

Trainee Program FAQ:

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| When do you usually recruit Trainees during the year? | In 2017 we will be recruiting for Trainees for a Summer intake and a Winter intake. We usually accept applications approximately 8 weeks prior to the start date. |
| How many Trainees do you recruit each intake? | We will be offering 15+ Trainee opportunities in each intake. |
| Is this a paid experience? | Yes, this is a paid experience. Trainees are also eligible for our company benefits which includes a season ticket loan and medical insurance. |
| What are the prerequisites to apply for Janus Henderson's Trainee Programme? | There are no prerequisites to apply. We review each application on a case by case basis. |
| I do not have a degree; will this impact the chances of me being considered for the Programme? | No, not having a degree will not affect your chances of securing a Trainee position. The Trainee Programme is open to those who opted to go to university as well as those who did not. |
| What is the recruitment process? | The first step of the recruitment process is an online application form. Selected candidates will then be selected for a digital interview. The final stage of the recruitment process is a face to face interview with the relevant business area and a member of HR. |
| Is it possible to defer a start date? | Unfortunately it is not possible to defer a start date. |
| Could I do the Trainee Programme as part of a placement year whilst at university? | Unfortunately the Trainee Programme is not designed to be a placement year. The Programme is designed to give you a foot in the door and to provide you with the relevant experience to help you start your career in the industry. |
| Is it possible to be part of the Trainee Programme under a shorter contract (ie less than a year)? | The Trainee contract is for a year. Henderson does not offer a shorter contract for the Trainee Programme. |
| Are the same roles available in each intake? | Trainee roles are offered in a number of divisions across the Company. The roles and divisions available do vary each intake. Roles in previous intakes have been in a number of areas including facilities, operations, human resources, fixed income and equities. |
| Can I apply for more than one business area? | Yes, you can apply for up to two business areas. You will be asked to select your first and second choice on your application form. You will also have the option to choose 'no preference' |
| Do you offer Trainee roles in all of Janus Henderson's offices? | The Trainee Programme is currently only offered in our London office. |
| Is the Programme rotational? | No, the Trainee Programme is non-rotational. Trainees are placed in one team for the duration of their contract. |
| Are there guaranteed permanent contracts at | Unfortunately there is no guarantee of a permanent role at Janus Henderson at the end or during the Trainee contract. The Trainee Programme is |

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| the end of the Trainee contract? | designed to provide you with the relevant experience and knowledge to help you find permanent work either at Janus Henderson or elsewhere. Trainees secure roles at Janus Henderson if roles become available either during or at the end of the Trainee contract. Failure to secure permanent work at Janus Henderson is not always a reflection of Trainees' performance. |
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