



Financial Research Associate

The Financial Research group works closely with the front office to provide high quality and in-depth support to the investment research team and for the decision-based processes of the firm's global proprietary trading strategies. We are looking for individuals from a wide range of backgrounds, with extraordinary academic or professional achievements, who have demonstrated initiative and intelligence in their previous endeavors.

What you'll do day-to-day:

- Support front-office traders/analysts on critical and time-sensitive recurring tasks that are data intensive in nature
- Build and manage large financial data sets; perform exception analysis
- Support fundamental research teams by conducting data research, summarize industry/company conference calls, and prepare quarterly earnings reports

Who we're looking for:

- The ideal candidate should be a final year student from any discipline with no current backlogs.
- They should be exceptionally bright and highly motivated creative thinkers
- Attention to detail and the ability to think unconventionally are important for this role
- Excellent written and oral communication skills are essential

The D. E. Shaw group (DESCO) is a global investment and technology development firm with more than \$55 billion in investment capital as of December 1, 2020, and offices in North America, Europe, and Asia. Since our founding in 1988, our firm has earned an international reputation for successful investing based on innovation, careful risk management, and the quality and depth of our staff. We have a significant presence in the world's capital markets, investing in a wide range of companies and financial instruments in both developed and developing economies. Our activities range from computer-based quantitative investment management to the development and financing of technology-oriented business ventures. D. E. Shaw India (DESI) is a core member of DESCO's Global Information Technology Group and was established in Hyderabad in 1996. DESI provides research, development, and support for all of D. E. Shaw's business initiatives.

Compensation and Benefits Package

Base INR 7,50,000	
Variable* INR 1,00,000 – INR 1,50,000	
Benefits INR 3,00,000	
Relocation Allowance INR 1,25,000	
Long Term Incentive** INR 5,00,000	
Joining Bonus INR 1,00,000	
Compensation and Benefits Package	INR 18,75,000 – INR 19,25,000

* Lower amount is guaranteed, higher amount is dependent on performance.

** Relocation will entail reimbursement on travel (in full), guest house stay for 14 nights & reimbursement of movement of household goods, brokerage; on actuals up to a maximum of INR 50,000

*** The amount under the long term incentive program will be payable at the end of each calendar year in the ratio of 10%, 20% 30% and 40% starting from December 2022. All payments, under this program, are contingent on your being employed by the company when the award is paid out, and is subject to the terms and conditions of the said program.