

About Phi

Phi Partners International is a Financial Technology Consultancy that has been providing niche technology services and products to financial institutions since 2004.

Phi provides specialised technical and functional consultancy within the capital markets world. We focus on bespoke, complex technology platforms supporting trading and risk management, as well as a small number of leading trading applications (including Summit, Sophis, Murex, Front Arena and ActivePivot). We are proud to employ the leading experts in these fields.

Our carefully selected consultants are developers, quantitative developers, business analysts, support analysts and project managers, enabled by Phi to become experts in our specialist services. As a Phi consultant, you will be part of the fast paced, constantly evolving financial technology industry. You will benefit from the opportunity to experience a variety of client roles, across different business contexts, technology platforms, projects, and services.

Our clients range from Tier 1 global investment banks to boutique asset managers. We provide our services on-site with our clients around the world as well as from our nearshore centres in Bucharest, Romania, Casablanca, Morocco and Sofia, Bulgaria.

Phi has a reputation for excellence with a long and proven track record of successful project and quality service delivery.

About Phi's Graduate Programme

Phi's 2025 graduate programme starts in September. You will join Phi as part of a community of graduates – like-minded, talented young people with whom you will form not just professional but also social bonds that may last a lifetime.

Under our two-year programme, our graduates begin their journey at Phi with four to six weeks of intensive classroom-based training, delivered by our business and technical experts. After the intensive training, you will join your first client-facing team as Junior Consultant, and you will be assigned a Learning Buddy, a senior colleague who will help you navigate these first steps of your career.

Your training doesn't stop there. You will continue formal training over the two years, and we will make sure time is made available for this. In parallel with the experience that you gain in your client role, we will give you all the support you need to develop the all-round consulting skills necessary for promotion to Consultant at the end of the two-year programme.

At Phi we pride ourselves that all our employees – including the most senior subject matter experts - are friendly and approachable. With a focus on teamwork and knowledge sharing, we value every employee and their ongoing learning and development.

About the Role

As one of our delivery consultants, you will be assigned to one of our international project teams, in one of our current delivery centres in Bucharest (Romania) or Casablanca (Morocco). You will be:

- Working with a variety of different financial institutions across the whole capital markets sector
- Helping our clients run or transform their technology, or shape their technology strategy
- Playing an essential and effective role in both the client team and the wider Phi family: learning from our experts, supporting your colleagues, and constantly striving for excellence.

You may also get the opportunity to travel to different locations across Europe and beyond, if this is something that you would like to do.

As a **Quant Developer**, or **Quant IT Developer** your primary career focus will be in supporting our clients' business to implement financial models provided by the client's Quant team.

- As a Quant Developer, You will typically work in a trading or risk management environment alongside traders, quants and risk managers. As a Quant IT Developer, you will work within the IT department that focusses on one of these business areas.
- You will work to implement maintain and integrate the libraries and systems that support those users day-to-day across multiple asset classes, including structured and exotic products.
- You may have a primary technology focus but each client role will be different, and each project will be different.
- You can expect to work across a range of languages, frameworks and technologies in a variety of business and project contexts.
- Your roles could include pricing and risk implementation, quant library design and implementation, quantitative model development and integration, trading desk troubleshooting and support, minor enhancements, bug fixing, data design and management, and integration into distributed compute environments or cloud compute.

Longer term, it is usual that the career path is to become a subject-matter-expert within this area, adding leadership and other skills as you develop.

About You

We are looking for talented graduates who have an interest in pursuing a career in capital markets technology, in a consulting context - where each client is different, and each engagement provides a new challenge and a new opportunity for learning.

Education

- Minimum Master's degree in Mathematics Computer Science or Finance

Other Skills and Capabilities

- Familiarity with the relevant technical vocabulary
- Good knowledge of quantitative methods
- Object oriented programming (any of C++/C#/Java) at an educational level or from personal projects
- SQL, Shell Scripts, Perl or Python, XML/XSLTs
- Familiarity with design patterns
- Basics in DevOps (automation as part of continuous integration / continuous development)

What we expect from every one of our junior consultants

Quality & Timeliness of Delivery

- is highly self-motivated with a strong will to deliver outstanding work results on time
- respects and adheres to own and team schedules; complies to working hours, meetings and agreed delivery dates

Teamwork

- is a team player that works well with other people
- is able to transform constructive feedback into learning progress instead of conflicts
- is reliable & responsible
- is engaged and actively supports achieving team's goals

Problem Solving

- has strong analytical skills
- can identify most occurring problems
- uses creativity to find innovative solutions.
- can filter complex information into simple terms
- provides input in evaluating options using best judgement
- helps implement solution

Flexible Thinking

- is naturally curious and understands the importance of continuous innovation and creativity as these skills are key for a successful career at Phi
- is resilient and learn how to tackle challenges whilst having a positive attitude in overcoming obstacles
- constantly learns and develops, can grasp new ideas and concepts quickly and applies this learning to ensure the best possible outcomes for our clients

Communication & Relationship Building

- is a friendly and sociable colleague, keen to help people, with a strong service orientation
- is a strong communicator with the ability to summarise complex topics in simple terms
- inspires confidence and build trust in others
- is solution oriented in a no-blame culture, expressing ideas assertively



Please e-mail us at
Careers@phipartners.com



About Our Offer

- ▶ Competitive package in an international IT consultancy
- ▶ Accelerated career progression with 2-years training and development plan
- ▶ Working with market leaders and best people from the industry
- ▶ Work on client sites all over Europe or locally from Bucharest/Casablanca
- ▶ Gym-membership
- ▶ Health insurance
- ▶ Mobile phone



Please e-mail us at
Careers@phipartners.com

