



GRADUATE and **PLACEMENT** **OPPORTUNITIES**



West Midlands Pension Fund

WHY JOIN THE WEST MIDLANDS PENSION FUND?

The West Midlands Pension Fund is one of the largest UK pension funds, ranking fourth in size across the Local Government Pension Scheme.

The Fund manages and administers the pension benefits of over 330,000 members across more than 800 employers with assets under management in excess of £20 billion.

As a funded pension scheme, the Fund takes the contributions of its employers and members investing them in assets to

secure future returns which support the Fund's ability to pay pension benefits.

At the Fund, you'll join and support others like you, through our collaborative working channels and will be part of a community whose shared values are contributing together for your future.



£21.2bn
assets under
management



340,000+
members



841
employers



STRUCTURE OF THE FUND

West Midlands Pension Fund

Assistant Director (Investment Management & Stewardship)	Assistant Director (Investment Strategy)	Head of Finance (Deputy S151 for WMPF)	Assistant Director (Pensions)	Head of Operations	Head of Governance, Risk and Assurance	Head of People and Corporate Services
- Responsible investment - Climate change framework and strategy, climate risk reporting - Development and oversight of management arrangements - Stewardship, reporting and disclosure - Collaborative engagement initiatives	- Investment strategy development and implementation - Strategic asset allocation - Development and oversight of management arrangements - Portfolio analysis and reporting - Investment operations and processing	- Pensions Fund accounts - Financial reporting - Fund accounting - Budget management - Treasury management	- Funding strategy, employer covenant and risk - Employer services including admissions and exit planning - Pensions administration strategy - Member information and events - Customer engagement and customer services	- Fund IT/systems support - LGPS technical support - System developments - Benefit processing and determinations - LGPS pension payroll	- Fund governing bodies - Legal, risk and compliance - Regulatory change and statutory reporting - Business continuity - Information governance and data management	- Recruitment and resourcing - People and organisational development - Wellbeing and inclusion - Corporate communications and graphic design - Facilities management

OUR BENEFITS INCLUDE:



25-days' annual leave + bank holidays



Flexible working hours



Staff Awards scheme



On-the-job development within a team of specialists



Professional recognised qualifications relevant to role



We support CPD



Brand new office environment



Corporate discounts



Employee assistance programme



Automatically enrolled into award-winning pension scheme



Opportunity to be involved in a Staff Forum group



Hybrid working



Study leave

INCLUSION and OPPORTUNITY

We are an equal opportunities employer offering inclusion in our success as we grow and succeed.

As a member of the Employers Network for Equality and Inclusion (ENEI) we aim to:

- Ensure colleagues feel they are treated equally and fair regardless of age, disability, race, religion, gender and sexual orientation
- Develop our approach to being a more diverse and inclusive workforce which allows us to develop experiences and viewpoints to see issues in a different way and create solutions to business challenges
- Provide access to forums and training which support our understanding and awareness to be able to share ideas and initiatives between colleagues

- Support people to feel included, valued and accepted

As a Fund we are committed to ensuring change to drive increasing equality, diversity and inclusion (EDI) through evolving our working practices and recruitment strategy and ensuring those we work and invest with, drive to do the same. The Fund has established a dedicated programme of work to develop its internal and external support for EDI.



GRADUATE OPPORTUNITIES

Our graduate programme is designed to launch careers, providing support to access additional qualifications whilst developing a variety of skills which will propel you into future roles.

The programme offers two-year fixed-term contract that provides you with a professional qualification, competitive salary, benefits and endless opportunities for learning, development and progression. You'll have the opportunity to work with stakeholders, colleagues and members on projects that have a genuine impact. You'll be sharing ideas and innovating with colleagues across the fund to resolve and implement change.

The scheme is split into various service areas of the Fund, meaning there are a wide range of opportunities for graduates, with each

Accountancy
qualification,
CIPFA or ACCA

Investments
qualification,
IMC, CFA

Actuarial
qualification,
CAA

Systems/Technical

Operations, PMI

candidate undertaking one qualification from the list below:
We encourage all our graduates to explore, question and collaborate. You'll stretch your thinking, while building a career that inspires and pushes you to you to reach your full potential. At the fund, you'll find a place where you can thrive both professionally and personally making a shared impact.



Length of placement:
Up to three years



Entry requirements:
University degree



Salary:
£29,093.00 - £32,654.00



Growing with us:
You will develop a range of professional skills, enhancing and accelerating your future career progression



Training and development:
Support and guidance is provided to help you gain industry-specific training and qualifications

Qualifications Our Graduates Have Completed With Us



Institute
and Faculty
of Actuaries



CERTIFIED
DIGITAL MARKETING
PROFESSIONAL



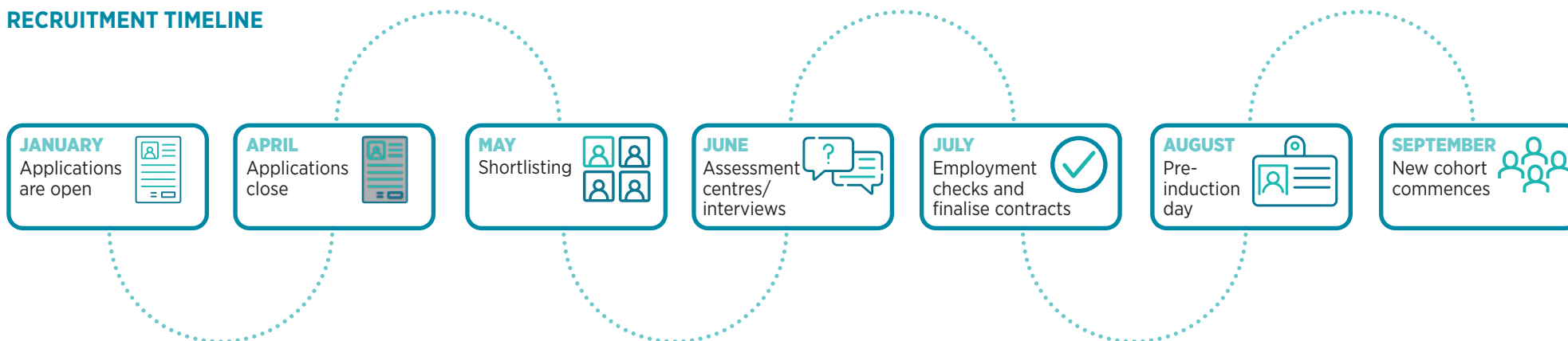
OUR GRADUATES' UNIVERSITIES

The success of our graduate program has been overwhelming, bringing talent from across England and Wales to the West Midlands, and of course, the Fund itself.

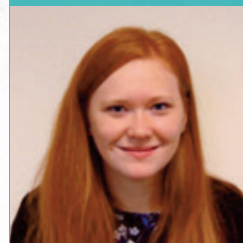
Since the scheme's inception in 2018, the Fund has benefitted from the diverse range of academic backgrounds that its graduates possess, encouraging all graduates to explore, question, and collaborate, enabling them to push their own boundaries and reach their full potential.

At the Fund, graduates will work together with colleagues who share their values, a community which contributes together for the future of the Fund's members.

RECRUITMENT TIMELINE

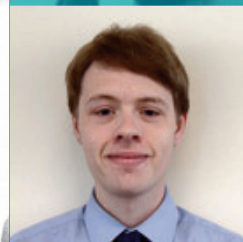


TESTIMONIALS FROM OUR GRADUATES



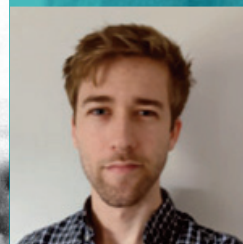
Laura Rees – Systems Business Analyst

“The Graduate Management Scheme has given me the opportunity to work with multiple teams and on a range of projects to gain valuable work experience. The scheme has also enabled me to achieve a recognised qualification and work towards further qualifications. I have enjoyed the variety of experiences the role has offered, and this experience has enabled me to secure a permanent position within the Fund on the Systems team”



Matthew Belcher – Performance & Data Analyst

“I joined the West Midlands Pension Fund graduate scheme in September 2020. I could see that there was opportunity to do something new and exciting within the Fund, so I applied for the job. Since joining the graduate scheme, I have enjoyed working with different people from multiple areas of the Fund and believe that it has really advanced my skillset. This gave me the knowledge and confidence to apply for a permanent post as a Performance & Data Analyst, which I started in April 2021”



Niall Higham – Creative Artwork Graduate

“Since starting as a graduate within the Fund, I’ve been able to work on a very diverse range of projects, regularly bringing my own ideas to the table; this is something everyone at the West Midlands Pension Fund has really embraced. I’ve also been able to build on my existing skillset by studying for a professional diploma, allowing me to work toward my future career aspirations in an even more significant and meaningful way”



Rachael Lem – Responsible Investment Analyst

“I am incredibly grateful for the opportunity that the Graduate Management Traineeship has afforded me in enabling a change in field, and a consequent positive career trajectory”

GRADUATE BIO – KYRUN UPPAL



My journey with the Fund has been full of incredible experiences and learning opportunities; not only has it helped me discover a career I'm passionate about, but I have also gained the fundamental skills to be successful in my desired field.

I joined the Fund team as a trainee on the Investments team for my university placement year; this year consisted of meetings with some of the most successful fund managers in the country, attending conferences, and developing a strong understanding of how major asset classes like property and infrastructure, private equity, and absolute returns work. In addition to gaining valuable experience with the investment team, I also had the opportunity to work on the Finance team. Within finance, I put the accounting theory I learned at university into practice and got to grips with the numbers behind the pension fund. I constantly felt like a valued member of the team and that the work I was doing was of significant value to the Fund. This was evident when I was offered a part-time position during my final year of university, allowing me to stay connected to the work going on at the Fund whilst fine-tuning my final year of university to support my career at the Fund.

Shortly after graduating, I managed to secure a position on the Fund's two-year graduate programme within the Investments team. During this spell, I worked on the Fund's £18bn asset allocation on a more granular level, analysing the Fund's 13 asset classes, focusing primarily on global equities. The value of the Fund's assets have increased by £4bn during my time here and as our investments have grown, my responsibility has grown. During my time as a graduate at the Fund, I have enhanced the Investment team's numerous daily processes, most noticeably the asset valuation process.

KYRUN'S CAREER JOURNEY



One of the major attractions of the Fund's graduate scheme is the opportunity to gain an additional qualification fully funded by the Fund. Obtaining the Investment Management Certificate (IMC) qualification has long been my goal, and now I have had the opportunity to study for it through the Fund. The IMC will go a long way towards achieving my career goals, but this is only one of many training and development opportunities available. I have also had training on team building and minute taking; both have made me more efficient in BAU activities.

Finally, the highlight of my time at the Fund (asides from a fund manager meeting on the River Thames) has always been the sense of camaraderie. This was most evident when working on a project with the other trainees and graduates, where we created a 'Welcome to the Fund' video, allowing us to work with colleagues across the Fund. Regardless of the team and position, everyone involved was incredibly enthusiastic and supportive and this same energy is apparent in all aspects of the Fund.

FUND TRAINEE OPPORTUNITIES

Our trainee program offers opportunity for those undertaking a degree to obtain real work experience and to gain exposure to their potential future career, undertaking a range of responsibilities in a professional environment.

The Fund are keen to offer the opportunity of a one-year placement for students in

- finance;
- maths;
- actuarial studies;
- management and business studies

to develop a broad understanding of the pension fund, finance, actuarial process and management. This will give the right candidates an in-depth understanding of a broad range of financial, actuarial and management experience as it happens and will complement the academic work they've been doing at university.



Length of placement:
Twelve months



Entry requirements:
Studying full time for an undergraduate degree which supports an industrial placement opportunity



Salary:
£25,584.00 - £27,269.00



Growing with us:
Your first hand industry experience with us is invaluable for future career progression and has led to several of our Fund trainees returning to us as graduates



Training and development:
Work in a professional environment to develop a range of transferrable skills from presentation to communication and time management

TESTIMONIALS FROM OUR FUND TRAINEES



Danny Takhar

“I appreciate the development opportunities I have been granted at the Fund and I look forward to using the skills and wealth of knowledge I have gained to progress into my desired career path”

Khizer Iqbal

“I have enjoyed being a part of the team and am thankful for the opportunities during my time here. It is what I expected from a placement year and I look forward to using the skills I have developed”

Sonia Janagi

“I appreciate the opportunities I have been given at the Fund to develop relevant working experience – thank you for all of your support and guidance”

Pavandeep Dhaliwal

“Working as a Fund Trainee has exposed me to vast opportunities, the skills and training I have received is something I will be able to use throughout my career. The welcoming culture has allowed me to settle in quite quickly and I am hopeful for a future career within the Fund”

**LIKE WHAT
YOU SEE?**

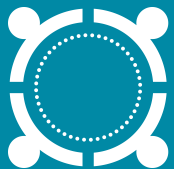
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TOUCH.**

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WMPF