



*Division: Global Capital Markets*  
*Position: Associate-in-Training*  
*Contact: Nancy Karnaos*  
*Manager, Recruitment*

Scotia Capital provides a full range of investment banking, credit and risk management products and services relevant to the financing and strategic development needs of our clients. Our products include debt and equity financing, mergers & acquisitions, corporate banking, institutional equity sales, trading and research, debt products, derivatives, foreign exchange and precious metals. We also cross-sell the full range of wholesale products and services offered by the Scotiabank Group.

Scotiabank Group is an equal opportunity employer committed to attracting, hiring and retaining talented and motivated men and women.

#### **Position Description:**

The Associate-in-Training Program is the stepping stone to becoming an Associate in one of Global Capital Markets' main business areas: Capital Markets Group (Derivatives, Debt Capital Markets, Structured Products), Foreign Exchange, Precious Metals, Global Equity Finance and Equity Sales & Trading.

This program is designed to develop technical, analytical and interpersonal skills in the sales, trading and risk management functions of day-to-day market activities. The program consists of three main components:

- **Classroom:** Participation in the Capital Ideas program, an internal training program developed by Scotia Capital. The program is designed to orient participants to our culture, people, products and services and to provide the soft and technical skills, and contacts critical for success. Team projects, individual study and social activities supplement classroom discussions.
- **Rotation:** A 10 to 12 month hands-on rotation through major business areas, i.e. Capital Markets Group, Foreign Exchange, Precious Metals, Global Equity Finance and Equity Sales & Trading. Participants assist the Traders and Sales staff in their day-to-day activities and are given responsibilities commensurate with their skills, drive and initiative.
- **International:** Depending on business needs, a segment of the hands-on rotation may include spending a portion of time in either New York or London to gain an appreciation and understanding of the global nature of our clients' needs.

#### **Placement**

Upon successful completion of the Associate-in-Training Program, the incumbent is eligible for placement as an Associate in one of Global Capital Markets' business areas.

#### **Requirements:**

- An undergraduate or graduate degree to be completed by spring 2009
- A keen interest in financial markets
- A proven record of outstanding achievement in academic and extracurricular activities
- An independent thinker and decision maker who is able to contribute effectively to the team's success
- Superior interpersonal and analytical skills
- Ability to meet the challenges presented by a stressful, constantly changing work environment.

**Responsibilities:**

- Provide assistance to the Sales, Trading and Structuring staff on the trade floor in the execution of their day to day functions
- Work on research projects that may be required from time to time
- Assist in preparing client presentations, daily market commentary and providing timely client support
- Keep abreast of market information, economic releases, trends and factors that affect market movement.

VISIT OUR WEBSITE AT <http://www.scotiacapital-careers.com>