



Strategic IT Services

Making a difference worldwide



www.fdmgroup.com

FDM's New York Academy
31st Floor, Penthouse Suite
14 Wall Street





FDM is an international IT services provider with over 200 clients in various industry sectors. Our mission is simple: to help organisations like yours achieve specific business objectives through the provision of quality IT services, which is exactly what we've been doing for the past twenty years.

The FDM Academy Programme is designed to train post-graduates to become professional IT Consultants. The selection process is rigorous and only the best candidates make it through our unique graduate scheme, which combines technical education with industry-standard certifications and professional skills training.

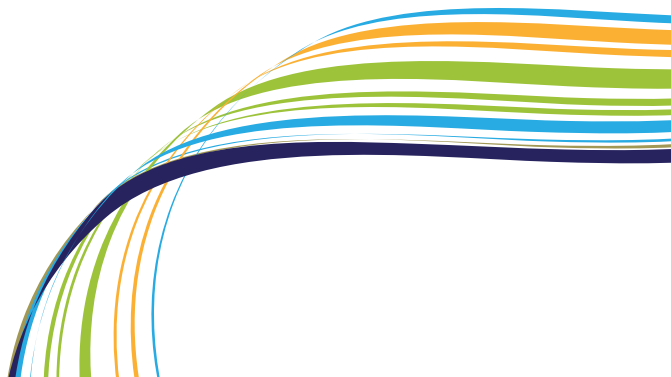
With offices in the UK, Germany, Luxembourg, Switzerland, USA and Hong Kong, we deliver an unrivalled commitment to clients and our track record of success speaks for itself. FDM has shown exponential growth throughout the years and has firmly established itself as an award-winning company, delivering excellence worldwide.

Some of our clients include:

Barclays, BSkyB, HSBC, Credit Suisse, B&Q, Virgin Media, UBS, Deutsche Bank, Ace Insurance, Royal Bank of Scotland, BMW, Lloyds, Detica, EDS, Misys, UniCredit Group, British Airways, QBE, NYSE Euronext, Citigroup, The White Company, The AA, BBC Worldwide and IPC Media to name a few.



Europe's 500 Fastest Growing Companies 2010 (11th)
Best Technical Graduate Recruiter 2010
Best Graduate Training Programme 2010 (Highly Commended)
IT Supplier of the Year 2010 (Medallist)
IITT Training Department of the Year 2010 (Silver)
IITT Training Department of the Year 2009 (Gold)
International Business of the Year 2009
Best Place to Work 2009





Finding the talent

At over 170 universities worldwide

FDM has a dedicated Events Team who visit over 170 universities throughout the USA and Europe every year. We host presentations, CV workshops, technical and soft-skill seminars on a weekly basis, in order to scout the best talent prior to graduation. FDM builds relationships with students from year 1 through to graduation, gap years and further education. Our Events Team works face-to-face with university faculty, professors and industrial liaison, as well as sponsoring awards at graduation.

We also attend local and national career fairs as well as specific university events throughout the year, in order to inform graduates of their career options within FDM.

We recruit graduates throughout USA and Europe, from world ranking universities, such as:

- Columbia University
- New York University
- Vanderbilt University
- Brown University
- University of Southern California
- Utica College of Syracuse University
- Rutgers University
- Pace University
- Baruch College of New York
- University of Tampa
- Dartmouth College
- George Washington University
- Denison University
- Adelphi University
- Stony Brook University
- Stevens University

Additionally, 40% of the top 20 universities by graduates recruited in the UK this year rank within the top 50 of the best UK universities for Computer Science and IT related degrees. In the UK we recruit from universities such as:

- Oxford University
- Cambridge University
- Imperial College
- University College London
- Manchester University
- King's College
- Southampton University
- Brunel University
- Sussex University
- University of Birmingham
- Queen Mary University
- University of Nottingham
- University of Surrey
- University of Leeds
- University of Exeter
- City University

FDM  is recruiting...

FDM is recruiting

5x

more IT graduates
than IBM
in the UK

500

more IT graduates
than Accenture
in the UK

WANTED!

Graduates to work
for the 'Best Technical
Graduate Recruiter' in
the UK, Europe and USA,
on the most 'Highly
Commended' graduate
programme

1000
graduates
Worldwide!

Fully-funded
MSc in Applied
Computer Science
offered by leading
IT employer,
FDM Group

Opportunities
to work with
FDM clients in
Hong Kong
+ Singapore!



Selection and Progression

We expect technical excellence with a winning attitude

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

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

The training takes place at our award-winning Academies in London, Brighton, Manchester, Frankfurt and New York.

Successful candidates undergo rigorous reference, credit and disclosure checks. This includes criminal, security and financial checks as well as document verification.

ASSESSMENT SEMINAR

1 DAY

- General interviews
- HR review
- Logic/written assessment
- Technical assessment
- Interpersonal skills & soft skills assessment
- Group/team exercises
- Individual technical review



PROFESSIONAL SKILLS & COMMERCIAL AWARENESS

4 WEEKS

- Interview techniques
- Communication skills
- Conflict resolution
- Assertiveness at work
- Time management
- Confidence
- Effective project management
- Improving personal success



UNIX

- Shell operators and commands
- Writing shell scripts
- Arithmetic operations
- Conditions, loops and functions
- UNIX file system
- File and directory permissions
- Listing, creating, removing, copying and finding files and directories



SQL

- Databases and SQL
- Statements, schemes, syntax
- Data types
- SQL best practice
- Oracle products
- Functions and procedures
- PL/SQL queries



Institute of IT Training

Silver Winner

“Training Department of the Year”

2010



PMO

CORE TECHNOLOGIES

- Structured Query Language (SQL)
- Advanced MS Excel
- VBA

PROCESS

- PRINCE 2 Foundation
- Software Development Lifecycle

BUSINESS

- Business Analysis Foundation
- Programme and Project Support Office Essentials
- Introduction to Securities and Investment

APPLICABLE ROLES

- Business Analysis
- Project Support Office
- Project Analysis
- Project Management

DEVELOPMENT

CORE TECHNOLOGIES

- Databases: Oracle 10g (PL/SQL), Microsoft SQL Server 2008 (T-SQL)
- Languages: Java SE & EE, Microsoft .NET 4.0 using C#, C++, COBOL, RPG
- Web: HTML, CSS, JavaScript, XML

DESIGN AND ANALYSIS TOOLS

- Object Oriented design pillars & SOLID principles
- Entity relationship data modelling and data normalisation
- Use of Unified Modelling Language (UML) for analysis and design

DEVELOPMENT METHODOLOGIES

- Waterfall
- Agile
- Iterative
- Test Driven Development

APPLICABLE ROLES

- Software design & development
- Database design & development
- Legacy application support & development
- BI Reporting
- Application Design & Architecture

TESTING

CORE TECHNOLOGIES

- Manual Testing
- Exploratory Testing
- Black Box Design Techniques
- VB Scripting

DESIGN AND ANALYSIS

- Risk-based profiling
- V-Model
- Planning, analysis, design and delivery

TESTING METHODOLOGIES

- Traditional
- Scrum
- Agile
- Iterative

SPECIALIST TEST TOOLS

- Quality Centre
- QTP
- LoadRunner
- Facilita Forecast
- Qualify
- Test Drive - Assist
- Test Drive

APPLICABLE ROLES

- Regression Testing
- Data warehouse
- Functional Testing
- Non-functional Testing

INFRASTRUCTURE

CORE TECHNOLOGIES

- Networking and Network Management
- VMWare Virtualisation
- Wintel and Active Directory
- Messaging and Collaboration
- Security
- Storage

PROCESS

- ITIL Framework (V3)

APPLICABLE ROLES

- Migrations
- Consolidations
- Technical projects
- Refreshes & upgrades
- System enhancements
- Operational activities

APPLICATION SUPPORT

CORE TECHNOLOGIES

- Databases: Oracle, Sybase, MS SQL Server
- OS: UNIX, Windows, Solaris
- Programming: Bash Shell Scripting, VBA/Excel

BUSINESS

- Introduction to Securities and Investment

PROCESS

- ITIL Framework
- Service Lifecycle

APPLICABLE ROLES

- 1st & 2nd Line Support
- Front / Middle / Back Office

3rd PARTY APPLICATION TRAINING

CORE TECHNOLOGIES

- Functional Front Office
- Functional Back Office
- Administration
- Technical Product Competency

SUMMIT

LOAN IQ

An opportunity to excel

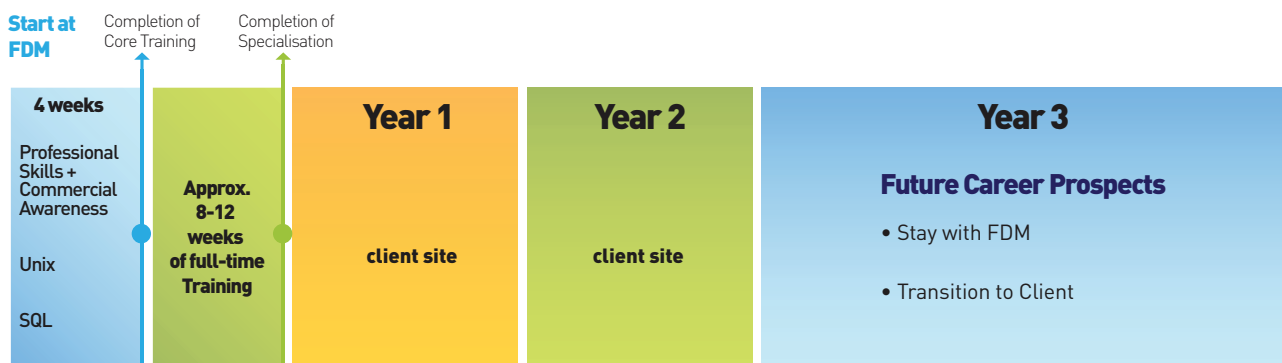
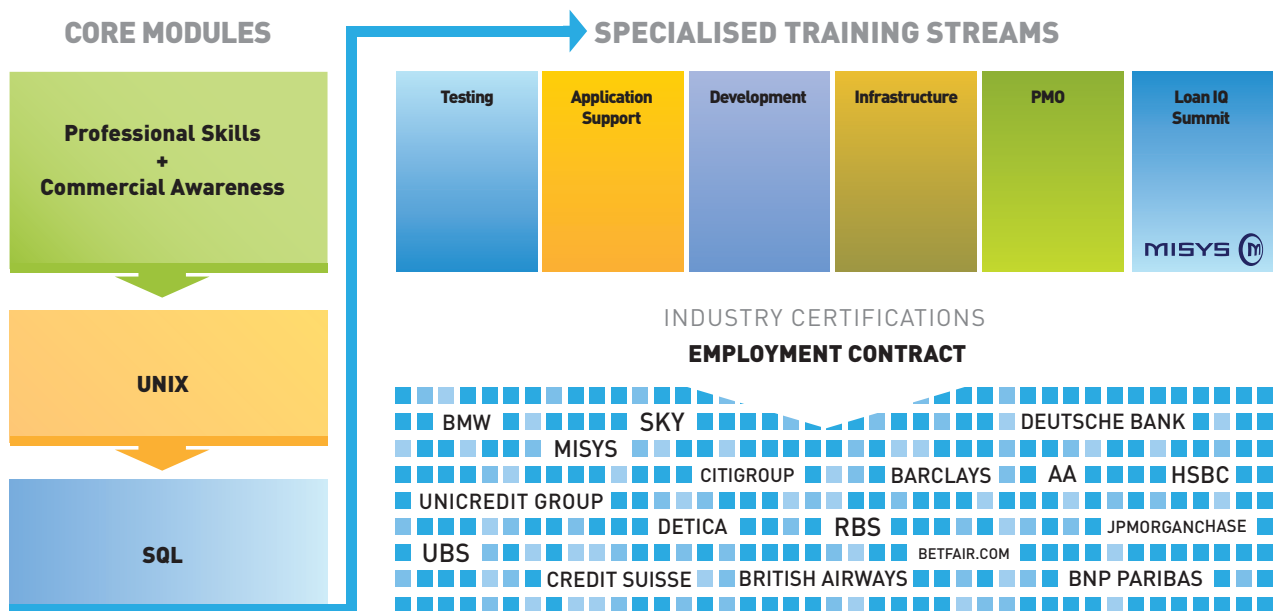
FDM offers selected candidates the opportunity to gain an MSc in Applied Computer Science in partnership with the University of Brighton



A roadmap to success

Bridging the gap between university and employment

The two-year Academy Programme is designed to equip graduates 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 go through. Once they complete the programme, the sky is the limit.



The FDM Business Model

Bringing people and technology together in the most effective way

FDM's robust business model is designed to deliver the three crucial ingredients for success: quality, efficiency and effectiveness. Furthermore, our unique approach is tailored to suit our client needs and skill requirements.

The process begins at the award-winning FDM Academy, where we've trained over 2,500 individuals to the highest industry standards. They can specialise in Project Management Office, Development, Testing, Infrastructure or Application Support. We also run 3rd party training programmes including Loan IQ and Summit.

The FDM Academy Programme combines training with commercial experience, transitioning IT and numerical science graduates into professional IT Consultants. Furthermore, they are trained to make a difference on client sites from day one.

FDM TRAINEES

FDM ACADEMY

PMO

DEVELOPMENT

JAVA
.NET
C++
RPG
COBOL

TESTING

INFRASTRUCTURE

**APPLICATION
SUPPORT**

**3RD PARTY
APPLICATION
TRAINING**

LOAN IQ
SUMMIT



FDM CONSULTANTS

**ASSOCIATE
CONSULTANTS**



FDM's business model is innovative and works for prominent organisations throughout the world.



FDM GLOBAL SERVICES



PMO	Underpinning FDM's software development life cycle portfolio is our PMO service. Providing Project Management, Business Analysis and Project Support, FDM delivers the processes, controls and assurance required for projects to be successful.
DEVELOPMENT	Our practical development service helps manage and minimise risk of IT development projects, by providing services throughout all phases of the software development lifecycle.
TESTING	Our on and off-site testing capability helps clients improve both the quality and performance of their IT systems. We use an array of tools, including QC, QTP, Loadrunner, Facilita Forecast, Test Complete, Original Test Drive and Original Test Drive Assist.
INFRASTRUCTURE	FDM has the capability to manage infrastructure related projects ranging from: BAU operational activities to server migrations, virtualisation, consolidations, infrastructure refreshes and technical projects.
TRAINING	We perform all aspects of the training lifecycle, in-house or off-site, from analysis to delivery and ongoing support. We offer bespoke and technical training to suit specific client needs.
APPLICATION SUPPORT	FDM helps clients manage their support functions through: <ul style="list-style-type: none"> • Supplemented support solutions • Greenfield support solutions • Outsourced solutions
3RD PARTY APPLICATION TRAINING	FDM has the capability and in-depth knowledge of 3rd party products from the functional front and back office, through product administration to more technical aspects of the tools that can be tailored to specific client needs and enable the growth of product expertise.

BNP PARIBAS

BRITISH AIRWAYS

CITIGROUP

BARCLAYS

HSBC

JPMORGANCHASE

DEUTSCHE BANK

RBS

BETFAIR.COM

SKY

CREDIT SUISSE

UBS

AA

BMW

UNICREDIT GROUP

MISYS

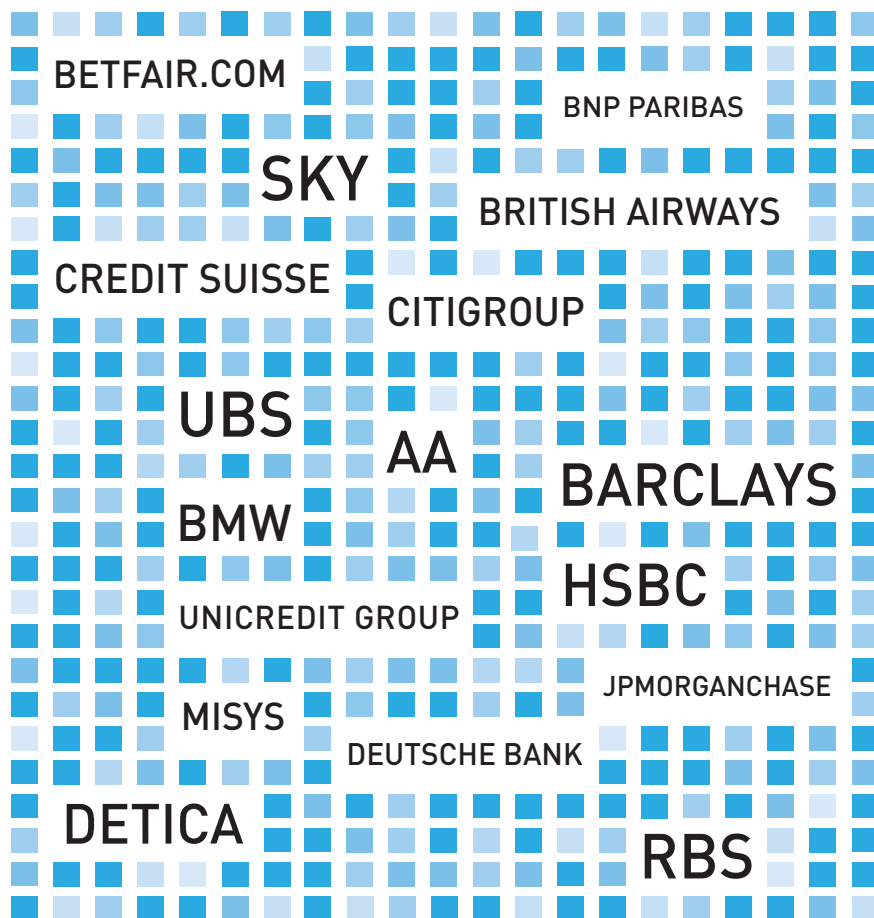
DETICA

FDM works with

Over 200 prestigious clients worldwide

Loyalty is a common factor amongst our clients, many of whom have worked with FDM for over a decade. As a direct result of the FDM Academy Programme, our IT Consultants are highly regarded by FDM clients worldwide.

FDM plays a vital role in servicing clients in various sectors including financial services, media, retail, insurance, transport and logistics, telecommunications and systems integrators.





The calibre of people I have in my team from FDM are of a very high standard.



**Production Support Manager,
HSBC**



I have always found FDM Consultants to be highly motivated and quick learning individuals, able to rapidly become productive members of the team.



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



We have extremely high standards and not many meet them, but FDM has.



**Lead Developer,
Virgin Media**




I have received nothing but quality Consultants and very often recommend FDM as a result of my experience.




**Development Team Leader,
Credit Suisse**



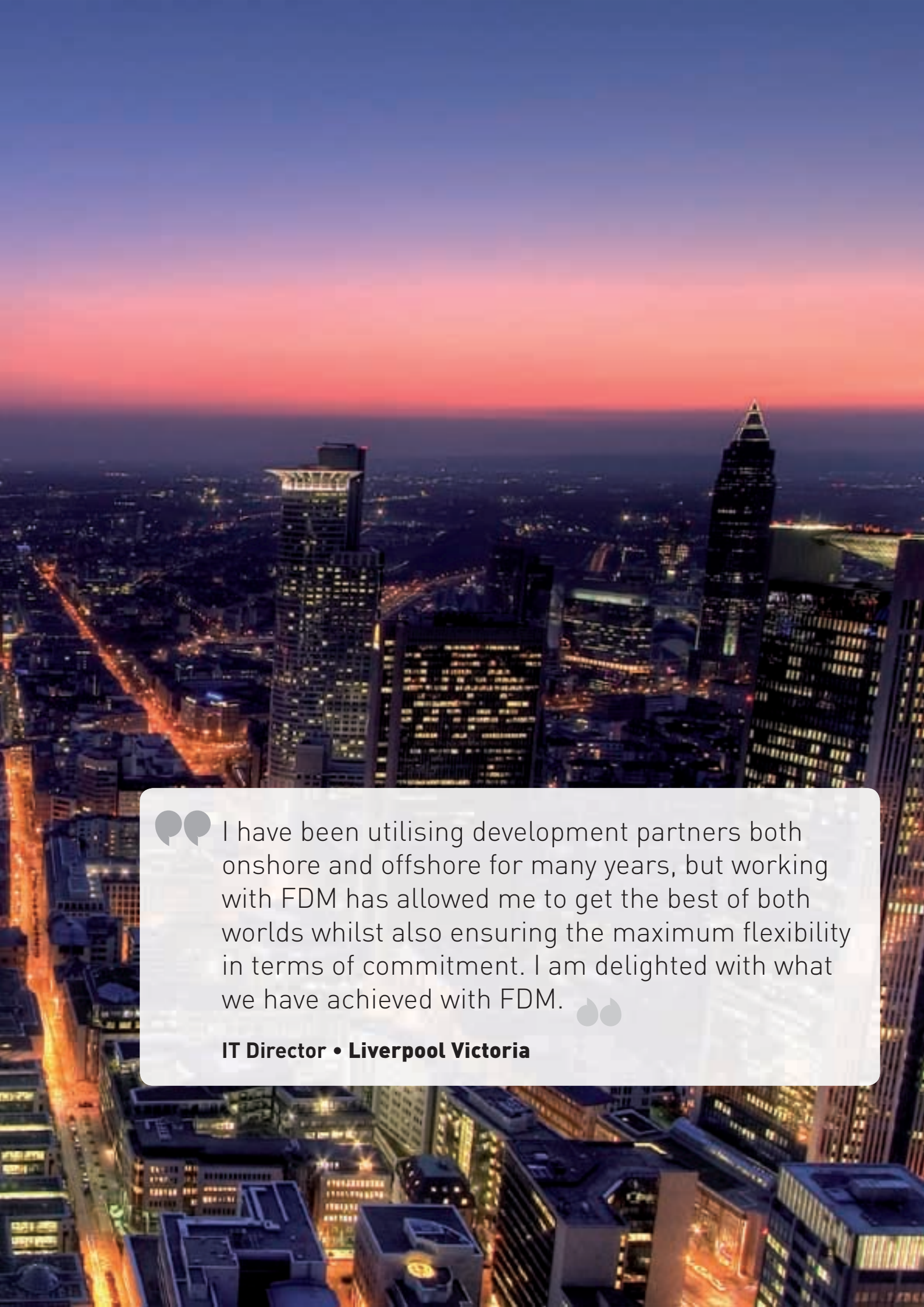
Based on experience to date I hope Unilever R&D has a long-term relationship with FDM in the provision of high-quality Test Consultants. 

Test Specialist • Unilever



I've been working closely with FDM on several enablement initiatives and have been very impressed with the calibre of Consultants FDM supplied to the programme. They are dedicated and have the exact qualities we're looking for. 

Head of Education Services • Misys



I have been utilising development partners both onshore and offshore for many years, but working with FDM has allowed me to get the best of both worlds whilst also ensuring the maximum flexibility in terms of commitment. I am delighted with what we have achieved with FDM.

IT Director • Liverpool Victoria

Results that matter

A track record of success

FDM Consultants are deployed across a vast range of roles, fulfilling skill gaps within existing teams, assisting new enterprises in getting off the ground, supporting growth areas and helping to deliver new services.

Citigroup

THE CHALLENGE

Citigroup needed to re-engineer its Global Prime Finance technology platform. Part of the strategic review involved replacing the existing International Stock Record System and migrating all the data into a new/improved system. FDM Group were chosen for this project, tasked with delivering successful results within strict timescales. In order to meet their deadline, selecting the right team of Consultants was crucial.

THE SOLUTION

Three experienced FDM Technical Team Leaders were assigned to the project, as well as a number of Java and .Net Developers. In order to retire the existing system, these teams worked on developing a new platform and several interfaces, as well as the enquiry and reporting functionality. The requirements were split into multiple projects running concurrently, to make the best use of time.

THE OUTCOME

FDM managed three teams that were integrated with Citigroup's technical and business employees, as one seamless overall project solution. The blended mix of skills brought in by our Consultants led to a skills-transfer from our more senior Consultants to all project team members, delivering long-term benefits as well as keeping costs down.



JP Morgan have always valued the importance of FDM as a supplier of consultancy solutions...

...Their consultants have been well trained, are motivated and successfully fit into the infrastructure of our company.



JP Morgan Chase

BSkyB

THE CHALLENGE

BSkyB has a fast moving project environment with intermittent releases. Testing on 3rd party software is invariably squeezed meaning that BSkyB requires additional assistance during project peaks to enable testing to be carried out without compromising the quality of the end product on release. Therefore, a knowledgeable FDM Testing team was requested at short notice.

THE SOLUTION

FDM allocated a team of nine Testers to support a large in-house sales application, carrying out load and performance testing for the BAU project work stream. In addition, FDM carried out knowledge transfer in relation to an automated regression pack and adopted a phased approach, working initially on-site, and then transitioning the service off-site to FDM's Test Lab.

THE OUTCOME

FDM invested in bespoke training for our Test Analysts (on behalf of BSkyB) in performance tools to increase their skill-levels, quickly getting to grips with a very complex application. The engagement has been so successful that FDM replaced BSkyB's high-cost contractors with FDM Test Analysts, cutting costs for BSkyB, as well as offering additional flexibility of service.

AXA Swiftcover

THE CHALLENGE

With the challenge of online insurance quotes in less than 60 seconds and the success of their internet services, Swiftcover needed to rapidly expand their entire IT presence and client capabilities. This included hiring additional IT expertise quickly, within a fixed budget, learning Swiftcover's unique IDE toolset, without impacting the existing structure.

THE SOLUTION

FDM provided a blended team of highly skilled and motivated Consultants from the C#.NET development stream. By developing specific training prior to deployment our Consultants were able to seamlessly integrate with Swiftcover's own teams, which allowed FDM to scale up the team to a total of sixteen consultants over multiple site locations.

THE OUTCOME

All the stages of the project were delivered on time and within budget with the majority of FDM Consultants joining Swiftcover on a permanent basis. Following the success of this partnership, FDM continues to work with Swiftcover and are now engaged with AXA Insurance Group to provide IT solutions and services.



International reach

As FDM extends its global reach, we are ideally placed to service clients in key international markets. Covering over 50 nationalities and languages, FDM is truly global in origin and outlook.

UNITED KINGDOM

Our offices in London, Brighton and Manchester are situated within close distance to national airports, ideally placed to reach clients throughout the UK.

UNITED STATES

FDM Inc provides services to key banking clients as well as global business, financial, media and technology companies in the USA.

SWITZERLAND

Further investment in infrastructure, resulted in the opening of our Zurich office. This location has proven an important addition to our global network, ideally situated to satisfy FDM's many Swiss-based clients.

GERMANY

As one of the worlds strongest financial centres, Frankfurt is a key location. FDM GmbH services a vast range of clients in the finance, telecoms and media sectors.

HONG KONG

With its highly favourable geographical position and trading opportunities, Hong Kong is a key location. We set up our Hong Kong office in order to service our growing client base in Asia.

LUXEMBOURG

Boasting over 160 banks, the Luxembourg finance market is the second largest provider of fund management services in the world. This makes it an ideal base for FDM SA to service the Benelux region and France.

★ www.fdmgroup.com





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