

## CSR - Program Brief

# Gain an insight into a career in fintech with Finastra mentorship and internships

Finastra is one of the world's largest Fintechs with over 8,000 employees. We offer young adults the opportunity to be mentored and gain valuable work experience through our intern program.

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*Tell me, I'll forget.*

*Show me, I'll remember.*

*Involve me, I'll understand."*

Old Chinese Proverb

### Investing in Youth

Finastra works with young adults, providing mentorship and internship opportunities, from age 16 upwards as part of the Social Innovation pillar of our Corporate Social Responsibility (CSR) strategy. We have dedicated programs for undergraduates, as well as younger students, and always prioritize providing opportunities to disadvantaged candidates. Finastra employees globally are all entitled to take paid volunteering time to dedicate to mentorship, which usually results in candidates being offered work experience in the form of an internship or apprenticeship.

### Why Mentoring and Internships?

Every young person should have the opportunity to fulfill their dreams, find their passion and discover their purpose to have a successful and happy career. Our Finastra program helps to educate students, through mentorship and internship opportunities, about what is important, both personally and professionally, while providing the necessary guidance, tools, skills and experiences to have long and fulfilling careers once they complete their academic studies.



# 53%

of graduates in a 2015 study reported that they obtained their current positions directly from their internship or mentorship contacts\*

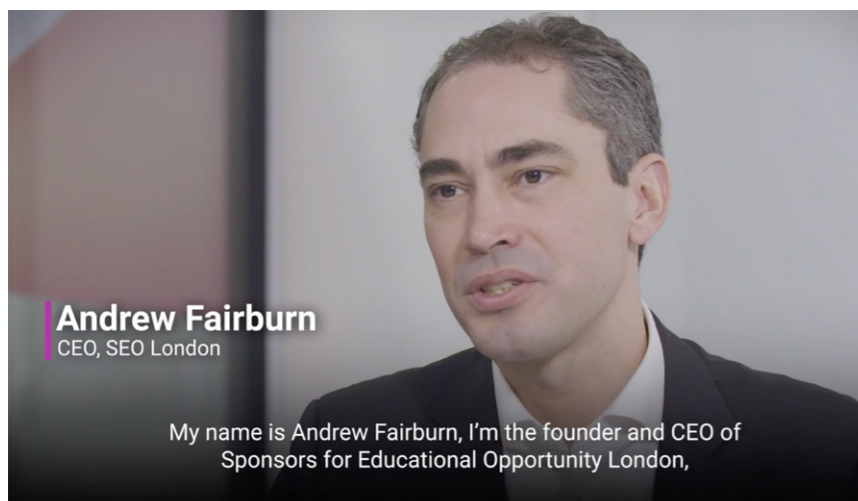


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employers indicated they would be more likely to consider a candidate for full-time employment if he/she had completed an internship\*\*

\* Source: 2016 "Internship and Co-op Survey" by the National Association of Colleges and Employers (NACE).

\*\* Source: 2015 "Falling Short? College Learning and Career Success" by Hart Research Associates in conjunction with American Association of Colleges and Universities.



Watch this video to discover why Finastra partners with social mobility charities to identify and help develop young diverse talent



Contact us for more information:  
[csr@finastra.com](mailto:csr@finastra.com)

### About Finastra

Finastra is building an open platform that accelerates collaboration and innovation in financial services, creating better experiences for people, businesses and communities. Supported by the broadest and deepest portfolio of financial services software, Finastra delivers this vitally important technology to financial institutions of all sizes across the globe, including 90 of the world's top100 banks. Our open architecture approach brings together a number of partners and innovators. Together we are leading the way in which applications are written, deployed and consumed in financial services to evolve with the changing needs of customers. Learn more at [finastra.com](https://finastra.com)

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### How do our Programs Work?

#### Mentorship Café for School Children

Finastra offers group mentorship to 16-18 year old children during Mentorship Café sessions at their offices. Mentees are paired with Finastra mentors based on their interests and career aspirations and provided with eight hourly sessions, where mentees receive general guidance and advice on how to identify their passion and make their career goals a reality. In addition, mentees receive help with:

- Preparing for their next step such as university or an apprenticeship
- Creating or reviewing their CV to help gain valuable work experience
- Producing a presentation on a topic the mentee is passionate about and delivering it to the rest of the cohort in their final session

### Undergraduate Mentorship and Internships

Students who attend university are invited to take our entry examination and pursue mentorship with Finastra throughout their degree. Sessions with their mentor can be in person or conducted remotely and typically take place on a monthly basis. Mentees are also invited to complete a week of work experience in their first year during the Easter or summer holidays.

On completion of their second year of study, mentees can apply for a paid internship for six to eight weeks over the summer or where feasible, a six-, nine- or twelve-month internship as part of an intercalated year in their chosen department at Finastra. Options include roles in Sales, Marketing, Product Management, Product Development, Finance, HR and Legal.

### Alignment with our CSR Program

#### Heart Plus Smart

Finastra partners with social mobility charities globally to ensure preference is given to candidates that typically do not get the opportunity to work in large corporate enterprises. Candidates that come through our CSR program will often be the first person in their family to attend university or meet certain criteria based on their socio-economic circumstances.

#### Diversity and Inclusion

Finastra is committed to being an employer for all which excels in diversity across gender, race, age, ethnicity, sexual orientation and socio-economic background. We believe this is a vital component for the long-term success of our company and importantly, helps us to reflect the views, beliefs and culture of all our stakeholders.

### Corporate Headquarters

4 Kingdom Street  
Paddington  
London W2 6BD  
United Kingdom  
T: +44 20 3320 5000

