

An introduction to APG traineeships

Our contribution to the future of 4.5 million people
living in the Netherlands

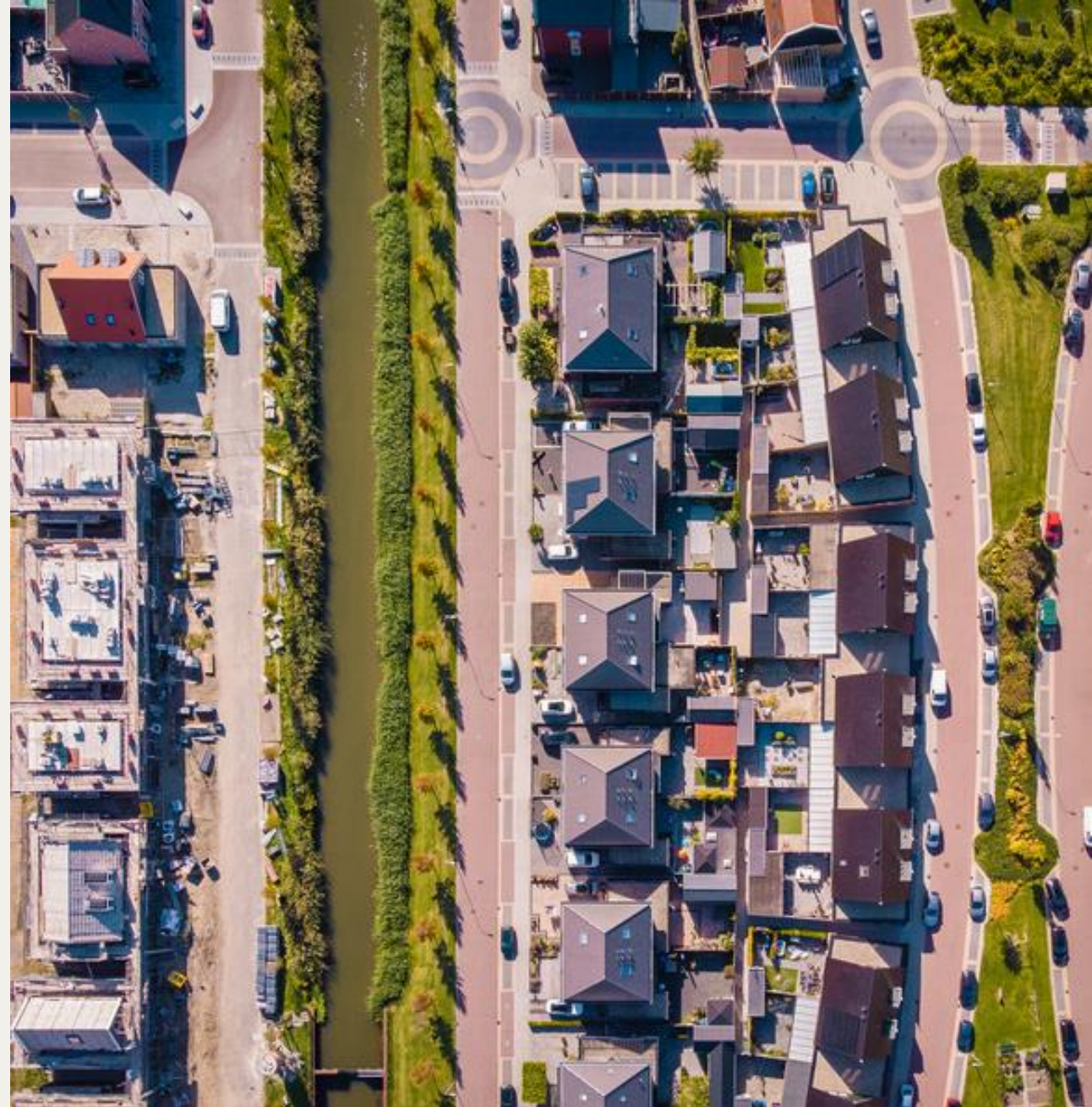


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FAQ

1. What are the key aspects we look for in an ideal trainee candidate during the selection process?

General criteria for all tracks

- A clear link (living or studying in, now or in the past) to the Netherlands is a must.
- You are willing to take initiative, possess strong interpersonal skills, demonstrate numerical acumen, and exhibit excellent creative problem-solving abilities. Additionally, you have a digital mindset and a keen eagerness to learn.
- Fluent mastery of English (fluent Dutch is welcome but not essential).
- Extra-curricular development, such as committee or board membership, (voluntary) work will be considered a plus.

Traineeship - Digital & Data Analytics | Careers at APG

- A master's degree in Business Intelligence, Information Technology, Data Analytics, Information Management, Digital Business and Economics, Business Economics, Accounting, Controlling or other business/data specialization with excellent academic results. Same for investment.
- Enthusiasm for investments and financial markets.
- Motivation and drive to learn how to use tooling such as QlikSense, SAS EG, Alteryx and programming languages such as R, Python, .NET, Azure and C#.
- Basic knowledge of data analytics, but above all the motivation to learn.

FAQ

Traineeship - Finance & Risk | Careers at APG

- A master's degree in Accounting, Controlling, Information Management or Finance, with excellent academic results.
- Digitization skills such as R or Python are a plus.

Traineeship - Investment & Portfolio management | Careers at APG

- A master's degree in Business Intelligence, Information Technology, Data Analytics, Information Management, Digital Business and Economics, Business Economics, Accounting, Controlling or other business/data specialization with excellent academic results.
- Enthusiasm for investments and financial markets.
- Motivation and drive to learn how to use tooling such as QlikSense, SAS EG, Alteryx and programming languages such as R, Python, .NET, Azure and C#.

Traineeship – Quant | Careers at APG

- A master's degree in Econometrics, Quantitative Finance, Physics, Mathematics or an equivalent education with excellent academic results.
- Affinity with investment and financial markets.
- Programming skills with, Python, R or MATLAB.

FAQ

2. How competitive is the application process?

- The application process is very competitive. In 2023 we had over 900 applicants for 10 positions.

3. What can applicants do to stand out?

- Make sure you meet the requirements and that it is conveyed through your cv and letter. Later in the process, ensure that you can effectively present yourself, aligning with the requirements and having your story ready for APG to choose you.

FAQ

4. On what specific projects or assignments will trainees typically work during the two-year program?

- Quant
 - Focused on long-term insight. Calculating impact of investment strategies on the long-term.
 - Looking at how the addition of swaptions changes the risk-return profile of the interest rate hedging strategy.
- Digi & Data
 - Data more important → pillar for responsible investing
 - Defining methodologies for ESG purposes
 - Automating calculations in the investment program
 - Constructing dashboards for Asset Management such as ESG dashboards
 - Scraping data to monitor societal/political developments
 - AI questions
 - (FDP) Financial Data Professional

FAQ

4. On what specific projects or assignments will trainees typically work during the two-year program?

- Finance & Risk
 - Assess investment proposals
 - Assess valuation models of investment products
 - Create cost price for investment proposition
 - Increase risk awareness in the department supported by data
 - Creating reports for stakeholders and accountant
 - Focused on the financial part of Asset Management
 - (FRM) Financial Risk Manager
- Investment & Portfolio Management
 - As a CIO trainee, you can dive into various exciting projects like performing comprehensive market research in specific sectors, creating an illustrative dashboard to show case the benefits of digitalization, actively participating in ongoing deals and providing support to PMs in their daily responsibilities.

FAQ

5. Can you share examples of career paths that former trainees have taken within the company?

Depending on your assignments and preference, you might start as a

- Quant: Researcher in quant teams, or Portfolio Manager or Trader.
- Digi & Data: Developer, Business Analyst, or an Investment Analyst.
- Finance & Risk: Business Controller, External Reporting & Evaluation Specialist, Model Validator, Compliance Officer, Risk Manager.
- Investment & Portfolio Management: Formal CIO trainees transitioned into the role of Portfolio Managers across various asset classes, such as Infrastructure, Credit, Equity and Thematic Fund.

6. How does APG measure and communicate the impact of its sustainable investments on society?

- Within APG Asset Management, we are continuously measuring the impact of our investments by implementing and improving strong ESG methodologies. Additionally, we are also digitally monitoring the societal developments (for example by surveys and web scraping), that impact our work as APG Asset Management.

FAQ

7. How do trainees develop themselves over the course of the 2-year program?

- Trainees will cultivate hard skills through engagement in diverse projects. Additionally, participants will undergo a two-year program dedicated to enhancing soft skills, with the option to commence CFA, FDP, or something data related.

8. What are some of the most challenging aspects of this traineeship, and conversely, what are the most rewarding or fulfilling parts, based on feedback from previous trainees?

- As you will be part of the team for only six months, convincing your colleagues of new solutions or tools may pose a challenge. Therefore, excelling in stakeholder analysis and honing your persuasiveness skills will be essential. Rewarding is to see the adoption of your (digital) solutions in critical processes, not only within the team but potentially reaching a broader audience within APG Asset Management.

FAQ


9. What is the broader scope of the role and how it aligns with APG's strategic initiatives.

- Quant: From digitalization perspective, Quants bring new techniques from the technological and mathematical sides. From the investing side Quants help the transition to more 'quantdamental' way of investing which is a mix between fundamental, mainly predominant at APG, and the use of quantitative models and data to make more precise decision in a very competitive ecosystem.
- Data & Digi: Data is gaining increasing significance across all teams within APG Asset Management. A vital strategic pillar for APG is the commitment to responsible investing. To align with this emphasis on responsible investing, potential assignments may include improving methodologies for ESG purposes, creating informative ESG dashboards, scraping data to monitor societal and political developments, or exploring the ways in which artificial intelligence can assist in various processes.
- Finance & Risk: The entire CFRO department and its Year plan is designed in such a way to fully support each theme of the APG AM Strategy.
- Investment & Portfolio Management: The broader scope of being a CIO trainee entails overseeing portfolio management across diverse asset classes, potentially in both public and private spaces. Being a trainee also allows you to dedicate time and effort to sharpen your digitalization skills and to acquire knowledge in the sustainable/responsible investment spaces. This aligns with APG's overarching goals, fostering sustainable growth, and contributing to long term value creation.

Timeline

Timeline

This is how the selection process works



We can't wait to receive your resume, motivation letter and grade list.

Apply before March 9




We are curious to learn more about your cognitive skills and personality preferences. You make the test from home.

Capacity and personality test March 15-20




It's difficult to decide which track suits you best. Therefore you and a traineeship mentor check together if you are on the right track during the candidate chat.

Online candidate chat March 27 or 28



Your first live introduction to APG. Finally you see the office en get to know APG employees. You also get to know fellow candidates (maybe your future colleagues), and you do a case and roleplay. The final step towards the start of your career at APG.

Matchdag April 12



We offer you a permanent contract from the start. Welcome, new colleague!

Start at October 1

Feedback Timeline

- Application feedback 14th – 15th of March (and invitation GTP test)
- Capacity/personality test feedback 25th – 26th of March (and invitation Chatday)
- Chatday feedback 5th of April (and invitation Matchday)
- Matchday feedback 19th of April (and contract proposal)

Traineeships



The aim of the APG AM specialist traineeship program is to:

- Select and recruit high-potential talents for APG AM
- Educate the trainees broadly with the required knowledge
- Develop and coach the trainees on the necessary soft skills
- Provide guidance to the trainees within the organization
- Equip the trainees with the values and principles of APG AM
- Shape the trainees to become asset management professionals
- Preparing the trainees for a fixed position after the 2-year program
- Trainees can end up in different positions



Traineeships 2024: 4 tracks

✓ Digital & Data Analytics

For creative, digitally savvy trainees who know how to convert data into a valuable product, are interested in financial markets and want to see how the back, mid and front office process runs through our large wealth of data.

✓ Finance & Risk

For those who want to get acquainted with the broad field of finance and risk and want to get started with big data, models, risk analyzes and digital transformation.

✓ Quant

The traineeship for those who want to immerse themselves in the world of long-term investing using innovative algorithms.

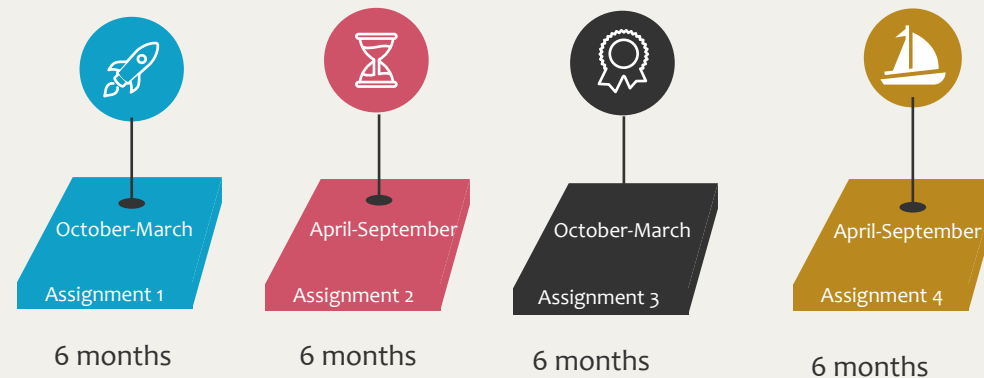
✓ Investment & Portfolio Management

For those who dare to take risks, who can handle responsibility, want to delve into asset classes and contribute to the objectives of APG.





Asset Management Traineeship



Trainee



with support of



Trainer



Field coach
(varies per assignment)



Mentor



Buddy



Trainee coordinator

Networks for young professionals and/or trainees



Networks for young professionals and trainees at APG

- Young APG (< 36 year)
- Trainees discover APG AM
- Trainees & Alumni
- Global Women's Forum
- Several D&I internal network groups
- [Young APG: the community for young professionals at APG | Careers at APG](#)

APG in general

APG: For today, tomorrow and beyond (video)



Some four thousand APG employees work hard every day in many ways to ensure the income of the more than five million members of the eight funds that APG serves as pension administrator.

The things that we do at APG and how they affect the lives of over 5 million Dutch people are not that easy to explain. In this video you can see and feel how your income for the future plays a role in everyday life.

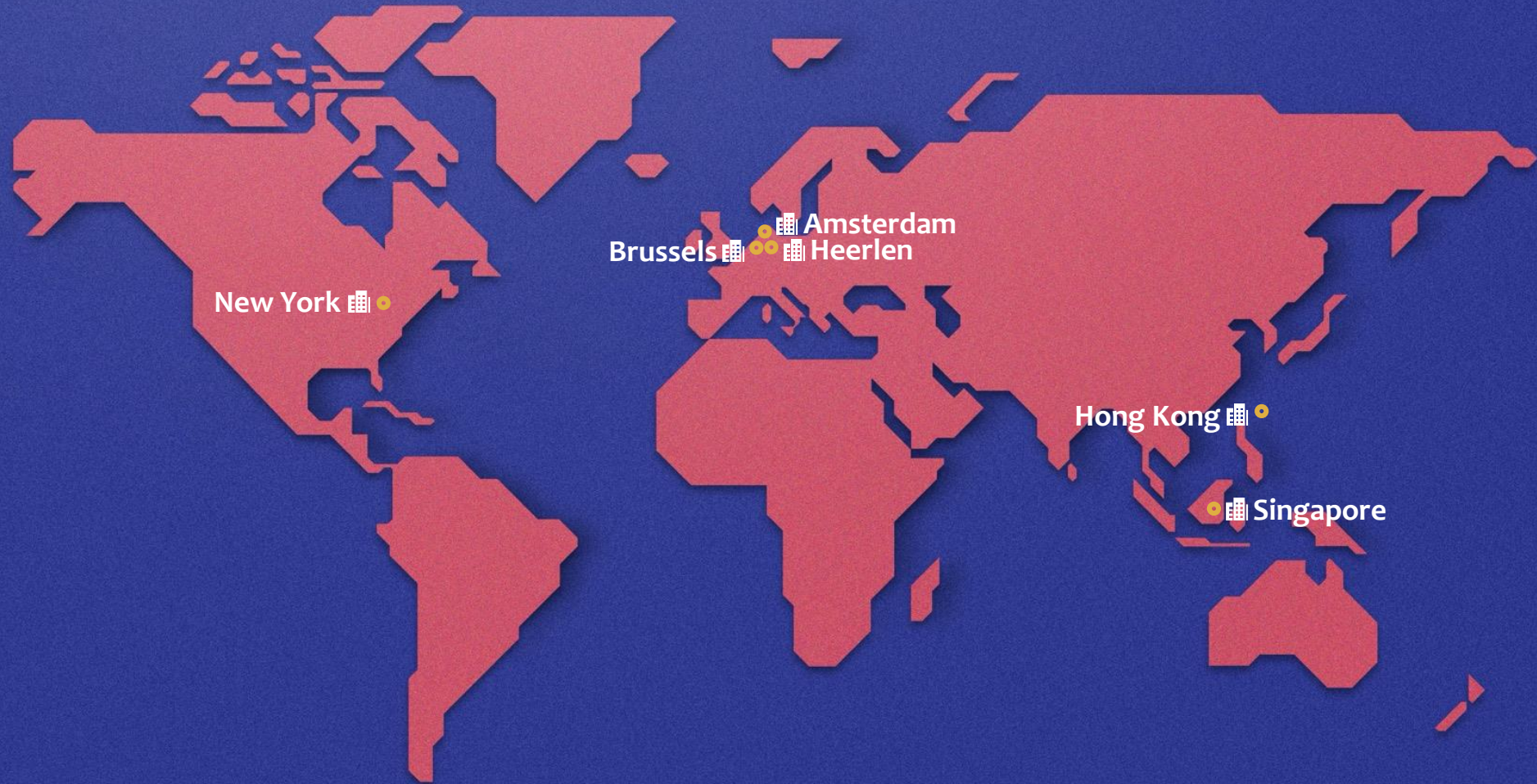


Who are we?

- Largest pension provider in the Netherlands
- We look after the pensions of 4.8 million people in the Netherlands
- Over 500 billion Euro in pension assets
- Over 4,000 employees
- More info:

[APG - A good income for today, tomorrow, and beyond](#)

APG is active worldwide



“

We don't just have an eye for money

APG strives to provide a good pension in a livable world.

Together we work on a sustainable future in which we do not only look at prosperity, but also at well-being.

Fund Operations

- Pension Administration
- Business Improvement & Change
- Fund Services Department

Participant & Employer Services

- Marketing and Proposition

Asset Management (AM)

- Fiduciary management (CFI)
- Portfolio management (CIO)
- Risk management (CFRO)
- Operations (COO)

Shared IT Services

Group IT Office

Facility Services

APG Services

APG Staff Departments

- Digital Office
- Human Resources
- Group Communication & Branding

- Group Finance
- Group Legal & Governance

- Group Risk & Compliance
- Group Internal Audit
- Group Performance Management

- Group Tax
- Team Policy
- Group Strategy & Transformation



One of our main challenges: New rules for pensions in the Netherlands

We are on the way to a new pension system. The new rules will take effect on January 1, 2028 at the latest.

To make this a success, we need to make the transition from the old to the new system in a well-organized manner. We have already started doing this, together with the pension funds we work for.

Preparation for the new pension system is one of the five strategic building blocks for APG on our way to the future.

Our clients

Public sector & education



Construction



APG's staff pension fund



Housing



Pensioen administration & Asset Management



Cleaning and window cleaning companies



Architects



Work and (re)integration



Medical specialists

Pensioen administration

Do you see your future with APG?

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