

BMO Capital Markets Diversity Scholarship Summer 2023

We are committed to providing undergraduate students with opportunities to learn, grow and contribute to our diverse and inclusive culture. BMO's *Zero Barriers to Inclusion 2025* is a multi-year strategy focusing on providing access and opportunities both inside and outside the bank. Driven by our Purpose to *Boldly Grow the Good in business and life*, we are committed to removing barriers, and building an inclusive society through equity, equality, and inclusion. This scholarship rewards exceptional undergraduate students who are interested in pursuing a career in banking and financial services.

- There are 10 scholarships available: each in the amount of C\$10,000
- Scholarship recipients receive an offer of paid employment for a 2023 15-week Summer Analyst intern position at BMO Capital Markets in Toronto, Montreal, Calgary, or Vancouver
- Recipients will be paired with a Capital Markets professional to provide coaching and mentorship throughout their internship
- Students receive formal and on-the-job training, opportunities to network and collaborate with other student interns, and access to ongoing professional development throughout their internship

Eligibility Criteria:

Individuals who self-identify as members of the following:

- Women
- Black community
- Indigenous (First Nations, Inuit, Métis) persons of Canada
- People of colour
- LGBTQ+ community
- Persons with disabilities

Qualified Expectations:

- Students at an accredited Canadian University in full-time undergraduate studies graduating in December 2023 or April 2024
- Students from all academic programs including and not limited to Science, Technology, Engineering, Arts, and Math (STEAM)
- Students available to work full-time from May-August 2023
- Strong academic record with minimum GPA of 3.0
- Canadian citizens, permanent resident of Canada, and individuals who are legally eligible to work in Canada up to and including September 2023

What roles are available?

- **Investment Banking Summer Analyst Intern**
- **Corporate Banking Summer Analyst Intern**
- **Global Markets Summer Analyst Intern**
- **Global Markets Quantitative/ Developer Summer Analyst Intern**

What do you need to apply to be considered?

Please submit all (3) items as a **single PDF file** and process under the Resume section of the online application.

- 1 page resume including cumulative GPA
- Cover letter detailing:
 1. Summer Analyst role of interest (Investment Banking, Corporate Banking Analyst, Global Markets Generalist or Global Markets Quantitative/Technology)
 2. Location preference: Toronto, Montreal, Vancouver, or Calgary



BMO Capital Markets is a leading, full-service North American-based financial services provider offering equity and debt underwriting, corporate lending and project financing, merger and acquisitions advisory services, securitization, treasury management, market risk management, debt and equity research and institutional sales and trading. BMO Capital Markets has approximately 2,600 professionals in 32 locations around the world, including 18 offices in North America.

BMO Capital Markets is a member of **BMO Financial Group** (NYSE, TSX: BMO), one of the largest diversified financial services providers in North America with US\$806 billion total assets.


- One page essay highlighting an accomplishment or impact you have had which exemplifies what you would bring to BMO to support *Our Purpose: Boldly Grow the Good in business and life*

How does the Selection Process work?

We appreciate all student interest to work at BMO Capital Markets. We will proceed with the following format:

- Application deadline: April 29th, 2022
- Applications will be reviewed by recruitment and business leaders across BMO Capital Markets
- Shortlisted candidates will be notified and invited for a virtual interview early May
- Final round interviews will take place in May
- Scholarship recipients will be notified and announced by June 2022
- Successful candidates will join the 2023 Summer Analyst Class

Next steps...

1. Review the detailed job descriptions below
2. Gather your application requirements
3. Submit your application online via  (Workday)

Investment Banking Summer Analyst Intern

What's in it for you?

- Summer Analysts start the internship by completing a one-week training and orientation program
- During the next 15 weeks, you will be assigned to a specific Investment Banking product or industry group
- Beyond the on-the-job experience, the program encourages interns to network across various business groups, learn about BMO Capital Markets culture, participate in training seminars, get feedback, and receive coaching and career guidance from dedicated mentors while broadening your skills
- Upon successful completion of this internship, you may receive a full-time offer for BMO Capital Markets Investment and Corporate Banking

What will you do?

You will gain valuable exposure to a wide number of industries and work with a variety of financial products, including public and private debt and equity financings, mergers and acquisitions, and financial advisory.

Responsibilities include:

- Running valuation analyses;
- Performing complex financial modeling;
- Conducting industry and company research and analysis;
- Developing client presentations;
- Writing internal and external marketing memoranda;
- Performing other tasks supporting client relationships and business development

What are we looking for?

This position is ideally suited for talented, highly motivated individuals who seek to build a solid, comprehensive foundation in the basic skills of investment banking. As an Analyst, you will be part of a dynamic investment banking environment.

- Students who are enrolled in an undergraduate degree program; graduating in Dec 2023 or Spring 2024;
- Have a minimum cGPA of 3.0/4.0;
- Pursuing an undergraduate degree in finance, math, accounting, engineering, economics, statistics
- Outstanding academic achievement and peer recognition;
- Excellent analytical skills in business, financial and credit analysis areas;
- Strong interpersonal skills used within a demanding team environment;
- Demonstrated proactivity, resiliency, and an unfailingly positive attitude;
- Ability to attentively review, assess and provide detailed information daily on multiple projects in an organized manner;
- Excellent capacity to independently function as part of a team through self-motivation;
- Strong work ethic and a high level of professional integrity.

Corporate Banking Summer Analyst Intern

What's in it for you?

- Summer Analysts start the internship by completing a one-week training and orientation program
- During the next 15 weeks, you will gain valuable experience and exposure to a wide number of industries and sectors
- Beyond the on-the-job experience, the program encourages interns to network across various business groups, learn about BMO Capital Markets culture, participate in training seminars, get feedback, and receive coaching and career guidance from dedicated mentors while broadening your skills
- Upon successful completion of this internship, you may receive a full-time offer for BMO Capital Markets Investment and Corporate Banking

What will you do?

As a Corporate Banking Analyst at BMO Capital Markets, you will gain valuable exposure to different portfolios and client sectors.

Key responsibilities may include:

- Processing client requests (e.g. new credit facilities and extensions and/or amendments to existing credit facilities)
- Completing annual/interim credit reviews, which include industry and financial analysis comprising of operating performance, cash flow, leverage, coverage and liquidity, and capital-at-risk and other regulatory capital calculations
- Monitoring performance of portfolio companies against credit terms and conditions and identify changes in the financial condition of a client
- Preparing presentation materials and relationship profitability assessments, which involve liaising with other product and industry groups within BMO Capital Markets
- Performing other duties including industry and company-specific research and ad hoc projects for senior management

What are we looking for?

Talented, highly motivated individuals who seek to build a solid, comprehensive foundation in the basic skills of corporate banking.

- Currently enrolled in an undergraduate or Master's degree program with a graduation date of December 2023 or Spring 2024;
- A minimum cGPA of 3.0/4.0;
- Minimum of two finance and accounting classes with grades "B" or higher;
- Outstanding academic, achievement and peer recognition;
- Demonstrated leadership in extracurricular activities;
- Strong financial analysis and modeling skills;
- Proficient in Word/Excel/PowerPoint;
- Effective written and verbal communication skills essential for presenting and writing reports;
- Detail oriented;
- Fast learners able to work with limited supervision and adapt to frequent market, systems, and process changes;
- Outgoing and personable; team player able to work effectively in small groups;
- Knowledgeable in the principles of finance and the financial markets;
- Comfortable working in a fast-paced environment;
- Previous banking or credit risk management experience preferred.

Global Markets Summer Analyst Intern

What's in it for you?

- Summer Analysts start the internship by completing a one-week training and orientation program
- During the next 15 weeks, in addition to on-the-job experience in your assigned business group, you will participate in professional development sessions and events throughout the summer
- Beyond the on-the-job experience, you will have opportunities to network across various business groups, learn about BMO Capital Markets culture, participate in learning seminars, get feedback, and receive coaching and career guidance from dedicated mentors while broadening your skills
- Upon successful completion of this internship, you may receive a full-time offer for BMO Capital Markets Global Markets

Team assignments will be made at the start of the summer program based on previous experience, interest, and educational background. Summer interns will join one of the following areas within Global Markets, serving our corporate, institutional and government clients.

- Global Equities & Financing Solutions (GEFS)
- Global Structured Products Trading
- Digital and Liquid Trading
- Global Client Coverage
- Global Credit Trading

What will you do?

You will perform a variety of analytical and administrative projects and tasks. These assignments will vary widely from day-to-day and may include developing presentation materials using PowerPoint and Excel, programming, and shadowing.

Daily assignments may include:

- Market Research
- Cost Analysis
- Sales & Trade Administration
- Risk Management
- Deal Administration
- Due Diligence
- Materials preparation
- Professional Development

What are we looking for?

Highly motivated individuals who can work well in a team-based environment and seek a challenge.

- Currently enrolled in an undergraduate or Master's program with a graduation date of December 2023 or Spring 2024;
- Strong academic record and extracurricular achievement;
- Demonstrated interest in and knowledge of financial markets; with knowledge of programming and quantitative trading as an asset;
- General knowledge of financial strategy / accounting / economic / capital management principles;
- Excellent research and analytical skills, able to collect, analyze and interpret data;
- Detail and results orientated;
- Strong interpersonal skills used within a demanding team environment;
- Demonstrated proactivity, resiliency, positive attitude and high motivation;
- Strong written and oral communication skills;
- Ability to attentively review, assess and provide detailed information daily on multiple projects in an organized manner;
- Strong work ethic and a high level of professional integrity.

Technical Skills:

- Knowledge and familiarity with data manipulation / Excel/spreadsheet skills including VBA are an asset as well as strong quantitative/statistical background
- Database experience (SQL, Oracle);
- Knowledge of Excel, including scripting and efficient spreadsheet design;
- Strong technical writing ability.

Global Markets Quantitative/Developer Summer Analyst

What will you do?

This role is for passionate technologists. Summer Analysts start the internship by completing a one-week training and orientation program. You will perform a variety of analytical and administrative projects and tasks. These assignments will vary widely from day-to-day and may include developing presentation materials using PowerPoint and Excel, programming, and shadowing.

Key responsibilities may include:

- Development and deployment of business solutions such as pricing and risk models
- Improving on existing technology involving system infrastructure, internal reporting, client/management presentations, etc.
- Work on bespoke projects requiring market, portfolio, or client research and data analytics
- Creating and maintaining trading tools to analyze large amounts of market and trading data, and produce real-time analytics critical to business decision making
- Developing front-end web applications and UI software that provides traders a platform to easily interact with different trading tools, and visualize results in real-time to facilitate orders, capture trades, and manage positions and risks
- Improving on existing technology involving system infrastructure, internal reporting, client/management presentations, etc.

Team assignments will be made based on previous experience, interest, and educational background. Summer interns will join one of the following areas within Global Markets, serving our corporate, institutional and government clients.

- Global Structured Products Trading
- Global Equities & Financing Solutions (GEFS)
- Digital and Liquid Trading
- Global Client Coverage
- Global Credit Trading
- Financial Resource Management
- Global Markets HQ

What are we looking for?

Highly motivated individuals who can work well in a team-based environment and seek a challenge.

- Currently enrolled in an undergraduate or master's program with a graduation date of December 2023 or Spring 2024
- Strong academic record –minimum 3.0/4.0 GPA and extracurricular achievement
- Demonstrated proactivity, resiliency, positive attitude, and high motivation
- Strong written and oral communication skills
- Demonstrated interest in and knowledge of financial markets; with knowledge of programming and quantitative trading as an asset
- General knowledge of financial strategy / accounting / economic / capital management principles
- Excellent research and analytical skills, able to collect, analyze and interpret data

Technical Skills:

- Knowledge and/or experience of front-end developer languages (HTML, CSS, JavaScript, React, Angular)
- Knowledge and/or experience in back-end developer languages (C++, C#, Java, Python)
- Knowledge and/or experience of at least one type of statistical programming language (i.e., R, MatLab)
- Database experience (SQL, Oracle)
- Knowledge in web application development (React, Angular) and familiarity with modern UX design principles
- Familiarity with data science (machine learning research), automation or other emerging technologies in the field of AI
- Familiarity with data manipulation and strong quantitative/statistical background
- Understanding of mathematical models
- Fluency in Excel, including VBA including scripting and efficient spreadsheet design

- Strong technical writing ability
- Detail and results orientated
- Strong interpersonal skills used within a demanding team environment
- Demonstrated proactivity, resiliency, positive attitude, and high motivation
- Strong written and oral communication skills
- Ability to attentively review, assess and provide detailed information daily on multiple projects in an organized manner
- Strong work ethic and a high level of professional integrity

We're here to help

At BMO we are driven by a shared Purpose: Boldly Grow the Good in business and life. It calls on us to create lasting, positive change for our customers, our communities and our people. By working together, innovating and pushing boundaries, we transform lives and businesses, and power economic growth around the world.

As a member of the BMO team you are valued, respected and heard, and you have more ways to grow and make an impact. We strive to help you make an impact from day one – for yourself and our customers. We'll support you with the tools and resources you need to reach new milestones, as you help our customers reach theirs. From in-depth training and coaching, to manager support and network-building opportunities, we'll help you gain valuable experience, and broaden your skillset.

To find out more visit us at <https://jobs.bmo.com/ca/en>.

BMO is committed to an inclusive, equitable and accessible workplace. By learning from each other's differences, we gain strength through our people and our perspectives. Accommodations are available on request for candidates taking part in all aspects of the selection process. To request accommodation, please contact your recruiter.