day support services, but also taking on the required overnight support requirements.

The service included:
- Team stability and continuity
- Transferable and accessible knowledge repository

**The Outcome:** By utilising FDM’s unique training model and our in-house Consultants, the issues of scalability were overcome efficiently. Prior to placement within the Support Team, FDM ensured that each Consultant was fully prepared with the necessary skills and training to be able to integrate seamlessly. Through performance reviews and effective knowledge management, FDM’s solution provided continuity of resource and team stability. FDM continues to support Lloyds in creating their own long-term capabilities.

**Department for Work and Pensions**

**The Challenge:** The Department for Work and Pensions (DWP) is the UK’s biggest Public Service Department managing the state pension, disability and health benefits of more than 22 million claimants and customers. Previously DWP had an over reliance on System Integrators and sought to bring in a new generation of technologists who would provide a more accurate representation of a cross section of society. Working to strict budgets and against a backdrop of a need for cost savings, DWP asked FDM to assist with a solution.

**The Solution:** Having successfully worked through the Government’s main Framework for SME’s ‘the GCloud’ over the previous 3 years, FDM was commercially positioned to support DWP. The services FDM provided included business analysis, software development, testing, project management, technology delivery management and support roles on multiple locations and working in collaboration with Civil Servants and existing System Integrators. The service FDM offers around the SDLC process was complimented by FDM’s ability to be able to supply resources who are representative of the diverse nature of our society.

**The Outcome:** FDM currently has teams of Consultants working across DWP. The Consultants are working on key programmes such as Universal Credit, Customer Information System, Working Age and Child Maintenance and the Pension and Disability Service in collaboration with both Civil Servants and other partners. FDM’s commitment to diversity and initiatives to deliver a more equal workforce meant the Consultant services supplied to DWP could be a strong representation of society and a balanced mix of both gender and ethnic groups. Consultants from the Graduate Programme and the Ex-Forces Programme were deployed meaning DWP could also benefit from a diverse range of backgrounds, skillsets and experience. Nine months into the engagement the feedback from DWP has been very positive and has already strengthened the trust in the talent pipeline and the services FDM provides.

For more success stories visit fdmgroup.com/case-studies