Our Company
Tracing our roots to 1928, Wellington Management Company, LLP is one of the world’s largest independent investment management firms. With US$774 billion in assets under management as of 30 June 2013, we serve as a trusted adviser to institutional clients and mutual fund sponsors in over 50 countries. Our innovative investment solutions are built on the strength of proprietary, independent research and span nearly all segments of the global capital markets, including equity, fixed income, multi-asset, and alternative strategies. As a private partnership whose sole business is investment management, our long-term views and interests are aligned with those of our clients. We are committed to attracting a talented and diverse workforce, and to fostering an open, collaborative culture of inclusivity because we believe multiple perspectives lead to more informed investment and business decisions. We welcome people with diverse life experiences, fresh ideas, and specialized subject-matter expertise.

The Opportunity
Wellington Management is seeking individuals to be part of the Technology Specialist Program in the Information Technology (IT) department. Successful candidates will join a dynamic team in developing & maintaining Wellington Management’s suite of capital markets applications. These applications include real time trading systems, portfolio construction and analysis tools, compliance and regulatory rules engines, portals (client, hedge fund) and reports.

As a member of the IT team, the individual will fill one of three potential roles: Systems Analyst, Software Engineer or User Support. These roles have the following responsibilities:

Systems Analyst
• Work with business users to understand problem domain and create functional specifications and user requirements
• Analyze the requirement and create user stories and flows from the requirements, determining impact to existing application software
• Create detailed designs, leveraging design patterns where applicable
• Conduct design reviews detailing key design choices made
• Prepare Quality Assurance test plans that exercise the functional requirements
• Transition core functional application knowledge to support teams
• Work closely with engineers to answer functional questions during the development lifecycle
• Review QA test results for completeness and accuracy
• Create release plans and coordinate with engineering team to deploy applications to production
• Partner with project managers, engineers and QA teams on estimates, status reports and planning
• Stay current with evolving technology and industry trends to ensure continuous improvement to the existing systems and applications

Software Engineer
• Create development approach leveraging implementation patterns and open source solutions where appropriate
• Develop, unit and integration test modules, components and services
• Look for opportunities to create reusable components
• Conduct code and test reviews, detailing key implementation choices made
• Work closely with the users and analysts to review implementation solutions where necessary
• Determine impact to servers, network and storage capacity and throughput in conjunction with infrastructure delivery teams
• Detail release plans and coordinate with operations and production support for deployments
• Transition core technical application knowledge to support teams for each release
• Partner with project managers, technical and QA teams on estimates, status reports, planning and quality assurance tasks
• Stay current with evolving technology and industry trends to ensure continuous improvement to the existing systems and applications

User Support
• Answer functional and technical questions from business users for a defined set of business applications (Compliance, Trading, Portfolio Accounting, etc.)
• Handle production incidents, determining root cause of the issue and the appropriate corrective actions
• Look for opportunities to create reusable solutions to common problems, or define application enhancements to avoid problems altogether including the creations of systems documentation for common problems
• Own changes to the applications as they migrate to production
• Monitor health of applications, servers, network and storage in conjunction with production support teams
• Partner with project managers, technical and QA teams on estimates, status reports, planning and quality assurance tasks

In addition, all roles will have the following core responsibilities:
• Stay current with evolving technology and industry trends to ensure continuous improvement to the existing applications and processes
• Use creative thinking to bring independent thoughts and ideas, to find not only a solution, but the best solution for the business
• Manage ones own workload, making appropriate trade-offs where necessary

Qualifications
The ideal candidate must have excellent technical, time management and communication skills.

Specific requirements include:
• Undergraduate or masters degree with a concentration in technology or finance
• Expertise in at least one of the following areas:
  - Systems analysis, including requirements gathering, user stories and test planning
  - Software engineering, including design patterns, programming languages and constructs
• Detail-oriented and ability to work in a team-oriented, fast-paced environment
• Ability to learn new concepts and subjects quickly
• Aptitude for solving complex technical or functional problems
• Excellent verbal and written communication skills
• Minimum GPA requirement of 3.0

Applications
Wellington Management is a great place to start your career -- our strong culture of being non-hierarchical, informal, and entrepreneurial has led to low turnover and strong mentorship. We are a meritocracy and have a performance driven approach to compensation and career progression. Wellington Management seeks excellence in the people we employ and the products and services we offer. We seek to be a leader, an innovator and a symbol of integrity in the investment management industry.

If you are interested in applying, please email tparlato@wellington.com for the required case
study questions. Complete applications should be submitted via the link below by October 28, 2013.

Complete applications include:
- Resume
- Unofficial transcript
- Response to the case study

All documents submitted should be in PDF format and include your name at the top of each page.

https://www.wellington.campus.apply2jobs.com/index.cfm?fuseaction=mExternal.showJob&RID=2939&CurrentPage=1

Please join us for an Open House at Wellington Management on Monday, October 21, 5:00 pm – 7:00 pm to learn more about the program. If you are interested in attending please email tparlato@wellington.com.

**It is the policy of the Wellington Management organization to recruit, hire, train and promote the most qualified candidates regardless of race, color, sex, sexual orientation, religion, national origin, age, ancestry, disability, citizenship, marital status, veteran status, genetic information or any other characteristic protected by law for all positions in the Company. Wellington Management expects all members of the organization to actively support its equal opportunity objective.**