

# TRAINEE PROGRAM

at **lpa\_**



# LPA Graduate Trainee Program

## Preparing you for a career in Fin-/Reg-tech

### General requirements

- ✓ Enthusiastic and business-oriented mind-set
- ✓ Interest in financial markets, software / IT industry
- ✓ (Thirst of) knowhow of capital markets and financial mathematics
- ✓ Fit to medium-sized company
- ✓ Fluency in German native speaker level, fluency in English
- ✓ Residing near or within commutable distance to the Frankfurt office
- ✓ Readiness to travel within Germany, Europe

### Talent / Profile requirements

Next Gen in Sales / Account Management / Product Management  
#Communication #Leadership

Next Gen in Document Development / Business Analytics  
#Precision

Next Gen in Product Ownership / Client Delivery Tech or Client Delivery Advisory / Technical Business Analytics  
#Technicals

### Academic Background

- ✓ Minimum degree of Bachelor
- ✓ Mathematics with focus on Banking & Financial Markets (+ university of applied sciences)
- ✓ (Business) IT/Computer science with focus on Banking & Financial Markets (+ university of applied sciences)
- ✓ Business Administration / economics with focus on Banking & Financial Markets
- ✓ Engineering Sciences

# 12-Month Program

What is in for you

Development plan & constant feedback



Upskilling Program



Leadership Team Exposure & Support



Subject Matter Expert Support



Understand Banking & Financial Markets



Innovation & Co-Creation



3 countries taking part (D, ES, ILS)



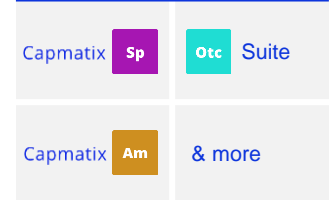
Projectwork



Mentorship



LPA Product Exposure



# Induction & Ongoing Support

“the people & product part”



## Get to know LPA People

- Peers
- Program “stations” representatives
- “station” 1 team & tasks onboarding
- On the job trainings
- Off the job trainings



## Experience the LPA World

- Introduction to our products
- Introduction to our clients’ universe
- Competitors & Financial Markets
- On the job trainings
- Off the job trainings



## Get to know how we do things at LPA

- Processes & Procedures
- What is where? / Who does what?
- Contact people at all locations



## Connect & work with your mentor

- Trusted advisor: provides advice, guidance and feedback to support your career development
- Shares experience and expertise
- Connects you with the right projects & people

# **Trainee Program**

## **PIT-STOP STATIONS**

**CLIENT  
DELIVERY**

**PRODUCT  
MANAGEMENT**

**SALES & ACCOUNT  
MANAGEMENT**

**DISTRIBUTION  
ADVISORY**

# Program Pit-Stop

What do we do here

## CLIENT DELIVERY

## PRODUCT MANAGEMENT

## SALES & ACCOUNT MANAGEMENT

## DISTRIBUTION ADVISORY

**Capital Market IT Solutions and Process Optimization** – we develop expertise in our clients' IT and business processes within the capital markets to implement and support effective digital transformation solutions.

**Client Support and Software Implementation** – we actively assist our clients with the deployment and ongoing use of our software solutions, ensuring they are leveraged to fully meet client needs.

**Document Automation and Product Development** – we focus on developing and automating the transactional documents related to OTC and structured investment products, customizing our solutions to perfectly meet client specifications.

**Regulatory Compliance and Updates** – we keep ourselves updated with the latest regulatory changes within the banking sector and ensure these are seamlessly integrated into our client solutions to maintain compliance and uphold industry standards.

**Cross-functional Collaboration and Communication** – we collaborate closely with our sales and marketing teams to articulate the benefits and updates of our products both internally and externally. This includes devising strategic go-to-market plans and engaging in product-focused communications.

Client Delivery plays a **central role in the implementation of digital transformation projects** for clients and actively supports clients in the introduction and utilisation of LPA software solutions.

Potential landing positions: **Client Delivery Consultant, Business Analyst**

# Program Pit-Stop

What will you do here

## CLIENT DELIVERY



Performing user acceptance tests and integrating user feedback for product refinement

## PRODUCT MANAGEMENT



Enhancing teamwork by collaborating on projects for product innovation

## SALES & ACCOUNT MANAGEMENT



You will gain insight into the processes, systems, requirements, and regulations of customers in the capital markets business, helping to develop efficient digital customer solutions and advance LPA software.

## DISTRIBUTION ADVISORY



In collaboration with a colleague, you will develop skills in the areas of project planning, problem solving and a systematic approach to identifying and resolving errors in customer systems

Potential landing positions: **Client Delivery Consultant, Business Analyst**

# Program Pit-Stop

What do we do here

CLIENT  
DELIVERY

PRODUCT  
MANAGEMENT

SALES & ACCOUNT  
MANAGEMENT

DISTRIBUTION  
ADVISORY

**Market Research and Analysis** – we identify market trends, customer needs, and competitor offerings. We analyze data to gain insights into user behavior, preferences, and pain points.

**Product Strategy and Roadmap** – we define product vision, goals, and strategic direction based on market insights and business objectives. We develop product roadmaps outlining feature prioritization and release timelines.

**Requirements Gathering and Prioritization** – we work closely with stakeholders, including customers, sales, marketing, and software engineering teams, to gather and prioritize product requirements. We translate customer feedback and business needs into actionable product enhancements or new features.

**Product Development and Launch** – we collaborate with software engineering, design, and QA teams to execute product development initiatives. We oversee the product development lifecycle from concept to launch, ensuring on-time delivery and quality execution.

**?Product Marketing and Communication** – we partner with sales & marketing teams to develop go-to-market strategies, messaging, and collateral. We communicate product updates, features, and benefits to internal teams and external stakeholders.

**?Performance Monitoring and Optimization** – we monitor product performance metrics, such as usage, retention, and customer satisfaction. We analyze data to identify areas for improvement and optimization.

Potential landing positions: **Product Manager, Product Owner, Business Analyst**



# Program Pit-Stop

## What will you do here

### CLIENT DELIVERY



You develop a comprehensive understanding of data governance, data protection and information security

### PRODUCT MANAGEMENT



You gain a sound insight into the current European regulatory frameworks

### SALES & ACCOUNT MANAGEMENT



You develop strong written communication skills for the precise formulation of business requirements

### DISTRIBUTION ADVISORY



In your view on our products/solutions, you will learn to harmonize technology, market, strategy and regulation

Potential landing positions: **Product Manager, Product Owner, Business Analyst**

# Program Pit-Stop

What do we do here

## CLIENT DELIVERY

**Market Insights and Competitor Analysis** – We identify market trends, client needs, and competitors' strategies, analyzing data to understand customer behavior and challenges.

**Product and Consultancy Understanding** – We deepen our knowledge of our products and consultancy services to better advise and meet the specific needs of our clients

## PRODUCT MANAGEMENT

**Client Requirements and Engagement** – We actively engage with customers to capture and prioritize their requirements, enhancing our solutions and services.

**Performance and Metrics Review** – We monitor and review performance metrics like sales targets and client satisfaction, using insights to refine our sales approaches.

## SALES & ACCOUNT MANAGEMENT

**Relationship Management** – We focus on building and maintaining strong client relationships, managing accounts effectively to ensure client retention and value addition.

**Sales** – We acquire new customers for LPA products and solutions and expanding existing customer relationships regarding up- & cross-selling potential generating revenue and ensuring the company's further growth.

## DISTRIBUTION ADVISORY

Potential landing positions: **Sales / Account / Customer Success Management, Consulting**

# Program Pit-Stop

## What will you do here

### CLIENT DELIVERY



Improving skills in identifying market trends and competitor strategies and analyzing data to gain deeper insights into customer behavior and challenges.



Increasing knowledge of our products and consultancy services to better address and fulfill specific client needs.

### PRODUCT MANAGEMENT



Enhancing abilities in engaging with customers to effectively capture and prioritize their requirements, thus refining our solutions and services.



Advancing communication and negotiation techniques to clearly articulate value propositions and secure advantageous agreements.

### SALES & ACCOUNT MANAGEMENT



Developing expertise in building and maintaining strong client relationships to ensure effective account management, client retention, and value addition.



Strengthening the review and analysis of performance metrics such as sales targets and client satisfaction to continuously refine our sales strategies.

### DISTRIBUTION ADVISORY

Potential landing positions: **Sales / Account / Customer Success Management, Consulting**

# Program Pit-Stop

What do we do here

CLIENT  
DELIVERY

PRODUCT  
MANAGEMENT

SALES & ACCOUNT  
MANAGEMENT

DISTRIBUTION  
ADVISORY

**Product Development and Advisory** – We work with sales teams and relationship managers to create tailored derivative solutions (primarily interest rate and FX products) that meet client needs, focusing on innovation and client-specific requirements **in the context of Corporate Treasury Solutions.**

**Business Excellence** - We develop an understanding of all topics that are necessary in capital markets (capital markets, products, customer needs, processes, systems, regulatory and civil law requirements, etc.).

**Business Development** – We identify, analyse, and leverage business potential and develop sales strategies.

**Training & Education** – We design and refine training sessions for internal and external stakeholders, emphasizing derivatives knowledge and regulatory compliance.

**Process and system analysis** - Based on the existing IT infrastructure, we work with our clients to develop ideas for further efficiency improvements.

Potential landing positions: **Derivative Expert, Distribution Advisory Consultant**

# Program Pit-Stop

## What will you do here

### CLIENT DELIVERY



Gaining insights into fixed income and FX derivatives markets by identifying trends, customer needs, and competitive strategies



Deepening knowledge of regulatory frameworks to maintain compliant and informed advisory practices.

### PRODUCT MANAGEMENT



Collaborating with sales teams to innovate and create derivative solutions that precisely meet client economical requirements.



Building and sustaining strong, lasting relationships with clients by providing superior advisory services and tailored financial solutions.

### SALES & ACCOUNT MANAGEMENT



Designing and refining training sessions that increase stakeholders' understanding of derivatives and ensure regulatory compliance.



In cooperation with an experienced colleague, you will learn to develop a holistic view of the economic reality of corporate clients (i.e. our clients' customers) and to understand the framework conditions of our customers.

### DISTRIBUTION ADVISORY

Potential landing positions: **Derivative Expert, Distribution Advisory Consultant**

# Month 9

Decision & transfer into “landing position” preparation

**Growth-  
Conversation** with  
your Mentor and  
your potential future  
supervisor



Review your  
**strengths and plan  
your career**

Transfer into **first  
subject matter  
expert role**



**Discuss options**  
within international  
LPA locations



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**lpa\_**

Meet us and let's get started!

## **Katrin Becker-Oligmüller**

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