

# Position Description

## Investment Science Associate – Class of 2018

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### THE COMPANY

Tracing our roots to 1928, Wellington Management Company, LLP is one of the world's largest independent investment management firms. With US\$1 trillion in assets under management as of June 30, 2017, we serve as a trusted adviser to institutional clients and mutual fund sponsors in over 55 countries. Our innovative investment solutions are built on the strength of proprietary, independent research and span nearly all segments of the global capital markets, including equity, fixed income, multi-asset, and alternative strategies. As a private partnership whose sole business is investment management, our long-term views and interests are aligned with those of our clients. We are committed to attracting a talented and diverse workforce, and to fostering an open, collaborative culture of inclusivity because we believe multiple perspectives lead to more informed investment and business decisions. As an Equal Opportunity Employer, we welcome people with diverse life experiences, fresh ideas, and specialized subject-matter expertise.

### THE POSITION

The world is full of fascinating questions. In this role, you will have the opportunity to research impactful questions about the future of companies, economies, financial markets, new technologies, and changing industries. You will use those insights to benefit thousands of retirees, savers and institutions who are counting on us to make prudent financial decisions on their behalf. Our work allows clients to fulfill their long-term financial goals – whether it's a foundation seeking to fund cutting edge medical research or a retired teacher saving for their grandchild's college tuition. As a member of our Investment Science function, you will implement creative research methods, access industry-leading data and experts, and collaborate with colleagues from around the world to achieve these insights on behalf of our clients.

Specifically, we are seeking qualified candidates to join our Investment Science Associate (ISA) Program. As a select member of the Program, you will provide quantitative research to the firm's talented community of investors, pursuing projects from idea generation and prototyping, to validation and production. You will be immersed in complex data sets, faced with compelling investment challenges and encouraged to solve problems through the use of innovative techniques. Investment Science Associates will work with and learn from exceptional investment professionals through cross-platform, data driven projects and assignments. Ongoing training and development will be provided to further develop and hone your quantitative and fundamental skillset. In this role, you will be at the forefront of an exciting evolution for the firm, with dedicated focus and resources directed towards the expansion of our Investment Science function. Our campus programs are aimed at developing our next generation of talent; through the Investment Science Associate program you will play a pivotal role in this transformation, engaging in critical work that will directly impact our clients and the firm.

### RESPONSIBILITIES

Investment Science Associates will act as internal investment science consultants and research analysts to assist in evaluating and pursuing quantitative and data-oriented research projects. Research topics can range from the global implications of a surprise election result to why customer traffic has suddenly slowed on a website or local restaurant. Through the use of innovative data sets and analytical methodologies, Investment Science Associates will conduct applied research to enhance the firm's investment process.

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An example of a project could be:

Applying natural language processing techniques to corporate earnings transcripts and regulatory filings with the goal of systematically extracting entity references and linkages as well as market or management sentiment. Collaborating with investors across the firm to explore the potential usefulness of these signals in order to generate alpha within both systematic and fundamental investment processes. Prototyping user interfaces and data visualization tools to make such data readily accessible and interpretable.

Additional examples of the nature of the work include:

- Completing complex analytical projects and statistical analyses across securities, asset classes and economic relationships
- Building predictive models and identifying and validating public data sources to build out data-driven investment hypotheses
- Assisting with portfolio construction, factors, risk management, and trading analysis
- Creating visualizations and dashboard views using various data sets
- Manipulating both structured and unstructured data
- Researching macroeconomic themes and factors

## **THE PROGRAM**

The ISA Program aims to engage curious scientific minds with meaningful alpha generating work, while providing ongoing opportunities to further strengthen and diversify their quantitative investment skillset. You will work closely with investors across the organization to leverage quantitative techniques to drive positive impact on the investment results we generate for our clients. Assignments are expected to be within the Investment Science function, but retain flexibility for projects that will infuse investment science across our investment platform. The nature and duration of the assignments will be driven by aptitude, desire, and business need. Additionally, Investment Science Associates can have the opportunity to explore global assignments in our offices in Hong Kong, London, Singapore, and Tokyo.

The duration of the Program is up to five years in length. Longer term, an Investment Science Associate career path during and after the five year period is based upon individual skill, organizational needs, personal interest and future potential.

We expect new entrants to join the Program in July 2018. At that time, there will be a Boston-based, initial in-house training curriculum focused on developing fundamental skills (e.g. accounting, financial statement analysis, and financial modeling), to complement quantitative training (e.g. statistics, data science, and scientific investing). Ongoing training will be provided on a continuous basis throughout each participant's tenure in the Program along with mentorship from experienced investors and peers. In addition, participants are encouraged to pursue the CFA exam (covered through our Tuition Reimbursement benefit) to further their financial acumen.

## **QUALIFICATIONS**

- Strong academic record in a quantitative field such as computer science, mathematics, or statistics
  - Interest in applying computational methods to tackle challenging real-world problems within a domain such as finance and economics
  - Experience with statistical inference and data science; training in machine learning or natural language processing a plus
  - Strong hands-on technical skills; fluency with one or more languages like Python, R, Spark, Java, C++/C#
  - Experience working with probability, statistics, time-series and cross-sectional analysis
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- Expertise with software frameworks supporting scientific computing, data management and mathematical optimization (e.g. R, Pandas, Matlab, etc)
- Effective communications skills, both written and oral
- Curiosity and ability to tackle problems creatively
- Strong work ethic
- Ability to organize, manage, rotate priorities and prioritize time well
- Proven ability to collaborate effectively in a cross-functional team

Additionally, we seek candidates who display the following characteristics:

- Creative thinking and passion for using data to answer questions
- Ability to integrate and synthesize relevant information, and test hypotheses using statistics and modern data science techniques
- Focus on continuous improvement
- Willingness and ability to take risks and try new things
- Strategic mindset
- Self-initiative and ability and interest to learn independently and from peers

### **APPLICATION PROCESS**

The size of the Program is intentionally kept small to ensure participants receive personalized attention. There is a competitive and rigorous interview process for each applicant.

To be formally considered for the Investment Science Associate Program, please see the instructions and requirements outlined below.

Qualified candidates should submit their resume and unofficial transcript via the job application page (Wellington.com > Careers > Campus Programs > Apply Now): <https://www.wellington.com/en/campus-programs>. All documents should be submitted in PDF format titled with your Last and First name.

Deadline: **Tuesday, October 3<sup>rd</sup> at 9:00 am EDT**. Late applicants will not be considered.

### **APPLICATION MATERIALS**

Please submit your application with supporting documents outlined below in PDF format.

- 1) Current resume
- 2) Unofficial transcript

**Applications will not be reviewed until after the application deadline, and first rounds will take place in early October.**

### **1<sup>ST</sup> ROUND PROCESS**

First round consists of a phone interview to discuss your candidacy, professional and academic interests.

### **2<sup>ND</sup> ROUND PROCESS**

Second round consists of interviews and a round table investment science presentation with senior investors and investment business leaders in late October in our Boston, Massachusetts office.

Wellington Management Company, LLP is committed to providing equal employment opportunities for all qualified persons without regard to race, color, sex, sexual orientation, age, religion, nationality, ancestry, handicap, or veteran status.

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