FDM

BUILDING YOUR **TALENT PIPELINE**

The FDM Business Model

FDM is the market leader in the Recruit, Train and Deploy industry, placing IT and business professionals with clients across a number of sectors. We work in partnership with our clients to fill specialty skills gaps within their teams, building their talent pipeline for the future.

We Recruit

We recruit high-calibre graduates and those looking to return to work after a career break. Our commitment to create a diverse workforce ensures our clients can build their own balanced teams, employing consultants from a wide range of backgrounds, skill sets and experiences. FDMers are committed to succeed and eager to make a difference on client sites from day one.

We Train

We provide award-winning training to equip individuals with technical skills and commercial experience, transitioning them into professional IT and business consultants. As the training is fully funded by FDM, our consultants commit to work for us for a period of two years which allows us to provide guaranteed continuity of service to clients and the ability to scale at speed.

We Deploy

With flexible contract terms, FDM can provide scalable resources at short notice and across multiple client sites. We continue to support our consultants while they are on-site, as well as offer professional and technical support to underpin the training they receive in the academy.

We Build Your Talent Pipeline

Clients can transfer their on-site FDM consultants to be part of their permanent teams after our agreed contractual time frames have lapsed. This enables our clients to retain knowledge and skills whilst adding a broad mix of experienced professionals to their own talent pool.

About FDM
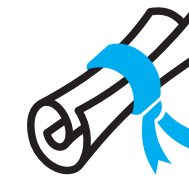
A leading graduate employer

Championing diversity and inclusion in the workplace

FTSE 250 award-winning employer

Impressive client list across multiple sectors

**Hiring graduates and returners to work**

Our Values:

★ **Together we are stronger**

★ **We strive for success**

★ **Committed to our clients**

★ **We say it how it is**

★ **We make it happen**

Graduate Careers Program

FDM is a leading graduate employer. We partner with universities offering real-world insights into a career in business and IT.
Our team is active on campus year round providing input into the curricula, leading hackathons, running workshops and attending networking events.

Candidates go through a rigorous application process, the final stage of which is an assessment day including aptitude tests and strength-based interviews, with all interviewing stakeholders having undergone unconscious bias training.
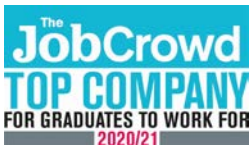
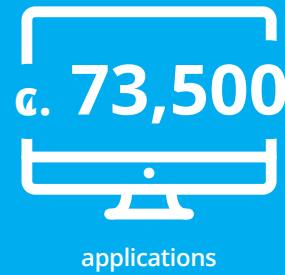The JobCrowd's Top 100 Companies For Graduates To Work For 2020/21

TalentEgg National Recruitment Excellence Awards 2020 Finalist

Graduate Jobs Campaign Performance Award 2020

Rate my Placement 2020/21

c. 73,500
applications

890+
events delivered

480+
we hired from over 480 universities

210
university partnerships

5,200+
candidates assessed

1,200+
careers launched

Global activity 2020

Returners Program

This program is specifically designed to provide employment opportunities for high-calibre individuals who have taken an extended break in their career, facilitating their re-entry into the workplace.

The FDM Returners Program uniquely assists our clients in diversifying their workforce, tapping into a rich pool of talented professionals who already have experience in business.

Women in IT Awards - Employer Of The Year

Sponsor of the everywoman in Technology Awards

Computing Women in IT Excellence Awards - Diversity Employer of the Year

"
We have worked with FDM over the last four years to help build a strong and diverse talent pipeline for the IT function. They have identified skilled and capable men and women who are helping us create a workforce that's representative of the societies in which we operate, and essential for the sustainability and growth of our global operations.
"

CIO and VP of IT Services BP Group

The Returners Program Course

Week 1
Professional Skills / Software Development Lifecycle

Week 2
Financial Industry Awareness

Week 3
Excel

Week 4
Skills for Business Analysis

Week 5
Project Support Office

Week 6
Introduction to Agile/ Scrum

FDM Training

The FDM Academies are designed as 'model office environments' which ensures our consultants can seamlessly transition to a client site and make a difference from day one.

Weekly assessments make sure trainees are achieving the high standards expected of them in order to be successful.

The learning experience combines theoretical knowledge with practical real-life application and includes trainer-led classroom work, online learning and project-based assignments.

The duration of the training is between 8-16 weeks and includes access to several industry-recognized certifications such as:

• ISTQB
• Scrum Master
• ITIL

"
I would recommend FDM. They provide great consultants with the right level of training ready to start their career.

Lead PMO, HSBC
"

Technical

Foundation training

Professional Skills		
• Interview Techniques • Presentation Skills • Resilience	• Cyber Security • SDLC • Introduction to Scrum	• Written Communication Skills • Personal Branding • Working from Home

UNIX	
• Functions • Parameters and Variable Scope • Grep and Regular Expression • Use of the VI Editor	• Piping and Redirection • Writing Shell Scripts • File Permissions • I/O Streams

SQL	
• Table Joins, Queries • Data Types • SQL Best Practice	• Functions • DDL, DML, DCL • Statements, Schemes, Syntax

Pathways

Business Intelligence	• Business Analysis, Project Management and Agile • Introduction to Business Intelligence and Data Warehousing	• Extract, Transform, Load (ETL) • Data Visualization	• User Experience
Cloud Services	• Cloud service models (IaaS, PaaS, SaaS) • Cloud Service Providers (Amazon, Microsoft) • Networking, Data Protection/IT Security • Creating and Configuring Cloud Resources	• VM Creation, Image Capture • Deployment of a Web Application • Serverless Computing • Cloud Storage and Databases	• Prem and Multi-Cloud Solutions • Containers and Docker • Monitoring Tools (Internal and 3rd Party) • Coding with Python
Data Engineering	• Data Definition and Data Manipulation SQL • Bash Scripting • Excel • Java Fundamentals	• Programming in Python • Hadoop Architecture and Commands • Designing and Implementing Data Integration Pipelines	• Storing and Analyzing Structured Data with Hive QL • Reading, Transforming and Analyzing Data in Spark
DevOps	• DevOps Concepts and Tooling Across Environment Provisioning, CI/CD and Monitoring • Code Security, Versioning and Secure Deployment	• Cloud Architecture, Management and Deployment • Test Automation • Containers - Docker Architecture, Enterprise Tooling, Automated Builds	• Consultants Work to Deliver Continuous Build Pipelines Automating Build, Test, Release and Monitor Activities

Quality Engineering	• ISTQB Foundation • Risk-based Testing • Test Scripting and Execution • Defect Management • Exploratory Testing	• Industry Standards and Best Practice • Testing in the VModel and Agile (Scrum) • Core Java Programming • Selenium WebDriver (with Java)	• BDD framework using Cucumber • Python • Test Automation • Soap UI
Security Operations	• Core Security Principles • Access Management and Network Controls • The Hacking Lifecycle • Offensive Security	• Incident Response Planning and Management • Security Analysis and Network Defence	• Vulnerability Management • Security Operations within Cloud, Azure and O365 • Coding with Python
Software Development	• Java SE and EE • Object-oriented Design Pillars and SOLID Principles • Test-Driven Development (TDD) • Design Patterns	• Application Architecture • Data Access- JDBC and JPA • Web Design Technologies – HTML, CSS, XML, TypeScript, JSON and JavaScript	• Spring Framework / Spring Boot / REST • Angular • Agile - Scrum and Kanban
Technical Operations	• Operating Systems Administration using Windows and Linux OS • Coding with Python • Active Directory • Computers and User Configuration (GPO)	• Log Files and Performance Monitoring • File and Share Access • Storage and Process Management • Networking • Virtualization	• Scripting with PowerShell and Bash • ITIL Foundation Certification • Cloud Fundamentals • Security Operations

Tailored

FDM has worked in collaboration with clients to develop a number of tailored programs. Following the completion of FDM's core offering, here is what some of the client tailored programs have covered.

Test Automation	• Core language concepts in either Java or C# to produce competent junior technical testers with the skills required for creating automated test scripts	• Designing and executing automated test scripts using an API driven test automation tool and a BDD driven test automation framework	• Utilization of API test automation tools and frameworks such as SoapUI, Postman and RestAssured for testing SOAP and REST services
Salesforce	• Salesforce Platform Administration • Salesforce Data Management	• Salesforce Process Automation • Apex Development	• SOQL • Lightning Component Development
Robotic Process Automation (RPA)	• The Business of RPA and Tool Vendors • Introduction to Coding • Data Extraction • Investigation Techniques	• Stakeholder Management • Business Process Modelling • Teamwork and Change Management	• Agile Delivery • RPA Developer Foundation Diploma

Legacy Programs

We also provide support for legacy systems. Some of the previous legacy systems we have supported are Cobol/RPG, C++, Perl, PHP and more.

Business

Foundation training

Professional Skills	
• Interview Techniques • Presentation Skills • Resilience • Cyber Security • SDLC	• Introduction to Scrum • Written Communication Skills • Personal Branding • Working from Home

Excel	
• Essentials • Control • Referencing • Aggregation Functions • Logic Functions	• Lookup Functions • Visuals • Pivot Tables • What-If Analysis • VBA (Technical Streams only)

UNIX	
• Functions • Parameters and Variable Scope • Grep and Regular Expression • Use of the VI Editor	• Piping and Redirection • Writing Shell Scripts • File Permissions • I/O Streams

SQL	
• Table Joins, Queries • Data Types • SQL Best Practice	• Functions • DDL, DML, DCL • Statements, Schemes, Syntax

Pathways

Business Analysis and Project Management	• Stakeholder Management • Investigation Techniques • Business Process Modelling • Business Case Development • Requirements Engineering	• Modelling IT Requirements • Change Management • Benefits Management • Project and Program Management • Risk Management	• Project Assurance • Project Management Tools • Agile/ Scrum Principles
Risk, Regulation and Compliance	• Business Analysis • Financial Markets, Participants and Processes • Equities, FX, Derivatives and Funds	• Risk Management Processes • Capital Requirements and RWAs • Credit, Market and Operational Risk Control	• Basel Accords • Regulatory and Supervisory Bodies • 4MLD, AML, KYC, Due Diligence, MiFID II, EMIR

The Consultant Experience

Our people are our greatest assets and are at the heart of our business. We are committed to supporting them throughout their career to enable them to reach their full potential.
Our support and engagement initiatives include:

FDM Wellbeing Initiative

Our online wellbeing portal provides a range of helpful resources, including professional guidance and advice. Consultants also have support from Wellbeing Ambassadors throughout the FDM community.

Mentoring Program

The Mentoring Program brings together individuals at all levels of their career journey, providing opportunities for long-term career development.

Consultant Peer Support (CPS) Program

The CPS Program ensures that when a new FDMer is placed, they are connected with a more senior FDM consultant already working with that client to help them acclimatize to their new role.

Continuous Development

Both during their time in the academy and while out on client site, our people have access to e-learning platforms such as LinkedIn Learning and Intuition Know-How, providing them with the opportunity to upskill as and when they need to. They also receive technical support from our Trainers and Product Owners.

Employee Recognition Awards

We recognize and celebrate our people's achievements through company awards such as Consultant of the Month, Consultant of the Year and CEO Award of Excellence. We also work with our clients to nominate our people for external industry awards.

"

I can't overlook the training that FDM provides for its resources so that they can be successful in their assignments. If FDM can keep producing young bright talents like Matthew, FDM will be a one-stop-shop that I would recommend to other businesses looking for young talent.

"

Development Lead

The FDM Advantage

Transfer resources from FDM contract to permanent after two years

Robust credentials and track record of success

Low-risk resource solution as FDM retains full accountability for consultants

Cost effective, value add business model

Highly scalable onshore capability with no minimum commitment

Consultants trained to the latest industry standards

Excellent retention and service continuity for up to two years

Flexible terms for geographic deployment

Ability to recruit and train for specific requirements and skills when the need arises

International presence with localized support

Championing Diversity and Inclusion

FDM employees represent a huge breadth of cultures, languages and ethnicities and we employ candidates from a range of backgrounds and experiences.

Our Careers Programs, along with our Women in Tech Initiative, are essential to our business, opening additional pools of talent. In addition to our work with universities, FDM also works with schools to continue to build a sustainable talent pipeline. We run professional skills and coding sessions to inspire students as well as provide work experience days in our offices, internships and placements.

Our statistics reflect our proud commitment to diversity, which in turn enables us to assist our clients in becoming more diverse.

Everyone who interviews applicants for our careers program has undergone unconscious bias training.

We use strengths-based questions from the first telephone interview through to assessment day, which ensures we are assessing applicants based on their motivations and goals. We are more interested in what they want to achieve rather than past experience.

31%
of FDM's global workforce is female

85+
nationalities working together as a team

c.38%
of the FDM management team is female

CANADA

USA

UK

IRELAND

GERMANY

SWITZERLAND

AUSTRIA

FRANCE

SPAIN

LUXEMBOURG

THE NETHERLANDS

POLAND

SOUTH AFRICA

HONG KONG

SINGAPORE

CHINA

AUSTRALIA

NEW ZEALAND

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