Active is:
Realizing your ambitions

AllianzGI Global Graduate Programme
Embark on a voyage of development in asset management, and be part of the next generation of investment and business professionals.

What is our programme about?

It goes beyond a programme. And it’s about much more than just getting to know a company and how it runs its business.

You will face new opportunities and challenges. You will work on cutting-edge projects, on a journey during which you will fulfil your potential, and achieve new skills; all whilst working in an inclusive and energetic company culture.

If you’re looking for inspiration, challenges, worldwide travel and incredible opportunities for personal fulfilment, then do join us – and Go Global.

Go Global
Amplify your opportunities

Our graduate programme will give you a unique start in asset management, enhancing your skills and preparing you for the next steps in your professional development.

A tailor-made experience

Just as we treat our clients as individuals, we understand that you are an individual, and we want to make sure you get the widest range of experience.

Your Global Graduate Programme will be tailored specifically to prepare you for continuous development, and you will benefit from coaching and mentoring every step of the way.

Find your track

You will take an active part in designing your own programme, fitted to your skills and ambition.

Key elements of the programme

Our commitment is to provide you with an enriching experience during the programme.

1. **International training module** - these give the added opportunity to form lasting partnerships between colleagues, and creates an instant peer support network, whilst allowing you to work on interpersonal and technical skills.

2. A manager will be your sponsor and coach throughout the programme, designing your job rotation plan and supporting your development – plus you will be mentored by another business manager.

3. **One international assignment** - You will spend a two-month period in a region other than your home location. This will give you the opportunity to enhance your skills, and experience another culture through working in a new country.

4. **Special projects** - In your second year you will have the opportunity to be involved in a special project with further international exposure.

5. **Learning opportunities** - You will have access to all internal learning options, including our online Learning Management System, as well as language courses in English, French and German.

6. **CFA** - Full sponsorship is offered for the Chartered Financial Analyst certificate.
“If you combine an inquiring mind with a truly international perspective, you’ll find that Allianz Global Investors offers the ideal opportunity to fulfil your ambitions.”

Andreas Utermann, CEO, Global CIO and Co-Head
Discover more about the tracks

**Track 1. Investment Management**

There are many opportunities in our Investment track, which was first established in 2004. It will guide you through our Portfolio Management and Research functions, and give you the chance to become an outstanding investment professional at AllianzGI.

**Track 2. Business Development**

At AllianzGI, Distribution ensures a client-centric business development strategy aimed at sustainable, profitable growth, and building first-class client relationships. You will gain deep insight into Allianz Global Investors’ value chain, as well as an understanding of the asset management business.

**Track 3. Business Operations**

Business Operations functions provide vital support to the Company by delivering state of the art systems and solutions, processing investment transactions, and managing third-party providers, ensuring governance and oversight of business activities, and protecting AllianzGI against unwanted risks.

**By the end of the Graduate Programme you are expected to achieve CFA charter status.**

**By the end of the Graduate Programme you will have completed at least Level 1 of the CFA curriculum.**

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*IT, Operations, Legal & Compliance, Risk Management and Facility Management
What to expect during the programme

**Track 1**

No two days are alike. You’ll learn through experience and generate your own ideas, challenge other people, views, and debate the rights and wrongs of a recommendation. You will get an increasing exposure to the markets, and to clients, and make an increasing impact on investment decisions and new business presentations.

**Track 2**

You will learn through experience, and with our extensive range of institutional and private clients you will encounter a broad variety of requirements. You will learn to generate your own ideas for customised products and risk management strategies, and debate your recommendations and ideas with your colleagues.

**Track 3**

You will learn through experience, and get a deep understanding of how our projects and services fit into our overall strategy. You will learn to generate your own ideas for delivering first-class service to our internal and external clients, and debate your recommendations and ideas with your colleagues.
What we look for

– Are you the kind of person who faces challenges head-on?
– Do you find you’re always looking for a fresh perspective or a new way of problem-solving?
– Do you have an insatiable desire to keep learning?

If this sounds like you, you’ve come to the right place, because this is what we are looking for in a graduate: it will be your own ideas and unique perspectives that will add strength and diversity to our approach, and enrich our offering.

We recruit from a wide range of backgrounds, and we care about how you can enrich our team with your experience and your perspectives.

Here at AllianzGI, we believe that having an inclusive working environment, which embraces diversity in all its many facets, can have practical, tangible benefits for the business.

We’ll give you the platform to progress both personally and professionally, allowing you to try out your new ideas, and go beyond our ‘tried and tested’ approaches.
How we recruit

If you have passion for life and learning, enthusiasm and curiosity, great communication skills and ambition, then become an active part of creating AllianzGI’s future success.

Application steps are simple.

Check our website [www.allianzgi.com](http://www.allianzgi.com)

Online Application (choose your location, etc.)

Face to face interview

Assessment Center
Our 24-month Global Graduate Programme starts in September of each year.
What graduates say about us

So we’ve told you all about our great Global Graduate Programme, but don’t just take our word for it. Our graduates have plenty to say...

Frankfurt, Germany

Kelly Baccam
Business Operations Track
The Graduate Programme provides a framework where you can meet people from all across the business and regions. You also get an extraordinary exposure to senior management from day one. These are very privileged conditions to start a career.

Gaelle Don Allet
Business Operations Track
When I started, I was impressed by the diversity and the commitment of employees worldwide to provide the best class products and services to our clients. I have met amazing colleagues, extremely knowledgeable, taking the time to share with me and teach me their experiences, despite their busy schedules. Coming to AllianzGI, I was looking for a place offering opportunities and challenges to recent graduates and a multicultural working environment. After one year spent in AllianzGI, I am confident I have found the right place.

Michele Perone
Business Development Track
As a freshly graduated student, you aim to work in a business you like. In a global company made up of international and motivated people, being challenged by environments culturally different from their own makes for continuous learning, development of new skills and competences. These were my wishes and needs when I applied, and they have come true with the GGP.
Frankfurt, Germany

Oleksandr Pidlubnyy
Business Development Track
Ambitious goals and strong ethical standards make AllianzGI a great place to work. The GGP offers me continuous self-development and professional growth. My goal is to become a successful AllianzGI employee, bringing value to our clients and contributing to the success of the company in achieving its objectives.

Stefan Rittner
Investment Management Track
One of my best memories is the graduate training sessions. You get together with all the graduates from around the globe for presentations about different investment strategies, and you are involved in dedicated learning activities. You spend these training sessions with your fellow graduates, and you get to know them better. That made for interesting conversations, and provided new perspectives on a range of many different topics.

Paris, France

Marion Pacquelet
Investment Management Track
Working at AllianzGI is working within a challenging and fast-moving environment where you are given responsibilities from the very first day. The Global Graduate Programme is the perfect transition from the end of your studies to your first permanent job.
Hong Kong

Seth Chue
Business Development Track
The vast experiences during the rotations and international opportunities allow one to have strong understanding of the firm and asset management industry. These exposures allow one to find a role they would like to develop their career that aligns with their key interest and passion.

Kay Leung
Business Operations Track
AllianzGI places much emphasis on the GGP and our career development. Throughout the programme, I can attach to all departments within my main track, as well as some other functions outside Business Operations, to gain a broader exposure to the Company. What makes the programme more exciting is that we also have overseas rotations and international training modules, which enable us to meet all the graduates across regions, and colleagues in other offices, to build our network and relationships.

Taipei, Taiwan

Jenny Liu
Investment Management Track
I’ve worked for consultancy and sport brands before, but AllianzGI, the GGP programme is the only one providing me with challenges and learnings constantly. So far, I have never regretted giving up offers from the consulting industry, as I continuously grow towards how I imagine myself to be in 20 or 30 years, from my very first day at AllianzGI.