

Your career in Investments starts here



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The programme's well-structured format, which allowed me to work closely with industry experts, has been a cornerstone of my professional development.

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Peter Dillon

Quantitative Investment Analyst
and MIA Alumni





Who Are We

Mediolanum International Funds Ltd. (MIFL) has been a key player for over 25 years.

Established in 1997, we focus on innovative Investment products and services through our Fund Management and Life Insurance Companies. With over 220 staff in Dublin, we're the main hub for the Group's Asset Management decisions. As we expand, we're excited to Invest in the next generation of asset management professionals.

MIFL is part of the Mediolanum Banking Group, a top Italian financial conglomerate, proudly listed on the Milan stock exchange and part of the FTSE MIB index. Since our founding in 1982, we've grown to employ over 10,000 people across Europe, including Italy, Spain, Ireland, and Germany.

What is the Mediolanum Investment Academy

The 24-month Mediolanum Investment Academy program offers what we believe to be the most comprehensive graduate program in the Asset Management space in Dublin, offering candidates an intense and enriching experience with rotations across all aspects of Investing. From funds, analysing some of the largest and most specialised asset managers across the globe to working with portfolio managers in asset classes such as equities and fixed income, including quantitative investing, the programme provides an exceptional foundation for anyone interested in finance and asset management. You will also gain valuable exposure to the principles and practices of an effective risk management framework, as well as sustainable investing, throughout the programme.

As part of our commitment to developing future investment professionals, participants will benefit from access to some of the most advanced AI-powered tools and technologies available in the industry today. These solutions are increasingly transforming how investment research, analysis and decision-making are performed, providing participants with first-hand experience of how technology and human expertise combine to create better investment outcomes.

At a time when many organisations are responding to advances in artificial intelligence by reducing investment in junior talent, Mediolanum is taking a different approach. We firmly believe that AI should enhance human potential, not replace it. That is why we continue to invest significantly in graduate and early-career professionals, providing them with the training, mentorship, technology and real-world experience needed to become the next generation of investment leaders.

The Academy provides opportunities to perform meaningful work, working closely with senior Investment professionals and learning from their years of experience, all in a collaborative atmosphere that allows you to discover which areas you are passionate about while developing yourself further through acquiring professional qualifications.

Each MIA participant will be allocated a Mentor who will act as a guide and coach for the entire length of the programme. Each mentor is a senior member of the Investment team who will support your development personally and professionally throughout your time in the Investment Academy.

This is an unrivalled opportunity to combine cutting-edge technology, expert mentorship and hands-on investment experience while following your passion for a career in Investment and Asset Management.

Chief Investment Officer Introduction



Christophe Jaubert

"I joined Mediolanum International Funds as Chief Investment Officer in 2018 bringing more than 30 years of experience in managing Investment solutions. Our Investment team at Mediolanum consists of 65 + professionals across different asset classes and has over 700 years of cumulative experience.

Over the last number of years Mediolanum International Funds has doubled its asset under management to over 75 billion and our plan is to build on this success by growing the AUM at an even faster pace. To continue our future success, we need to keep identifying the best talent, which is going to be the foundation of the future of our business and Investment team.

We want to select our successors by developing young, educated, motivated, ambitious individuals who can work in a team and help them to embrace our business culture and dive into our Investment philosophy. This is why we created the Mediolanum Investment Academy programme, which provides an opportunity for those looking to start a career within asset management to gain experience in a top tier Asset Manager in Dublin."



**“ The MIA Programme
has been an excellent
stepping stone into the
asset management
industry in Dublin, as
one of the few graduate
programmes offering
front-office experience.**

Shreya Lingam
Associate Portfolio Manager -
Multi Management and MIA Alumni

Rotations

Each participant will rotate across the 5 key areas within the Investment Performance team:



Multi Management Portfolio Management

The Multi Management Portfolio Management Team collaborate across departments to construct and manage a diverse range of Multi-Manager portfolios, including equities, fixed income, and multi-asset Investments. With a strong emphasis on risk management and innovative portfolio construction, the team is instrumental in generating returns that align with our client's objectives. MIA participants will get the opportunity to analyse market trends, engage with some of the world's top fund managers, and develop quantitative techniques to support Investment decisions. Joining the team provides you with the opportunity to develop your analytical skills, research the market, and collaborate with senior investment professionals in the industry.

Manager Research and Selection



The Manager Research and Selection Team is responsible for the monitoring of existing and selection of new external managers for the Mediolanum International Funds Buylist across both equity and fixed income strategies. The Buylist includes over 130 strategies totalling more than €75bn in assets under management. Members of the team are involved in detailed due diligence, blending qualitative and quantitative analysis to appraise a strategy's Investment footprint over time. In this rotation, MIA participants will gain direct exposure to the key decision makers on the strategies, be involved in research projects for appointing new managers and work closely with the Fund-of-Fund Portfolio Management team. During your rotation in the team, you will get the opportunity to work very closely with the Head of Manager Research and interact with some of the best fund managers across the globe.





Quantitative Investment



Our Quantitative Investment team is at the forefront of innovation in the financial industry, leveraging advanced mathematical models, statistical techniques, and cutting-edge technology to solve complex financial problems. We specialise in developing and implementing quantitative investment strategies for our clients, investing across a broad universe of global securities on a daily basis.

What sets our team apart is our commitment to staying ahead of the curve in both finance and technology. We work with large and complex datasets, employ machine learning techniques, harness the latest advances in artificial intelligence, and utilise high-performance computing to generate insights and optimise investment outcomes. Our teams are actively exploring how AI can enhance research, automate workflows, improve decision-making, and unlock new sources of investment edge. Our projects often involve collaboration with other leading departments, ensuring a multidisciplinary approach to problem-solving.

A rotation in the Quantitative Investment team offers recent graduates a unique opportunity to work on real-world financial challenges, develop technical and analytical skills, and gain exposure to the latest advancements in quantitative investing, machine learning, and AI. Graduates will be part of a dynamic team that values innovation, continuous learning, and the practical application of theoretical knowledge.

Fund of Securities Fixed Income



The Fund of Securities Fixed Income team manages Mediolanum's direct Investments in debt securities. The team manages government and corporate debt Investments in developed and emerging markets. The aim is to add extra performance over and above portfolio benchmarks through a number of different performance levers including duration and yield curve positioning, credit exposure and FX allocations. These decisions are based on assessments of a number of performance drivers such as economic growth, inflation, fiscal policies, credit dynamics and politics.

In your rotation with the Fixed Income team, you will learn to analyse and assess the performance drivers and how they are used to value debt securities. You will learn how to assess the risk of these debt securities using bond metrics such as duration and credit risk. From this, you will learn how to construct portfolios taking account of the risk/return trade off. You will leave the rotation with a strong grasp of how and why bond markets behave the way they do which is very important as bond markets, and government bond markets in particular, have major influences on other asset classes such as equities.



Fund of Securities Equity



The Fundamental Equity team are responsible for building and managing portfolios of stocks which form part of Mediolanum's funds. The work of the team involves identifying and researching companies and constructing portfolios from these companies with the goal of delivering industry leading investment returns. This process typically involves all aspects of fundamental analysis, including; financial analysis, industry research, equity valuation and meetings with company management. We also seek to identify market trends and opportunities and relay these across the Investment team. The focus of the Equity rotation is to gain an insight into portfolio management and start to develop the fundamental analysis skills necessary to become an analyst or portfolio manager. As part of the rotation within the Equity team, you will demonstrate your research in detailed reports and present your findings to the portfolio management team. You will be supported at every stage of this process by an experienced team.

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Being part of a collaborative team allowed me to gain exposure to a wide range of investment activities while learning from highly experienced colleagues. The experience helped me build confidence, expand my knowledge, and develop skills that will benefit me throughout my career. //

Rian Hickey

Associate Investment Analyst -
Mediolanum Investment Academy



What happens at the end of the Programme?

At the end of each rotation, MIA participants are evaluated on their projects, teamwork, growth, and overall performance by their rotation managers. Those who excel throughout the programme will be offered a permanent position within the Investment Team, ideally in their preferred area of Investment.

As a successful participant of the programme, you will have a clear career path with competitive compensation and continuous support for your development through on-the-job and formal training. We are committed to helping you grow and succeed at Mediolanum!

What we look for in MIA candidates:

A Bachelor (Hons) degree with a predicted degree classification of a 2:1 (or international equivalent) in Business, Economics, Finance, Statistics, Engineering or Applied Mathematics. Other degrees will also be considered depending on additional relevant experience

-  A very strong interest in Investment and markets
-  You demonstrate teamwork and build strong, supportive relationships
-  You are comfortable presenting your ideas, expressing your opinions and have an entrepreneurial spirit
-  You have great attention to detail and an analytical mindset
-  You thrive in solving complex problems, value continuous learning and acquiring new skills
-  CFA Qualified or in the process of obtaining the CFA is highly advantageous
-  You are curious about AI and the opportunities it creates, with a strong desire to develop expertise in leveraging AI alongside human judgement to drive better investment outcomes

Key Benefits when joining the Mediolanum Investment Academy



Recruitment Process

We have just 5 places on our Investment Academy each year and the selection process involves a comprehensive recruitment process.



The most suitable candidates will be selected to attend an interview with a member of the HR team and a senior member of the Investment team to give us a chance to get to know more about you as well as answer any questions you have about the organisation or programme. This will also give you a chance to showcase your knowledge of asset management and investment-related topics.

If successful after the 1st round, you have made it to the final stage of the process. Candidates will complete a Behavioural assessment and a final on-site interview which will include a case study that you will present to the Investment Leadership Team.

All final-round candidates will be contacted with personalised feedback and, where successful, an offer to join the Mediolanum Investment Academy Programme in September 2027. Our selection process is designed to be fair, balanced and holistic. Final decisions are based on all evidence collected throughout the recruitment journey, with no single interview, assessment or interaction being determinative on its own. Instead, we consider the overall profile of each candidate, including their technical capability, potential, mindset, values, curiosity, teamwork and commitment to continuous learning.

From time to time, 6 month internship opportunities may become available in our other departments throughout the year. If you are interested in internship opportunities outside of our Investment team please contact careers@mifl.ie

Scan here to read more, and apply!



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Thanks to the MIA Programme, I have gained broad exposure across the investment business and developed skills that will stay with me throughout my career. The combination of real responsibility, mentorship and learning opportunities has made it an incredibly rewarding experience. ”

Matilde Poliani
Associate Investment Analyst -
Mediolanum Investment Academy





Mediolanum International Funds Limited
3 Dublin Landings, North Wall Quay,
Dublin 1, Ireland.
T +353 1 2310 800