

## Graduate Scheme FAQ:

How long will the recruitment process take?	Applications for our Graduate Scheme open in October 2017. There will be an application review by our recruitment team and two online assessments you must pass in order to be considered for a video interview. If you pass the video interview stage you will be invited to an assessment centre in early March. This is the final stage. If successful, you'll start in September 2018.
Will I receive feedback on my application?	Because of the large number of applications we receive, we can't give you specific feedback unless you get through to the assessment centre. You will however be kept up-to-date on how your application is progressing and if you have been successful for the next stage in the process.
If offered a position, when could I expect to start?	If successful, you'll start in September 2018.
What level of salary and benefits can I expect?	You can expect a highly competitive salary at Janus Henderson as well as a bonus which would be discretionary. In addition we offer a pension (non-contributory), private healthcare, life assurance, lunch allowance, season ticket loan, a variety of share schemes and 25 days' holiday.
What business areas does the Graduate Scheme cover?	It covers our Investment Management and Distribution business areas.
Can I apply for both investment management and distribution?	Whilst both IM and Distribution strands fall under the graduate scheme, they are very different areas of the business, so we ask that graduates apply for their preferred area.
What level of education do you require?	We consider applications from a variety of disciplines and you do not have to have studied finance or economics. We do expect you to have completed or be on course to achieve a 2:1 degree classification (or equivalent).
What if I don't have a degree?	There is a minimum requirement for graduates to have or be predicted a 2.1 classification or equivalent. For those that have mitigating circumstances as to why they were not able to achieve this, please email <a href="mailto:graduates@henderson.com">graduates@henderson.com</a> . We will then review the circumstances on a case-by-case basis.  Janus Henderson also runs a Trainee Programme that accepts applications for those without a degree or haven't met the requirements for the Graduate Programme.
How long is the graduate programme?	The graduate programme is 2 years.
I do not have a lot of work experience within the asset management industry, can I still apply?	It is not essential to have any work experience within asset management. We would however expect candidates to have some understanding of the industry and relevant work experience will obviously help with that understanding.
If I do not pass the first online test, am I automatically rejected and can no longer proceed with	In order to succeed you must pass both the numerical and verbal assessments to continue to be considered for our Graduate Scheme. If you fail the first numerical test, you will be sent an automatic response letting you know the outcome.

my application?	
Is the programme rotational?	Whilst you will spend some time with different departments during the two year programme, the majority of the time will be spent on one desk. This will be an Investment Management or Distribution desk.
If I attend the assessment centre, will you reimburse my travel costs?	Yes, we'll reimburse standard class, reasonable travel costs to and from our office (usually up to £100). You'll need to bring all your travel receipts with you to the Assessment Day. If you need to spend more than this amount to attend, please contact graduates@janushenderson.com prior to your visit to our offices to approve the amount.
Will there be any travel opportunities within the Graduate Scheme?	There are no fixed opportunities to travel, however these might arise depending on the role. If travel is required, it is likely to be minimal during the Programme.
Who should I contact if I am having issues with the application form?	Please contact hendersonglobalinvestors@helpmeapply.co.uk for technical issues. For any other issues please contact graduates@janushenderson.com.
Who should I contact if I am having issues with the online tests?	For any technical issues with the CEB/SHL tests, please visit their support site:  support.shl.com/candidate  Or you can call their technical team directly on: 0330 100 3435 and select option 3.  For any other issues please contact graduates@janushenderson.com.