



Join us in
shaping
our future



Global scale

An unrivalled network of specialists at the centre of the world's financial markets, combining scale with deep local knowledge.

- Global Advisory
(1) Alliance Partners
- Wealth & Asset Management
- Merchant Banking



4100+

employees

40+

countries

Our history

Rothschild & Co is one of the world's largest independent financial advisory groups.

As a global and family-controlled group, we provide M&A, strategy, and financing advice, as well as investment and wealth management solutions to large institutions, families, individuals and governments, worldwide.

Forming a global perspective

In the early 19th century each of Mayer Amschel's five sons established banking businesses in the principal European financial centres of the time: London, Paris, Frankfurt, Naples and Vienna.

The brothers worked in close collaboration and created the fastest and most secure courier network in Europe with which to exchange market information. Thus they could combine their insights from across Europe, becoming the best informed and most internationally effective banking group in the world.

Preserving a first-class reputation across generations

It is over 200 years since Mayer Amschel Rothschild, the great, great, great, great grandfather of our Executive Chairman, Alexandre de Rothschild, created the family's first partnership agreement. His success in business lay in his focus on his client's goals, forming long-term relationships with them and understanding their needs. He developed innovative methods of trading that added real value to his clients.

Looking towards the future

Our business today continues this heritage of bold perspectives across divisions: from the expansion of our Equity Advisory offering in Global Advisory, to the foundation and successful development of our Merchant Banking business.

A 200-year history of entrepreneurship means we are never satisfied with remaining within conventional wisdom. Today, we proactively seek innovative ways to provide thoughtful, principled and creative solutions to our clients through our combined distinct perspective.

Our guiding principles

As a business controlled by certain members of the English and French Rothschild families, we have always been driven by the Rothschild family motto 'Concordia, Integritas, Industria'.

These values remain at the heart of our guiding principles on how we do business to this day. It is this approach that informs our distinct perspective and will continue to make a meaningful difference to the world of business and wealth.

A distinct perspective that makes a meaningful difference

THOUGHTFUL

Considered
Strategic
Long-term

PRINCIPLED

Responsible
Empathetic
Committed

CREATIVE

Innovative
Collaborative
Entrepreneurial

Our services

With a team of over 4,000 talented financial service specialists on the ground in over 40 countries across the world, we deliver a unique global perspective. Our trusted professionals and decision makers who make up our integrated global network enjoy a track record of outstanding execution. Thanks to our in-depth market intelligence we are closer to current issues than any other global financial institution in our core markets.

We provide a unique perspective through our broad network spread over our 50 offices around the world combined with deep market and sector knowledge. This places us in a strong position to address the increasingly global needs of our clients. It is this combination of scale, local knowledge and intellectual capital that allows us to provide a distinct perspective and effective long-term solutions for our clients.

Rothschild & Co

Global Advisory

We provide impartial expert advice, and design and execute strategic M&A and financing solutions for our clients. We act as a trusted partner, taking a long-term and independent view on the challenges they face. With a network of specialists in over 40 countries across the world, our scale, reach and knowledge enable us to deliver effective solutions to support our clients.

Wealth & Asset Management

We provide a comprehensive range of wealth management services to some of the world's wealthiest and most successful families, entrepreneurs, foundations and charities. We are a global independent provider of asset management services and bespoke investment solutions to institutional clients, financial intermediaries, and third party distributors.

Merchant Banking

Merchant Banking is the investment arm of Rothschild & Co. It is a multi-strategy investment business which includes corporate private equity, private equity secondaries, primary funds and co-investment programmes, direct lending and credit management.





R&Co4Generations

R&Co4Generations is Rothschild & Co's philanthropic group approach with a mission to empower future generations and protect our world.

We collaborate with charities and social enterprises working to address the effects of social and economic inequalities and climate change.

With support from our volunteers and charity partners worldwide, we are proud to help young people develop their skills and reach their potential, cultivate entrepreneurial mindsets, champion innovation and protect the environment for future generations.

Everyone is encouraged to help shape R&Co4Generations

In line with Rothschild & Co's long tradition of philanthropy, our people and the causes they care about are at the heart of this initiative. People across our geographies and with all levels of experience are encouraged to help shape R&Co4Generations by:



Skills-based Volunteering

We encourage our people to participate in volunteering, leveraging their professional experience, skills and personalities to support the next generation, developing their skills and talents to help them succeed at school and in the workplace.



Pro-bono Advisory

We provide excellent opportunities for our employees to develop their skills whilst working with determined, like-minded colleagues and inspirational social purpose organisations that require help with challenges ranging from M&A and strategy to HR, finance and marketing issues.



Fundraising and match giving

R&Co4Generations offers matching for funds raised by colleagues through regularly planned fundraising and seasonal giving campaigns.

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I believe whole-heartedly in our firm's capacity to empower the next generations to make the changes our societies and our planet need.”

Alexandre de Rothschild

Our approach to driving change

We seek to engage with charities and social enterprises in ways that make the greatest possible impact, bringing the combined resources and talents of the Rothschild & Co ecosystem to reach our goals.

- **grant funding** for innovative charities and social enterprises working in the chosen fields;
- targeted **fundraising campaigns with company matching** to support the projects;
- **pro bono advisory** support where the Group can share its professional knowledge and skills to strengthen the resilience and sustainability of high-impact and promising organisations;
- targeted, purposeful **volunteering programmes** which allow colleagues to contribute directly and tangibly to causes that share the Group's objectives; and
- ultimately, **social impact investing and loans** to support changemakers who are developing cutting-edge solutions to some of the most pressing social and environmental challenges the world faces.



To focus and maximise our impact, R&Co4Generations' mission is in alignment with the ambitions of six UN Sustainable Development Goals.





Working at Rothschild & Co

A place to grow and succeed

When recruiting, we value and seek to maintain an eclectic mix of skills and backgrounds. We encourage everyone to share their own unique perspectives for the good of each other, the business and our clients. Our culture encourages long term prospects, both in terms of how we conduct business, engage with clients and career development.

Embracing diversity

We are committed to an inclusive and supportive environment where diversity and different perspectives are valued.

We are focused on the attraction and recruitment, development with retention and progression of high calibre people. They bring diverse styles and experiences to our teams and ensure our clients continue to benefit from our unique and distinct perspective.

Sustaining and building on the initiatives launched in support of these focus areas will ultimately help accelerate our progress towards greater balance and a culture of inclusion in which all our colleagues can professionally thrive.

Our Networks

Our Balance and Inclusion Committee supports the following colleague networks:

- the Rothschild & Co Women's Network
- the LGBT Network
- the Ethnic Minorities Network (EMbrace), and
- the Family Network

These Networks are an important part of our culture and are critical in strengthening the Balance & Inclusion strategy, providing the opportunity for connection and education to ensure employees are fairly represented and to strengthen our position as a diverse and inclusive place of work.

Student and Graduate career journey

At Rothschild & Co, we are committed to attracting and retaining high-potential, team-oriented and self-motivated individuals from a diverse range of backgrounds, cultures and experiences. Our Graduates, Interns and Apprentices play a crucial part in shaping our business from their very first day and throughout their career with us.

The early careers programmes that we run are designed to give you an insight into our Global Advisory, Merchant Banking and Wealth Management divisions at Rothschild & Co.



The five-week training programme provides unrivalled training in the financial concepts you will need to be successful in your team, as well as key personal skills such as communication, personal effectiveness and teamwork. There are many opportunities to build your network and form long lasting relationships with your fellow graduates in a unique environment.



Alternative opportunities

We offer a number of ad-hoc long-term internships in our Merchant Banking, Global Advisory and Support divisions that are available throughout the year based on business need. These internships last up to 6 months and provide deep insight into specific sector teams, with opportunity to build your network and expand your professional experience.

If you don't want to choose between continuing your studies and starting your career, apprenticeships can offer the best of both worlds.

A Rothschild & Co apprenticeship will see you working with a professional training provider towards a recognised qualification, which will be dependent on the exact Apprenticeship you choose. You will also be learning every day on the job while gaining valuable work experience.

Link to Students and Graduates

[Rothschild & Co – Careers: Students and Graduates](https://rothschildandco.com/careers-students-graduates)
(rothschildandco.com)



What are we looking for?

At Rothschild & Co, there isn't a one size fits all when it comes to recruiting, we actively seek to recruit individuals from a wide range of backgrounds to help us form our unique perspectives. There are however, many skills and attributes that our people possess that allow them to be successful in their roles. These include a high level of motivation to succeed and develop on an individual basis and as part of a team, given the collegiate and collaborative environment we enjoy at Rothschild & Co. Combined with strong academics, we also look for people who are analytical and can demonstrate good commercial awareness and the ability to communicate clearly and confidently through a real understanding of our core values.

We encourage applications from a wide range of disciplines.

What can you expect?

We will continue to focus on building and nurturing our early careers talent and encourage our people to get the best out of their careers, through our commitment to attracting and retaining people from a diverse range of backgrounds, cultures and experiences.

Our focus is centred around creating a balanced, inclusive and supportive environment where diversity and difference are valued and respected.

Further development

As your career progresses, we work in partnership with management to see how best we can develop and advance your career. We aim to put together personalised training for every employee through a blend of training that includes:

- Targeted in-house training
- External learning
- Tailored coaching
- On-the-job training and experience



“

We pride ourselves in treating people as individuals. Our aim is to help all of our employees to be the best they can be. We are committed to providing bespoke training and advancement opportunities to help our people have a fulfilling career.”

Paul Barry

Group Human Resources Director

Link to Students
and Graduates

Rothschild & Co –
Careers: Students
and Graduates



ukearlycareers@rothschildandco.com

rothschildandco.com